

MINING — LABOUR

1987

JANUARY — DECEMBER

Argus 5/1/87

Anglo ads tell of causes of serious mine violence

The Argus Correspondent

JOHANNESBURG. — The outbreak of serious mine violence for the first time in more than a decade prompted the Anglo American Corporation to place large advertisements in several newspapers today.

Anglo announced that 62 black mineworkers had died in a series of violent clashes in the last nine weeks and that the company had launched a full investigation into the causes of the violence.

Anglo said 33 workers had died at the Vaal Reefs mine near Klerksdorp since October 24, and 29 had died at President Steyn mine in Welkom in the last three weeks.

The last major ethnic violence on an Anglo-administered mine occurred in 1974.

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After a thorough investigation, hostel residential arrangements were restructured to eliminate the emphasis on tribal groupings. Relative peace reigned for a decade.

Anglo said there were many factors which were increasing tensions on the mines.

Although much of it was ascribed to single-sex hostels and migrant labour practices, the state of emergency and country-wide unrest had heightened tensions.

Concern and anxiety over reports of repatriation of foreign workers had also played a part.

Other factors included the frustration of better-educated workers whose career advancement was still being stifled by job reservation.

Can Times, 4/17/71 (21)

Mines' reports warn on pay rises

By AUDREY D'ANGELO

RISING costs mean that requests for pay rises to keep pace with, or exceed, the inflation rate cannot be justified without a corresponding increase in productivity, the chairmen of mines in the General Mining Union Corporation (Gencor) group warn in the annual reports.

They say that although the mines gained substantially from the rand/dollar exchange rate, rising costs due to inflation are "causing serious concern".

The cost income ratio is "under pressure which will in all probability increase as the effect of economic sanctions against the country expands".

The chairman of Bracken and Leslie, C R Netscher, adds that because their ore reserves are of marginal grade, "effective cost control measures are vital for survival".

Abolition of job reservation

The reports say the mining companies in the group intend to make the most of opportunities resulting from the abolition of influx control.

New training programmes have been implemented, particularly to enhance labour relations skills.

The reports say that the mining industry expects the complete abolition of job reservation this year when the definition "scheduled person" will be replaced by "competent person".

However, they add, "very little progress has been made in negotiations between the Federation of Mining Unions and the Chamber of Mines regarding the better utilization of engineering personnel".

Supreme Court upholds appeal

15/1/87

ALAN FINE

THE Pretoria Supreme Court yesterday upheld an appeal by the Gold Fields group against a decision of the Industrial Court ordering it to facilitate strike ballots at four of its mines.

The Industrial Court order followed an application by the National Union of Mineworkers (NUM) last year after a deadlock in wage negotiations. Gold Fields refused to allow the NUM to ballot at four mines where it was not recognised.

The NUM has been ordered to pay costs for both the Supreme Court and the Industrial Court hearings. Written reasons for the judgment are expected to be made available by the end of the week.

Meanwhile, a conciliation board considering a unilateral wage increase granted by Gold Fields during last year's wage negotiations, is due to meet for the second time today.

At the first meeting last week, the NUM proposed that the company should agree that the increases constitute an unfair labour practice, that it should undertake not to grant increases without negotiations in future, and that it pay the union's legal costs.

30 000 jobs saved for foreign miners

2087
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16/1/87 W/M

JOHANNESBURG—The Chamber of Mines has negotiated a deal with the Government which will save the jobs of at least 30 000 of S A's more than 60 000 Mozambican miners whose employment was previously doomed by the blanket ban on Mozambican labour.

The deal also effectively saves the mining industry from having to face potentially crippling manpower problems that would have arisen had the ban on Mozambican labour been implemented unconditionally.

Details of the intensive negotiations which led to the deal are not available, but it is likely the Government was convinced that the economic and production costs of the ban — in terms of foreign exchange and taxes from gold sales — outweighed any political advantage.

Details of the deal are contained in a letter from the Manpower Department to the Chamber. The letter recently came into our Johannesburg correspondent's possession. It is dated December 3 and followed intensive negotiations between the two

Recruitment

South Africa imposed the ban on October 8 following the injury of six soldiers in a landmine explosion on the Mozambican border. It barred the recruitment of new labour, while workers already employed could not have their contracts renewed upon completion.

In terms of the deal, the ban on the recruitment of 'novices' still remains. However, skilled and semi-skilled miners — those employed in job categories four to eight — are exempted from the ban. So are those in the unskilled categories with more than seven years' service on the mines.

Mines with more than 20% of Mozambicans in their unskilled complement are given three years to phase them out and application can be made for the retention of individuals on compassionate grounds 'in exceptional cases'.

According to the letter, approval for these arrangements was given by Manpower Minister Mr P T C du Plessis 'on recommendation of the Advisory Committee for Contract Workers'.

Statistics

A far larger proportion of Mozambicans than any other group of black miners occupy skilled positions on the mines. And Natal University economist Alan Whiteside says Mozambicans tend to be career miners. He estimates that the majority will have had more than seven years' service — whatever their job category.

Only one of the big six mining houses — JCI — had responded by last night to requests for statistics on how many of the 51 000 Mozambican miners on Chamber mines will be affected by this arrangement. The Chamber, too, was unable to supply these figures.

On JCI mines, 2 584 of the 4 168 Mozambicans — 62% — are employed in the skilled job categories. Possibly the proportion is not quite that high throughout

Mercury Correspondent

the industry because JCI has not recruited any Mozambicans in the past three years.

No JCI mines employ more than 20% of Mozambicans in their unskilled categories. The figure for unskilled miners with more than seven years' experience was unavailable.

Manpower Director General Mr Piet van der Merwe declined to comment on the letter, which was signed by him. He says though, that whether the arrangement will be extended to non-Chamber mines where at least an additional 10 000 Mozambicans are employed, 'depends on if they approach us and we can come to an arrangement'.

A chamber spokesman says the deal will considerably ease the problems of those mines that employ a large proportion of Mozambicans, and will also benefit long serving or highly skilled Mozambicans whose loyal and valued services might otherwise have been lost.

The arrangement is aimed at the minimum disruption to the livelihoods of the individuals concerned, as well as the mines that employ them.

A spokesman for the National Union of Mine workers called for the unconditional rescinding of the ban.

Wall Street booming

NEW YORK—Wall Street share prices soared yesterday with the heaviest trading volume in history.

Volume was 254 million shares. The rise was helped by a boom in technology stocks and a modest drop in interest rates, financial analysts said. — (Sapa Reuter)

Deal to save jobs

Dispatch Correspondent

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Expelled miners allowed to stay

WEEKLY MAIL 16/1/87

By PHILLIP VAN NIEKERK

IN the face of strong pressure from the Chamber of Mines, Pretoria has backed down on its hard-line decision to terminate the employment of all Mozambican workers on SA gold mines

The Chamber and the Department of Manpower have arrived at an arrangement in which more than half the estimated 60 000 Mozambicans employed on the gold mines — the most skilled among them — will be able to renew their contracts

However, the ban on recruiting novices still remains and tens of thousands of Mozambicans in the less skilled grades on the mines will have to return once their contracts expire

A spokesman for the Chamber's recruiting arm, The Employment Bureau of Africa (Teba), said the new arrangement was only temporary and that he hoped for a return to normality soon

The decision to terminate the employment of Mozambicans was taken jointly on October 9 by the Ministers of Defence, Foreign Affairs, Manpower and Energy following the injury of six South African soldiers in a landmine explosion close to the Mozambican border

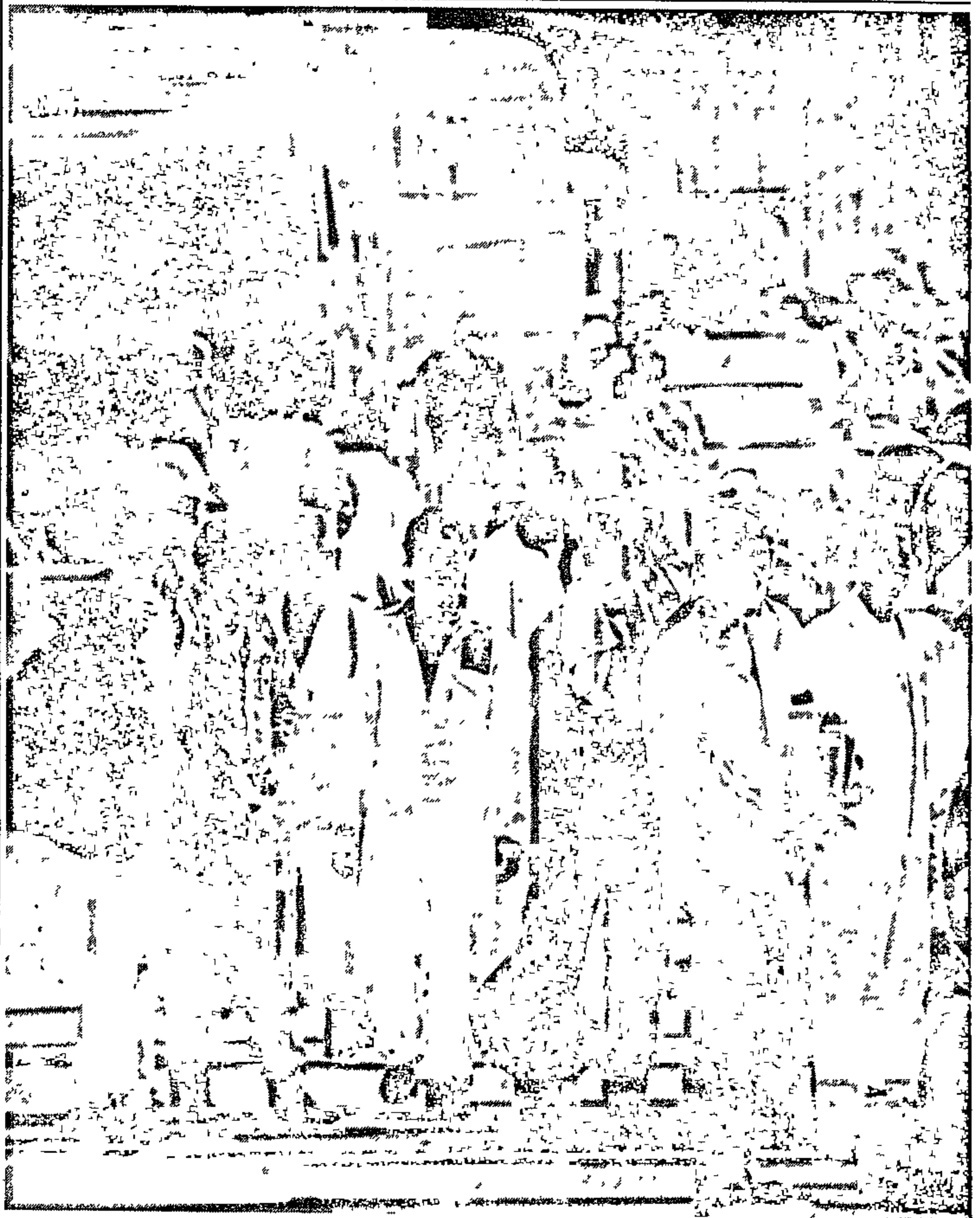
The decision — which was taken without consultation with the mining industry — placed a ban on recruiting novices and forced all Mozambicans to return once their contracts expired

The ban was aimed at destabilising Mozambique's war-ravaged economy but at the same time threatened to harm production at a number of gold mines which were highly dependent on Mozambican labour

Details of the new arrangement, concluded at a highly confidential meeting in December where the Chamber set out its strong reservations to the move, only became available this week. A letter from Dr Piet van der Merwe, the Director-General of Manpower, to the Chamber sets out the terms, which include

● All workers in job categories four to eight will be allowed to renew their contracts. These are the most skilled categories and are dominated by

● To PAGE 2



Miners leaving their jobs at Beatrix gold mine this week. More than 3 000 workers — nearly half the black workforce — voluntarily quit the Gencor mine in the Orange Free State on Tuesday after a fight which left eight dead and 53

injured. The reasons behind subsequent resignation were eight brings to 118 the number the past year as a result of mi

THE CONTENTS OF THIS NEWSPAPER HAVE BEEN RESTRICTED IN TERMS OF THE EMERG

30 000 miners may be able to stay

●From PAGE 1

foreign workers.

●All workers in job categories one to three with service of longer than seven years will be able to renew their contracts.

●Mines where Mozambican workers comprise more than 20 percent of the workforce in grades one to three will be able to phase these workers out over three years.

●There is to be no further recruitment of novices from Mozambique

●Provision is to be made for special cases, such as paraplegics, to be retained on compassionate grounds.

Van der Merwe told the *Weekly Mail* yesterday that "certain arrangements" had been necessary for workers with long service and those in the advanced job categories. He could not give a figure for the number of workers who would be able to renew their contracts, saying this figure would vary from mine to mine.

A Teba representative said it was impossible to know how many workers were involved because the numbers of workers in each category were only known at the mines themselves

However, a recent analysis of skills

of foreign mineworkers on the gold mines by International Labour Office researcher Fion de Vletter found that 59 percent of foreign workers were in grades four to eight, and that 71 percent of workers in these grades were foreign

De Vletter's research was based on figures at the largest of the six mining houses, Anglo American, where Mozambican labour is proportionately low, but reflects averages for the entire industry.

The new arrangement is likely to provide some relief to economically-straitened Mozambique, which will now have more time to develop the alternative employment and rural development schemes.

However, according to De Vletter, the attrition of more experienced foreign workers is very high and this will mean a sharp decrease in the percentage of foreigners generally over the next five years

A National Union of Mineworkers representative said yesterday the decision had come as no surprise

"Had the government not rescinded this, the union would have gone ahead with the decision to table the matter at its forthcoming congress where a decision would definitely have been taken to take some action," he said.

The representative said the union was not satisfied with the phasing out of workers in grades 1-3 and said the union believed Mozambican migrants contributed to the national wealth of South Africa and ought to be permitted to stay.

No way to one way

Almost unnoticed at the end of 1986, the Supreme Court handed down a judgment which goes a long way towards resolving a long-standing membership dispute between the mining industry's three officials' associations.

The case involved a review of an Industrial Court (IC) ruling dating back to February 1982, in which the labour court found that the "one way traffic rule" is an unfair labour practice. That the Supreme Court judgment came nearly five years after the IC verdict, is testimony to the long and bitter fight over the issue.

The "one way" rule came into being in 1973 when the SA Technical Officials' Association (SATOA) was constituted as a union representing two categories of mineworker — winding engine drivers and reduction plant employees. Previously, these workers had been obliged to join the Mine Surface Officials' Association (MSOA) if they worked on the surface, or the Underground Officials' Association (UOA) if they worked underground.

As a latecomer, SATOA had to reach a compromise with the MSOA and UOA over who would be eligible for membership. Eventually it was agreed that winding engine drivers and reduction plant employees working on surface could choose between SATOA and the MSOA, while those working underground could choose between the UOA and SATOA. It was also agreed that SATOA members could resign to join either the MSOA or the UOA. But — and this is where the "one way" rule came into play — members of the MSOA and the UOA were not allowed to resign to join SATOA.

A key factor in this agreement was that it was due for review after three years. When this time had elapsed and SATOA proposed that the "one way" rule be scrapped, the MSOA and UOA blocked its efforts. SATOA responded by going to the IC. In determining that the "one way" rule constitutes an unfair labour practice, the IC ordered that all winding engine drivers and reduction plant personnel employed after February 28 1973 — the day before SATOA was officially launched — should be free to join any of the three officials' associations.

But SATOA's battle was not over. What followed was a tortuous series of hard-fought court cases involving the MSOA and SATOA. The first step came when the MSOA asked the Supreme Court to review the IC's judgment. SATOA countered in June 1982 by challenging the Supreme Court's right to review IC decisions. When the Supreme

Court ruled that it was within its power to review IC judgments, SATOA took that decision on appeal.

Late in 1985, the Appeal Court held that the Supreme Court did indeed have the right to review IC decisions. The way was thus finally opened for the Supreme Court to consider the MSOA's contention that the IC erred when it made its decision in 1982.

The review judgment of December 12, vindicates the IC's ruling.

The decision is an obvious boost for SATOA, which has only 3 400 members. The big question now is whether the MSOA and UOA, both of which have about 18 000 members, will let the matter rest or apply for leave to appeal. MSOA general secretary Robbie Botha says senior counsel is examining the judgment. UOA general secretary Tom Rich refused to comment.

It has been speculated that if no further court action arises from this dispute, there could well be an attempt by the ultra-conservative Mineworkers' Union (MWU) to challenge the mining industry's allocation of occupations agreement. That agreement, when combined with the industry's closed shop agreement, effectively means that all whites, barring officials and learners, have to join a union and that the choice of which union is determined by the job they perform. The MWU would like to see the allocation of occupations agreement abolished.

If the MWU did want to embark on such a venture, it would have to weigh up several factors — for the "one way" rule is quite clearly a different matter to the allocation of occupations agreement. However, in the political climate of today, the rightwing union may well decide to chance its luck.

Cape Times 23/1/87 (2/4)
Anglo pays R500m in divs

From CHERILYN IRETON

JOHANNESBURG — Anglo American's Transvaal gold mines are to pay more than R500m in final dividends

This includes over R100m from finance company Southvaal Holdings which has declared a final of 440c. The dividend declarations are Vaal Reefs 1200c a share, Western Deep Levels 355c a share, Elandsrand 75c a share, SA Lands 47,5c a share and Afilease 16c a share.

SA Lands' declaration was the only one well above market expectations. While the dividends from Vaal

Reefs and Elandsrand are in line with market forecasts, shareholders might well be disappointed with the payments from Western Deeps and Southvaal.

Southvaal's earnings for the year to December have climbed to 807c a share (648c). This was due to a R90m increase in the royalties from Vaal Reefs. After-tax profit rose to R209m.

Afrikander Lease also benefited from higher royalty payments and reported earnings of 24c (13c) a share for the year to December. Afilease's after-tax profit doubled to R1,6m.

FINANCIAL

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MINING LABOUR 23/1/87

Setback for NUM

Attempts by the National Union of Mineworkers (NUM) to force a showdown with Gold Fields of SA (GFSa) over the mining house's wages and wage policies have run aground once again

NUM has been in dispute with GFSa for some months over two issues. One arises out of last year's Chamber of Mines wage negotiations. The other concerns GFSa's decision to implement wage increases on its mines in August last year without consulting the union

In November the union temporarily gained the upper hand when it secured the blessing of the Industrial Court (IC) to conduct strike ballots at seven GFSa gold mines

NUM went to the IC after GFSa agreed to its request to hold ballots at the Deelkraal, Libanon and West Driefontein mines — where NUM is recognised — but refused similar facilities at the Kloof, Venterspost, Doornfontein and East Driefontein mines which do not recognise the union

Last week, however, NUM had a setback when the Supreme Court upheld an appeal by Kloof against the IC's decision. NUM was ordered to pay costs.

Second time

It was the second time within weeks that NUM's efforts to reach the point where its members can stage a legal strike on GFSa mines had been blocked at Supreme Court level

In mid-December last year, as a result of the suspension of the IC's ruling because of the appeal, four NUM members employed at Kloof brought an urgent application in the Supreme Court

They asked Kloof for an assurance that plans to hold ballots in mine hostels would not be interfered with. The matter was rejected by the Supreme Court on the grounds that it was not urgent

The major issue of contention in the Supreme Court appeal was whether a union has the right to enter and use an employers' property to hold meetings and strike ballots. NUM raised several points in support of its argument that it does have that right

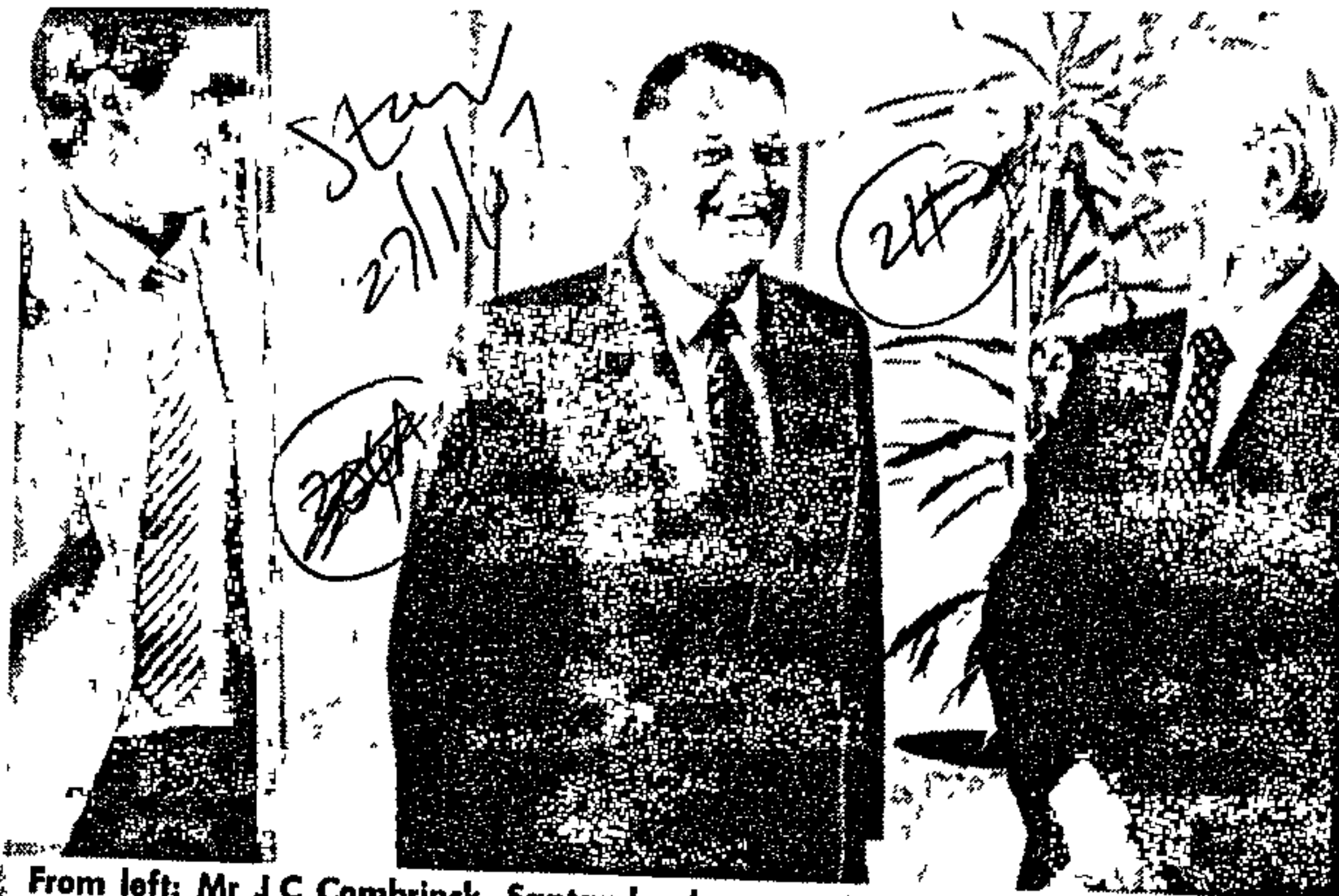
These included that a union or its members cannot take part in a legal strike unless a ballot has been held; that a union may not delegate the power to take a ballot, and that an employer may not victimise an employee who belongs to a trade union or takes part in union activities either within or outside working hours

These arguments failed to sway the court. "The fact that the union has a right and a duty to conduct a proper strike ballot does not mean that the legislature intended to give it the right to hold the ballot on the employer's property, or that it intended to place a duty upon the employer to permit the union to do the acts on its property," the court

found

NUM, which regards GFSa as its major employer antagonist, is hardly likely to let matters rest there

But one thing must become increasingly clear to the union. Unlike Gencor, against which it mounted a highly successful campaign in 1985, GFSa is proving a tough nut to crack



From left: Mr J C Combrinck, Santambank economic adviser, Dr Connie Mulder and MWU president Dr Daan Ehlers, guest speakers at the congress.

MINE PRESIDENT URGES WHITES TO VOTE AGAINST NP

The president of the Mine Workers' Union (MWU), Dr Daan Ehlers, yesterday urged union members to express their disapproval of the expected granting of blasting certificates to black miners, saying the members should vote against the National Party in the coming election.

At the opening of the MWU annual congress, Dr Ehlers and Dr Connie Mulder, leading Conservative Party member, spoke out strongly against the granting of the certificates to blacks.

Dr Ehlers said the proposed amendment of the Mine Industries Act did not have white mineworkers' approval.

"The expected amendments did not go through last time and that was a bitter disappointment to the mining chiefs. But it seems that this year blasting certificates will be given to blacks, that is unless you use the opportunity which you are now being given

"... What you must do is demonstrate your dissatisfaction when you vote in the general election

"Despite the many requests from the white miner to the Government and despite representations from the MWU, it seems the Government is going to go ahead with the amendments," he said

Dr Ehlers warned that if the Act's wording of "scheduled person" was changed to "qualified person", whites would have to compete with all blacks

in the industry, including those from neighbouring countries, many of whom were "communist orientated"

He said Mr S P Botha, Minister of Manpower in 1979, gave an assurance that as long as there was one miner who wanted separate amenities in the workplace, it would be provided

In the early 1980s the present Minister of Manpower, then Minister of Mineral and Energy Affairs, gave written assurances that separate amenities would be maintained

"And now the assurances of two Ministers have disappeared like mist before the morning sun," Dr Ehlers said.

Dr Ehlers urged MWU members to report to the union any cases where they were expected to share amenities with blacks

Dr Mulder, guest speaker at the opening of the whites-only MWU's annual congress, said the granting of blasting certificates to whites only had over the years become the symbol of the protection of the white miner

"If the MWU were to accede to the demand that blacks be given blasting certificates, it must understand what consequences might lie ahead for future generations of mineworkers

"It must also understand what concessions it was making in terms of national security in a country where homemade bombs are thrown into supermarkets by terrorists," he said

Rand Mines to create ^{can Times} 27/1/87 211 20 000 jobs

JOHANNESBURG — A livelihood for almost 100 000 people will be created by Rand Mines' current and new expansion programmes

This will follow the creation of some 20 000 new jobs at a time when unemployment in SA is at record levels, the group says in the latest issue of its publication, Review

"If you consider that each worker supports an average of four dependants, the new projects that the group has embarked on will provide a livelihood for around 100 000," the report explains

The new workers will be employed "across the board in the gold, coal and base minerals divisions"

'Sand treatment plants'

Operations that will create the most new jobs include

● ERPM's R300m far east vertical shaft project — which will require an additional 7 000 people. The mine's current labour force is around 21 000

● The new Escom-tied Khutala and Majuba underground coal mines which between them will employ 6 200 new workers.

● Harmony's R250m No 4 twin-shaft complex will provide an additional 3 000 jobs

● The other jobs will be created by projects like the R53m City Deep and the R11,8m Pilgrim's Rest sand treatment plants — Sapa



Martin Brown has been appointed account executive for Mason Stationery.

Mines chief tells State not to slow black progress

Chamber of Mines president Mr Peter Gush has warned that the mining industry will "vigorously and publicly" expose any attempt to bar blacks from scheduled-person jobs when the scheduled-person definition in the Mines and Works Act is repealed.

He told the annual meeting of the Colliery Managers' Association in Johannesburg yesterday the repeal of the relevant clause in the Act was still bogged down in politics and legislation.

"I understand this will now be deferred to the Parliamentary session later in the year. I find it unacceptable that in 1987 the Government is not prepared to remove forthwith the last legislation reserving jobs for whites.

'INCUMBENT ON EMPLOYERS'

"Flawed as we perceive the amendment to the Mines and Works Act to be, I believe it is so important that the scheduled person should be removed that I urge Government not to procrastinate.

"If, when the Act is amended, the enabling clauses are used to prevent blacks from gaining access to the jobs concerned we in the industry will expose such action vigorously and publicly.

"I believe it is incumbent on us as employers, especially at this juncture in our country's history, not to deviate from what we perceive to be the correct course for our industry and our country.

"That in itself might in a small way encourage some of our politicians to exhibit enlightened leadership which South Africa needs at this time. At the very least we will know we have done the right thing and so will black South Africans." — Sapa.

NUM condemns dismissal of 2 200

By Susan Fleming

The National Union of Mine Workers (NUM) has condemned the dismissal by Anglo American of 2 200 workers at the President Steyn Gold Mine near Welkom this week.

A NUM spokesman, Mr Marcel Golding, yesterday described the dismissals as "typical of a high-handed management" which had failed to address the issues which gave rise to conflict on the mine.

He accused Anglo of being "intransigent" in dealing with workers' problems.

A spokesman for Anglo American, Mr John Kingsley-Jones, had told Sapa on Monday that the 2 200 workers had resigned. Yesterday he agreed that the workers had in fact been dismissed.

Mr Golding said Anglo American had "twisted" its earlier statements.

"It is very clear to us that the workers did not resign. Resigning is a voluntary action. The workers were fired," he said.

According to Mr Kingsley-Jones, the workers were dismissed following faction fighting at the mine since

December, which had left 39 dead and 177 injured.

"The prospect of renewed violence and consequent loss of life left President Steyn management with no alternative but to request workers to either return to their normal duties or to terminate their employment with the mine," said Mr Kingsley-Jones.

Anglo American planned to replace the workers as soon as possible. But, said Mr Kingsley-Jones, if the 2 200 dismissed workers wished to be re-engaged their applications would be considered.

According to Mr Kingsley-Jones differences between Xhosa and Sotho employees had emerged in mid-December last year. Since then 39 employees had died and 177 had been injured.

"Continued efforts have been made by management to resolve these differences and this included several meetings with representatives of the governments of Lesotho and Transkei.

"In addition, the local and regional committees of the National Union of Mineworkers were consulted as to how these differences could best be resolved. Despite the efforts of all these parties, these tensions persisted," said Mr Kingsley-Jones.

NUM slates firing of 2 200

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Too late for classification

Ten more miner deaths

20/1/87

TEN workers died in a fresh outbreak of violence at the President Steyn Mines near Welkom this week

The fighting, which started on Sunday afternoon and in which one worker died, is believed to be a sequel of a fight in late December which left 29 workers dead.

The renewed violence broke out in the shadow of an "independent enquiry" into the December incident. The enquiry, initiated by Anglo

BY SEFAKO NYAKA

American, was still gathering evidence at the weekend

The cause of Sunday's violence is not known but it is claimed that the fighting was initiated by an anti-union organisation known as Fico

Anglo has denied any knowledge of the organisation, although the National Union of Mineworkers said it has evidence of management support or approval of the "union-

busters".

On Monday a worker was killed after fighting broke out underground at the number one shaft. Four workers were killed on Tuesday — one in a stabbing incident and the others in inter-group violence.

On Wednesday three workers died when fighting broke out under cover of darkness, according to an Anglo representative. Fighting has spread to the nearby taxi rank outside mine property.

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Herb grower, PAMELA C
JANET TELIAN, will be h
afternoons at Sunlawns,

Feb 7 Italian c
Feb 14 St Valenti
Feb 21 aphrodisis
Gourmet

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called on union members to demonstrate their dissatisfaction at the polls

This development came amid renewed speculation that MWU general secretary Arrie Paulus is about to retire, and confirmation by the Conservative Party that he has been "identified" as their possible candidate for Carletonville. Paulus denies the first and refuses to comment on the second. But the Right is bound to use the Bill as a rallying point.

The standing committee has made at least two important changes to the Bill, first tabled in parliament on August 18 (*Current Affairs* August 22). Neither is likely to please the MWU.



MWU's Paulus ... rightwing candidate in Carletonville?

The Bill provides for committees to be appointed to advise the Minister of Economic Affairs and Technology on which workers should be eligible for the 13 certificates of competency at present denied to non-scheduled persons, that is, blacks. The August 18 version stated that, in establishing such committees, the minister should consult unions which, in his opinion, represent the majority of employees who are holders of a particular certificate, any other unions, and mine employers.

In theory, this meant that a union like the NUM could be involved in the process. The standing committee's changes, however, reflect concern to ensure consultation with all interested parties. The new wording is that "the minister shall consult with any employees' or employers' organisation which, in his opinion, may have an interest."

The other change concerns the requirements with which those who hold certificates of competency must comply. These relate to factors such as experience, command of lan-

guage, physical health, age, and educational or training qualifications. In what seems to be an attempt to ensure that blacks should not be placed at a disadvantage, the committee has now inserted the words *provided that no distinction shall be made on the basis of colour* into the Bill.

Says Brian Goodall, the Progressive Federal Party's representative on the committee: "The final Bill, while not exactly what we want, is a great improvement on the one tabled last year." ■

MINE JOB BARS

6/2/87
P.M.
An election issue (211)

The Mines and Works Amendment Bill — which provides for the abolition of job reservation on the mines — is now on parliament's order paper. Although the Bill was due to have been passed last year (a promise by Dame Steyn, the minister in charge of mines), parliament was prorogued earlier than expected.

It again seems unlikely, however, that the Bill will be debated in the short session before the May election. And with the right-wing dead against the removal of the last statutory job reservation, government is unlikely to want to give its opponents any ammunition. The mining houses, not to mention the black National Union of Mineworkers (NUM), want job reservation to go.

Nonetheless, it is clear that job reservation has already become an election issue. Last week Cor de Jager, president of the right-wing Mineworkers' Union (MWU), which for years has blocked attempts to scrap the provision, warned the union's congress that blacks will be granted the blasting certificate this year unless something is done. De Jager



Teenagers outside a Krugersdorp cinema — due to be closed because the town council reached stalemate on desegregation. They subsequently changed their decision

Picture ANNA ZIEMINSKI, Afrapix

Opposition to the closure of cinemas suffered this week with the re-opening of Krugersdorp movie theatres. A meeting of the town council on Monday where a previous decision to close the cinemas was reversed. The council, where a previous decision to close the cinemas was reversed. The council, where a previous decision to close the cinemas was reversed.

Flicks first, folk second

By ADRIAN HADLAND

They based this on the fact that the motion had already been signed by seven councillors — a majority in the 12-member council — before the meeting had started. Councillor Chris Viljoen also claimed the meeting was *sub judice* because a charge against Ster-Kinekor for intimidation had been lodged by the chairman of the Conservative Party in Johannesburg, Clive Derby-Lewis.

The Ster-Kinekor policy, which materialised mainly as a result of the pressure from foreign film companies

such as Columbia, has also seen to the opening of cinemas to all races in Vereeniging, Potchefstroom and Roodepoort.

The last remaining major stalwart in the cause for whites-only films, the Pretoria City Council, had four of their cinemas in Sunnyside closed last week by CIC (SA). Ster-Kinekor will shut down three more cinemas and three drive-ins by the end of the month if the shows are not desegregated.

The closures have caused indignation within the ranks of the right-wing Clive Derby-Lewis, self-

appointed hero of the whites-only faction, has laid charges of intimidation, called the desegregation policy "blackmail" and failing that will devise a plan aimed at starting white cinemas in opposition to the established companies.

The plan envisages starting on a small scale in hired halls before acquiring former Ster-Kinekor outlets and creating a loose association of independent segregated cinemas.

For the moment this plan is still far from fruition and, with the major companies vowing to exert pressure on the small independent venues in the near future, it looks like segregated cinemas could soon become a thing of the past.

onstabels

stabels appeared in the magistrate's court in connection with a case earlier this week in which three people were killed. The recipients of a three-week crash course in law, they were not asked to appear in court.

Zamo Nyaka, 31, and Vuyo Habane, 24, of

follows an urgent appeal into the shooting on Monday night while a constable was guarding Grahamstown's Tanti

spokesman said three had been fired at from a to investigate.

ing was raised in Wednesday, where federal Party MP Helen it as "another indication that is receive inadequate

elter bomb

was blown up just 200 Alwyn Schibusch's home in Cape Town

were available, but the Information said it blast was caused by a

s said one woman was blast, which took place in Road, Newlands, near Schuur Estate which cabinet ministers.

as blown off the bus woman — who was road nearby — fainted.

NUM to court over 2 200 sackings

By SEFAKO NYAKA

THE National Union of Mineworkers is taking Anglo American to court over the dismissal of 2 200 workers at President Steyn gold mine in Welkom last Monday.

NUM representative Marcel Golding said his union was only consulted after the workers had been dismissed.

He also questioned Anglo American's initial insistence that the workers had resigned.

"Resigning is a voluntary action and it is clear the workers did not resign — they were fired."

Anglo representative John Kingsley-Jones, who said earlier this week that the workers had resigned, admitted late yesterday that the workers had actually been dismissed.

He said, however, that this had only happened after President Steyn management, "faced with the prospect of renewed violence and the

consequent loss of life, was left with no alternative but to ask workers to either return to their normal duties or terminate their employment."

He said the majority of workers returned to work, and those who didn't were dismissed.

Kingsley-Jones ascribed the tension on the mine to "differences between Xhosa and Sotho employees which emerged in mid-December last year." Since then, he said, 39 employees have lost their lives and 177 have been injured.

"Continued efforts have been made by management to resolve these differences, including several meetings with representatives of the governments of Lesotho and Transkei.

"In addition, the local and regional committees of the National Union of

Mineworkers were asked how these differences could be resolved. Despite the efforts of all these parties, these tensions persisted."

He said recruitment started on Monday "through our traditional channels" but has not been completed yet.

The NUM has partly blamed an overt anti-union organisation known as FITO for the violence. But Anglo has denied any knowledge of FITO.

Golding also accused Anglo of intransigence, saying the dismissals are "typical of a high-handed management which has failed to address issues giving rise to conflict on the mine."

NUM said it was "perturbed that Anglo believes it can settle conflict by dismissing workers instead of addressing the issues that give rise to the conflict."

Almost 29 000 detained during '86

By MONO BADELA

ONE big political prison — that's the status of South Africa today, where nearly 29 000 men, women and children have been detained in the past year.

The phrase is used by the Detainees' Parents Support Committee (DPSC) in its annual report on state action during 1986.

The report, issued this week, gives a graphic breakdown of the effect the Emergency has had on millions of South Africans.

It states that 25 000 of the 28 471 people detained last year were held in terms of Emergency legislation. Of the 25 000, about 10 000 — or 40 percent — are children under the age of 18.

The United Democratic Front and its affiliates were hardest hit, accounting for approximately 75

percent of detainees whose affiliations are known.

Women accounted for over 10 percent of the total — approximately 3 000.

The report says a further 2 840 people were detained under the country's security legislation.

Two people died while being held under Emergency regulations — Xoliso Jacobs, 20, who died on October 22 in Upington, and Simon Marule, 20, who died on December 23 in Benoni.

Numerous applications were made for restraining interdicts, the report states, and 75 applications were brought to court relating allegations of assault and torture of security and Emergency detainees. More than half

came from Bloemfontein (38) and 29 from Durban.

A total of 208 detainees applied for release from Emergency detention and there were 16 court challenges to the Emergency legislation.

Seven of these applications challenged the validity of the regulation allowing for detention and three challenged regulations or orders affecting newspapers.

A total of eight applications led to new rulings, the DPSC said, most noted of which was the Metal and Allied Workers' Union application to the Durban Supreme Court in July.

The DPSC recorded a total of 108 trials under the Internal Security Act involving 672 people, of whom 487 were acquitted or had charges against them dropped — TOPS

represent the Co-Workers' flew out Europe - internat needed f Before presiden Johannes chair - specify for the R1-mill - striker. The R100 members started unable to Both C the Co- (Cosatu), this week moves - or that more pu But the has go accepta "co-oper leading detentic chain's "unbche While remains workers weeken represe members Premier message other er Cosatu OK strik "living campaign Defeat its image camp - which - minimat confider notice to imple one is vigorous' Cosatu indicated scanty su number of particular and Det failure to founding It belie have foc - rath achie - as signs of backing part, to t impression Unions meeting numerical National (NUM), Union (Workers' Wood a (Pwawu) Industrial

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OVER 2 000 President Steyn gold mine workers resigned and left the mine near Welkom yesterday — the culmination of violent faction fighting since December which has left 39 dead and 177 injured.

sequent loss of life left President Steyn management with no alternative but to request workers to either return to their normal duties or to terminate their employment with the mine," Anglo-American spokesman Mr John Kingsley-Jones said last night.

"The prospect of renewed violence and con-

Backdoor apartheid

211
13/2/87
F/M

If Pretoria's protestations that it intends to reform away from apartheid are to be believed, then it must not be seen to swap blatant discrimination for more covert means of achieving the same thing. A case in point is the Mines and Works Amendment Bill, soon to be debated in parliament, which has the ostensible aim of abolishing the last vestige of statutory job reservation.

This vests in the discriminatory definition of "scheduled person" in the Mines and Works Act, which renders blacks ineligible for various certificates of competency to perform skilled mining work.

But while the Mines and Works Amendment Bill is designed to remedy that by deracialising the definition, it also contains some disturbing provisions. Mineworkers who wish to obtain any of the 13 certificates reserved for "scheduled persons" must pass a test administered by a Commission of Examiners appointed by the Government Mining Engineer. The regulations to the Act stipulate the minimum

qualifications with which candidates must comply for each certificate. In the main, they relate to age, practical experience and the candidates' moral standing.

If the Bill is adopted as it now stands, candidates will face a whole new set of preconditions. For one, before they even get near a Commission of Examiners they will have to comply with criteria set by the minister of Economic Affairs and Technology who may be advised by special committees appointed by him. For another, the Minister would be empowered to expand on the minimum requirements candidates must possess.

The suspicion must be that government is changing the rules just because blacks are about to be allowed to qualify for certificates. In the Chamber of Mines' view these new regulatory powers could be used to impose regulations to negate the removal of the explicit racial barrier. Our guess is that most reasonable people will see the additional red tape in the same light.

Startling tales of torture on mine

211
13-19/2/87 W/Mail

WORKERS TELL OF HANDCUFFS, HOODS AND ELECTRIC SHOCKS

By PHILLIP VAN NIEKERK

STARTLING allegations of torture and electric shock treatment by a private police force owned by Gold Fields of South Africa were made this week

Two Stilfontein gold mine workers interviewed separately told the *Weekly Mail* members of the mine police put bags over their heads and gave them electric shocks while interrogating them about the theft of food from the kitchen

The allegations come at a sensitive time for the Gold Fields mining conglomerate, whose London-based parent, Consolidated Gold Fields, celebrated its centenary this week amid threats of a stepped-up disinvestment campaign by British anti-apartheid groups

A representative of Gold Fields Security Company, a private security force set up by Gold Fields to police its mines, at first declined to comment because the matter was "under investigation"

She said "We are not the Gestapo We do not assault people"

Later, the manager of the company, D I Pullar, denied the allegations

An in-house disciplinary inquiry into one of the incidents was held at the mine this week, but it had no legal standing and its findings have been questioned by an NUM shaft steward who was present, Selomo Monethi

The inquiry — into alleged assault on 57-year-old Daluwonga Gxaleka — was presided over by security management and the officials were cleared because there were no witnesses to the incident, according to Monethi, and it conflicted with the evidence of the security officers

"How can a man who is interrogated have a witness?" he asked

There has been no inquiry into the second incident

In a sworn statement, Gxaleka described how on January 28 he was taken for questioning and warned that if he did not tell the truth he



● To PAGE 2

The contents of this edition have been restricted under the Emergency Regulations

P.T.O.

Miners' torture claims denied

ALAN FINE

A SPOKESMAN for the Gold Fields group has denied allegations of torture of two black Stilfontein miners reported in the *Weekly Mail* on Friday. The miners have alleged in sworn statements that

officials of Gold Fields Security (GFS), a subsidiary of the group, used electric shock treatment when interrogating them about the theft of food from a hostel kitchen last month.

GFS provides Stilfontein — a Gencor-owned gold mine — with security services

Gencor director Carl Netscher said the company views the alleged incidents involving Stilfontein employees "in a very serious light" and has requested a full report from GFS to enable a full investigation of the matter. Any further action will depend on the result of the investigation, he says.

Responding to this statement, Gold Fields said mine management had already taken part in investigations

the end of 1991 but it will be 1993 before the mine is fully operational
At full capacity, Northam is expected

The UG2 reef, which will be mined at a later stage, has values of 6,6g/t

MWU in dispute on training

THE Industrial Court is to be asked to adjudicate in a dispute between the Chamber of Mines and the whites-only Mineworkers' Union (MWU) over the training of coloured winding engine drivers, according to a chamber spokesman

The chamber declared a dispute with

18/2/87
(21)

ALAN FINE

the MWU last month, alleging an unfair labour practice, when the union rejected a proposal that its members assist in

● To Page 2

3 Day

Dispute over coloured trainees

training coloured winding engine drivers on the same basis as they assist white trainees.

Yesterday a conciliation board meeting in Johannesburg failed to resolve the dispute.

The Mines and Works Act presently bars all except whites and some classes of coloureds from qualifying as "scheduled persons" and carrying out 13 types of skilled work on the mines, including

that of winding engine driver

But a Bill abolishing this job reservation is due to be passed by Parliament this year, probably soon after the general election. The MWU has fought bitterly

against such a move for several years. MWU general secretary and CP candidate for Carletonville Arrie Paulus declined to comment on the dispute, saying it was sub judice.

● From Page 1

3 Day

CAP TIPS 18/2/87 (211) 123

Mine dispute goes to IC

JOHANNESBURG. — The Industrial Court is to be asked to settle a dispute between the Chamber of Mines and the whites-only Mineworkers' Union (MWU) over the training of coloured winding engine drivers, according to a chamber spokesman. Yesterday a conciliation board meeting failed to resolve the dispute.

PLUS CA CHANGE

Some things about SA may be changing, but others, like the right-wing stance of the Mineworkers' Union (MWU), remain the same.

This week a dispute between the Chamber of Mines and the MWU over the advancement of coloured workers on the mines was referred to the Industrial Court, following deadlock at a conciliation board. At issue is the union's rejection of chamber proposals, made towards the end of last year, that MWU members should assist in training coloureds to become winding engine drivers. It is now up to the court to decide whether the MWU's refusal constitutes an unfair labour practice.

FINANCIAL MAIL FEBRUARY 20 1987

Demisa died after a roof was blown on

cm. links 2/2/87 (21)
Mine job reservation call

JOHANNESBURG — It was unacceptable that the government was not prepared to remove the remaining legislation reserving jobs for whites on the mines, forthwith, the president of the Chamber of Mines, Mr Peter Gush, said yesterday during an address to the annual meeting here of the South African Colliery Managers Association

(scribbles) (21)

A LAST MINUTE PLEA



RITA Tshinglane . . . who has lived at Crown Mines for 14 years.

THE Anglican suffragan-bishop for Johannesburg East, Bishop Simeon Nkoane, has made a last minute plea to Rand Mines Properties to close down Crown Mines Village.

The bishop has called on Mr Mike Rosholt, executive director of Barlow Rand of which RMP is a subsidiary to reconsider his role in

'Save mixed village campaign'

BY NKOPANE MAKOBANE

creating homelessness in South Africa at a time when thousands of people lack proper housing.

The Crown Mines Village, also known as Langlaagte Deep, is to close down on Saturday.

In October last year RMP served eviction notices on the 150 families of all races living in the village. They are given four months to vacate their dwellings.

Subsequently residents seeking to establish reasons for their eviction were asked to submit proposals de-

signed to take the village off RMP's hands to provide services and maintenance for the area, which it claims is delapidated and "costing us money".

More than two weeks ago, residents submitted a two-part proposal to preserve the historic vil-

lage and to ultimately develop South Africa's first open, multi-cultural suburb on the surrounding land.

RMP promised a reply within a week, but did not meet its commitment. Instead, RMP's Mr Tony Hall told residents it would require another week to eval-

uate the proposals

That pushes the date for a final decision on the future of the village and its inhabitants back to Monday (February 23) — a mere five days before evictions are due to take place

According to the Crown Mines Village Residents Committee some residents see this as a deliberate delaying tactic on RMP's part and feel the company has failed to deal with them in good faith

Council of Mining Unions demanding 20% wage hike

THE Council of Mining Unions (CMU) has tabled its proposals for the 1987 wage negotiations with the Chamber of Mines.

The CMU represents about 24 000, mainly white, mine employees. Most are members of Arrie Paulus's Mineworkers' Union, and the rest belong to seven artisan unions.

A spokesman for the SA Boilermakers' Society — one of the seven — says the main CMU demand is for a 20% wage increase.

It is also proposing an additional day's annual leave for members and higher overtime and standby rates.

The spokesman says the chamber has not yet responded to the proposals but he expects the first meeting to be scheduled for early next month.

In recent years these negotiations have usually reached deadlock. However, settlement has always been reached in conciliation board talks prior to threatened industrial action occurring.

Last year, after a similar opening demand from the CMU, agreement was reached on 14% increases plus the equivalent of another 1% in better fringe benefits.

The National Union of Mineworkers will be formulating its demands to the chamber during its annual congress, which begins in Johannesburg today.

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UPL Times 2/3/77

Miners
support

Freedom

Charter

JOHANNESBURG — At a celebration of opposition to apartheid on Saturday, more than 15 000 black miners packed into Soweto's tiny Jabulani Stadium

The miners gave their support for the National Union of Mineworkers endorsement of the Freedom Charter and the NUM's threatened seizure of the mines if the system of migrant labour and single-sex tribally segregated hostels was not ended.

The rally was a dramatic finale to the annual congress of the 360 000-strong NUM. It went ahead without interference from the police or army.

The rally signalled the endorsement of a congress decision to put the union into a more explicit anti-apartheid position.

Applause greeted the announcement of the decision to seize control of the mines if mine bosses did not agree immediately to begin negotiating an end to migrant labour.

On Thursday the union voted to begin preparations for a national strike if, as a run-up to these negotiations, mine bosses did not hand over control of single-sex tribally segregated hostels to the union and elected hostel supervisors.

This vote follows months of mine faction fighting, which the union maintains is encouraged by mine managers to weaken the union's fast-growing support — Sapa

NUM wants 55% rise

The Argus Correspondent

ARREARS 3/5/87 (21) ~~18/87~~ ~~25/87~~

JOHANNESBURG — The National Union of Mineworkers (NUM) is to seek a 55-percent wage increase for its 360 000 members this year

NUM general secretary Mr Cyril Ramaphosa yesterday gave notice of the union demand

The Chamber of Mines would not comment on the union demand today "We do not negotiate in public," spokesman Mr John Imrie said

The NUM and the Congress of South African Trade Unions (Cosatu) have launched a "living wage" campaign this year

NUM members' average pay is R345 a month Mr Ramaphosa said he believed the mines could afford to pay their workers 55 percent more

RAND MINES: Research in the field of black advancement

211 Angus 3/13/87

CORPORATE giant Barlow Rand has set out on the road of equal opportunity. Some of the group's 500 companies are ahead of others in this field. Rand Mines is acknowledged as one of the leaders. SHERYL RAINE reports from Johannesburg

RAND Mines, (RM) part of the Barlows group, is one of the pioneers in the field of black advancement.

The company's Equal Opportunity Development Project began in 1983.

The project was based on economic sense — the need to maintain a flow of sufficient, competent, skilled and managerial staff to ensure future profitability.



The mining industry is one of the toughest in which to get such an equal opportunity programme going. Mr Don King says: "We need to re-orient the RM change."

King, main sensitive to the RM change, director in charge of human resources, a job which covers 98 000 employees.

"Remember, we are the only industry which still has statutory job reservation."

An integrated approach was adopted to overcome the major barriers standing in the way of black advancement. The programme consists of four main elements:

- **Selection**
At first "over selection" occurred to ensure average or better performance from candidates moving into a somewhat hostile work environment where it was felt that they needed to be protected from the unnecessary trauma of failure. It was vital that promotion be seen to be based on merit and competence.
- **Preliminary training or bridging education** at the R8-million RM Training Centre south of Johannesburg.

Training is designed to overcome socio-cultural and academic differences to prepare candidates to take full advantage of the opportunities within the company.

Courses over a period of about 16 weeks include language fluency, communication skills, assertiveness and human relations skills, study skills and self management.

An interesting facet of this section of preparation is attendance of an "Outward Bound" leadership course in Lesotho for white and black employees from the same work environments to build a sense of camaraderie and interdependence.

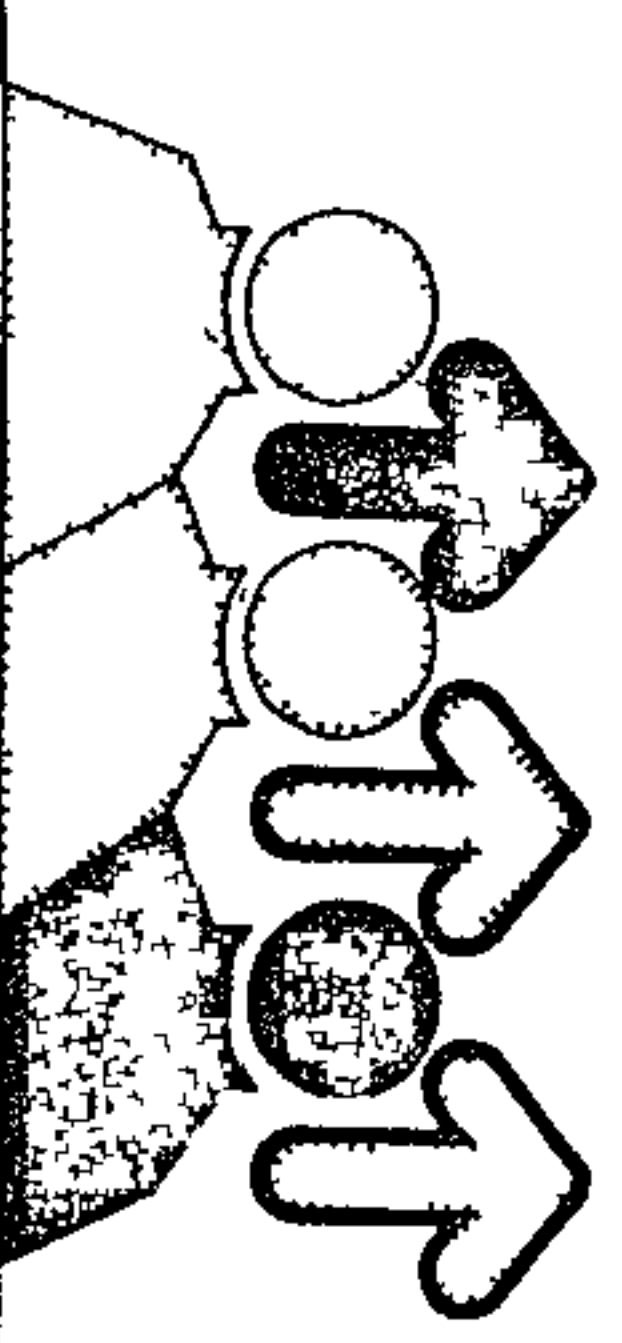
● **Mentorship**
This is applied to both white and black employees on a structured basis. Mentors, usually immediate supervisors or at one level above, regularly meet trainees to coach, counsel and assess progress. Each mine has a mentor co-ordinator and these meet at the training centre every quarter. Mentor training has also been introduced.

Mentors are sometimes able to prevent problems such as white backlash and black victimisation from arising.

"Mentors can open doors for the trainee and see that there is fairness in job training. It is very easy to see that the black apprentice sweeps the filings from the floor while the white apprentice does the filing," notes Mr Gordon Chivers, chief training officer of the Equal Opportunity Programme.

● **Orientation seminars for white employees**
These consist of a semi-structured programme to inform white employees on the mines about the process of change and influence their attitudes to black advancement and allay fears about being replaced by blacks.

The object of the seminars is to explain to white employees the economic necessity of black advancement and to



THE challenge of effective black advancement has been identified as a priority in terms of the growth and profitability of the Barlow Rand Group.

A manpower steering committee was asked to investigate every aspect of black advancement and recommend guidelines for consideration by the group.

An action unit carried out a survey of the black advancement scene in South Africa, Namibia and Zimbabwe. Significant findings included:

- Most companies did not have an explicit black advancement policy although the majority felt such a policy was necessary.
 - In only two companies did a clear statement of intent exist, but its communication was virtually non-existent.
 - Recruitment and selection of candidates were found to be a critical component of a black advancement strategy and one of the most poorly implemented components with "gut-feel" and subjective strategies playing a significant role.
 - Although all levels of people interviewed regarded bridging and preliminary training as vital, few companies had bridging programmes.
 - Preparation of the environment for black advancement was identified as another vital aspect but few companies had any formal environment preparation.
 - About 50 percent of all people interviewed said mentorship was critical to the success of black advancement strategies. However, virtually no mentor training was done.
 - Lack of candidate support systems was identified as a serious area of weakness.
 - Training and development were also identified as critical components and yet there was very little emphasis on the training of blacks at other than the skills level.
- Based on this research the unit listed critical success factors and defined successful programmes for black advancement. The information has been made available to all Barlow Rand companies.
- shift the debate from the political to the economic arena. The entire project is not designed as a scouting exercise to find managers. Instead it is designed to provide com-

Building for Tomorrow Part 3

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1984

	Mine			
	1*	2	3*	4
Job Security	78	85	78	65
Economic Reality	82	93	83	75
Job Competence	87	92	84	74
Sample Size	31	25	37	7

These mines served as controls in 1983. Source: Rand Mines

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1983

	Coal		Gold	
	Open Cast Coal Mine	Deep Level Gold Mine	Open Cast Coal Mine	Deep Level Gold Mine
Job Security	66	77	53	60
Economic Reality	71	81	58	78
Job Competence	73	82	49	81
Sample Size	42	94	98	98

Source: Rand Mines

preprehensive skills training which would allow individuals with ability to progress to the highest rank possible.

The project is approached scientifically and there is empirical measurement of results.

While it is still too early to cry "success" from the rooftops, there are encouraging signs that the programme is working.

There has been increased recruitment of black people with potential for promotion. Improvements have been noted in language fluency and human relations skills. Mentors have helped to ensure fairness in on-the-job training. There has been some change in white employee attitudes towards black advancement.

In retrospect, Don King highlights some mistakes:

"An early error was to assume that if we were going to get black people to achieve they had to appreciate the 'white man's culture'. There was an implication that black culture was somehow inferior. We now believe that to succeed, black and white employees need to understand the workings of international business culture.

"Another mistake we made was to allow some of our initial training courses to take place separated from the integrated facilities of the group training centre. At the training centre there is a multicultural environment in which trainees can grow all the time and experience the benefits of an integrated society.

"We don't believe there is an ideal approach and we need to remain sensitive to change at all times."

and Denver they come from the Transkei, Na- annual pilgrimage to conditions had been were later released with- for another battle

RMP reprieves Crown Mine Village

THE Rand Mines Properties (RMP) will not be able to provide housing to all 400 residents of Crown Mines Village when 41 of 67 houses in the area are upgraded for occupation.

The village was re-
prieved — subject to

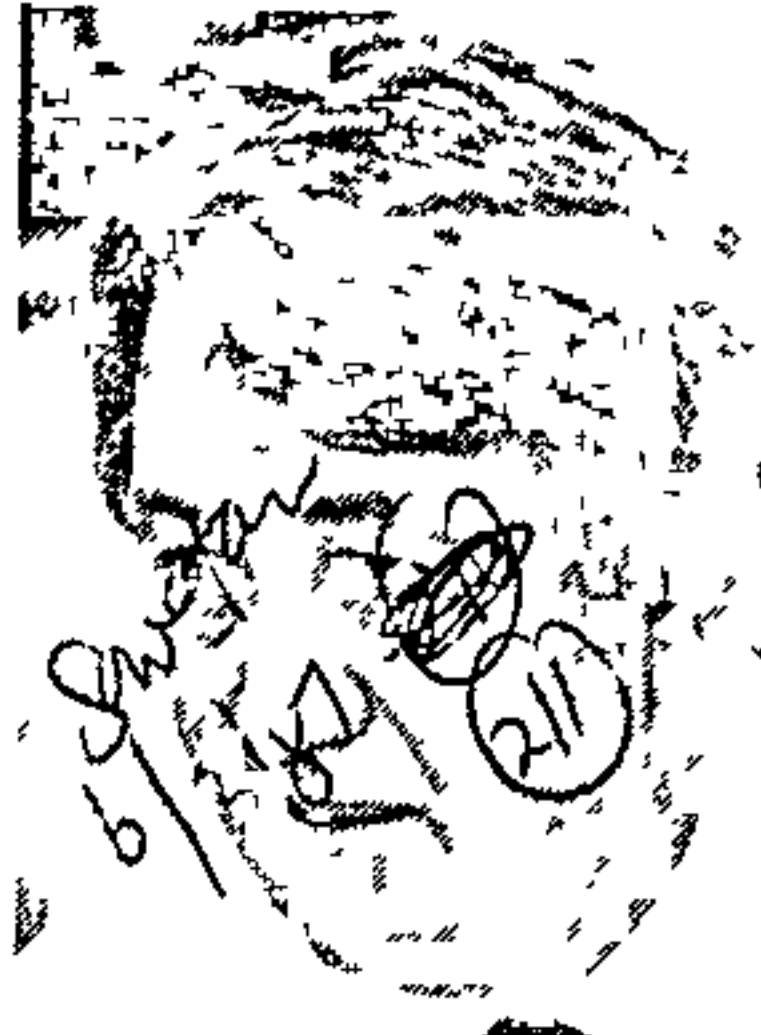
certain provisions — last week, a few days before it was due to be closed down on February 28

Mr Tony Hall, RMP's joint managing director, said in an interview the decision had been taken after they had reconsidered and re-evaluated

the facts available to them

The village, also known as Langlaagte Deep, was established in 1902 for the housing of mine workers. It is now a dilapidated cluster of cottages, sheds and out-buildings. It is the oldest existing mine village in South Africa, and has recently been proclaimed a provisional National Monument. Its current occupants, include ordinary citizens, students, professional people and black family "squatters."

Mr Hall said RMP officials would be meeting with representatives of the villagers on Monday (March 9) and again on



Mr TONY Hall, joint managing director of RMP.

March 16 to discuss the future of the village

He said those who will be allowed to stay will have to meet certain conditions. These will include signing new leases, paying higher

rents as well as paying water and electricity separately

Of the total of 67 houses, 26 are to be demolished to make way for the building of a road. Eleven of the houses are to be retained for mine employees and the rest will be occupied by non-employees of RMP

"We have not decided so far who would be allowed to remain in the area. We have found only one villager to be legally in the area. The rest of the people are staying in the village illegally because they are not the original people with whom leases were signed

STYLE

ing Salon



The House Of

NUM demands . . .

The National Union of Mineworkers (NUM) has declared war on the migrant labour system and the practice of accommodating black miners in compounds

The issue is likely to come to the fore sooner than the union's highly publicised demand for a wage increase

In a key resolution adopted at its fifth annual congress last week, the union demanded that the mining industry should, by March 30, make a clear statement of intent to dismantle the migrant labour system and compounds "within a reasonable, specified period" If this demand is not met, the NUM intends to declare a dispute as a possible precursor to national strike action.

The demand, among other things, arises out of a joint NUM-Anglo American investigation into the causes of violence on the mines. The study found that violence, which mostly manifests itself along ethnic lines, is primarily caused by the system of migrant labour and conditions in the single-sex hostels where workers are housed.

Spokesmen for the Chamber of Mines were this week unavailable to respond to the union's claim.

The NUM, which now has a signed-up membership of 360 000 and a paid-up membership of 227 000, has also given notice that it intends to fight for a massive increase in wages. The congress resolved that the NUM should demand a 55% wage increase in the annual review of wages and working conditions with the chamber. Last year, after initially demanding a 40% increase, the NUM settled for a 23,5% increase for some job categories.

The congress was a highly politicised affair. The union has now adopted the Freedom Charter as the guiding document for its "struggle against national oppression and economic exploitation." It also called for the lifting of the State of Emergency. It has reaffirmed its support for all forms of international pressure against government, including sanctions and disinvestment.

Other resolutions call for.

- The mines to recognise May 1 and June 16 as paid public holidays,
- Employers to stop deducting tax from workers' wages and paying these over to government, as the system of taxation without representation is unacceptable,
- Employers should cease making unemployment insurance deductions from work-

ers' wages and instead negotiate a system that will benefit workers irrespective of origin,

Efforts to "conscientise" workers about the negative impact of the United Workers' Union of SA,

Employers to negotiate any plans to mechanise on the mines with the union before they are implemented,

A ban on overtime work as part of the Congress of SA Trade Union's "living wage campaign," and

The abolition of job reservation on the mines

Rumour of MWU split is denied

ALAN FINE

THE president of the whites-only Mineworkers' Union (MWU) Cor de Jager has denied talk of a split in the union's ranks precipitated by the general election contest in the Carletonville constituency.

Speculation of problems in the MWU leadership arose when De Jager addressed an election meeting in support of HNP candidate Joseph Chiole last week. Chiole is opposing MWU general secretary and CP candidate Arrie Paulus.

Carletonville is predominantly a mining constituency and Paulus's personal popularity appears to make him a powerful contender. But his appeal could be severely undercut by De Jager's stand.

De Jager predicts that the right will win Carletonville only if the CP and HNP come to an electoral arrangement.

But he denies any ill-feeling between him and Paulus.

"We are still friends. And the fact that we can support different parties only proves that we have a democratic union where every man is entitled to his own views," he adds.

He appealed for unity between the right wing parties, saying the priority was for as many people as possible representing the views of the white worker to be elected.

The white worker, he says, has been deserted by government as evidenced by the implementation of the findings of the Wiehahn Commission, and the pending abolition of job reservation in the mining industry.

Blacks disenchanted with pullouts

Cosatu denies its support of disinvestment

LONDON — The Congress of South African Trade Unions (Cosatu) had never called for companies to pull out of SA, its vice-president Chris Dlamini said on a BBC "Newsnight" programme this week.

Dlamini was among other disgruntled SA workers interviewed on a programme highlighting increasing black disenchantment with disinvestment.

He said there was confusion about divestment and disinvestment.

"We have never called for com-

MIKE ROBERTSON

panies to pull out, but we do support sanctions," he added.

If companies were under pressure to pull out, they should discuss the matter with Cosatu and arrive at a solution, he said.

Dlamini, interviewed at his place of employment with the US multinational Kellogg's, said the company was doing something to offset apartheid by challenging detentions and providing blacks with education bursaries.

But that was not enough. Employers should stop paying taxes, he said.

The president of the World Alliance of Reformed Churches, the Rev Allan Boesak, said disinvestment was part of the package he and others had been calling for but was fairly low on the list of priorities.

"What we asked for were sanctions that would hit hard and impact on the South African economy so that the government would have no choice but to change," he said.

Disinvestment should be seen as a last resort, Boesak said.

A situation where companies were withdrawing from SA resulting in job losses was not something he and his supporters wanted.

"What we want is quick sanctions. We want to see if we can't get the international community to move on sanctions to minimise disinvestment," he said.

Duracell back on the shelves

ALAN SENDZUL

DURACELL batteries are once more freely available in SA as their distribution has been taken over by Manel Distributors.

The shortage on retailer shelves recently was a result of the closure of the South African agency — then owned by Duracell UK — in October for economic reasons.

But Manel GM Milton Strydom says an advertising campaign has been launched to reassure the wholesale trade as well as consumers.

Importation of the batteries from Britain and Belgium will continue.

0011 0001
0011 0001

Sanctions cost 400 jobs at coal mine

African Affairs Correspondent

Chief Minister of KwaZulu, by Mr David Morgan, group labour consultant of Rand Mines

ULUNDI—The Welgedacht Colliery at Utrecht in Northern Natal has been forced to cut its labour force by 400 immediately, as a result of sanctions

This information is contained in a telex sent to Chief Mangosuthu Buthelezi,

Chief Buthelezi told members of the KwaZulu Legislative Assembly yesterday that the group was trying to re-employ the workers in other spheres

Full retrenchment benefits would be paid to those affected, he said

Chief Buthelezi said the chickens had come home to roost as far as those advocating disinvestment and sanctions were concerned

Those who had recommended that overseas countries should not buy South African coal should be happy that the evangelical campaign was now bearing fruit

Chief Buthelezi said such people were in possession of a lot of money. He hoped they would now share their largesse with those who had lost their jobs

Sanctions may cause retrenchments — claim

at Akkus 23/3/87
The Argus Correspondent

ULUNDI. — Four hundred workers at the Welgedacht Colliery, Utrecht, are in danger of being retrenched as a result of sanctions.

This was disclosed to the KwaZulu Legislative Assembly by the Chief Minister, Chief Mangosuthu Buthelezi.

He was reading a telex from the Rand Mines Group Labour Consultant, Mr David Morgan.

The telex read: "I regret to inform you that as a result of overseas sanctions, we have had to reduce our labour force at the Welgedacht Colliery in Utrecht by 400 employees with immediate effect."

It said efforts were being made by the mines for re-employment of workers in other spheres.

Govt blamed for tension on mines

3/13/87 SRA

The reluctance of the government to repeal the discriminatory "scheduled person" provision obstructs the advancement of blacks and denies them opportunities for taking increasing responsibilities in the enterprises in which they work, says Mr Julian Ogilvie Thompson, chairman of Anglo American Gold Investment Company (Amgold), in his annual review.

"Within the strictures of the law, significant training and education programmes to man positions on merit have been

implemented with some success and programmes are in hand to eliminate any remaining discriminatory practices on the mines," he says.

A significant responsibility for addressing many underlying causes of tension on the mines also rests with the government. "No industrial relations structure or system can cope with the growing politicisation of unions which is the inevitable result of the lack of participation by blacks in the political process at national level and

which results in considerable tension in the workplace."

South Africa's two main problems, the inordinately high inflation rate and the urgent need for political reform, are partly linked, he maintains.

Inflation flowed partly from the lower rand exchange rate flowing from the deterioration in foreign perceptions of the political situation.

Any material improvement in the economy will require an end to unrest and the abolition of apartheid. — Sapa.

Shaft dispute over 'picanin' bag carriers

By PHILLIP VAN NIEKERK

3-9/4/81
ANGLO American yesterday reopened its number five shaft at Freddie's Gold Mine in the Orange Free State following a dispute involving the refusal of black miner's assistants to carry the bags of white miners

In what the National Union of Mineworkers (NUM) described as a lock-out, the shaft was closed on Sunday night after five days of industrial action by several thousand workers

However, an Anglo spokesman denied it was a lock-out, saying the shaft was closed after an underground go-slow created unsafe working conditions.

Freddie's is part of Anglo's gigantic Free State Gold Mines, the largest mining complex in the world, which employs more than 105 000 workers.

The Anglo spokesman said the issue of the carrying of a miner's bag by a miner's assistant was only raised on the third day of the dispute after the shaft had been closed

"At that stage it was clear that the National Union of Mineworkers had lost considerable support for its actions," he said.

Responding to NUM claims that they permitted racism and *baaskap* on their mines, the Anglo spokesman said no worker was expected to carry the personal belongings of fellow workers or supervisors.

He differentiated between the carrying of personal belongings, on one hand, and the carrying of explosives for the white miner

The "picanin" system, in which a black worker is forced to look after the welfare of a white miner or supervisor, is a long-established practice on South African gold mines.

At a recent talk, Cyril Ramaphosa, the general secretary of the NUM, said the job of the "picanin" was to carry the "masters" satchel which has food, clothes, newspapers and combs.

"Shaft stewards at Vaal Reefs thought that there was something wrong with this practice and approached one of the miners and asked him why he had a picanin

"The miner was dumbfounded and could not respond except to say 'this is how the system works'.

"An instruction was given to picanins to refuse to carry the masters' satchels as it was not part of their job. All the picanins were only too pleased to be relieved of their heavy burdens and those who were not members joined the union.

"There was general panic amongst the masters, who could not believe that this was happening to them. Some resigned and others went to other mines"

It feels human, says miner

FOR the first time in years, migrant mineworker Judas Ngwenya felt like a human being

Ngwenya, a worker from Lekazi in the kaNgwane "homeland", had moved his young wife into his hostel

"What type of law is it that prevents a man from living with his wife and children?" he asked

For more than 100 years, he said, migrant mineworkers had been made to believe they were not human. Now he and over 2 000 mineworkers at the Landau Mine have "since realised" that they are human.

"It is that realisation that has made me bring my wife into the hostel and live with her like any other human being is allowed to do."

But it has not been easy for him to do.

Even before his colleagues decided to challenge the "evil migrant labour system", he had brought his wife nearer to his place of employment.

W/Mail 3-9/4/81

By SEFAKO NYAKA

He had just paid a hefty dowry (he would not disclose how much) for his wife, Fikile Mahlaba.

He sought and found her employment on a neighbouring farm. He could sleep on the farm, but at his own risk, he said. The farmer would deny he had granted permission for Ngwenya to live with Fikile on his land.

On more than one occasion Ngwenya had had to pay a R200 admission of guilt fine after police raided the farm and found him there.

"It is for this reason that when the mine management announced they would not provide food for my wife I felt it was better than the R200 fine."

A Mr Wigley from the Chamber of Mines called a meeting of shaft stewards on Monday last week and asked them to wait for six months before bringing their wives to the mines.

Management has accused the stewards of stage-managing the issue and has stated that should any violence erupt on the mine, the blame will be put squarely on the shoulders of the stewards.

Whether the government and mineowners will tell Ngwenya what type of government separates man and wife remains to be seen.

But so far, said Ngwenya jokingly, "Since my wife moved in I have never been late for work."

Defiant miners move wives into hostels

By SEFAKO NYAKA
MIGRANT mineworkers at several Anglo-American Corporation-controlled coal mines in the Eastern Transvaal have confronted the migrant labour system head on: they have unilaterally moved their wives or girlfriends into the single-sex hostels.

The move — done in defiance of mine management — is the first such public action following the National Union of Mineworkers (NUM) pledge at their recent annual conference to “take control” of the compounds and dismantle the migrant labour system.

It creates an acute dilemma for mine management, who have repeatedly stated their opposition to the single-sex compound system but have been accused by the union of dragging their feet in changing it.

Now management will either have to turn a blind eye to the defiance — thus acknowledging that miners have at least partial control of the compounds — or throw the wives out, discrediting their claims to support the concept of mixed hostels.

The occupation of the hostels is likely to test Anglo's liberal policy and utterances, according to an NUM representative.

The “occupation” of the Anglo-American Collieries (Amcoal) mine hostels started last weekend at Landau, Bank, Kriel and Goedehoop Collieries in the Witbank-Middelburg area.



It looks like an everyday gathering of friends, but it's actually an act of defiance. Musawenkosi Mfosi was one of the first miners to bring his girlfriend, Beauty Mgwita, into a single-sex hostel. George Mbukwana looks on.

Picture ERIC MILLER, Afrapix

Attempts by senior officials from the Chamber of Mines and mine management to stop the occupation of the hostels have been unsuccessful.

Workers have ignored a circular sent to their wives from mine management warning them their presence constitutes trespass.

“I would like you to know

that I do not condone your presence in the hostel single accommodation as I believe it will lead to complications from other occupants of the hostel,” the circular from mine manager AP Bugden warned.

The circular added that the facilities and food provided by the mine were “for our employees only and you will

not be treated like a lady”.

There has been no attempt to stop women from obtaining food from the kitchen, although some workers have been purchasing cooked food from outside the mines.

There were none of the usual security officers or “indunas” at the gates and no special

●To PAGE 2

"passes" were needed for a *Weekly Mail* team to proceed into the hostels and into the rooms.

The occupation of the hostels will lead to unrestricted movement of visitors into and out of the hostels

The much-resented "indunas", who in the past have rigorously screened every visitor, have either joined the union or have turned a blind eye to events

At Landau near Witbank this week several workers and their wives were found watching television in the hostel bar or lounges of their rooms

There have been no reports of violence resulting from the presence of women, despite management's concern about "unpleasant scenes". In the bar, men and women were drinking together and chatting

The decision to occupy the hostels was taken at a regional meeting of the NUM three weeks ago.

Soon after the NUM conference adopted the resolution to dismantle the migratory labour system, Anglo said it was concerned about the detrimental effects of the migrant labour system and the consequent hostel system of accommodation

Anglo representative Peter Gush said it was the ultimate objective of the company to give employees the opportunity of owning their own homes, and living with their families in a normal society should they so choose.

He said the success of such a venture would depend on the availability of land for procurement, the speed of procurement and the provision of infrastructure

What workers might now be looking for from Anglo is a clear statement on how long it would take them to provide family houses for those of its employees who need it. Other mining houses, fearing the

Miners defy 'no wives' rulings

● From PAGE 1

spread of similar action to their mines, might put pressure on the government to provide more land for the building of houses and the abolishing of influx control laws, even where these affect workers from neighbouring countries or the "homelands".

The move is also bound to unify

workers around the common issue of being denied the right of a decent family life. Homosexuality and prostitution have flourished in the single-sex hostels.

Mineworkers have in the past paid dearly, sometimes with their lives, for the favours of the few women on neighbouring farms and villages.

Yesterday, Amcoal repre sentative Mark Smith admitted that "a small

number of employees' wives spent the weekend in the collieries' hostel accommodation"

The majority had returned to their homes, he said

Management was presently discussing the issue with union representatives. Until agreement had been reached, "we can't comment further on the issue," Smith said.

NUM representative Marcel Golding said yesterday the occupation is the first step "in the fight to bring an end to the migrant labour system and hostel life".

The occupation has been disciplined and co-ordinated and new communal rules governing living arrangements have been established, he said.

Mr G Titterton was an assessor. Mr C Cilliers
uneasy appeared for the State

Migrant miners put families in hostels

211 (206/100/100)
CARE TIME 4/4/87
JOHANNESBURG Migrant workers at seven mines in the Eastern Transvaal have decided they have waited too long for mining companies to provide family accommodation and have brought their wives and children to live in single men's hostels.

The secretary-general of the National Union of Mineworkers, Mr Cyril Ramaphosa, said here yesterday that about 600 women and children had already moved into single-sex hostels at coal mines near Witbank. These included Landau, Bank, Kriel and Goedhoop Collieries.

Mr Ramaphosa said NUM's recent congress resolved that the migrant labour system must be "phased out".

In the past miners had brought their families to live in squalid conditions on nearby farms and townships or had paid fines if they brought visitors. This was "no more" as workers had decided to use the hostels for family accommodation.

Mr Ramaphosa said Witbank had been chosen to see if family living would work, and so far it had been conducted in a "peaceful, co-ordinated fashion". Gold and diamond miners would bring their families to live with them soon.

The NUM challenged mining houses to "live up to their words" in wanting to end migrant labour.

Asked for comment on the presence of women in the hostels, an Amcoal spokesman said "We have noted the NUM's comments that some women have moved into hostel accommodation at some Amcoal collieries, but the figure given by the NUM is high."

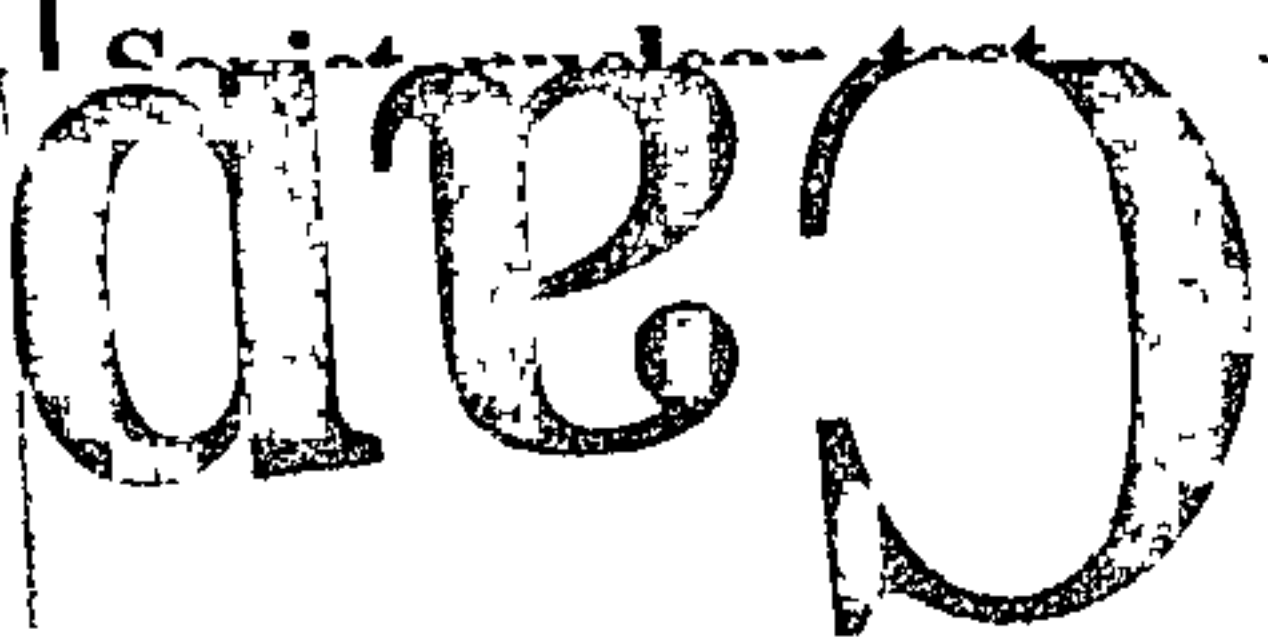
He declined further comment. — Sapa

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World in Brief



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4/4/87



Defiant miners take in families

MIKE SILUMA

In what could be the beginning of a major challenge to the migrant labour system, members of the National Union of Mineworkers (NUM) at seven Eastern Transvaal coal mines have brought their families to live with them in single-sex hostels.

The development, which follows a resolution taken at the recent NUM congress to fight for an end to the migrant labour system, was announced by union general secretary Mr Cyril Ramaphosa at a Press briefing in Johannesburg yesterday.

Mr Ramaphosa said workers had taken the decision to bring families next to their places of employment because they wanted to "live naturally".

He said about 600 miners' wives and children had moved into hostels at Amcoal mines, including Kriel, Bank, Goedehoop, Arnot and Landau, since last weekend.

About 350 had since left for home.

Mr Ramaphosa said workers felt that mine management had been given sufficient time to respond fully to the NUM congress call to negotiate with the dismantling of the hostel system by March 31.

A spokesman for Amcoal, confirming that "some women have moved into hostel accommodation at some Amcoal collieries", said management had "noted" the NUM's comments.

He said the figure given by the NUM was high.

"We do not wish to comment any further on the matter," said the spokesman.

Mr Ramaphosa said workers believed they should not be separated from their families.

So far, managements had not taken "drastic action" to oppose the development. He warned of the possibility of conflict if management evicted the families without providing proper accommodation.

ARGUS 6/4/87

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NATIONAL

Black miners move families into hostels

JOHANNESBURG. — Migrant workers at seven mines in the Eastern Transvaal have decided they have waited too long for mining companies to provide family accommodation and have brought their wives and children to live with them in "single-sex" hostels.

The National Union of Mineworkers' secretary-general, Mr Cyril Ramaphosa, said at the weekend that miners had "waited too long and want to live naturally"

About 600 women and children had already moved into single-sex hostels at coal mines near Witbank. These included Landau, Bank, Kriel and Goedhoop collieries.

"No more"

It had been resolved at the NUM's recent congress that the migrant labour system must be "phased out"

"Workers believe they should live with their families," Mr Ramaphosa said

In the past miners had brought their families to live in squalid conditions on nearby farms and townships or paid fines if they brought in visitors. This was "no more" as workers had decided to use the hostels for family accommodation.

Mr Ramaphosa said Witbank had been chosen to see if family living would work, and so far it had been conducted in a "peaceful, co-ordinated fashion".

The NUM had decided to challenge mining houses such as Anglo American Corporation and Johannesburg Consolidated Investments "to live up to their words" that they wanted the migrant labour system phased out, he said.

Strike action "could be contemplated" if mining houses refused workers' demands for family accommodation.

Black workers have demanded that their housing be on the same basis as white workers, who usually pay a nominal rent of R5 to R15 a month for housing — Sapa

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ALAN FINE



THE National Union of Mineworkers' (NUM) campaign against the hostel and migrant labour system could become the black labour movement's most important political campaign this year.

Planned at the union's annual conference in February, the campaign was highlighted last week when the families of hundreds of miners on Anglo American collieries at Witbank moved into the hostels.

● **RAMAPHOSA**

It seems likely that similar action, designed to strengthen the NUM's negotiating position, will take place on other mines through the year

Negotiations

At its conference, the NUM called for the dismantling of the migrant labour system within a reasonable period. In the interim, it said, control of the hostels should be handed over to elected committees.

Each mining house has been sent a letter stating the NUM's case and calling for negotiations on the issue. The NUM's decision to tackle this central issue seriously reflects its growing confidence as membership — now close to 200 000 paid-up — increases.

In other respects, too, the timing of the campaign seems well-considered. There has been a great deal of reformist talk in statements released by the mining houses. Few are prepared morally to defend the hostel system.

A joint Anglo American/NUM study on mine violence released recently found the migrant labour system was the basic cause of violence and recommended interim steps to minimise it.

The four more liberal mining groups have already indicated they are prepared to hold discussions on the issue. Only Gold Fields has said hostel accommodation is not a union matter.

Campaign gathering momentum

211 ~~211~~ B/Day 8/4/87

Hostel system looms large in NUM sights

But while most of the mining groups are willing to negotiate, there are a number of obstacles in the way of their meeting NUM general-secretary Cyril Ramaphosa's challenge "to live up to their words".

Firstly, while the whole industry has committed itself to spending more money on black family housing, the costs of accommodating the entire workforce in this way are enormous.

Ramaphosa told a Press conference last week that home-ownership schemes as proposed by some companies were unacceptable because only a small proportion of miners earned enough to afford homes.

Rather, he said, black miners wanted housing to be provided on the same basis as their white counterparts, who usually pay a nominal rental of R5 to R15 a month.

A further obstacle is that nearly half of SA's almost 650 000 black miners are foreign citizens.

Legal Resources Centre attorney Geoff Budlender says families would have to obtain government permission in terms of the Aliens Act to live in SA.

Until now, permission has been granted only to employees themselves.

The Group Areas Act could be another legal obstacle to family housing for black miners.

Budlender says where hostel accommodation falls within a white group area, permission is normally granted only for employees to live there.

Initial discussions between the NUM and the min-

ing houses will probably focus on control of mine hostels.

Employers are reluctant to state their positions before negotiations begin.

They are, however, likely to address problem areas raised by the Anglo/NUM study — how to increase worker participation in hostel management; the induna system; and the role of internal mine security officials who are often accused of being responsible for conflict.

Viability

In the longer term, discussions will inevitably come to focus on political issues.

There has been a great deal of talk recently about the viability of joint management/labour political initiatives.

This campaign involves SA's most powerful trade union and employer group. If they are able to reach sufficient agreement, they could come to represent a powerful force lobbying against some of the cornerstones of social apartheid.

May Day: strike threat by NUM

ALAN FINE

THE National Union of Mineworkers (NUM) has threatened a "costly" strike if the dispute with the Chamber of Mines over May Day is not resolved.

The Chamber, however, says the strike is unnecessary because it is prepared to offer May 1 as an optional paid holiday, and the dispute is merely over a minor administrative matter.

At issue is the Chamber's requirement that all workers notify mine managements in advance whether they intend working on the day. Talks were abandoned earlier this week.

NUM general secretary Cyril Ramaphosa said yesterday this arrangement left workers open to victimisation from mine management who may apply pressure to force them to work.

Ramaphosa warned that a strike on the issue "will cost the industry more than they bargain for".

The NUM declared an official dispute four weeks ago. Although deadlock had not been reached at that stage it wished to prepare the ground for possible lawful strike action.

The Chamber's industrial relations advisor Johann Liebenberg said last night he could not understand the NUM's objection or motives.

He said if there was any intention to victimise miners this could occur whether the administrative arrangement was applied or not.

He said employers were prepared to discuss the mechanics of notification.

9/4/67
B/Day
(21)

guards at Colana from been brewing at the Methodist church.

Detention of 75 ^{90 10/4/67} miners confirmed by general

Dispatch Reporter

UMTATA — The head of the Transkei Security Police, General Leonard Kawe, confirmed yesterday that about 75 mine-workers from the Transvaal had been detained under the Public Security Act.

It was reported earlier that 1 500 workers at Anglo American's New Denmark colliery in the south-eastern Transvaal had gone on strike in protest at the detention of their fellow-workers.

Gen Kawe said the men had been detained because of their activities at the funeral of one of their colleagues at Mqanduli.

The funeral included speeches and songs and the actions of the mine-workers were felt to have been undermining the authority of the state, he said.

The men were arrested at a roadblock after the funeral. It was not known at the time that they were all mine-workers, but it would

have made no difference to their being detained, he added.

Gen Kawe said the men would not be held unnecessarily. Police were investigating the motives for their actions and if no charges were to be brought, they would be released immediately.

Sapa reports from Johannesburg that Anglo American yesterday expressed its "extreme concern" for the safety and whereabouts of the men.

REPORT

smr 10/4/87
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75 mineworkers detained

UMTATA — The head of the Transkei Security Police, General Leonard Kawe, confirmed yesterday that about 75 Transvaal mineworkers had been detained under the Public Security Act.

General Kawe said the men had been detained because of their activities at the funeral of one of their colleagues at Mqanduli

The service at the funeral included speeches and songs, and the actions of the mineworkers were felt to have been undermining the authority of the State, he said.

The men were arrested at a roadblock after the funeral

It was not known at the time that the men were all mineworkers, but it would have made no difference, General Kawe said. — Sapa.

Flames billowed from aircraft before crash

211

The Argus Correspondent
JOHANNESBURG. — Three of five pilots on a training flight in a twin-engine Beechcraft died when it crashed into a Simmer and Jack Mine hostel in Driehoek. At least 20 miners were injured.

Witnesses said they saw flames billowing from the aircraft shortly before impact at 7pm

Mr Annee van Belkom, 45, of Malherbe Street, Albermarle, Germiston, broke an ankle and was severely shocked

He and another pilot, Mr Anthony Jansen, of Federal Street, Selcourt, Springs, survived the crash. Both were admitted to the Willem Cruywagen Hospital in Germiston. Mr van Belkom was in a satisfactory condition while Mr Jansen was discharged

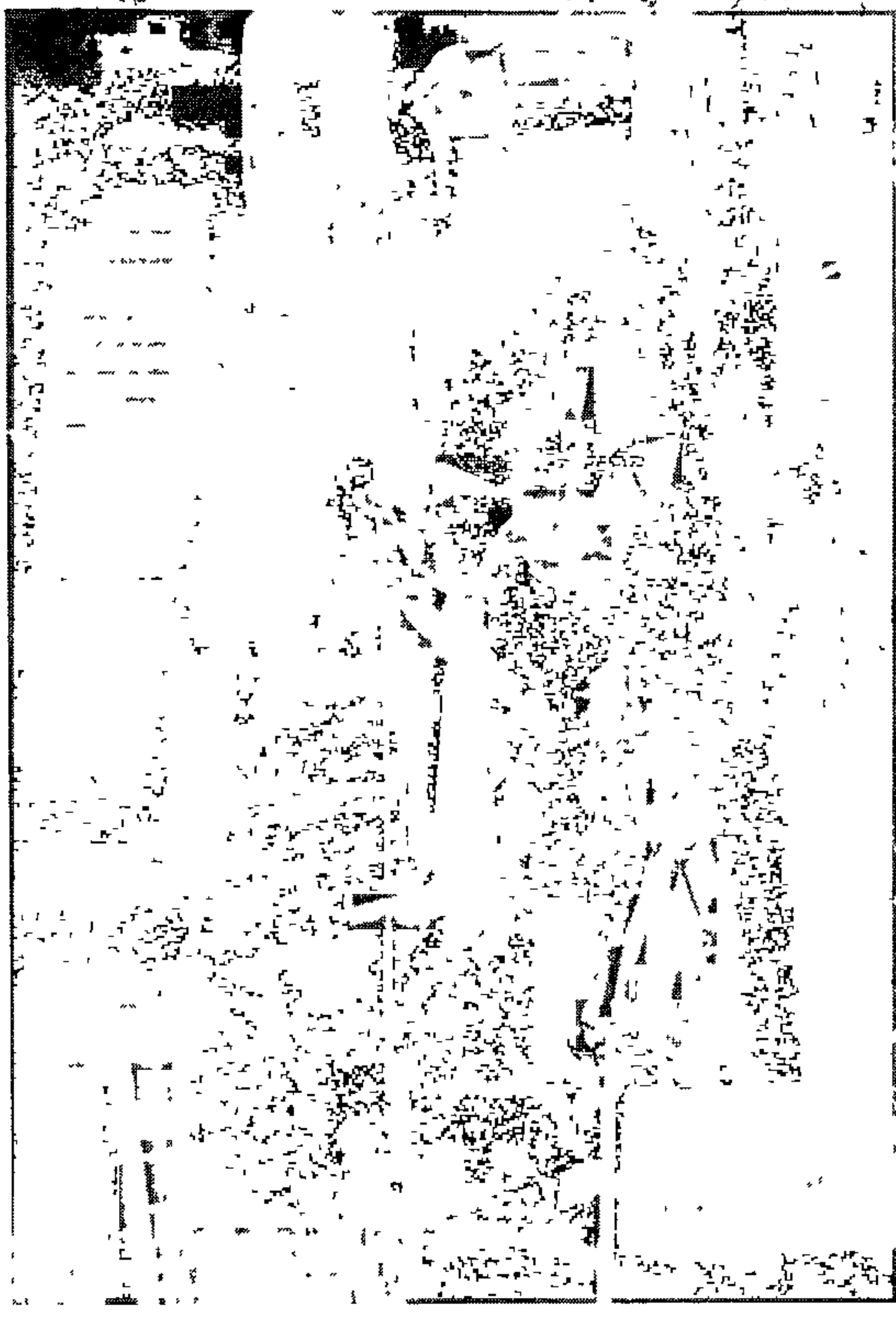
Severe burns

The names of the dead pilots are expected to be released later today

A number of the injured miners were taken to the ERPM Hospital in Boksburg

Two miners are in a critical condition in Johannesburg's Rand Mutual Hospital. They are being treated for severe burns, a hospital spokesman said

A Germiston Fire Department spokesman said most of the injured miners had burns, lacerations and bruises



The scene where the 12-seater Beechcraft King aircraft crashed into a mine hostel minutes after take-off from Rand Airport near Germiston last night. Three people were killed and 22 were injured.

"Very confused"

Mrs Wendy van Belkom said today, "My husband is still in a severe state of shock. He is very confused and doesn't seem to know exactly what happened"

She said her husband would have x-rays today and would be examined by an orthopaedic surgeon

Mr Tony Jansen said he did not want to say too much because a Department of Civil Aviation investigation was pending

"Scrambled for door"

"We scrambled for the door. I tried to knock out a window. But the door must have opened on impact and I heard (Mr van Belkom) at the door"

"There were black fumes, it was like a powder which got into my throat"

He could not remember much more

Mr Jansen, an attorney and a student pilot, expressed his sadness "for those who didn't make it"

Cordoned off

Two of them and Mr van Belkom were employed by Barlow Air, owners of the ill-fated aircraft. A spokesman for Barlow Air today declined to comment

The aircraft is a wreck and only the letters, ZFKMT, part of its registration, were visible on the badly-damaged tail

The army has cordoned off the area. The cause of the crash is not yet known and civil aviation officials are expected to start their inquiry today

195 miners dismissed

SINCE 14/4/87

The total workforce of 195 miners was dismissed by the management of the Chroom Bronne chrome mine near Rustenburg after going on strike since last Tuesday, according to a union official.

Mr Marcel Golding, assistant general secretary of the National Union of Mineworkers, said the workers were fired after staging a work stoppage to protest at the retrenchment of 110 colleagues.

Chroom Bronne is an independent mine in the Rustenburg area.

The mine manager was not immediately available for comment. — Sapa. (211)

Malan to reveal

'ANC plan' SOON

Own Correspondent

JOHANNESBURG — The Minister of Defence, General Magnus Malan, indicated yesterday that he would soon disclose details of the alleged ANC plan to violently disrupt the May 6 white election

Gen Malan was reacting to criticism that government leaders were not prepared to brief the leaders of the opposition parties in Parliament about the alleged plans, but had briefed 35 foreign envoys

A spokesman for Gen Malan said the country would be told more of the ANC plans "at the appropriate time"

A spokesman for the Minister of Foreign Affairs, Mr Pik Botha, who made the original allegations at an election rally last week, said yesterday Mr Botha had merely fulfilled his duty as Foreign Minister to inform the public of messages he had sent to neighbouring states, and to ask foreign diplomats to warn these states

(Report by M du Preez, 11 Diegenal St JHB)

Miners down tools after shootings

JOHANNESBURG — At least 400 workers downed tools yesterday at the Goldfields-owned Zincor processing plant near Springs in protest against the shooting of five members of their union at the weekend

A spokesman for the National Union of Mineworkers (NUM) said about 600 workers went on strike at the plant because they suspected mine security was involved in the shootings

A statement released by Goldfields said "Some 410 workers at Zincor failed to report for the Sunday night shift and the main shift this morning

"The Zincor management is communicating with representatives of the workforce and has requested a return to work"

A Johannesburg newspaper yesterday morning reported that six men armed with a shotgun and a pistol burst into the hostel at Zincor and fired on workers before fleeing the premises

Four of the injured men had leg wounds and the other was shot in the stomach East Rand police are searching for the gunmen, the report said

Zincor has been the scene of fierce clashes between NUM and members of the rival Inkatha-backed United Workers Union of South Africa

Last month two NUM members were killed in what management described as "faction fighting" The union alleges the clashes were instigated by mine security — Sapa

Matie launch for new alliance

Political Correspondent

A NEW alliance — the United Stellenbosch Front (USF) — will be launched on the Matie campus this evening

Keynote speakers at the launch will be Dr Van Zyl Slabbert, head of the Institute for a Democratic Alternative for South Africa, and Dr Allan Boesak, president of the World Alliance of Reformed Churches

USF organizer Ms Tanja Hichert said yesterday the front would aim at the co-ordination of "progressive organizations" in Stellenbosch around social and political issues

The launch will begin at 7pm in the Sanlam Hall of the Student Union

(Report by A Johnson 122 St George's St CT)

WAGAS 15/4/87

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MINING

Labour problems plague Randfont

From TEIGUE PAYNE

JOHANNESBURG. — Labour problems are bedevilling production at Randfontein, one of South Africa's premier gold producers.

An insight into some of the problems was given yesterday by director Mr Kennedy Maxwell as background to JCI gold mine quarterly results.

In the quarter ended March, Randfontein's tonnage milled was marginally higher on slightly lower grade as dump material was processed due to labour problems. Sale of mining rights for R20,8-million and lower capex resulted in more than double net profit after capex — R41,5-million compared with R18,2-million in the December quarter.

At neighbouring Western Areas tonnage and grade were lower due

to labour problems. A 6,5 percent increase in costs contributed to a decline in net profit by 76 percent to R7-million (R29,4-million).

Mr Maxwell says labour problems and absenteeism at Randfontein in the beginning of the quarter lost about five days' production. The labour problems and sporadic go-slow actions continue.

Randfontein is in the forefront of mine mechanisation, and retrenchments at both Randfontein and Western Areas will take place this month and in mid-year. They will amount to only a low percentage of the black labour force at Randfontein, but as much as 15 percent at Western Areas.

Go-slow actions are partly a union reaction to the retrenchments, but there is also polarisa-

tion and a breakdown in communication between mine management and the National Union of Mineworkers on other issues.

Mr Maxwell says an expectation arises among black miners that the union can deliver "all kinds of goods". Trying to do this, union leaders pick up issues and try to portray managers as unreasonable. This increases polarisation.

He says a major meeting was held with the union to try and overcome the polarisation, but union leaders have now stopped negotiations about the retrenchments and have called for the appointment of a conciliation board. JCI opposes this, and will proceed with the retrenchments, he says.

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ALAN FINE

Strikes cripple JCI mines

ALL 24 000 black underground miners at two JCI-owned gold mines west of Johannesburg have been on strike since Tuesday night in protest against the retrenchment of colleagues — and production is at a standstill.

The two mines — Randfontein Estates and Western Areas — began implementing planned lay-offs on Monday.

Talks between management and NUM leaders were still in progress late yesterday afternoon, and no details were available.

The Western Areas mine aims to lay off 1 453 of its 9 000-strong work force now, and another 490 in July. Randfontein Estates is retrenching 367 of its 15 000 employees.

Talks between the mine managements and the National Union of Mineworkers (NUM) over the retrenchments began last August. Last week the union declared an official dispute.

JCI's manpower division

GM, Jeremy Nel, says the strike is illegal because the procedures for lawful strike action have not been completed.

He says the retrenchments became necessary after the introduction of load haul dumpers — which scoop up broken rock underground — at the two mines. It is a form of mechanisation introduced only recently in SA. "It allows for the most efficient recovery of the product in terms of the

grade of the ore mined," he said.

He denies, however, that the introduction of the new method was prompted by wage pressures.

Nel says that, in terms of the latest quarterly reports, Randfontein Estates stands to lose R2,7m in revenue each day of the strike and Western Areas R1,4m.

The NUM could not be reached for comment.

NUM's returns were

Mines May Day dispute settled

The Chamber of Mines and the National Union of Mineworkers have resolved their May Day dispute

Only workers who wish to work on May 1 need to inform management, the chamber said.

Workers are entitled to paid leave on May Day but those choosing to work would receive a premium of about 1½ days' pay — Sapa.

~~SAPA~~

SAPA
23/4/87

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Alby
Natal colliery to sack 315 workers *30/12/87*

Own Correspondent

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DURBAN — Another Northern Natal colliery is to cut its labour force, because of a reduction in the coal-burning rate at an Escom power station and oversupply on the world coal market.

The Kilbarchan Colliery near Newcastle is to reduce its workforce by 315. Utrecht's Welgedacht Colliery dismissed 400 workers last month.

The 315 to be dismissed include officials, artisans and miners.

Miners join big stay away

THE two-day anti-election stayaway ended yesterday when an estimated 20 000 mineworkers joined the half-a-million workers, students and scholars nationwide who responded to the call from Tuesday.

The Labour Monitoring Group, which has been monitoring the stayaway by telephoning major business concerns, said the overall stayaway of workers on Tuesday was 500 000 and yesterday's figure was "substantially larger".

Contempt

The United Democratic Front and the Congress of South African Trade Unions who organised the stayaway, said there had been a massive and unprecedented support for the call which black people were merely using to show contempt for the white minority's paternalism.

Mr Murphy Morobe, acting publicity secretary of the UDF, said the latest figures at their disposal show an effective 80 to 85 percent of active countrywide support for the protest action.

The National Union of Mineworkers — one of the biggest unions in the country — estimated the stayaway in the mines at about 25 000. Mines affected were in the Transvaal and the Orange Free State.

According to the Labour Monitoring Group, the overall stayaway for two days involved one million workers and in terms of the country's industrial and commercial sectors alone, it has resulted in the loss of more than eight million working hours.

In the Eastern Cape almost 100 percent of

To Page 2

Miners in stay away

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From Page 1

black workers stayed away while 70 percent of Coloured workers supported the call.

In six townships each of the Vaal Triangle and the East Rand, thousands of workers again stayed away. Soweto was yesterday "calm". Many health workers were stranded without transport at the Baragwanath Taxi and Bus Rank.

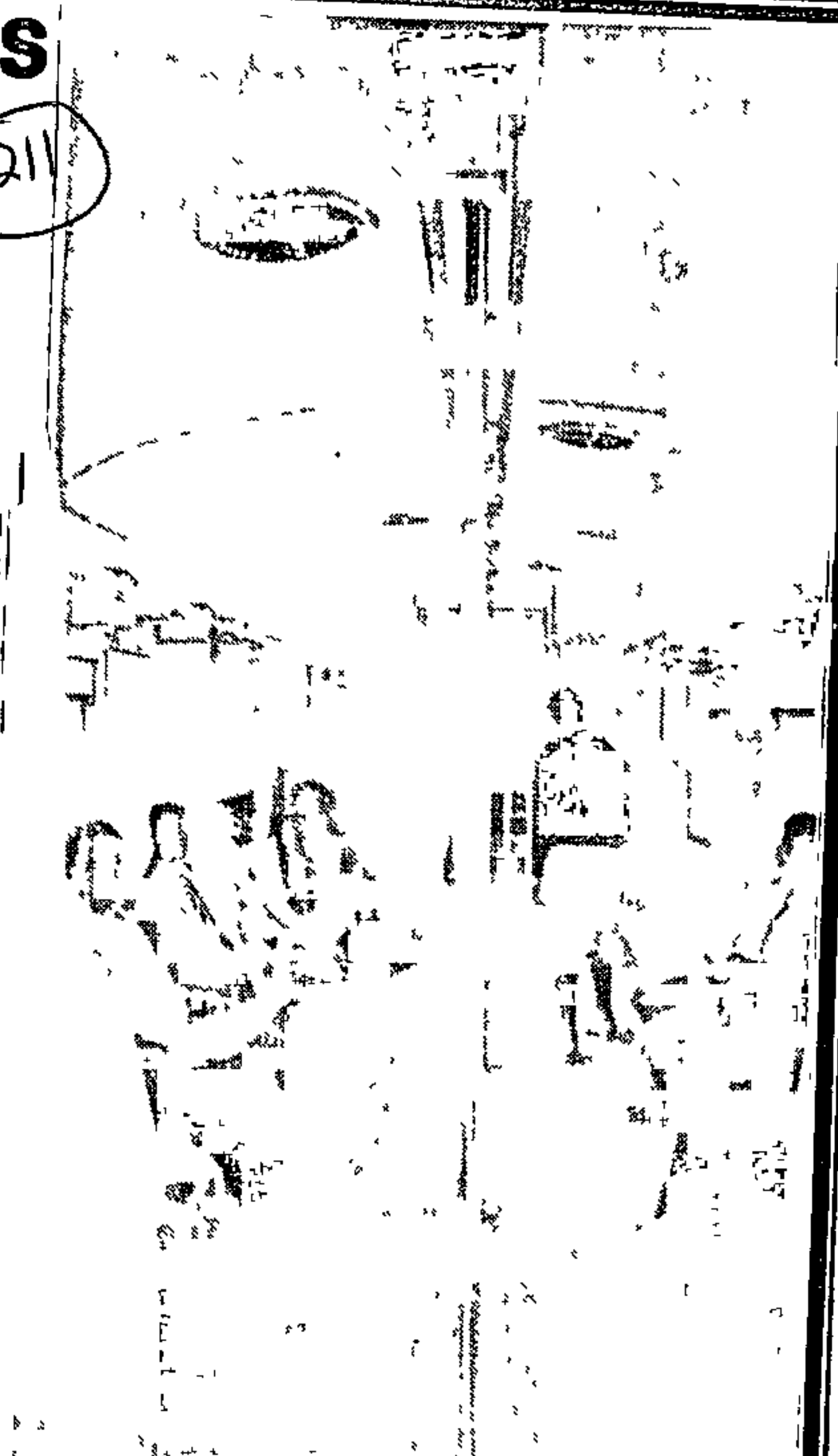
A South African Transport Services (SATS) spokesman, said occupancy on Reef trains at 5.30am was 7.4 percent, at 7am it was 11.2 percent and at 8am, 11 percent.

A Putco spokesman said passenger demand was down to 20 percent from 25 percent on Tuesday and "services had to be reduced accordingly".

The stay-away was relatively peaceful apart from Natal where numerous clashes between security forces and youths allegedly stoning vehicles or meeting illegally were reported.

Among reports of violent incidents released by the Bureau for Information, a 23-year-old Soweto man was set alight after three men put two tyres filled with fuel over him. No one has been arrested.

He was Mr Sandile Leeuw of Dlamini



TRAINS were running empty yesterday as thousands of workers heeded the two-day stayaway call. This picture was taken at the usually busy Westgate station during peak hour yesterday.

Pic MOFFAT ZUNGU

and a member of the Azanian Students Movement (Azasm). He was the elder brother of Ms Thenjwe Leeuw, national minute secretary of Azasm.

The Bureau also said the body of a badly burned man — possibly unrest-related — was found in the bushes near Mitchell's Plain yesterday.

Other unrest incidents occurred at the following places:

Thenjwe Leeuw, national minute secretary of Azasm.

The Bureau also said the body of a

badly burned man — possibly unrest-related — was found in the bushes near Mitchell's Plain yesterday.

Other unrest incidents occurred at the following places: Tembisa, Mamelodi, Edendale, Claremont, Umlazi, Inanda, Chesterville, Kwa-Mashu, Lamontville, Nyanga, Khayelitsha and at Ezakheni in Ladysmith.

The National African Federated Chamber of Commerce (Nafcoc) postponed its programmes for today in support of the "voteless black majority".

Migrant workers Aids threat to SA?

copy 1/12/75 11/5/87 (211)

Own Correspondent

LONDON — A report by a major world charity claims that South Africa faces a widespread epidemic of Aids among its black population

And at least one South African Aids expert believes the report has identified a major risk of the spread of the virus which causes the deadly disease

The document by War on Want, to be published today, claims that although Central African countries are at present most seriously affected, one of the most vulnerable countries in the future is South Africa

This, says the report, is because of the migration of black workers

The report says that Aids, from Zambia and Zimbabwe, is likely to spread into Angola and Mozambique and southwards in South Africa

Entitled "Aids Proposals for Action", the report said cities such as Johannesburg, Cape Town, Durban, Port Elizabeth and Pretoria would "undoubtedly provide large reservoirs of the virus"

It adds "As migrant workers travel, it (the Aids virus) will be disseminated throughout the country."

The charity recommends international co-operation in coping with the problem of Aids, with developed countries contributing a major share of assistance to those without the resources to tackle the threat adequately

Professor Walter Becker, a leading South African researcher on the Aids virus, said yester-

Press rapped for Aids story

WASHINGTON. — The first congressman known to have died from Aids wanted the nation to know how he died, but his wish has touched off a debate that angry friends fear will overshadow his real legacy.

Congressman Mr Stewart McKinney was a compassionate crusader for the poor during his 17-year House career, and that was acknowledged during the outpourings of affection and sorrow for the popular Connecticut Republican

But amid the condolences were two attacks on the Washington Post for reporting that Mr McKinney may have contracted Aids through homosexual contacts rather than the 1979 blood

transfusions cited by his doctor.

"Here's another example of a person whose contribution will not be remembered. He'll be defined by what a couple of reporters decided to write about what they say they discovered from some undisclosed sources in town," Senator Christopher Dodd, a Democrat from Connecticut, said in the Senate

Noting Mr McKinney's long and distinguished service on the District of Columbia Committee, Mr Dodd complained: "Were they (the Post) paying attention to him because of that contribution? No. Rather, the question was whether or not he might be gay." — Sapa-AP

day that the scenario painted by the report was possible — "the formula for the spread of the virus by migrant labourers exists, as long as nothing is done to prevent it happening"

"There is a definite danger in this but that danger has been recognized and the State health authorities have taken definite positive preventive steps to avoid the further spread of the virus into the South African population

"However, this is a very difficult problem — such preventive action takes time to implement and control measures cannot be introduced overnight"

The testing of migrant labour-

ers for the presence of antibodies to the Aids virus, particularly those working on South African mines, has already been undertaken by the health authorities, including the SA Institute of Medical Research

Although blanket testing has not yet been undertaken for all migrant labourers, it has been instituted for mine workers from "high-risk" countries such as Malawi

One screening programme showed that roughly 4% of Malawians working on SA mines were carriers of the virus, a much higher figure than those for Mozambicans and workers from other neighbouring states

2 miners die in fighting at hostel

TWO men were killed yesterday in fighting which broke out at a mine hostel near Evander, Gencor spokesman, Mr Brian Evans said.

He said the fighting broke out "between small groups of workers in the hostel of the Leslie Gold Mine near Evander"

"Mine security personnel

SA Press Association

managed to disperse the groups involved and are still monitoring the situation to ensure the peace

"The mine management requested worker representatives, including the National Union of Mineworkers, representatives of

the governments of the workers concerned and of The Employment Bureau of Africa (Teba) to assist in determining the cause of the unrest. This resulted in a combined appeal to the workers to maintain peace

"Names of deceased will be available for release once next-of-kin have been informed"



Sowetha 11/1/87

(211)

STAFF 15/5/87

(211)

Five miners die from Aids

Five mineworkers have died of Aids and another four have contracted the disease in the past three months, a spokesman for the Chamber of Mines said today

One of the infected men is in hospital, another is on leave and the other two are back at work

Two of the dead were repatriated before they died, the Chamber said

"Almost 700 000 people are employed on South African mines and in its efforts to minimise the spread of Aids the industry is conducting an energetic, internationally-accepted educational and counselling campaign among its workforce," it said

There had been no significant increase in the number of mineworkers carrying the Aids virus

The industry had spent R750 000 taking blood samples from more than 300 000 employees of all races. A study completed in mid-1986 revealed that approximately 800 mineworkers might be carriers. More than 760 of them were from central Africa

It was concluded that the mining environment, where many live in single-sex hostels, had not contributed to the spread of the disease but it was recognised that about 0,08 percent of mineworkers were carriers

In consultation with the best available medical

and labour sources, the chamber had adopted a specific policy towards the disease

- It was decided that repatriation of carriers would not be the correct way to control the incidence and spread of Aids

- No known carriers of Aids would be engaged to work on the mines. All new recruits from Aids-prevalent areas would be screened before being signed on

- All patients suffering from sexually transmitted diseases, a high risk group, would be tested on a routine basis

- All employees found to be Aids carriers would be clinically assessed and counselled and those fit to work would not be discharged

- Clinically healthy virus carriers who returned home between contracts would not have their disease used as a pretext for ending their contracts

- Only when infected employees were clinically unfit to continue working would their services be terminated. They would then be repatriated on medical grounds

A Chamber spokesman said "Having concluded that repatriation of infected miners is unlikely to have a significant impact on the spread of the disease in South Africa, we have chosen the compassionate route"

CAPE TOWN 15/5/87

Five miners die of Aids in SA

JOHANNESBURG. — Five South African miners have died of Aids in the past 2½ months, a Chamber of Mines spokesman said yesterday.

Another four miners had contracted the disease, he said.

One of the Aids sufferers was in hospital, another was on leave and the other two were back at work. Of the five men who died, two had been repatriated to their countries of origin before their deaths.

To minimize the spread of Aids through the 700 000 employees in the mines, the industry was conducting an "energetic internationally accepted educational" campaign among its workforce.

The decision to issue a press statement on Aids had been taken to provide the media with the latest developments on Aids in the mining industry since the major news conference held on the subject in August last year. — Sapa

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Strike by CMU men still looms

PATRICK BULGER

WHITE miners were yesterday still threatening to strike if their demands for a 20% pay increase were not met.

Council of Mining Unions (CMU) general secretary Tom Neethling said preparations for strike action by the 26 000 miners were well advanced. He said, however, the membership had yet to indicate whether it still supported strike action after talks broke down with the Chamber of Mines last week.

"The industry is in a position to grant higher wages. Strike action can be taken in the very near future," he said.

The chamber said its offer to reopen negotiations still stood, and it was waiting for the CMU to respond to the offer.

The CMU is demanding a 20% pay increase across the board, while the Chamber says it is prepared to give 13% on marginal mines, and 14% on non-marginal mines.

Meanwhile, the black National Union of Mineworkers (NUM) has informed the chamber of its demands this year. The demands include a 50% pay increase, a 40-hour working week, and that June 16 be made a paid public holiday.

0/2005

clocks.

Call at 6B Kimberley Road or phone 27648

Seven miners ⁽²¹⁸⁾ killed

JOHANNESBURG — Seven miners were killed and three were injured in accidents at two mines in the Transvaal yesterday.

Five miners died and three were slightly injured in an underground pressure burst at the ERPM Gold Mine, near Boksburg, a mine spokesman reported.

The burst occurred at 2.15 am about

3000 m underground in the 72 level of the mine's G shaft.

At the Transvaal Navigation Colliery near Middelburg yesterday afternoon two miners were killed after a "fall of roof".

A Transnataal Coal Corporation spokesman said no one else was injured in the accident. — Sapa

ing but are still investi

White miners' strike talks

6/1 Day

19/15/77

211

PATRICK BULGER

(initials)

WORKER representatives of 26 000 white miners were taking part in a series of meetings last night to discuss strike action in support of wage demands.

Spokesmen for the umbrella body representing miners and artisans, the Council of Mining Unions (CMU), yesterday refused to say when the strike would go ahead.

They insisted member unions were preparing for the strike, and that it would start "shortly".

Chamber of Mines spokesman Peter Bunkell yesterday confirmed the CMU had still not contacted the chamber to indicate whether it was prepared to try to restart negotiations.

lacked and
policeman of his firearm
on Saturday night.

A police spokesman
yesterday said the

turned the fire, which
resulted in the suspect's
death, the spokesman
said.

Call Times 10/3/87
NUM rejects pay offer

(211) (CWA)
JOHANNESBURG. — The National Union of Mineworkers (NUM) has rejected an offer by the Chamber of Mines of increases ranging from 12% to 16,9% as "ridiculously low" and said the chamber was turning the annual pay talks, which began on Friday, into a "circus".

In a statement at the weekend, Mr Marcel Golding, NUM's assistant general secretary, also warned that continued "attacks on the NUM and Cosatu could lead to a collapse of the country's industrial relations system in the mining industry.

"The union argued that the chamber had made record profits over the last two years, and that the gold price was significantly high, which made it possible for them to meet the union's demand of between 40 and 50%," Mr Golding said.

"The union rejected the wage offer of the chamber as being ridiculously low and trying to turn the negotiations into a circus." — Sapa

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Capt Tom's 8/5/52
Miners
21 187 323
**preparing
to strike**

Own Correspondent

JOHANNESBURG —
The Council of Mining Unions (CMU) is preparing itself to call the 26 000 white workers of its member unions out on strike but is keeping the date a secret.

The secretary of the union, Mr Tom Neethling, said yesterday a deadlock had been reached in negotiations with the Chamber of Mines

While the union was open to talks, "all the signs are that no agreement can be reached," Mr Neethling said, adding that the union was keeping the date of the strike "a surprise".

However, he said, it was not the intention of the union to wait until the executive meeting on May 27 as the executive had already given the go-ahead for the strike.

Disagreement exists over wages, leave demands and fringe benefits

In a ballot earlier this month member unions voted to strike

Argus 18/5/87 (211) 213

Mining industry dispute spreads to two fronts

The Argus Correspondent

JOHANNESBURG — The Chamber of Mines is in dispute with both white and black miners over wage negotiations.

Annual negotiations between the National Union of Mineworkers (NUM) and the Chamber, affecting about 500 000 black mineworkers, have run into dispute after only two days of talks.

The Chamber is also locked in a wage dispute with the white Council of Mining Unions (CMU), which has threatened a strike "at any moment".

NUM's demands included pay increases of between 40 and 55 percent, the abolition of deferred pay, danger pay, a halt to PAYE deductions from workers' pay packets from July 1 and reduced working hours.

The Chamber has proposed 12,5 percent increases for NUM members employed on collieries and between 12,5 and 17 percent for those employed on gold mines.

NUM could not be reached for comment today.

CMU, whose 25 500 members have already voted for strike action, has asked for a 20 percent pay rise against a Chamber offer of between 13 and 14 percent.

● The National Union of Mineworkers has received a bomb threat aimed at forcing it out of its temporary offices in Johannesburg, according to the Congress of SA Trade Unions general secretary, Mr Jay Nardoo. NUM moved into the offices after a bomb attack at their offices in Cosatu House two weeks ago.

amaged by arsonists.

Sapa

CAPE TIMES 19/5/87
Miners in strike moves

JOHANNESBURG. — Worker representatives of 26 000 white miners were taking part in a series of meetings last night to discuss strike action in support of wage demands.

Spokesmen for the umbrella body representing miners and artisans, the Council of Mining Unions (CMU) yesterday refused to say when the strike would go ahead.

They insisted member unions were preparing for the strike, and that it would start "shortly".

Chamber of Mines spokesman Mr Peter Bunkell confirmed yesterday the CMU had not contacted the chamber.

GENERATORS

APL 7/14/75 19/5/87
Migrant
system
decried ²¹¹

JOHANNESBURG. — It is increasingly evident that the migratory labour system has become untenable, says Anglo American Coal Corporation (Amcoal) chairman Graham Boustred said yesterday.

"In view of this, Amcoal's housing policy is being reviewed to determine the best way in which employees can be given the opportunity of living with their families near their place of work," he says.

"To make meaningful progress in this area, it is essential that all constraints limiting the number of black employees permitted to live with their families on or adjacent to mine property be removed."

Boustred says Amcoal continues to give emphasis to increasing the numbers of blacks under training.

Move to break deadlock on pay

By Mike Siluma

The National Union of Mineworkers (NUM) has applied for a conciliation board to resolve its dispute with the Chamber of Mines, NUM assistant general secretary, Mr Marcel Golding, said today

Talks between the NUM and the chamber broke down on Sunday after two days when agreement could not be reached

on issues including wages and working conditions

The NUM has rejected an offer of a 12 percent across-the-board increase for coal mines and raises of between 16.9 percent and 12 percent for gold mineworkers

Its demands included pay increases of between 40 and 55 percent, the abolition of deferred pay, danger pay, a halt to PAYE deductions from workers' pay packets from July 1 and a reduction in hours of work

Meanwhile, talks between the white Council of Mining Unions (CMU) and the chamber remain deadlocked. The CMU has already decided on a strike should the chamber fail to revise its offer to their satisfaction.

Chamber spokesman, Mr Peter Bunkell, said the situation remained unchanged since last week when talks between the parties collapsed.

The chamber offer to the CMU includes pay increases of between 13 and 14 percent. The CMU demands a 20 percent raise for its 26,000 members

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TO ADVERTISE ON THIS PAGE — TELEPHONE F

DD 25/5/87
Miners all told for

JOHANNESBURG — All the missing miners at the Buffelsfontein Gold Mine in the western Transvaal have been accounted for "with the recovery of three bodies from the area affected by the rockfall, on Thursday," a Gencor spokesman said.

The chief executive officer of the gold and

uranium division of Gencor, Mr W. B. Evans, said this brought to seven the number of miners who died.

"Two of the injured are still in the Rand Mutual Hospital," he said.

The names of the deceased would be released as soon as the next of kin had been notified, he said — Sapa

MINE WAGE DISPUTE

Double trouble

The Chamber of Mines is facing tough times with wage battles on two fronts this year.

For the first time, the conservative white Council of Mining Unions (CMU) has set a strike date, although this remains "secret." And the black National Union of Mineworkers (NUM) has declared a dispute following deadlock after two days of negotiations during this year's round of wage talks.

It is difficult to assess which of the two unions poses the greater threat. Although the NUM's wage dispute is yet to go through the formality of a conciliation board hearing, indications are that the strike threat is a real one.

Strike trouble on the mines could, ironically, be bullish for gold.

The NUM is demanding, among other

things, a 40%-55% increase for its members, the chamber's opening offer is 12,5% at collieries and 12,5%-17,9% at gold mines. The NUM is aggrieved at the difference between the colliery and goldmine offers. However, chamber spokesman Peter Bunkell stresses the offer is negotiable. He explains that the chamber distinguishes between collieries and gold mines because of their respective abilities to pay.

The NUM will be a strong opponent given its bargaining power and experience, last year, between June and December alone, it launched 13 strikes related to wage and bonus demands.

The NUM is the Congress of SA Trade Union's (Cosatu) largest and most influential affiliate. Of chamber members' total black workforce of about 500 000, the NUM claims to have 360 000 of whom 227 000 are said to be paid-up. Its tough wage stance should be seen in the context of Cosatu's "living wage" campaign.

Skilled members

But neither should the CMU be underestimated. Although its membership is around 26 000 only, CMU members work mostly in skilled or strategic positions where a strike will hurt most. CMU secretary Tom Neethling maintains that a strike date has been set but will remain a secret at this stage.

The CMU is demanding a 20% across-the-board increase against the chamber's offer of 13% on marginal mines and 14% on non-marginal mines. The white miners are also demanding an extra week's annual leave, two additional paid holidays, on January 1 and May 28 (Ascension Day), and increased stand-by and call-out pay.

The white miners, who now have a champion in parliament in (ex) Mine Workers' Union chief Arrie Paulus, feel particularly deceived. Says Neethling "The loyal people were pushed aside and left behind in pay

rises because they weren't militant. This year they will be the most militant." ■

211 20/18 5/1/18

Threat of strike by white miners recedes

THE threatened strike by 26 000 white miners appeared to be off, Chamber of Mines sources said yesterday. Representatives of the Council of Mining Unions (CMU) — an umbrella body that speaks for miners and artisans of six member unions — would meet the Chamber of Mines for wage talks this week, a chamber spokesman said. Talks reopened late last week, but the chamber spokesman would not say whether employers intended improving on their pay offer. Talks broke down when the CMU rejected increases of 13% for marginal mines and 14% for non-marginal mines.

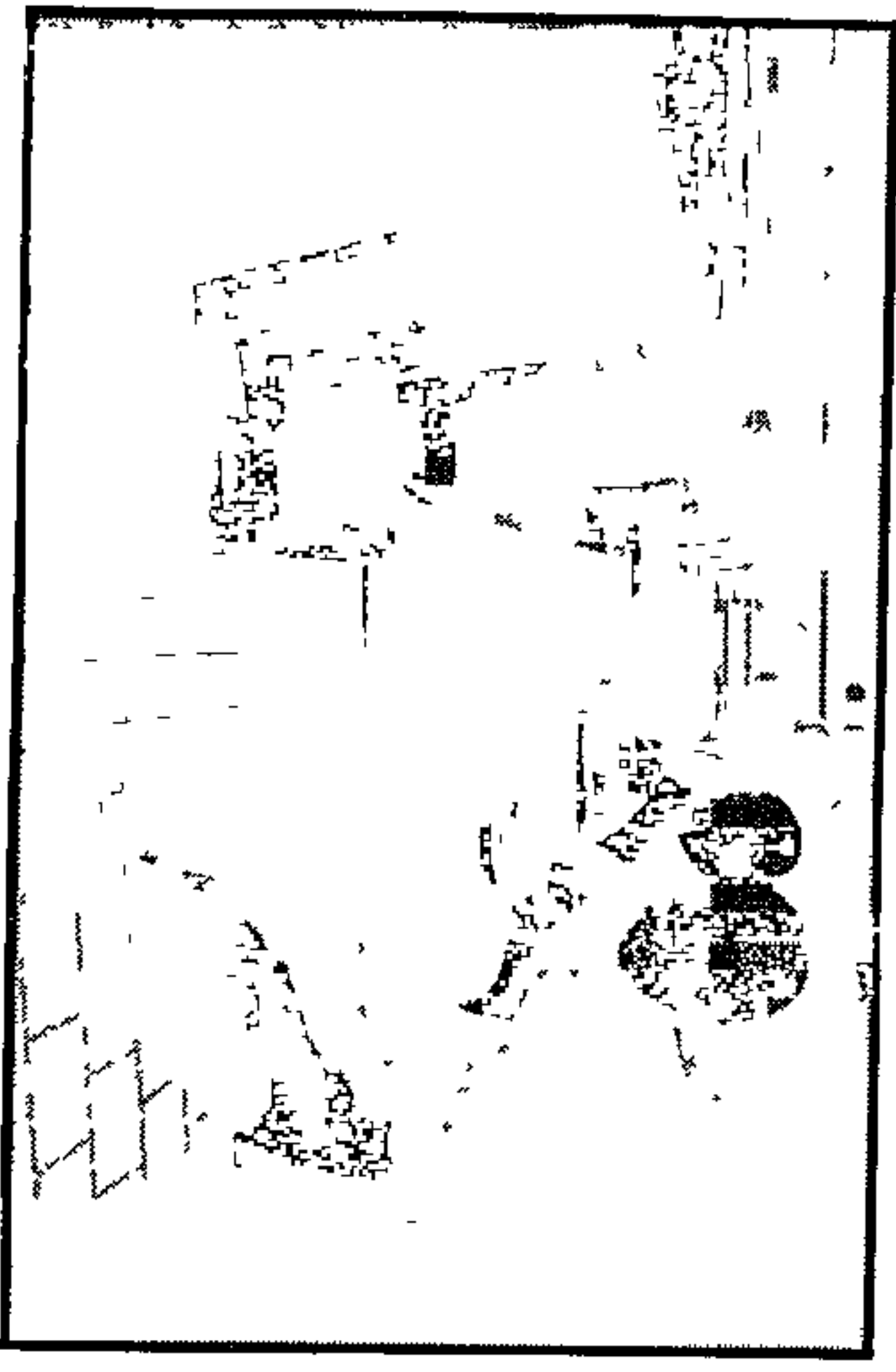
Litre V12 won the 1962-Le Mans

CAF 7/11/67 21
Wage talks to continue

JOHANNESBURG. — Wage negotiations between the Chamber of Mines and the white Council of Mining Unions (CMU) are to continue next Wednesday. A chamber statement did not describe how the talks here went yesterday.

WHEN BLACK miners move into their single quarters at the H J Joel gold mine in Welkom they will live two to a room with communal colour television and electric outdoor braais.

But they will also be surrounded by two 3m-high razor wire fences and they will be without families Johannesburg Consolidated Investment (JCI) chairman Gordon Waddell is proud of the Joel complex Referring to traditional mining accommodation as "a cross between a barracks and a prisoner of war camp," Waddell says something different has been created



Break made

In the sense that the JCI mining villages — "hostel" is a word frowned on in corporate mining circles nowadays — will have a cycling track, a floodlit soccer pitch and an Olympic-sized swimming pool, a break has been made with the past. JCI has not been alone in committing itself to upgrading mineworkers' facilities and promoting home-ownership schemes that would allow for family

accommodation.

In his recent annual report, Amcoal chairman Graham Boustred said it was "increasingly evident that the migratory labour system has become untenable".

"In view of this, Amcoal's housing policy is being reviewed to determine the best way in which employees can be given the opportunity of living with their families near their place of work"

He called for the constraints "limiting the number of black

employees permitted to live with their families on or adjacent to mine property to be removed".

The trend towards more humane mining accommodation stems from more than altruism Mining houses increasingly need a more stable and better-trained workforce than a crude migrant labour system can provide

But increasingly miners themselves are demanding an end to migrant labour This has occurred on two levels. Unofficially, some coalminers in

Home-from-home but no families

Report: PATRICK BULGER/Pictures: ROBBIE BOTHA

□ LEFT... clean and bright eating areas are a feature of modern miners' accommodation

the Eastern Transvaal have taken a unilateral decision to move their wives into single quarters with them

On an official level, the National Union of Mineworkers (NUM) has identified the dismantling of migrant labour as a priority.

At its fifth annual congress earlier this year, the NUM called on the mining industry to make a clear statement of intent that it intended to eradicate the migrant labour system. It also called for greater worker control of hos-

NUM's assistant general secretary Marcel Golding says the union has sent letters to mining houses asking them to state clearly their position on migrant labour

While the NUM welcomes housing schemes, it believes "mining houses are using government policy as an excuse to maintain the migrant labour system"

'Not enough'

"Far more can be done. The time for corporate disobedience against the racist policies of this government has become imperative," he said in an interview. "It is by continuing to adhere to govern-

ment policy, mining houses were "clearly identifying with state policies"

"The pass laws have been removed, so what prevents the mining houses from scrapping migrant labour? The upgrading of hostels is not enough. We want to see a move away from migrant labour."

In the interim the larger mining groups are building hostels they maintain can be quite easily converted into family accommodation when government gives the go-ahead But whether miners will be satisfied with such an arrangement will remain a potential source of conflict in the industry



□ VIEW from the balcony of one of JCI's miners' flats at Welkom

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New legislation for sick miners

29/5/87

Political Staff

CAPE TOWN — Non-discriminatory legislation to compensate miners suffering from work-related diseases is being prepared, the Minister of Health, Dr Willie van Niekerk, has announced.

Dr van Niekerk was commenting on a recent television programme on diseases suffered by asbestos miners in which it was revealed that blacks receive only R2 463 against R36 528 for whites.

He pointed out that the compensation was paid from a fund controlled by the mining groups, who contribute to it.

The Department of National Health only administered the fund.

The new legislation would base compensation on the earnings of the afflicted person and the degree of impairment.

MINE LABOUR

(211)

Pitfalls to right and left



A major talking point in labour and investment circles is this year's round of wage negotiations between the Chamber of Mines and the mining unions. The importance of this process cannot be over-stressed. Such matters as black-white relations in the workforce, national political issues, and even the price of gold — up or down — hinge on equitable and adequate deals being struck.

And although the chamber is in the centre, fending off assaults from left and right, the miners themselves are locked in an historical feud over workplace privileges dating back to the origins of the industry itself. While the white miners are jealous of their authority over certain areas of work, black miners are demanding equality. The mixture is potentially explosive.

The major players are the chamber; the white Council of Mining Unions (CMU), and the Congress of SA Trade Unions (Cosatu)-linked 300 000-strong black National Union of Mineworkers' (NUM). On the union side, two highly effective and even charismatic leaders are doing much of the running. On the right is Arrie Paulus, a veteran unionist who commands considerable respect, and who is now the Conservative Party (CP) MP for Carletonville — perhaps the pre-eminent heartland of the white mining constituency. On the left is Cyril Ramaphosa, industrious and elusive — but also a man who has gained the respect of the chamber in the tough years of struggle towards recognition, better pay and work conditions for blacks.

Both unions — quite understandably — have threatened their ultimate sanction, the strike. If the tricky manoeuvres towards a series of settlements falter, and there are strikes or other industrial action, the wider ramifications of the disputes gain cogency. Gold's buoyancy on world markets, for example, is as yet fragile. And, in any event, a rise in the dollar price of gold caused by mine labour disputes could never pay for the social, political and economic cost.

Any sign of a protracted stoppage, which could affect output, would send skittish investors clamouring for bullion — with a consequent short-term run on gold. Assuming the rand holds its ground against the dollar, that would be positive for the balance of payments and

The annual wage negotiations between black and white worker unions and the Chamber of Mines have taken on added significance. The white miners have a sense of renewed vitality through their leader's election to parliament; and the black miners are increasingly playing an intensified political role. The mixture is an explosive one.

SA's foreign debt position. But the long-term effects of a serious disruption in gold production — or that of any South African mineral for that matter — would be bad for the mines, tarnishing their supply record, and making contingency planning difficult.

There could also be spillover effects — action targeted at other sectors or holding companies, boycotts, more international pressures and the like. The prospect of all kinds of violence would be enhanced, from right as well as left — and so further affect SA's virtually rock-bottom reputation as a political entity.

In previous wage talks it has generally been the NUM which has been the most confrontational, though the white miners are of course fiercely possessive over job reservation. But this time the most strident voices seem to be coming from the CMU. With its leader in a powerful position in parliament — shadow minister of labour — the CMU has found new strength and been willing to deadlock with chamber negotiators. It has taken an early strike ballot and set a secret date for it — unless settlement comes soon.

Talks with the NUM have also reached deadlock. A conciliation board has been called, with 30 days to convene, after which Ramaphosa says he will follow the steps laid out in the Labour Relations Act towards a strike ballot and possibly a legal strike if the wage issue is not resolved.

Some might argue that these threats are all part of the annual wage circus — that the

unions are poker players with weak hands. But certain factors give enhanced seriousness to the situation. For a start, the CMU claims it is deadly serious about its intention to strike. Council secretary Tom Neethling says the moderation his union displayed in the past got them nowhere and "the time for militancy has arrived." However, behind the polemic, most mine managers detect a fair degree of bluster. There hasn't been a strike by white mine workers in 40 years, and the suspicion is that white miners don't have the stomach for one now either.

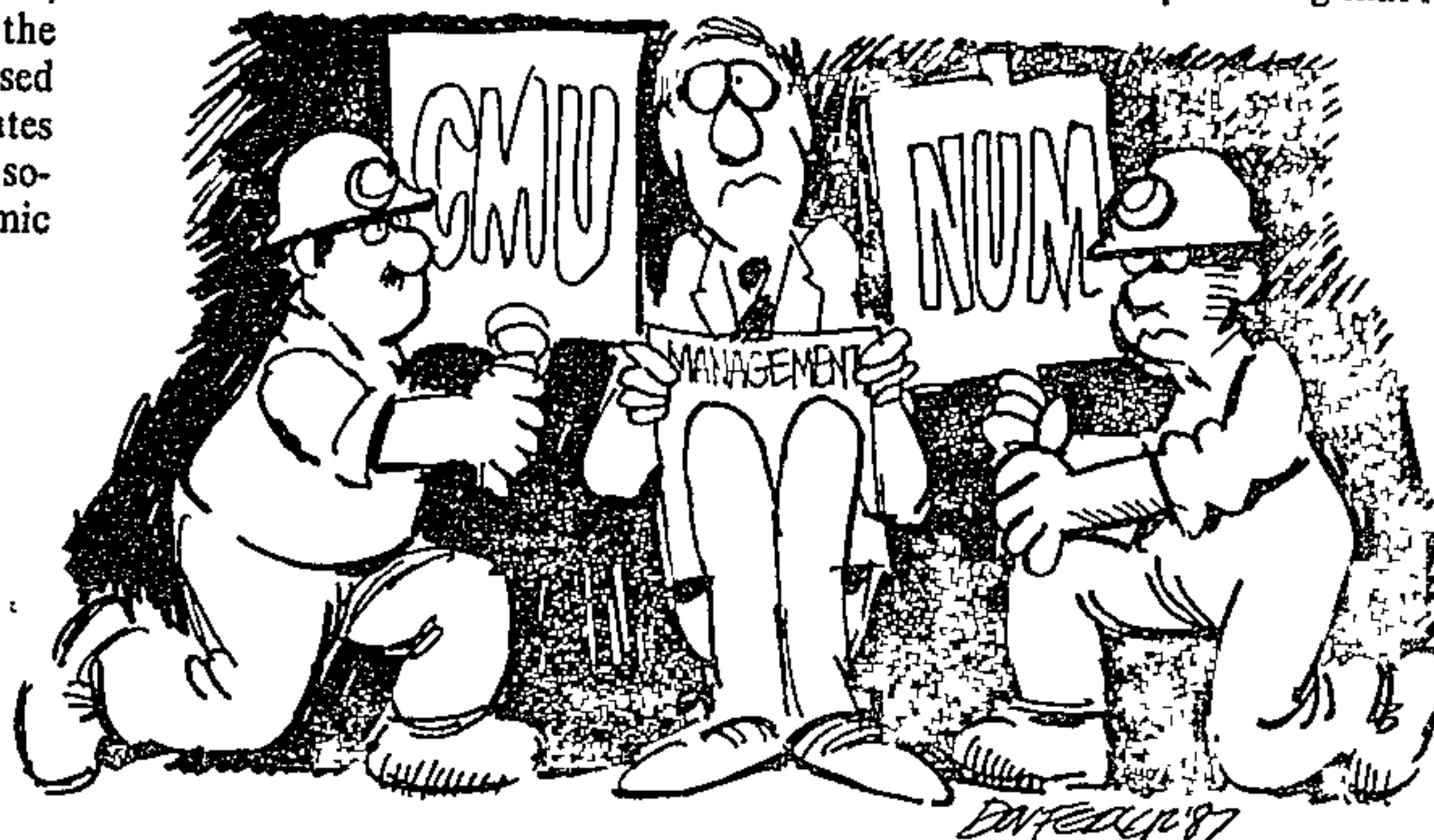
Certainly, at the time the FM went to press, CMU negotiators were still closeted in meetings with mine officials, and a chamber spokesman said he was hopeful that a settlement would be announced this week. But if the negotiations are derailed, that hope will obviously vanish.

Fortunately, there are no lack of precedents for settlement. The chamber's industrial relations manager, Johann Liebenberg, notes that last year the CMU also deadlocked in negotiations — but settled later in private discussions.

If the CMU is really going through the motions of a strike simply to enhance its hand in negotiations, the position of the NUM is entirely different. It approaches the wage talks hardened from previous encounters with employer representatives who are uneasy in the knowledge that the NUM has not hesitated to initiate numerous work stoppages and strikes in order to drive its message home. Between June and December last year, for example, the black union was responsible for 13 strikes or stoppages on the mines. The period immediately prior to that was even more strike-prone — though not all were wage-related.

Nonetheless, employers grudgingly concede a healthy respect for the NUM's negotiating tactics and strategy. They say it is a worthy adversary — especially as the union has shown great responsibility in its most recent dealings with the chamber by demonstrating that it is prepared to work inside the framework of established labour law.

For all that, a disturbing trend in the latest round of wage talks is the relative size of the unions' opening wage demands. As its opening gambit, the NUM demanded increases of 40% to 55% — a position which employers wasted little time in rejecting. In reply, the chamber offered 12,5% for coal workers and 12,5% to 17,9% for those employed on the gold mines. The CMU is asking for a



more modest 20% across the board, while employers have countered with a 13% offer on the marginal mines and 14% on the non-marginals

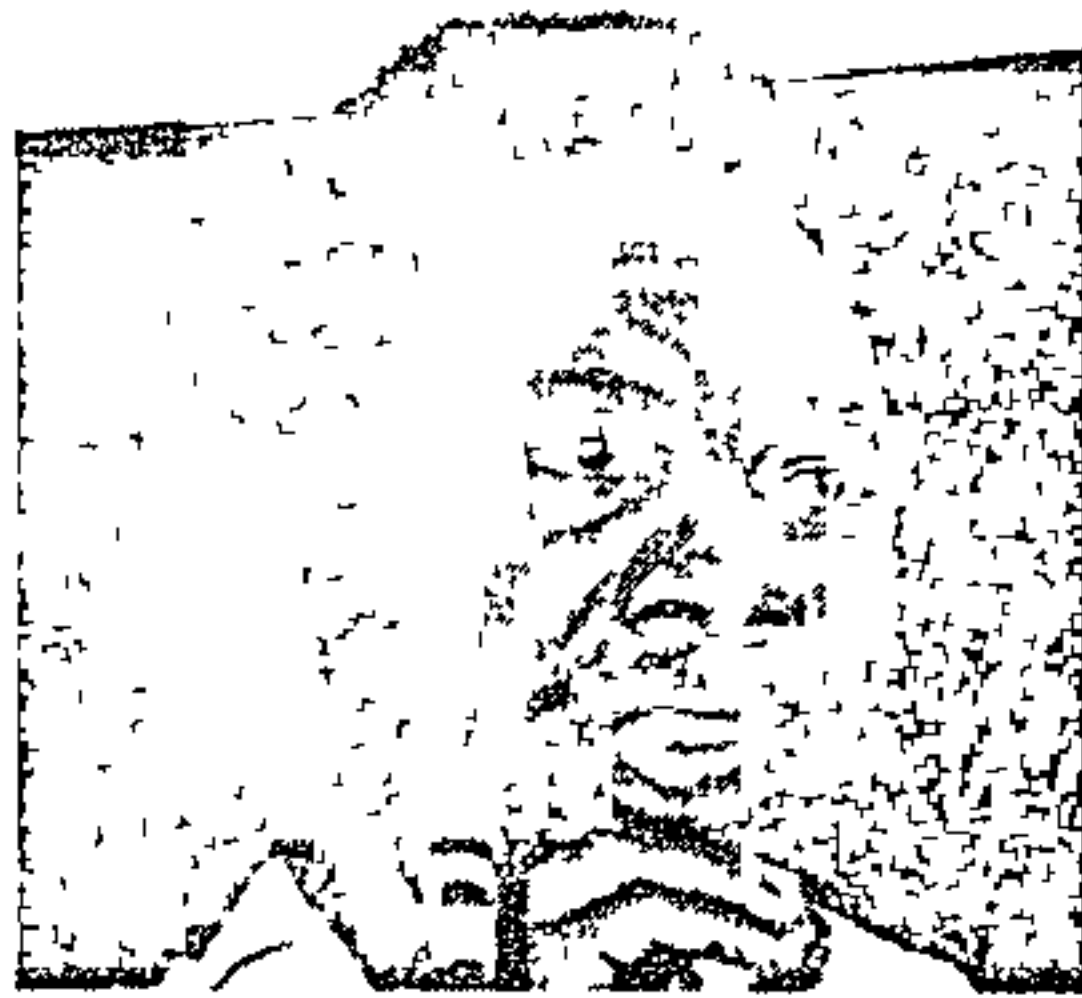
Predictably, the coal/gold pay differentials has distressed the NUM, which (like its white predecessors) is Socialist in orientation and wants to see equity in any wage settlement. It bases its argument on the ability of the respective mines to pay up. This is, in many respects, an obvious over-simplification of the situation — taking no account of the mines' responsibilities to shareholders, commitments to capital expenditure, and so on.

The NUM's over-ambitious wage demands are rooted in the recent rise in the gold price. Simplistically, the unions conclude that if the gold price rises, the mines must be in a better position to pay. That argument, as we have pointed out before, takes little account of the fact that a rise in the dollar price of gold, as we are experiencing now, does not automatically imply a rise in gold's rand earnings. Much depends on the relative strength of the rand vis à vis the dollar.

In the first quarter of 1987, for example, the dollar gold price averaged around US\$410/oz while the rand was appreciating steadily past US45c — hardly auspicious conditions for the mines' rand receipts. Lately, however, with gold trading above \$460/oz and the rand stable at around 50c, their earnings position has been considerably enhanced.

Employers are clearly going to have to work hard to bring home to workers that the ability of mines to pay differs markedly in accordance with their working costs, grades, reserves and labour requirements. The message of differential settlements is clearly evident in the employers' current wage offers. Persuasion may not be all that easy.

Says a chamber spokesman "It wouldn't be so bad if we could get the unions to agree to lower increases or no increases if rand earnings go down. They talk glibly about the



NUM's Cyril Ramaphoso

social responsibility to ensure adequate levels of employment.

Liebenberg maintains that the fact that the CMU started its negotiations later than usual this year, and the NUM came to the negotiating table a little earlier, should not create the impression that the mines are being pinched from two sides. And insofar as he contends that the two pressure points are entirely unrelated and are not being co-ordinated to bring undue pressure on employers, he is correct.

But it is worth making the observation that both parties are driven by diametrically opposed political forces — and these are becoming increasingly important as miners, black and white, are seen, and see themselves, as spearheading the respective political thrusts of a wider constituency. As Cosatu's largest constituent, the NUM has an obligation to give force to Cosatu's "living wage campaign" by ensuring adequate remuneration for its members. In addition, it is committed to seeing the last vestiges of archaic job reservation on the mines scrapped.

The CMU, on the other hand, is fighting a rearguard action to see that its members' privileges are maintained. One of Paulus's first jobs in parliament will, no doubt, be to ensure that the status quo is upheld. A White Paper on job reservation, in which an amend-

ment is proposed to the definition of a "scheduled person" — the effect of which could mean more skilled miners' jobs, such as that of blaster, being opened to blacks — is due for discussion early in the session. It would not be surprising if Paulus were to rally the CP to pressure government to defer any decision on the issue. And the post-election government is unlikely to risk offending the Right on this decades-old sensitive issue.

Moreover, the mine disputes are coming to a head as June 16, Soweto Day, approaches. Tensions in the black trade union movement, particularly Cosatu, are already running high. Bereft as blacks are of democratic institutions for political expression, it is logical that their unions will assume an ever more overtly political role — "An injury to one is an injury to all," as Cosatu's slogan runs.

It is a situation which requires delicate handling, and one which, as Liebenberg says, is best left to the chamber itself to resolve. "We need to establish a pattern of industrial peace. Our relationship is developing and as it matures we should be able to resolve our problems more peacefully."

With the political dimensions to the dispute such as they are, government could be tempted to get directly involved. It has already made ominous noises about tempering the power of the

black unions through legislation. It is a temptation it must forcefully resist if there is to be any prospect at all of long-term industrial peace in the land. In the short term, interference from above could prove a flash-point that no one — management and labour alike — will relish.

And as far as overseas sentiment is concerned, Pretoria would then be seen to be undercutting the real reforms it has achieved in industrial relations. The alternative — an undisciplined and polarised black workforce — is one effect it should seek at all costs to avoid.

■



CMU's Arrie Paulus

OK BAZAARS

Going with the flow

If anything was learnt in the furious marketing war that raged for most of last year, it was that no competitor can afford to ignore OK Bazaars. Its two younger adversaries, Checkers and Pick 'n Pay, appeared to do just this early in the year as they tugged at each others' market share. But OK responded with a campaign that, although belated and not altogether original, was certainly powerful, involving millions of advertising

OK stores were founded on the precept of getting shoppers' attention as they made for the food racks — all under cover. This philosophy has been amended to take account of current consumer preferences, and the results have been sound and promise more growth.

By the year-end, new battle lines had been drawn between the Big Three.

Interestingly, all three retailers seemed to gain from the experience. By year-end, Pick 'n Pay had returned to its previous growth rate of 20% plus; Checkers swung out of the red to report its first profit in years; and OK, after a dismal first half when it lost market share to Checkers and Pick 'n Pay, recovered strongly in the second half of its

TALKS between the Chamber of Mines and Council of Mining Unions (CMU) — aimed at averting a strike by white miners — adjourned yesterday with no indication of a settlement of their wage dispute.

Spokesmen for both parties were tight-lipped about developments, saying only that negotiations had reached a critical point.

CMU secretary Tom Neethling said: "At this stage I have absolutely nothing to say except that negotiations are continuing" He would not say what form the negotiations would take.

Although no official confirmation could be obtained, it appeared both parties had gone into caucus and planned to re-establish contact at a later stage.

Asked if formal talks would resume to-

BB *BB* B/Day 4/6/87 (211)

Miners' dispute continues

day, Neethling would make no comment.

Earlier, a chamber spokesman, Peter Bunkell, said he was hopeful a settlement to the wage dispute would be reached

The CMU — representing about 24 000 skilled workers in eight affiliated unions — has threatened to stage a legal strike on June 8 unless the dispute is resolved

Annual wage talks between the parties broke down in March after the CMU had demanded a 20% increase in response to the chamber's offer of 14% for non-marginal mines and 13,5% for marginal mines

At renewed talks last week, the chamber improved its offer to 15% for non-marginal

mines and 13,5% for marginal mines and both parties believed an end to the deadlock was in sight

The CMU has already balloted its members who have voted in favour of coming out if their demands are not met. The union was in a legal-strike mood, said Bunkell.

The last time white miners struck was in 1979.

Despite being a relatively small proportion of the total workforce, white miners occupy key skilled positions and could have a devastating affect on the mines if they stop work — Sapa

Shaft closed after killings

8/16/87
211
ANGLO'S Western Holdings Gold Mine in the Free State closed its number six shaft on Saturday after two white mine officials and six black miners died in a clash between mineworkers and mine security officers.

At the time of going to press it could not be confirmed whether the shaft had been re-opened or what the cause of the clash was.

Sapa reported a police spokesman

Business Day Reporter

said the white officials were attacked after being called to the scene of a strike at the number six shaft.

They were attacked by men wielding pangas.

Forty one other workers were injured in the incident

An Anglo official described the mine as quiet on Saturday.

The week in brief

The Council of Mining Unions (CMU) and the Chamber of Mines settle their wage dispute. The Chamber agrees to wage increases of 15% on the majority of collieries and gold mines and 13,5% on marginal mines. Among other minor concessions is a 15% increase in "sundry bonuses". Although CMU members do not reach unanimous agreement, the unions decide to follow the majority vote and withdraw a strike threat.

The parties reached deadlock when the chamber offered increases of 13% on marginal mines and 14% on non-marginal mines. The CMU demanded a 20% across-the-board increase.

Meanwhile, the chamber and the National Union of Mineworkers are awaiting the appointment of a conciliation board to continue their wage negotiations.

□ Seven trade unions have been given notice to vacate their Tudor House offices in central Johannesburg. General Allied Workers Union (Gawu) spokesman Monde Mditshwa says the unions will take legal action. He says the unions were served with notice at the end of May and told to vacate the offices by June 30.

The unions are Gawu, the SA Allied Workers Union, the Municipal Workers Union of SA, Amalgamated Cleaners Union, SA Textile and Allied Workers Union, Amalgamated Black Workers Union and the National Union of Paperworkers.

Mditshwa says the unions believe they were not expelled as a result of the Group Areas Act, but as "part of an organised, concerted attack on the labour movement".

The offices have been petrol bombed twice in the past year.

□ Government clamps down on SA Railways and Harbours Workers Union (Sarhwu) as the union's president, Justice Langa, is detained outside Khotso House in Johannesburg by plain-clothes policemen. Sarhwu general secretary Themba Khuzwayo says at least 30 of the 37-man negotiating team involved in the railway strike have been detained.

□ Eight men die during violence at the Number Six shaft of the Western Holdings gold mine in the Free State. Another 41 men are injured. The shaft will be closed while police investigate charges of murder and

response to ...
the organisation, namely its ethnic basis. All
FINANCIAL MAIL JUNE 12 1987

Job reservation finally out

Political Staff

CAP Tmpfs 19/6/82 211

GOVERNMENT has decided to push ahead with promulgating legislation this year removing the last vestiges of job reservation from the statute books — namely that concerning the definition of a “scheduled person” contained in the Mines and Works Act. But, at the same time, it has resolved to introduce blocking measures which will prevent mine employers from adopting usually normal recruiting practices of deciding for themselves who to employ in those job categories that will supposedly be opened to people of any colour.

These new measures are designed to empower the Minister of Economic Affairs and Technology, Mr Danie Steyn, administratively to control and decide who mine employers can recruit to fill those job categories that are currently still the preserve of whites only. The proposals foresee the appointment of committees “as and when necessary” to advise the minister on entrance and candidate requirements for these jobs and the labour requirements of the min-

ing industry. They also propose that these committees would be introduced under the chairmanship of the Government Mining Engineer, or an official of the Department of Mineral and Energy Affairs. This means that it will be left to government appointed officials to arbitrarily decide to what extent work reservation will remain entrenched within the mining industry, or how rapidly it should be dismantled.

It also means that mine employers will have to adopt fairly tortuous recruiting procedures when attempting to appoint any black employee to any of those 13 work categories, from which they have previously been excluded. Government’s stance on this issue was disclosed yesterday by Deputy Minister of Economic Affairs and Technology Mr George Bartlett during the second reading of the Mines and Works Amendment Bill in the Indian House of Delegates.

The Bill, if passed, will effectively excise the “scheduled persons” definition, permitting blacks for the first time to obtain a blasting certificate — a prerequisite for them to progress up the job ladder

to the highest level possible within the mining industry.

The job categories range from onsetter (mine lift operator) upward through to mine manager. The Bill has been sitting on the sidelines for more than two years, waiting on mine employers and the unions — and specifically the right-wing white Mineworkers’ Union — reaching agreement on a means of allaying the fears of white mineworkers over their future job security within the industry. Mr Bartlett noted yesterday that the majority of mine owners and several trade unions have indicated their preparation to participate in the establishment of an industrial council.

But, more importantly, those trade unions which specifically represent workers holding blasting certificates, or who are banksmen or hoist drivers — and are represented by the Mineworkers’ Union — have not been able to reach agreement with employers on the establishment of such an industrial council.

Mr Bartlett said that in view of this impasse, government had decided to extend the regulatory

powers under the Mines and Works Act, to enable the Minister to “prescribe” what should be done in future.

The Chamber of Mines and Anglo American spokesmen welcomed the move to scrap the “scheduled persons definition” but said they could not comment on the committees until these were clearly set out.

A mining group spokesman who did not want to be named said the government would reserve the right, in terms of the draft legislation, to appoint committees to ensure the industry complied with the government’s guidelines on employment in previously reserved jobs.

He said the issue was whether the committees would go beyond requirements for competency and be influenced by race.

The mines, he said, had already expressed concern and reservations about this.

A spokesman for another mining group said the Mineworkers’ Union and another union had refused to sign the security of employment agreement which nine other unions signed with the chamber last year.

Cap time 23/6/84 (21)
Anglo to rehire miners

JOHANNESBURG — Anglo American said it will rehire 1 500 black miners dismissed from the President Steyn gold mine after "faction fighting" at the mine earlier this year. The company said it agreed with the National Union of Mineworkers to re-engage the fired miners and to pay their normal salaries since the dismissals in early February.

APC Times 24/6/87 (211)

Gush warns on labour relations

Own Correspondent

JOHANNESBURG — It would be a tragedy if the labour relations system were jeopardized by irresponsible behaviour

“by individuals associated with any of the parties involved”, Chamber of Mines president Peter Gush said at the chamber's AGM yesterday

“Here,” he said, “I include the State, whose role should be supportive of the industrial relations system.”

He referred to “shades of differences in philosophy and practice” between the major mining groups in their approach to the National Union of Mineworkers, but said all are committed to the current system as the only way to the peaceful resolution of conflict

Gush said that the chamber's recruiting arm, Teba, paid out R501,3m last year in the form of deferred pay, remittances and savings and benefit payments

This, together with amounts sent home by mineworkers, represented a major benefit to the less developed areas of the region, he said.

□ General Mining Union Corp Ltd's executive director of human resources and public affairs, T I Steenkamp, will succeed Gush as president of the chamber — Sapa-Reuter

Miners send R1-billion home

How SA supports southern Africa

A TOTAL of R501,3 million in deferred pay, remittances, savings and benefit payments to black mine workers was paid out last year, the president of the Chamber of Mines, Mr E P Gush, said yesterday.

Addressing the annual meeting of the Chamber, Mr Gush said the money was paid out by the Chamber's employment company The Employment Bureau of Africa (TEBA), whose field offices serviced an area roughly the size of Western Europe, extending through South Africa, its internal independent self-governing territories and five foreign countries. Mr Gush said

The TEBA field operation provided an essential source of income to the communities most in need of economic support by channelling miners' earnings to their families

Mr Gush said "If the amounts sent home by miners through friends, banks and post offices were added to TEBA's traceable payments, these figures would reflect that over R1 billion finds its way back to the source communities in rural areas — a major benefit to the less developed areas of the region"

Workforce

Approximately 60 percent of the industry's workforce was engaged through TEBA within South Africa and its internal states. The remaining 40 percent of employees come from Lesotho, Mozambique, Botswana, Malawi and Swaziland

"In 1986, the greatest number of men at work in any single month on gold, coal, platinum and other mines served by TEBA was 542 516 in September," Mr Gush

said

"Payments made by TEBA in 1986 in the form of deferred pay, remittances, savings and benefit payments totalled R501,3 million. This figure reflects only traceable payments handled by TEBA

"Some countries notably Lesotho, Malawi and Mozambique, have come to rely heavily on the annual injection of foreign capital earned from compulsory deferred pay. The governments of these countries require that miners be paid out a proportion of their wages at home

"In 1986, an amount of R240,1 million was paid to Lesotho in deferred pay and remittances, a 17 percent increase over 1985, while Malawi received R36,9 million, in the form of deferred pay, an increase of 23,55 percent on 1985

"Payments of deferred

pay to Mozambique amounted to R83,5 million. This was two percent less than in 1985 owing to the South African Government's curtailment of the supply of labour from Mozambique at the beginning of October

Savings

"TEBA-cash, the voluntary savings scheme offered to miners, increased its outlets from 123 to 133 in 1985. The number of depositors reached 171 792, an increase of 56 792 over 1985. Cash transactions on the mines totalled R346 million in 1986

"TEBA-cash investments reached R102,2 million, with deposits totalling R83,2 million. An extensive advertising campaign stimulated interest among miners," he said —

Sapa

1956 25/6/57 (211)
**Job reservation
Bill under fire**

Parliamentary Staff

THE National Manpower Commission (NMC) has criticised the Government for backtracking over a Bill which is supposed to do away with the vestiges of job reservation.

The NMC said in its annual report published yesterday that it had reservations about certain clauses in the Mines and Works Amendment Bill, which allowed "Government interference" in deciding who should get the last of the reserved jobs.

Eskom's appeal on dispute upheld

BIDWY
26/6/57
SUSAN RUSSELL

ESKOM has won an appeal against a decision by the Minister of Manpower to establish a conciliation board to deal with a wage dispute between it and six trade unions.

In upholding Eskom's appeal and setting aside the Minister's decision, Mr Justice N M MacArthur found in a handed-down judgment that the statutory requirements for the establishment of a conciliation board had not been met

The appeal was brought against the Minister of Manpower, the Mine Workers' Union (MWU), the SA Iron, Steel and Allied Industries Union (SAISAIU), the Amalgamated Engineering Union of SA (AEUSA), the SA Electrical Workers' Association (SAEWA), the SA Boilermakers', Iron and Steel Workers' Union (SABISWU) and the Shipbuilders' and Welders' Society (SWS)

The judge said it was submitted on behalf of Eskom that the statutory requirements for an application to establish a conciliation board had not been complied with

He said the application for a conciliation board was made on July 9 last year by the MWU on its own behalf, and on behalf of the SAISAIU and Eskom's Unions Joint Committee.

Argued

The SAISAIU gave power of attorney to the MWU

The AEUSA, the SAEWA and the SABISWU gave power of attorney to Eskom's Unions Joint Committee

The judge said, equipped in this way the joint committee had purported to empower the MWU to act on its behalf

It was argued by Eskom that the committee was neither a union nor an employee in terms of the Labour Relations Act, and so could not be a party to the application for a conciliation board

(211) 29/6/87

Chamber's new chief seeks to curb mine tensions



Chamber president Mr Naas Steenkamp ... no fixed order of priorities.

By Michael Chester

The new president of the Chamber of Mines, Mr Naas Steenkamp (54), of the General Mining Union Corporation, hesitates about setting a fixed order of priorities to objectives during his term of office in one of the most powerful seats in business today.

But certain to rank high among the aims will be to draw a radical new blueprint for industrial relations to curb the tensions that sometimes spill over into violence on the mines.

Mr Steenkamp will pursue that elusive target, a code of conduct, mentioned by Mr Peter Gush of the Anglo American Corporation who ends his term as president of the chamber on June 23.

Both are in agreement that the backbone of such a code should be a pact among all the parties involved — employers and trade unions alike — to commit themselves to resolve industrial conflicts by negotiation rather than co-optation.

Mr Steenkamp, the executive director running the human resources and public affairs portfolios at Gencor, has a career record that equips him well to tackle the blueprint.

Educated at Paarl High School and Stellenbosch and Potchefstroom universities (BA Law), Mr Steenkamp was groomed in diplomacy with the Department of Foreign Affairs. He served in London first as private secretary to the High Commissioner and later in the political division of the South African embassy before he spent time with the SA Foundation in the mid-1960s.

It was in 1966 that he joined Gencor and started to understand the mining industry — as public relations manager, as chief executive officer of the manpower division, on the executive committee of the Chamber of Mines.

RARE TALENT RECOGNISED

Recognition of rare talents in industrial relations and on human resources issues came with his inclusion among the members of the Wiehahn Commission and the National Manpower Commission, and frequent selection to represent South Africa at sessions of the International Labour Organisation.

His talents will be tested to the full when he turns his hand to solving the complex problems of labour relations in South Africa's mining industry — which has a labour force of about 750 000 drawn from a vast variety of nationalities and cultures and has long been haunted by old apartheid laws that have imposed all sorts of colour bars on jobs and promotions.

What has sharpened the tensions is the emergence of the National Union of Mineworkers (NUM), already the largest black trade union in the country and still growing and flexing muscles that black mineworkers were never allowed to use until recent years.

But Mr Steenkamp recognises that there are not only hatchets to be buried by the Chamber of Mines and the NUM.

"There are all sorts of differences in the philosophies and attitudes held among various individual mining companies and among the numerous unions that are active in the industry," says the new president "Somehow we need consensus.

"It would be naive to aspire to an instant code carrying a complete set of signatories. It will take time.

A GROWING MATURITY

"But one senses a growing maturity in the whole sphere of industrial relations. One sometimes overlooks the numerous successes that are scored in negotiations, especially when there is often so much concentration on the conflicts that occur.

"There are capable leaders on both sides and that is the basis of optimism about the gradual emergence of a code of conduct. Both sides must show readiness to make compromises.

"Beyond recognition agreements about collective bargaining and technicalities such as procedure agreement, what's needed now is a set of behavioural agreements between employers and unions.

"Job reservation has been a thorn in the side of industrial relations for decades and we have for years argued it should be scrapped as an anachronism.

"But the removal of the last restraints is now in sight with recent legislation — particularly now that the government has provided a better explanation of its role in the selection of candidates for skilled positions.

"True, the government still insists on a say about black miners moving into skilled jobs that have been closed to them until now. But we have now been given various assurances that we have taken on trust which leave us hopeful that the last remnants of job reservation are on their way out.

"We may not be moving into a rose garden, all sedate and peaceful. But we are moving towards maturity in industrial relations."

There may be firm hints about Mr Steenkamp's determination in pursuit of an objective when he talks about his favourite personal interests. Among them are hiking and mountaineering.

Mines deadlocked on wage demands

211/1004/155
Own Correspondent

JOHANNESBURG — Deadlock was reached yesterday in wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines, and the NUM plans to begin conducting strike ballots at 27 gold mines and 18 collieries next week.

Both sides modified their positions again at yesterday's conciliation board talks. However, disagreement remains on NUM demands for 30% wage increases, increased annual leave, paid leave on June 16, danger pay and improved death benefits.

NUM spokesman Mr Marcel Golding said the NUM accepted a proposal by the Manpower Department official present for the dispute to be referred to mediation or arbitration.

The chamber, however, turned down the proposal. A spokesman could not be reached for comment on this.

The chamber's final offer ranged from 17% to 23% on all gold mines except three marginal mines where the offer is 16% to 21,6%.

The offer for coalminers ranges from 15% to 23,4% with differential offers from different groups.

Golding said yesterday that the NUM remained committed to reaching an agreement with the chamber.

The chamber expressed regret at the outcome. Member mines planned to implement increases today, "slightly lower" than the final offer. It said it was compelled to do so because the NUM represents only 170 000 workers in recognized bargaining units, out of the total 500 000-strong workforce in affected job categories.

Golden Dumps pulls off several coups for its platinum mining project

w/g 12/6/87
4/7/87
211

From DAVID CUMMING

JOHANNEBURG — Golden Dumps' soon-to-be-listed Lefkochrysos platinum mining project is set to become far larger than analysts originally believed

In setting up the project Loucas Pouroulis' company has pulled off several coups, under the noses of some of the major mining houses

As more details of the operation in the Brits area become known in the highly secretive platinum mining world it emerges that

- A second, much larger section of the mine is planned. It will exploit the orebody at below 1 000m and raise overall production to 640 000 ounces of platinum group metals (325 000 ounces of platinum) by 1994

- It has negotiated about 450 separate mineral rights contracts in the mining area without competitors getting wind of its plans

- It will be producing a projected 160 000 ounces of platinum a year before GFSA's Northam mine is in production

- What were previously thought to have been "geological problems" with the orebody — the result of sketchy drilling in the 1960s — have been shown from infill drilling to have been the result of incomplete interpretation

- In spite of the notorious difficulty from a metallurgical point of view of handling platinum group metals, it is intended the mine will produce high quality metal for sale on both London and Zurich spot markets to facilitate sales

- The mine will be highly mechanised. Staff will consist exclusively of skilled technicians, virtually eliminating the possibility of production

disruption by strikes

All of which is good news for potential holders of the 60 million shares of R11. These will be made up of 40 million in the hands of Golden Dumps' Salene and Dallad, six million for a private placing, three million of which have gone to institutions on condition they take up a further three shares at R13 for each share taken

Staff and business associates have taken up a further three million R5 shares without the obligation of taking up further shares. A further three million shares will be made available to staff and associates at R13 and the public will get two million at R13

In the first section the UG2 reef will be mined from the surface using advanced trackless mining methods. In the second, the reef will be mined at the deeper levels. This section will have its own plant.

MINOR FAULTS

Both reefs in the area were earlier thought to have been displaced by many minor faults between the major faults. Detailed drilling, trenching and geophysical investigations have now shown this is not the case

A report by sponsoring broker JD Anderson says production costs a ton are expected to be extremely low, enabling the mine to be highly competitive with existing operations and enabling it to withstand any downward movement in platinum group metal prices should demand and supply move out of balance

Ore will be processed on site to produce a smelter matte which will be transported to base and precious metal refineries on the East Rand

Trust.

Chamber 7/7/87

Chamber to move on Aids

Own Correspondent

JOHANNESBURG. — The Chamber of Mines is expected to release soon a new policy on the handling of Aids in the mining industry.

The chamber has come under extreme pressure from government to repatriate all Aids carriers and to cease recruiting from areas — particularly Malawi — where the disease is prevalent, since the matter was raised in Parliament last month by the Conservative Party.

The chamber has been discussing the issue at the highest levels within its structures and, according to a spokesman, has been involved in ongoing discussions with the Department of Health.

Present chamber policy is clinically to assess and counsel carriers. Their services would be terminated only when they were clinically unfit to work.

In addition, it is chamber policy to screen potential new employees from Aids-prevalent areas.

The spokesman says the chamber does not have any new data on the prevalence of Aids in the industry since a study in August, based on 300 000 blood tests, which showed that about 800 workers may be carriers. Of those, 760 were from Central Africa.

To date for classification

Trust

Chamber 2/7/87

Chamber to move on Aids

Own Correspondent

JOHANNESBURG. — The Chamber of Mines is expected to release soon a new policy on the handling of Aids in the mining industry.

The chamber has come under extreme pressure from government to repatriate all Aids carriers and to cease recruiting from areas — particularly Malawi — where the disease is prevalent, since the matter was raised in Parliament last month by the Conservative Party.

The chamber has been discussing the issue at the highest levels within its structures and, according to a spokesman, has been involved in ongoing discussions with the Department of Health.

Present chamber policy is clinically to assess and counsel carriers. Their services would be terminated only when they were clinically unfit to work.

In addition, it is chamber policy to screen potential new employees from Aids-prevalent areas.

The spokesman says the chamber does not have any new data on the prevalence of Aids in the industry since a study in August, based on 300 000 blood tests, which showed that about 800 workers may be carriers. Of those, 760 were from Central Africa.

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THE TIMES 11/7/87 (21)
390 miners retrenched
JOHANNESBURG. — General Mining Union Corp Ltd said it was laying off 390 workers immediately at its Ermelo coal mine because of rising costs and declining coal prices on overseas markets

Cap Times 11/7/87 (211)
390 miners retrenched

JOHANNESBURG. — General Mining Union Corp Ltd said it was laying off 390 workers immediately at its Ermelo coal mine because of rising costs and declining coal prices on overseas markets.



ABOUT 80 workers at Pabar Steel and Pressing in Chamdor on the West Rand protested against poor working conditions yesterday.

LABOUR BRIEFS

• More than 200 000 Num members in 35 gold and coal mines are poised to go out on a legal strike after the majority of mineworkers voted in favour of a strike in a ballot two weeks ago.

Mr Golding said the strike date was still being kept secret as the union was still finalising plans for the action.

The Num decided on a wage strike ballot after talks between the union and the Chamber of Mines deadlocked last month.

A STRIKE by about 350 Witwatersrand Technikon workers ended yesterday after talks between a worker delegation and the college management.

Mr P E du Plessis, registrar of the technikon, said the workers had returned to work after he had met with their representatives to discuss grievances.

"At this stage the workers will elect a

liaison committee and after that there will be a set channel for them to discuss their grievances with management," said Mr du Plessis.

The worker whose dismissal sparked the strike would not be reinstated, he added.

Mr Jethro Dlalisa, branch secretary of the Transport and General Workers' Union, said the workers went back to work after hearing that the union would apply for a conciliation board hearing to deal with the dismissal.

Mr Dlalisa said the technikon was refusing to recognise TGWU even though it had more than 70 percent of the black staff as members.

Mr du Plessis said TGWU would not be recognised as universities and technikons do not fall under the provisions of the Labour Relations Act which governs collective bargaining in the country. — Sapa.

211
183

NUM, De Beers head for a collision

THE National Union of Mineworkers is headed for another confrontation — this time with one of the world's largest diamond mining consortium, De Beers Consolidated Mining Limited, after wage talks for its 7 700 members deadlocked last week.

The mines affected are Namaqualand, Kimberley, Finsch Mines, Geology and Premier Mines.

Num's assistant general secretary, Mr Marcel Golding, said yesterday that the union

BY THEMBA MOLEFI

had applied for a conciliation board hearing after De Beers rejected the workers' 30 percent across-the-board rise demand.

Mr Golding said the company offered 15 percent, 13 percent and 12,5 percent increases for three categories of mineworkers respectively.

He said Num also demanded a five-day week, three additional leave days, a maximum 126 sick leave days which should be spread over a

three-year cycle and that sick leave be paid on the first day of illness.

Mr Golding said other demands included May 1 and June 16 as paid holidays, a shift allowance increase of eight percent, service increment of one percent of basic wages for every year of working for the company and that the implementation date be May 1.

Mr Golding said. "Num believes that the 15 percent offered does not compensate workers' losses last year after

being affected by the inflation rate

"We know that the company is in a firm financial position to meet our reasonable demand after they recorded huge profits in the last few years.

• A spokesman for De Beers confirmed that the company had received notice of Num's intention to apply for conciliation.

He said that discussions were continuing and that the dispute would hopefully be resolved amicably.

9 Aids cases among miners

Cape Times 13/1/89

Own Correspondent

9/2/89 211

JOHANNESBURG. — Nine cases of Aids — five of which resulted in deaths — had been diagnosed among workers in the mining industry, the Chamber of Mines said in a statement at the weekend.

The chamber was reacting to a newspaper report alleging 1 000 cases among the 750 000 miners.

The chamber said 900 miners had been identified as carriers and were being counselled to prevent them from passing on the disease.

CAPE TOWN 13/7/87

Major strike looms
as miners decide

JOHANNESBURG. — A threat of major labour unrest in South Africa loomed yesterday after union officials said about 80 000 metal workers had voted overwhelmingly in favour of a strike.

A more serious showdown is possible in the crucial mining industry, where 200 000 workers are voting to decide whether to go out.

Both disputes centre on wages and work conditions.

Officials of the newly-formed National Union of Metalworkers of South Africa (Numsa) told reporters yesterday that about 95% of some 80 000 workers, almost all of them black, had supported a strike in a ballot whose final results are expected today.

A decision on what action to take would follow soon. If a strike is called, about 400 companies will be affected in the metal and allied industries, including car manufacturers.

Numsa, which was formed earlier this year through the merger of seven unions, says it is the second-biggest union in South Africa, but not all of its claimed membership of 130 000 are involved in the dispute.

A strike by the metalworkers would pale in importance by comparison with a strike in the coal and gold mines, which provide more than half of South Africa's total export earnings.

The 200 000 miners now taking part in the strike ballot work in 27 gold mines and 18 collieries nationwide and represent nearly half the total number of miners in South Africa.

In previous years scattered strikes in the mining industry have been accompanied by considerable violence.

The results of the miners' strike ballot will be known this week. Union officials say privately that large numbers have voted in favour of strike action.

South African trade unions, legalized less than 10 years ago, have increasingly flexed their muscles in recent years. — Sapa-Reuter

CAM Times 14/7/87

Metal workers' strike plans in disarray

Own Correspondent

JOHANNESBURG — Plans for a legal strike by 80 000 metalworkers were thrown into disarray yesterday with the disclosure that a notice renewing the old industrial council agreement, which expired on June 30, is to be gazetted today

In terms of the Labour Relations Act, any strike which occurs during the currency of an industrial council agreement over any matter covered by that agreement is illegal

But it appeared last night that a late-night urgent interdict against the Minister of Manpower might be sought.

A legal spokesman for Numsa said he was investigating the possibility that procedures for gazetting the notice had not been properly followed

Unionists and employers were expecting chaos this morning even if the strike was called off. News of the notice came through only late yesterday — too late for National Union of Metalworkers of SA (Numsa) leaders to inform members of the new development

The union had decided earlier in the day that strike action should begin today after the 95% "yes" vote in last week's strike ballot

Numsa spokesman Mr Peter Daantjies said yesterday afternoon the strike would probably be called off unless it was lawful. "Going ahead with an unlawful strike would give employers and government the opportunity to smash it," he said

But he said it would be impossible to inform members at 500 plants before they embarked on strike action

NUM to strike

The renewal notice will effectively reintroduce the pre-June 30 status quo, pending the gazetting of the new agreement which employers say is expected on Friday.

Steel and Engineering Industries Federation (Seifsa) director Mr Sam van Collier said the employers' organization had submitted the new agreement in a "perfectly proper manner" and according to normal procedures

He did not expect managements to take disciplinary action against workers who went on strike this morning in ignorance of the new development

He said Seifsa had earlier advised members not to dismiss workers, and to contact the organization if they were contemplating doing so

Members of the National Union of Miners voted "overwhelmingly" for strike action, NUM spokesman Mr Marcel Golding said last night

He said a date for the strike had been decided upon, but it would not be made known at this stage

"Of the more than 200 000 members who went to the polls, the overwhelming majority came out in support of a strike on coal and gold mines," Mr Golding said

Results showed 95,77% were in favour of strike action. Other results were still awaited

Mr Golding said that a strike at the Bank Colliery at Witbank, which started on Friday in protest against the dismissal of union shift stewards, continued yesterday, with some 1 000 workers striking

— Sapa

Anglo to offer shares to black workers on mines

By TOM HOOD
Business Editor

MORE than 250 000 black workers in gold and other mines are to be offered a direct stake in Anglo American Corporation, the country's largest company.

Anglo had net profits of R1 500-million in the year to March 31, a rise of R308-million

The plan is the first by a major company in an industry heavily dependent on black labour, and shareholders are expected to be given details at next month's annual meeting, said an Anglo spokesman in Johannesburg

Disclosing the plan today, Anglo chairman Mr Gavin Rely said in his annual statement that shareholders were to be asked to consider a shareholding scheme in which employees can take part "on a wide, if necessarily modest, basis" in its business activities

ANGLO SHARES SOAR

The company has an authorised share capital of 240 million ordinary shares, of which 228 million have been issued

The share price has soared to about R84 on the Johannesburg Stock Exchange — well beyond the reach of the small investor

However, analysts believe Anglo will propose a subdivision, possibly offering shareholders 10 new shares for every one they hold, which would lower the price to between R8 and R9 a share

Some 250 000 of Anglo's 300 000 employees are black miners, most of whom belong to the militant National Union of Mineworkers, currently threatening an industry-wide strike over wages and working conditions

Mr Rely says that share-participation schemes for the corporation's senior management, in operation for some years, had worked well in drawing management and shareholders together in a common purpose

WORKS OVERSEAS

The desire to implement this policy on a wider scale had been encouraged by the developing practice for workers in Europe, the United States and Japan to hold equity in the enterprises in which they worked

The merits of this in mature



Mr Gavin Rely

economic societies was evident

Mr Rely said "In South Africa the wealth-creating processes of the First World must arrive at a durable synthesis with the needs and aspirations of the Third World"

There was a strong case for believing that the stake held in the country through growing home-ownership could well be matched by workers holding a direct stake also in the businesses in which they were employed

Mr Rely said "This view is surely consistent with the world trend away from centralist socialism on the one hand and rigorous capitalism on the other, to something in-between, founded not on ideology but on pragmatism and deriving its strength from the fact that it is seen to work"

● Another company planning a share-purchase scheme for its staff is Pick'n Pay, which plans to subdivide its shares — costing R50 each — to make them affordable to employees

The company may also give loans to workers to enable them to buy shares

● Rely urges Government reform — page 4.

NUM Trust
free worker

JOHANNESBURG
The National Union of Mineworkers was ordered to release a mine employee and not to interfere with the freedom of movement of this person, or any of Randfontein Estates Gold Mining Company Limited's other employees.

This interim order was granted by Mr Justice C Margo in the Rand Supreme Court on Friday night after an urgent application. The return date of the rule nisi is September 18.

There was no appearance for the union.

Mr J Munnik, who appeared for the applicants, Johannesburg Consolidated Investments, the owner of Randfontein Mine, said a copy of the notice of motion had been telexed to the University of the Witwatersrand after it had been established all the NUM office bearers were attending the Cosatu Congress at the university.

Oral evidence was led.

— Sapa

(about R4 000).

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Miners may strike

JOHANNESBURG. — A legal strike of more than 7 000 workers is looming in the diamond-mining industry after the National Union of Mineworkers yesterday declared a dispute over the annual wage negotiations.

Reports by Own Correspondents, Sapa-Reuter-AP and UPI

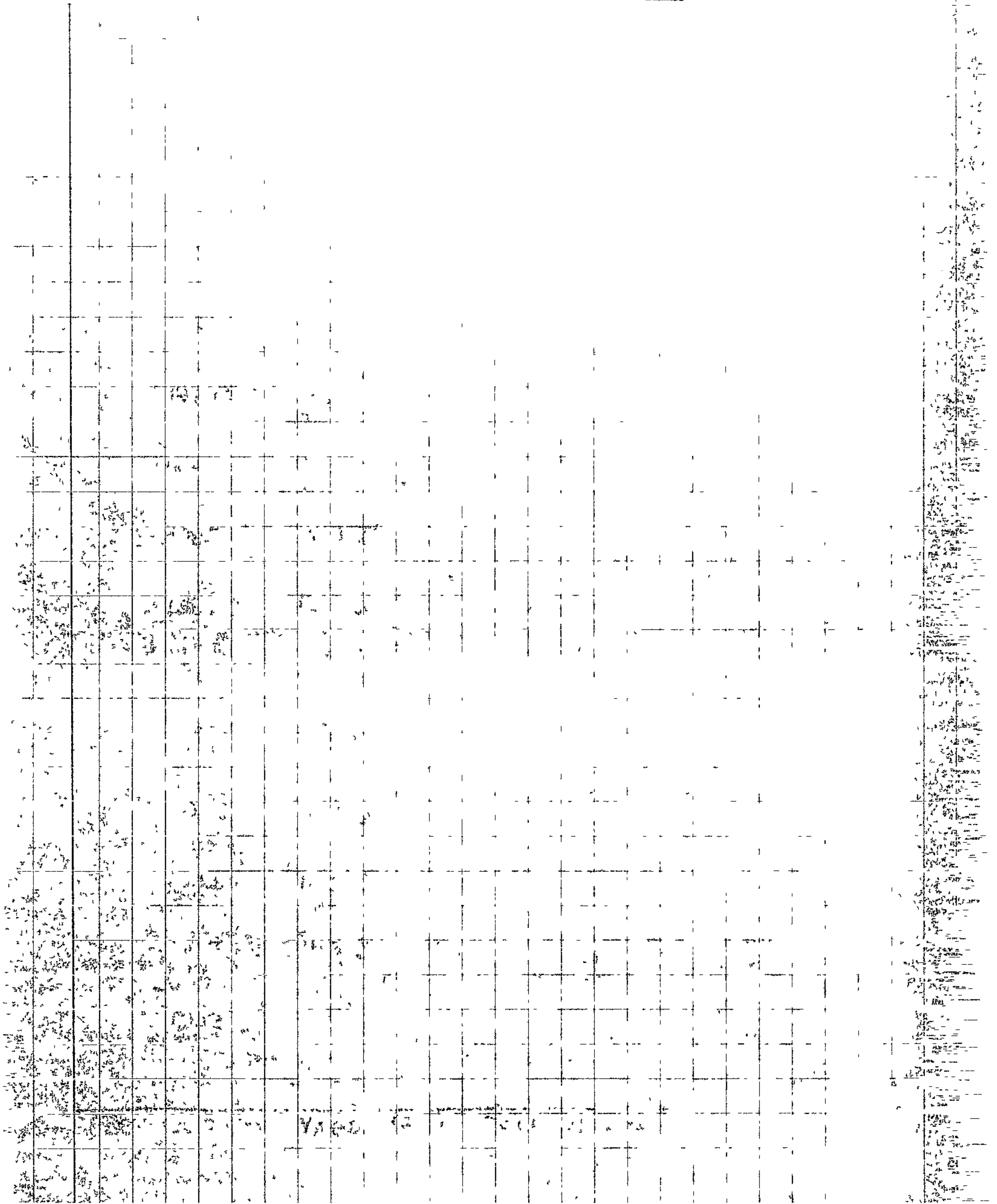
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Call Trip 22/7/82
711 (63) (44)

Miners may strike

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Reports by Own Correspondents, Sapa Reuter-AP and UPI



AK6W 24/7/87

COMPANIES

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Record Rusplat dividend after R555-m tax bill

By TOM HOOD, Business Editor

A R555-million tax bill would be enough to clobber almost any company, but Rustenburg Platinum, the world's largest platinum mine, coughed up and still paid shareholders record dividends of 200c for the year to June.

The 110c final is up by a third and total dividends are 48 percent more than last year's 135 total.

Sales volumes of platinum increased and higher dollar and rand prices were recorded, says the new chairman, Mr Pat Retief, in his preliminary report.

Operating profit surged by R381-million (53 percent) to R1 098-million. The tax man's haul jumped even higher — by 57 percent or R201-million to R555-million.

Earnings a share rose to 293,8c from 185,2c on an unchanged share capital.

Improved salaries, benefits and employment conditions were extended to all employees, says Mr Retief.

If current rand prices persist, Rustenberg's profit in the 1988 year should be similar, he forecasts

By Day
**Paulus quits
as union boss** *(211)*

ALAN FINE

NEWLY ELECTED CP MP for Carletonville, Arrie Paulus, served his last shift as general-secretary of the right-wing Mineworkers' Union (MWU) on Friday.

Disclosing the news, Paulus denied he had been forced out because of his new status as a party-political personality.

He said he had resigned because it was time for a younger person to lead the union. The MWU planned to find a new incumbent in the next few weeks.

He has also resigned as chairman of the Council of Mining Unions, which represents miners and artisans in their dealings with the Chamber of Mines.

Paulus said he would now act as a consultant to the MWU, and would be available to give guidance to his successor.

He has returned to Cape Town for the resumption of Parliament this week, where, he said, he would continue "to fight for the rights of white workers".

He expects a great deal of conflict with government over new labour legislation during the remainder of this session.

B/O Day
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Mining industry takes hard line on proposed strike

EVER since it became apparent the National Union of Mineworkers (NUM) would emerge as the only notable representative of black miners, everyone has acknowledged the inevitability, some year, of widespread strike action over wages.

Remembering the last-minute settlements in the past three annual negotiations, only a fool would try to make a prediction this year. There are those who think yet another last-minute settlement can be worked out.

On the other hand, certain factors make it appear increasingly likely that 1987 is destined to be the year.

Single package

For one thing, in previous years the more highly unionised mining groups broke ranks with their partners in the Chamber of Mines during the latter part of negotiations and came forward with improved offers — leaving the NUM to fight it out with companies where it was poorly organised.

This time, although there is a variety of proposals, they have been presented as a single "take it or leave it" package.

There is also a desire among some in the industry to clip the NUM's wings for other reasons: managements resent the union's pro-sanctions stance, and there is much unhappiness at the high levels of wildcat industrial action.

Furthermore, ignoring the labour relations maxim of "never say never", both Anglo's Peter Gush and the chamber have effectively said the 15% to 23,4% increases offered are fair and not negotiable.

The industry is hoping most workers also see the offer as fair, and that support for a strike will be lukewarm.

In a statement yesterday the chamber regretted the NUM strike announcement and said "it is not the chamber's intention to award a further increase".

Interestingly, though, neither Gush's

ALAN FINE

nor the chamber's statements refer to other NUM demands still in dispute.

These include improved leave, June 16 as a paid holiday, and danger pay. Another demand, dropped early in the negotiations on the understanding it would be handled separately, was for improved death benefits. Talk in the industry is that some of these are still negotiable.

For the NUM, though, despite the fact that the offer represents a real increase of about 5% for most lower-paid miners, the basic wage is unacceptably low. It believes the industry is awash with cash and easily able to afford more, thanks to the high rand/gold price.

One can only assume the NUM has done its homework and has not called a strike it is unable to mobilise.

There is no way it can be avoided without some improvement in the chamber package, which NUM general secretary Cyril Ramaphosa has said the union would be prepared to consider.

But if talks are to occur before Sunday, who will initiate them? Each says the ball is in the other's court.

Hesitate to sign

In addition, while the NUM will no doubt happily consider an improved offer on non-wage aspects of the dispute, it will be extremely hesitant to sign on the dotted line of a contract reflecting no advance on the wage proposal.

In previous years the last-minute deals have not been substantial improvements on previous offers. But the industry, thus far, seems set against even a nominal further increase.

This is obviously more than a simple wage dispute. Both sides have points to prove that they believe will have implications far into the future in terms of the balance of power in the industry.

It will take a great deal of compromise, or brute force, to settle it — either before or after Sunday.

THE ECONOMY

THE statutory job colour bar, which has been entrenched in the mining industry since the 1890s, will probably be scrapped this year — on paper at least.

Unless the Department of Mineral and Energy Affairs or the cabinet lose their collective nerve before the expected Conservative Party onslaught, the Mines and Works Amendment Bill, now in the second reading stage in parliament, will theoretically kill the last legally prescribed industrial colour bar before the year's end.

None of the parties most closely involved are happy about the manner of the Bill's passage. True, the Amendment Bill scraps the notorious "scheduled persons" concept whereby the necessary certificates of competency required for entry to the more skilled mining jobs are denied to black miners. But other sections of the new Bill give the minister of mineral and energy affairs key discretionary powers.

The ultra-rightwing white Mine Workers' Union believe that the new ministerial powers have been introduced to please the Chamber of Mines. The largest trade union on the mines, the 300 000 strong National Union of Mineworkers, argued that its mainly black membership would suffer discrimination due to the specific wording of the Bill.

The Bill contains three controversial new clauses, 12(1) (nA), (nB) and (nC). Clause (nA) empowers the minister to issue new mining regulations laying down the qualifications required by candidates for training for the newly-opened certificates of competency, in particular the blasting certificate, the key certificated skill of the underground miner. These qualifications may, for the first time, stipulate the educational standard, linguistic proficiency and physical health required of would-be miners.

The second clause (nB) allows the minister to appoint advisory committees to guide him in matters on which he wishes advice, including apparent-

Exit the colour bar. But will it still haunt the mine shafts?

The colour bar is likely to leave the statute books this year, if the cabinet don't lose their collective nerve. But there's good reason to believe that the new dispensation won't make much difference. **WILMOT JAMES and JEFF LEVER report**

ly issues arising from clause (nA) and the question of "overtraining" which some unions regard as the secret intention of the Chamber of Mines.

Clause (nC) requires that the minister, in setting up these advisory committees, should consult organisation(s) representing the majority of holders of certificates of competency, other mining trade unions and representatives of mine owners. The first part of this clause thus requires the minister to consult the MWU, since the union represents some 63 percent of holders of blasting certificates.

The ministerial powers and their vagueness with regard to actual implementation reflect the complicated genesis of the Bill in the years since the Wichahn Commission. The government accepted for the most part the Wichahn recommendation that the colour bar be scrapped. Implementing this in the mining industry was left up to employers and trade unions to negotiate within a "reasonable time".

The key problem, as dictated by Wichahn and accepted by all trade unions except the MWU and later the NUM, was to negotiate job security and other safeguards for the existing white mine labour force while scrapping statutory job reservation. The government indicated it would approve any such deal provided it com-



Black miners' leader Cyril Hamaphosa not consulted

Picture: **TREVOR SAMPSON, AFP**

manded an industry consensus.

The latter possibility, however, never seemed more than a pious hope in the light of the stand of the MWU and Arrie Paulus, its redoubtable general secretary. Paulus demanded the retention of the colour bar, denying that a shortage of white miners existed.

When the chamber and the mining unions got down to serious talks on a package which would include a request to the minister to scrap the scheduled persons clause in the Mines and Works Act, the MWU attended as observers only.

Part six of the Wichahn report on the mining industry recommended that the abolition of the job colour bar go hand in hand with a restructuring of the mines' industrial relations system, buttressing employment security guarantees for white employees. The way to do this, argued Wichahn, was to form of a mining industrial council in terms of the Labour Relations Act, giving employer/union collective agreements greater credibility and enforceability.

The opening rounds of negotiations after 1981 were spent on fruitless arguments over the issue of an industrial council, with the chamber willing but a number of unions at most lukewarm. A spirit of urgency was only injected into the talks by the initiative of the Department of Mineral and Energy Affairs, which first set a target deadline of December 31 1985 for an agreement. When that failed it produced its first draft Mines and Works Amendment Bill in January 1986. This proposed to give the MWU such power to regulate entry to scheduled jobs by way of an obligatory mine labour selection board. The chamber and nine union negotiating partners were galvanised into signing a comprehensive three-part agreement in

July 1986.

This chamber/union agreement came up with an interlocked series of proposals. Both chamber and union signatories would request the scrapping of the racially discriminatory aspects of the M&W Act. In return, the unions were guaranteed their closed shop, participation in an industrial council and the protection of a formal "Industrial Council Security of Employment Agreement".

Besides conceding standard union demands regarding equal pay for equal work and maintenance of uniform training requirements, the security agreements also offered the protection of a Dismissals Appeal Board and, most important, a mechanism to monitor and stop to cases of alleged "overtraining" for certificates of competency by mine managements.

Observing that these guarantees were worthless, the MWU and its much smaller ally of convenience, the Technical Officials Association, refused to touch the agreement.

By July 1986 the upshot was that white mining employees were being offered two separate forms of job security protection — one in the form of a much watered down draft M&W Amendment Bill with the ministerial powers, the other an employer/trade union collective agreement with the statutory backing of the Labour Relations Act. Both, however, entailed the scrapping of job reservation, in its explicit form at least.

The snag for the unions which had signed the agreement with the chamber was that the latter has intimated it will not proceed with its side of the bargain if a new M&W Act is implemented in a way which amounts to racial discrimination. The minister in turn hinted last year that his discretionary powers need not be put into operation if the proposed mining industrial council and the accompanying agreements worked satisfactorily.

Who is then to move first? Given the continued hold out of the MWU and the political threat from the right, the government seems likely to appoint committees and amend the mining regulations in the light of their advice. The chamber, in the meantime, will watch developments and consider whether or not to implement one or more aspects of its agreements with the nine mining unions.

Whether the upshot of present moves is thus training control mechanisms instituted by government or by a mining industrial council, the consequences will probably be similar. A slow move away from the rigid colour division of the past.

Something similar has happened in other areas of the white workforce where black advancement has not been blocked by the requirement of certificates of competency. After the six artisan unions operating on the mines in 1981 agreed to the indenturing of black apprentices, mine management began the integrated training of black apprentices. In 1985 some 140 black apprentices were newly indentured in mining, compared to 1 560 whites indentured. Similarly, by 1986 blacks in officials occupations formerly considered "white jobs" constituted around 10 percent of the total number of officials.

Given the likely constraints on training black workers for blasting certificates in particular, no rapid shift in black/white employment patterns in jobs hitherto reserved for scheduled persons over the next five years is likely to materialise, other things being equal.

● Wilmot James is a lecturer in the Department of Sociology, University of Cape Town, and Jeff Lever is in the Department of Sociology at the University of Stellenbosch.

W/ mail 3/17/86

Out in the cold: The black miners

211

BLACK mineworkers have had little say in negotiations to end the job colour bar on the miners.

The National Union of Mineworkers, which represents 262 000 mainly black workers, has been largely excluded from the process since its formation in 1982.

The Chamber of Mines feared that including the NUM would sink any hope of agreement with the all-white Mine Workers' Union.

But the NUM made clear its strong feelings on the issue. Cyril Ramaphosa, general secretary of the NUM, made an unprecedented appearance before the parliamentary standing committee in September 1986 to argue that a Bill to abolish the colour bar and to protect white workers was contradictory. Ramaphosa was particularly emphatic with regard to the discriminatory potential of clauses (nA), (nB) and (nC),

saying they were unnecessary in the light of existing health, safety and training safeguards.

His position, for once, coincided with the preference of the chamber. But neither could claim to rally the votes of thousands of white miners in key mining constituencies — unlike Arrie Paulus, who was sent to parliament as a Conservative MP on the eve of his retirement as MWU general secretary.

BUSINESS IN PROFILE

THE president of the Chamber of Mines, T. "Naas" Steenkamp, speaks to HILARY JOFFE about labour relations in the mining industry and proposed amendments to the Mines and Works Act.

What is your reaction to the National Union of Mineworkers' threat of a legal strike?

Increases ranging from 17 percent for category eight employees to 23 percent for category one employees were implemented on July 1 this year. We sincerely hope that the NUM will not carry out its threat to strike as these increases are in excess of the average increases other unions have negotiated over the past six months and were well received by the employees.

What is the purpose of maintaining the Chamber of Mines as a united bargaining unit if every year the various mining houses make different wage offers?

The chamber industrial relations

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system is flexible and supple and needs to be so to satisfy the needs of its members. There have been occasions in the past when the individual members wished to make different wage offers to the NUM and the chamber industrial relations system coped admirably. This year the increases did not differ. All the mines that are chamber members implemented the same percentage increase.

What plans are there to set up an industrial council?

The chamber and nine trade unions and officials' associations reached an agreement last year to establish an industrial council for the mines and the employees that wish to regulate their relationship on a more formal basis.

The constitution of this industrial council is currently being finalised. Only employers and unions that voluntarily wish to be subject to the jurisdiction of the industrial council will be members.

The amendment to the Mines and Works Act seems to give the minister discretionary power to decide who is entitled to a blasting certificate. What are your views?

This is a misinterpretation of the Mines and Works Amendment Bill. The provisions the Bill will introduce into the Mines and Works Act will give the minister the right to appoint a committee to advise him on the entry qualifications for certificates of competency, provided that these qualifications may not discriminate on the basis of race or colour. The cham-



Naas Steenkamp

ber's main objection to this new provision is that in our view it is not necessary to consider new entry qualifications. The qualifications required for certificates of competency are well defined and have been used for many years to ensure that persons who acquire the certificates are competent.

Will employment practices in the mining industry alter very much with the change in legislation?

Yes. The 13 jobs currently reserved for persons of certain specified races will legally be opened to persons of all races and gradually persons of all races will in fact be employed in these 13 jobs.

What changes does the chamber want to see to the legislation regarding the job reservation issue?

The chamber would have preferred the "scheduled person" definition to be excised clearly from the Act without any new provisions being added.

What will the chamber do if the legislative changes are not satisfactory?

The chamber will now wait to see whether the minister actually appoints the advisory committees the law will permit him to establish and if he does, how these committees will function before considering any action. However, we have had repeated assurances from the minister that he will invoke these provisions only for health or safety reasons. We take him at his word and are confident that the provisions will not be used in any retrograde manner.

Now that influx control has been abolished, what is the chamber doing about working towards a settled mine labour force?

Manning mines with migrant employees is not the most efficient or desirable method of manning and various mining houses are pursuing a variety of plans to make their mines less dependant on migrant labour and to provide jobs to more employees who reside with their families on the mines or in near proximity to the mines. For many years to come mines will, however, remain dependant on migrant labour.

W. W. Wood 31/7-6/8/87 (21)

Mine strike begins amid country-wide disputes

●From PAGE 1

ernment is considering legislation to restrict industrial action, particularly that "fomented for political purposes"

While big business is understood to be lobbying strongly against further legislative intervention in labour relations, the government is likely to face equally strong pressure from the ultra-rightwing Conservative Party during the Manpower budget debate beginning in parliament today. The Minister of Manpower, who has so far not responded to the allegations of a pending clampdown on unions, is expected to respond during the debate.

On the mines, with just 60 hours to go before the day shift comes up from the shafts, signalling the start of the strike, only a major 11th-hour shift by the chamber from its 15-23% offer is likely to stop the miners' action.

Although last year's planned action by the miners was pre-empted by a revised offer made, literally, only hours before the planned national strike, such a last minute move seems unlikely this year.

After weeks of brinkmanship by both NUM and the chamber, tension on the mines mounted rapidly this week

●Three miners were killed in separate clashes on Tuesday and Wednesday in the hostels and underground at Leslie gold mine, according to Gencor Gencor spokesman DW de Beer said mine security forces dispersed "groups of employees" who had gathered and "threatened each other" on Tuesday night

●More than 50 Anglo Vaal workers were dismissed at Lorraine gold mine in the Free State late last week and, according to the union, many were injured in clashes with mine security over a boycott of a mine liquor outlet.

●NUM assistant general secretary Marcel Golding said reports from members suggested that troops would be used to seal off mines during the strike

An SA Defence Force spokesman refused to comment on this, while chamber spokesman Peter Bunkell flatly rejected it "We are not even planning to call in the police, let alone the army," he said.

NUM has not restricted its strike call to mines covered by union-chamber negotiations, calling for action on all gold and coal mines, including non-chamber mines and chamber mines where the union is not yet recognised.

This expansion could add 100 000 strikers to those included in the central strike action, suggests NUM general secretary Cyril Ramaphosa.

And a scattering of disputes between the Nactu-affiliated Black Allied Mining and Construction Workers' Union (Bamcwu) could add to the figures.

exports.

NUM could also be drawn into a second major industrial conflict, alongside the National Union of Metalworkers of SA (Numsa); after NUM the country's biggest union

In a dispute originating in disciplinary action taken after the planned national metal industry strike three weeks ago, management at Samancor's Metalloys plant at Meyernton this week sacked more than 1 100 Numsa members for their two-day strike last week.

And while the company said it was going to court yesterday for an order evicting the workers from their hostels, Numsa is threatening to link up with NUM to bring the country's entire ferro-metal sector to a standstill in sympathy with the Samancor workers.

At the same time, Numsa officials were yesterday locked in talks with Iscor over management threat to sack 7 000 workers, now in the 18th day of their legal strike at Iscor's Vanderbijlpark plant.

And strike action by Numsa members over hourly wages and short time has led to the closure of the Mercedes Benz plant in East London, union spokesman Vwe Gxariso said yesterday

Conciliation boards yesterday began an attempt to resolve a wage and working conditions dispute between the Chemical Workers' Industrial Union (CWIU) and management at Sasol II, Sasol III, Sasol Fertilizers and Sasol Explosives and four collieries near Secunda

Workers at the four Sasol plants have already voted to strike should the CBs fail to resolve the disputes, while union officials are still counting votes from strike ballots.

Other sectors affected include ●Municipalities. More than 1 200 council workers are on strike in Diepmeadow over the local council's abrupt announcement last week that it was privatising electricity meter reading and the transfer of its 12 meter readers to the company concerned.

They join 10 000 Cape Town municipal workers and 600 in Durban.

●Even the normally quiet agricultural sector has been affected. Fawu is seeking legal advice over the sacking of 900 tea-picker members who struck at Sapekoe farm near Richmond in Natal last month

●The post office strike, which started in the Eastern Cape has escalated about 15 000 workers countrywide are now involved

Meanwhile, an application brought by the postmaster general to restrain Post and Telecommunication Workers' Association members from "encouraging strikes" was dismissed with costs in the Pretoria Supreme Court late yesterday

In the face of employer stockpiling of both coal and gold in the runup to the strike, NUM has called for solidarity action by workers at the coal depot at Richards' Bay to stop coal sal.

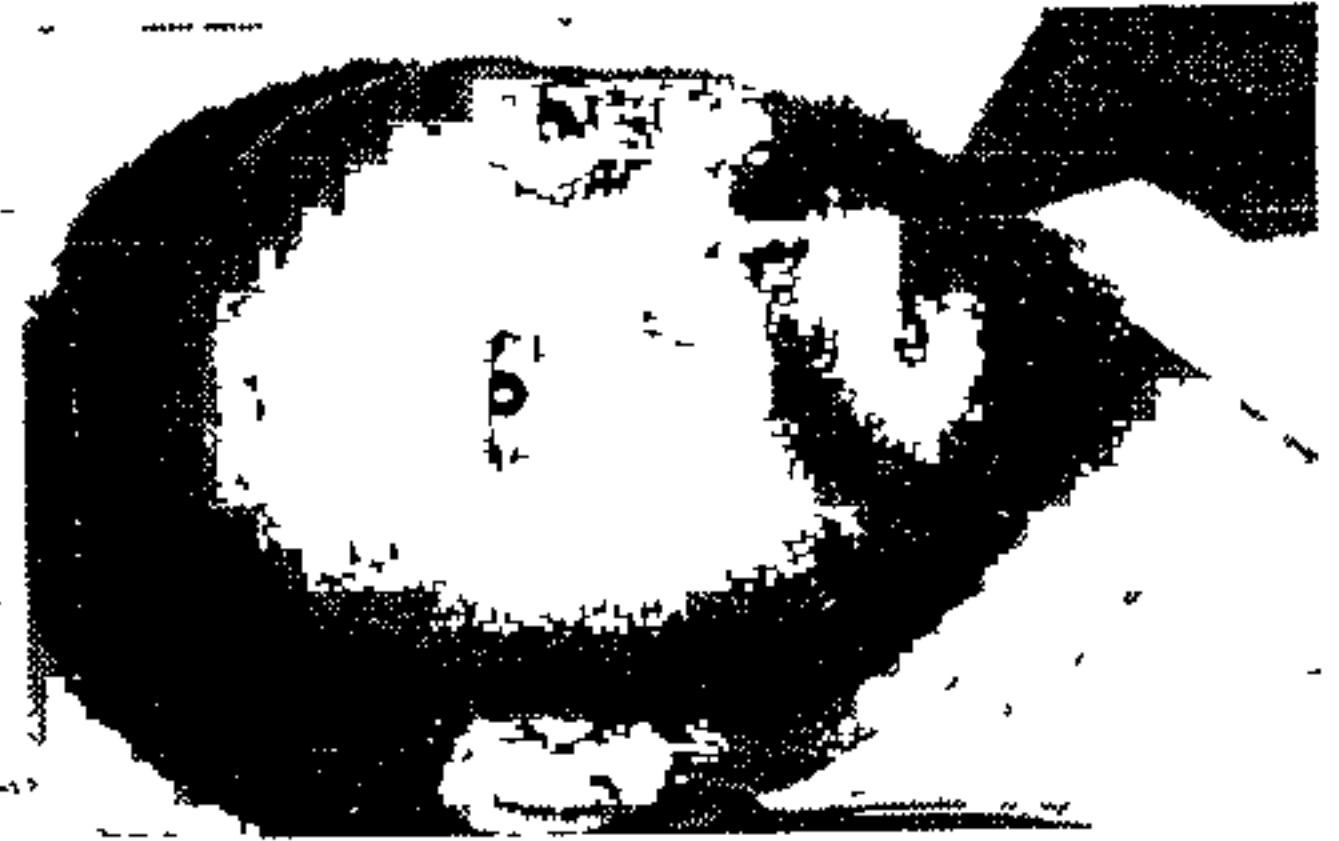
In another development yesterday some 2 000 Eastern Cape postal workers were given an ultimatum to return to work today or face dismissal.

MINES STRIKE BEGINS

By CAS ST LEGER
THE biggest legal strike in South African mining history begins today — with contradictory claims about the likely effect of the strike on the country's biggest revenue-spinner.

Today's evening shifts in 28 gold mines and 18 collieries were the first due to begin the strike which the National Union of Mineworkers claims will eventually involve between 200 000 and 300 000 men.

CYRIL RAMAPHOSA
"A very rude shock"



NUM wants the rest of Cosatu out in sympathy

duction could even be beneficial." Despite largely unfounded reports of stockpiling of a month's ore by some mining houses, the gold supply could be affected and output crippled at those mines with strong union representation.

One stockbroker, predicting two-thirds of the work-

force would stay on the mines, believed smaller mines, where family housing had reduced militant union influence, would be unaffected by strike action.

Other mines would concentrate their reduced workforces on production rather than development, he said.

The NUM — which has predicted 300 000 strikers by midweek — intends conducting sympathy-strike ballots with other affiliates of the 712 231-member Cosatu.

At a Press conference on Friday the NUM announced its decision to tell its members to go home for the duration of the strike to avoid conflict with mine managements on the issues of peace-keeping, food and accommodation for the strikers.

Return

Afterwards the NUM president Mr James Motlatsi said miners would be out "for as long as it takes", but committees would be set up to ensure they would be ready to return "at a moment's notice".

Supporting unions would be asked to help feed those unable to go home.

The decision to strike for an across-the-board wage increase of 30 percent and an improved employment package was taken by the union's national executive after a national strike ballot returned a 95.77 percent vote in favour of a strike.

Both parties to the dispute are hoping for an eleventh-hour settlement — but neither the Chamber of Mines nor the NUM is willing to back down.

The Chamber is adamant it will not meet NUM's 30 percent pay hike demand.

Tax

Concessions have been made by the NUM since this round of pay talks began on May 15, when they demanded a 40 to 55 percent increase and that Chamber-affiliated mines stop deducting income tax from miners.

The Chamber regards the offered increases of 15 to 23.4 percent as fair and non-negotiable.

Black miners' wages, says NUM, are 16 behind whites, the black fatality rates are higher, yet only whites are paid a safety incentive bonus, and blacks' leave entitlement is 14 days, compared with up to 35 days for whites.

"The Chamber will get a very rude shock. We will see on Monday morning," said NUM general secretary Mr Cyril Ramaphosa this week.

Gold Fields executive denies quote on blacks

LONDON. — The financial manager of Gold Fields of South Africa, Mr Michael Fuller-Good, yesterday denied having said blacks could not compete intellectually with whites.

He was reacting to a report in yesterday's London Observer which said Gold Fields had revealed why it was not promoting blacks into middle management during a meeting with the Get Ahead Foundation, a black advancement group set up by the Archbishop of Cape Town, the Most Rev Desmond Tutu.

The Observer said Mr Fuller-Good told the foundation's managing director, Mr Don MacRobert: "They would not last in this office Intellectually they would never be able to compete and therefore upward mobility would be impossible.

"We don't think a big mining company is quite the arena for a black executive to cut his teeth."

But a Gold Fields spokesman in Johannesburg yesterday said Mr Fuller-Good denied he had made the statement.

He had contacted Mr Fuller-Good who said he had "said nothing of the sort". The spokesman said Mr Fuller-Good would not comment further.

'They want to be migrants'

The newspaper also said Mr Fuller-Good claimed that Gold Fields' black workers were happy with the migratory labour system.

"They want to be migrants. If they moved their families to areas near their workplace, they would not be able to keep their land in the homelands," he was reported as saying

According to The Observer, Gold Fields employs nearly 100 000 black workers — a larger labour force than that of all other British-owned companies in the Republic put together.

"Gold Fields seems to have the worst employment record of any British-controlled company in South Africa," said Mr MacRobert.

The Observer quoted a London spokesman for Consolidated Gold Fields as saying he was satisfied with the pace of black advancement in their South African company

"We believe they are moving ahead at a decent speed," he said. — Sapa

700 000 may show 'solidarity'

200 000 miners down tools in national strike

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10/8/87
B/D Day

THE mining houses braced themselves yesterday for a long and costly strike as more than 200 000 black coal and gold mineworkers were scheduled to begin SA's biggest ever strike.

And the Congress of SA Trade Unions (Cosatu) warned at the weekend it would call on its members to join the miners' action if government tried to break the National Union of Mineworkers' (NUM) strike over wages and conditions.

This could mean another 700 000 workers staging a solidarity strike.

Late yesterday afternoon, Anglo American, Gencor and other mining houses spokesmen were unable to predict the extent of the strike, which was scheduled to start with last night's night-shift.

Chamber of Mines spokesman Peter Bunkell said it was unlikely a reliable strike count could be given until late today.

The strike is expected to hit 28 gold and 18 coal mines while the NUM has made it clear it intends to step up its action by holding strike ballots on platinum, chrome and other strategic mines.

HAMISH McINDOE

There were no reports of clashes between workers and mine security in the run-up to yesterday's strike.

It was unclear how many miners — if any — had left their hostels after the NUM said it would send workers home to avoid a confrontation with management over security, accommodation and food for the strikers.

NUM general secretary Cyril Ramaphosa told REUTERS the evacuation could last the whole of this week — an indication of how long it would take the strikers to return to work once a settlement was reached.

The mines are not expected to resist the union's go-home order but Bunkell said: "We're obviously not going to provide transport."

At a weekend meeting of Cosatu's executive, the NUM delegation said it feared "massive repressive action" by government and mine security.

Ten mineworkers were killed and many injured in the 1984 national strike.

● To Page 2



200 000 miners down tools

NUM said for this reason "support from other Cosatu affiliates is crucial".

Gauging the impact of the strike on SA is difficult at this stage. A mining analyst, quoted in the Sunday Times, said the possible loss of a quarter of SA's gold production could cost R15m a day once stocks were used up. Other scenarios suggest the short-term damage will be slight.

The NUM has said the strike could cripple production at more than half SA's gold mines and about one-fifth of its collieries.

● From Page 1

It is pressing for a 30% wage rise, danger money, better working conditions and higher leave allowances. The chamber, however, has made its 15% to 23,4% wage offer non-negotiable.

SAPA reported yesterday most of the 2 000 black mineworkers at the Matla Coal Mine near Kriel in the eastern Transvaal were still on strike since last Wednesday.

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ARGUS 11/8/87 211

75yrs of job reservation ends: NUM has doubts

The Argus Correspondent
JOHANNESBURG — The scrapping by Parliament of job reservation in the mining industry has been welcomed by the Chamber of Mines, but the National Union of Mineworkers (NUM) remains guarded about new legislation

The chamber's president, Mr Naas Steenkamp, said the repeal of the scheduled persons definition in the Mines and Works Act after 75 years was to be welcomed

"The practical effect of this is that capable black workers on the production side of mining who achieve the necessary qualifications will be able to move all the way up the hierarchy to the level of mine manager, and beyond," he said

But Mr Marcel Golding, a spokesman for the NUM, said "We reject many new criteria which are included in the legislation as a mechanism to regulate the number of black miners who will obtain blasting certificates. These include age, security and language

"We believe a worker's competence should be determined by his ability to do the work and should not be based on these criteria"

The past general-secretary of the white Mineworkers Union, Mr Arrie Paulus, who is Conservative MP for Carletonville, said "I'm shocked that the National Party is to allow blacks, especially from hostile neighbouring states, to obtain blasting certificates on South African mines. At least 80 per cent of black miners come from outside South Africa."

The Argus Political Correspondent reports that the effect of the Assembly passing the Mines and Works Amendment Bill yesterday is that job reservation has been scrapped now in all labour fields. Only the CP opposed the legislation.

The Bill scraps the last forms of job reservation in the mining industry, the last major industry which still had such restrictions. Previously only whites and certain categories of "Cape coloureds" were allowed to hold 13 certificates of competency in various mining fields. Chief among these was the blasting certificate

● See pages 3 and 7.

Coal sanctions boomerang — Reddy

EFFORTS by the former Australian Prime Minister, Mr Malcolm Fraser, to destroy the South African coal industry had boomeranged, the Leader of the Opposition, Dr J N Reddy, said in the House of Delegates.

Speaking in a debate yesterday on the trade and industries vote, he said Mr Fraser had come to South Africa "hellbent" on introducing sanctions against the export of coal.

"Thank God his efforts to destroy the South African coal industry have boomeranged on Australia

"I hope this blackens his face," Dr Reddy said.

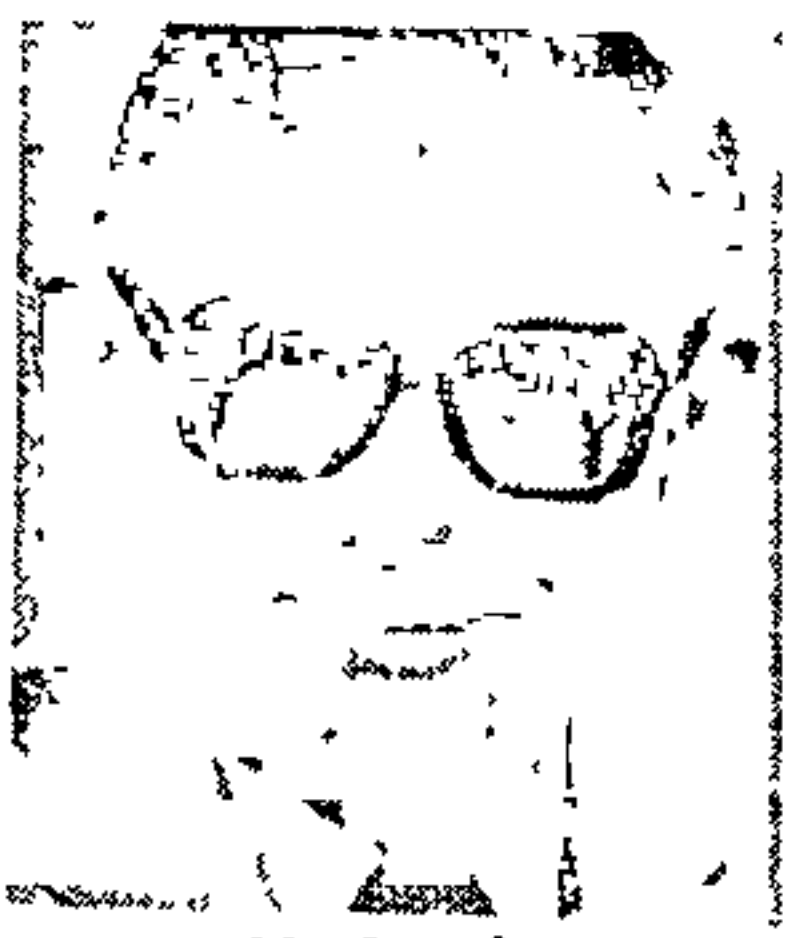
Mr Fraser had visited the country twice.

"Within 72 hours of arriving on his first short visit, he had already decided to recommend sanctions."

In many cases sanctions had meant the end of the forward mobility of people of colour in South Africa, Dr Reddy said.

Companies pulling out of the country had disposed of their stock to the large corporations, which were mainly white-controlled. — Sapa.

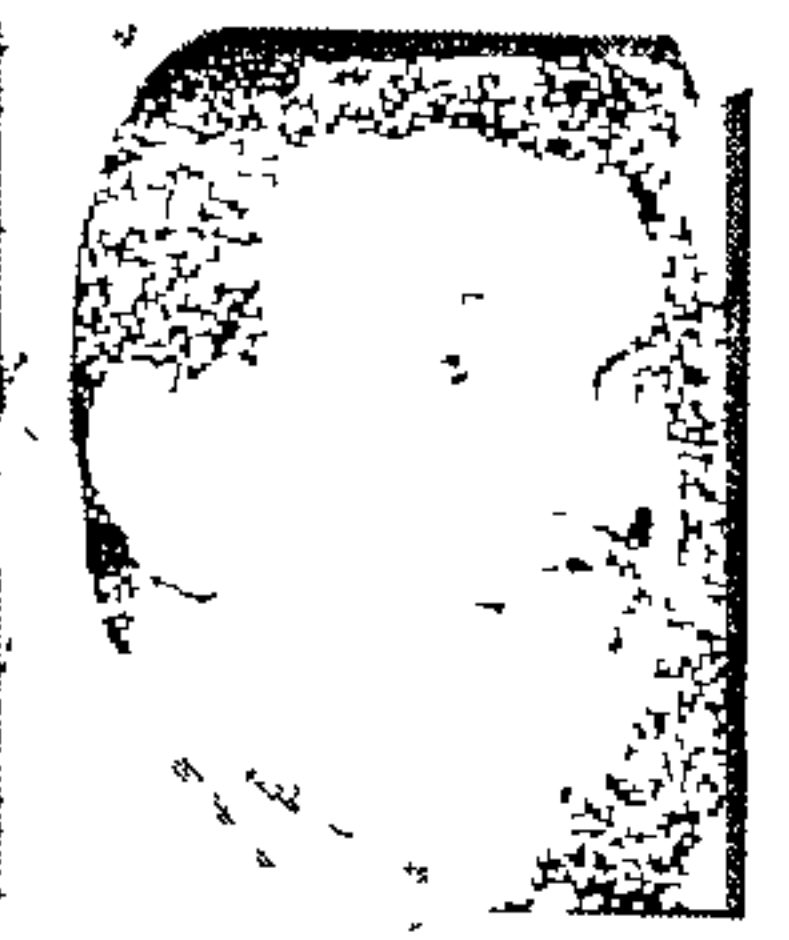
Mine certificates a 'right for all'



Mr Bartlett



Mr Hulley



Mr Paulus

By DALE LAUTENBACH
Parliamentary Staff

SCRAPPING the last statutory job reservation clause in the mining industry had "nothing to do with rights of groups" and everything to do with the "rights of ordinary people", according to the Deputy-Minister of Economic Affairs and Technology, Mr George Bartlett

He said scrapping legislation which provided that only whites and some coloured workers could qualify for 13 of the industry's different certificates of competence, including the blasting certificate, was a stand "in principle against discrimination"

He was replying yesterday to the second-reading debate on the Mines and Works Amendment Bill

The Bill was passed in the House of Assembly yesterday with only the Conservative Party opposing

"This Bill has nothing to do with the rights of groups but the rights of ordinary people — like the right to become a blaster"

The Progressive Federal Party supported the Bill, but Mr Roger Hulley said it was not appropriate to congratulate the National Party, just as one would not congratulate a man who had stopped beating his wife

"Blacks have been excluded from skilled positions in the mining industry since its early days," he said

The official Opposition opposed the Bill. The CP's spokesman, Mr Arrie Paulus, former general secretary of the National Mineworkers' Union, said the NP had guarded jobs for whites

on the mines for years but was now "leaving them in the lurch".

The Chamber of Mines claimed there were not enough white workers for the industry. Mr Paulus said this was untrue and the legislation had been drawn up by the Government simply to please the chamber and the international community

The Government was brought to power in 1948 by the miners' vote and it was a government which rightly believed that giving blasting certificates to blacks was the "beginning of communism", said Mr Paulus

"The white miner is not prepared to work under blacks and he will defend his blasting certificate," he said

Mr Bartlett and Mr Hulley expressed concern that Mr Paulus might have intended this as a threat

New requirements

Mr Hulley expressed his party's reservation about seven new requirements to be met by the individual seeking a certificate. After such a long history of discrimination these would be greeted with suspicion as they could be applied as a subtle form of discrimination

He asked why the requirements — which include "command of language", "educational qualifications" and "security" — had been built into the legislation and not left to the discernment of those applying the certification tests

Mr Bartlett said the new requirements were designed to "promote the safety and health of the mine workers" and not as potential discrimination

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Opposition's views attacked by Nats and PFP

Parliamentary Staff

THE official Opposition was attacked for its "racism" by National and Progressive Federal party members during debate on legislation aimed at scrapping the last statutory job reservation in mining.

The Conservative Party put up heated opposition to the second reading of the Mines and Works Amendment Bill in the House of Assembly yesterday, with nominated member Mr Clive Derby-Lewis saying the Bill was a "sell-out of white mine workers by the radical left-wing Government".

"DISGUSTING"

While enumerating the "rights" of white miners, PFP member Mr Roger Hulley interjected: "What about 20-million black South Africans?"

Mr Derby-Lewis: "What is a black South African? Do you know what happens to a black South African if you prick him with a pin? You'll see."

This was greeted with rumblings on both sides of the House and the comment "Disgusting" rang clear of the general din.

The PFP's Mr Peter Gastrow said most of the CP members had opposed the Bill by arguing in the interests of white workers.

"But in the case of Mr Derby-Lewis his opposition is because of his plain hatred for blacks. As simple as that: he hates blacks. The only English-speaker in the CP has flipped over; he's 101 percent conservative; he's trying to outdo his colleagues and he's dangerous."

That Mr Derby-Lewis said there was no such thing as a black South African was the "maddest thing I've heard in eight years in this Parliament", said the NP's Dr J J Vilonel.

"So are you going to give them voting rights?" shouted Mr Derby-Lewis.

When Mr Derby-Lewis spoke about the Government selling out on white mine workers, he was showing little more than his "deep-seated racist feelings", said the Deputy-Minister of Economic Affairs and Technology, Mr George Bartlett.

"Remember that what you say here is recorded and future generations will read this."

Paulus blasts new mining job regulations

Soweto 11/8/87

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THE white miner would defend his blasting certificate as he had done in the strike of 1922 unless the Government acted to curb the appointment of blacks to senior posts in the mining industry, Mr Arrie Paulus (CP Carletonville) said yesterday.

Moving in the second reading debate on the measure that the Mines and Works Amendment Bill be read "this day six months," he said every blasting certificate given to a black worker has a step towards communism.

The 1914 and 1964 strikes were over the chamber of mines' attempts to replace white workers with black labour.

The National Party had, over all those years, guarded the jobs of white workers.

But now it was leaving them in the lurch.

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, had said in his explanatory memorandum to the Bill that there was a shortage of labour on the mines. This was devoid of all truth, Mr Paulus said. The chamber was trying to persuade the Government that there was a shortage so that it

would have an excuse to bring blacks in to these posts.

Mr Paulus said that there was in fact unemployment at the moment and this was the first time in his memory that white workers were unable to get jobs in the industry.

Needs

The NP newspaper, *The Nationalist*, had said white workers alone could not meet the growing labour needs of the mines. This was not true. There were enough whites, he said. The only reason the Government was changing the law was to satisfy the chamber and the outside world.

A total of 2088

blasting certificates had been issued in 1985 and 1821 in 1986. This year, with four months still to go, 1700 certificates had been issued. This showed that the white worker still attached importance to working in the industry, Mr Paulus said.

The Government was even bringing in black workers from "hostile" states such as Mozambique for training for blasting certificates.

The white mineworker was prepared to help train black workers, even up to managerial level, but only in their own territories.

He was not prepared to work under a black man in white South Africa, he said — Sapa

White miners get extra pay, claim

By Therese Anders, Highveld Bureau

White mineworkers struggled to keep up production at a number of strike-bound Anglo American Witbank collieries yesterday, with wives claiming their men were being paid an extra R80 a shift.

"Our men are doing their own jobs plus those of blacks, so it's only right they should get paid for it," said a mineworker's wife, Hanneetje.

Hanneetje is not her real name. She believes her husband — a whites-only National Mineworkers' Union shop steward — would be dismissed if his family were identified.

A bonanza

Last night an Anglo American spokesman would not comment on the additional payment for white miners other than to say "We are doing whatever we can to maintain production."

However an NMU official confirmed Anglo was paying R80 extra a shift for miners and Gencor an additional R10 for each hour underground.

Hanneetje said this month would be a bonanza. Her husband expected the strike "to last about a month."

That could mean an extra R1 600 in the family kitty.

Hanneetje spoke over her back fence at Anglo's Goedehoop Colliery Village. She said the mine had been preparing for this strike for a long time.

"When the blacks didn't turn up for this morning's shift the white men knew what they had to do.

"They went underground as normal, but they will be doing work like coal cutting and driving shuttle cars which are usually done by blacks."

Goedehoop has a black complement of about 2 500.

Hanneetje has no sympathy for the striking blacks and hopes the Chamber of Mines does not give in to them.

"At least one black on this mine earns more than my husband. It upsets us that blacks get so much free.

"We only pay R10 a month for this house, which includes free water and electricity, but the blacks get their food and board free.

"Our men can carry on without them for a long time. We're going to win this one," she said.

A NMU official said it would be impossible for white staff to keep up full production at the affected underground collieries.

He believes production would be reduced to between 20 and 50 percent.

However, at open cast collieries using large drag lines, work could carry on with little disruption, he said.



Packed up and ready to leave, miners gather outside the Cooke 2 shaft in Randfontein after management ordered strikers out of the compound yesterday. The miners were waiting for transport to take them home.

Mr Botha was surprised to about 400 people at Braamfontein National Centre in Johannesburg. Hein Kruger municipal candidate.

Mr Botha said he had to decide whether he wanted to enter the future, not Johannesburg, but Transvaal, but Africa as a whole.

"Certainly not," said the councillor who ruled out Australia and had telephoned there home and help him win a majority council," he said.

Mr Botha asked the Hillbrow vote ask himself on August 11. "Will your representative, who is at heads with the government, improve the image of this country and extend it?"

"Do you want for the PFP, with



Mr Arrie Paulus



Mr Peter Gastro



Mr Frank le Roux

Job reservation on mines scrapped

Political Staff

THE last vestiges of job reservation in the mining industry came to an end at 5 30pm yesterday, when the House of Assembly passed the Mines and Works Amendment Bill after a division.

It now awaits only the president's signature before becoming law. The bill paves the way for members of all races to earn 13 different kinds of certificates of competence.

The Bill was passed after a division by 116 votes to 19, with the PFP supporting the government.

The debate took place against the background of the largest legal mine strike in South Africa's history.

Carletonville MP Mr Arrie Paulus, the former general secretary of the all-white Mineworkers' Union, warning that white miners would defend their blasting certificate, as they had done in the 1922 strike, unless the

government acted to curb the appointment of blacks to senior posts.

It was a remark which prompted Mr Peter Gastrow (PFP Durban Central) to ask just what he meant by "defend". Mr Paulus said every blasting certificate given to a black was a step towards communism.

He said the 1914 and 1964 strikes had been sparked by attempts by the Chamber of Mines to replace white workers with black labour.

Mr Gastrow said the CP was motivated by racism.

Denying the racist tag, Mr Frank le Roux (CP Brakpan) said the president had slapped down the Rev Allan Hendrickse for using a white beach, which meant he was a racist too.

Replying to the debate, the deputy-minister of Economic Affairs and Technology, Mr George Bartlett said some members of the CP were racists who were exploiting the white man's fears for job security.

Hulley on mine regulations 'Protection' for l

Political Staff

REQUIREMENTS which had to be met in order to obtain a certificate of competency could be used as a "back door" method to continue with current discriminatory practices, MP for Constantia Mr Roger Hulley said yesterday.

Mr Hulley, the PFP's spokesman on economic affairs and technology, was speaking during the second reading debate in the House of Assembly on the mines and works amendment bill.

He said the PFP supported the bill, which de jure removed the last vestiges of discrimination from the mining industry and opened the door for blacks to obtain 13 different certificates of competency.

However, one of the new requirements was language, and he hoped black miners from outside South Africa would not be penalized in this way.

HOUSE OF REPRESENTA

There was protection for the consumer in respect of the leasing of property in the Usury Act, the Deputy Minister of Economic Affairs and Technology, Dr Org Marais, said yesterday.

Speaking during the second reading debate of the bill, which was unanimously approved, Dr Marais said that when a lease expired and the borrower had not declared nil, the consumer had a choice on whether to buy the leased movable property at market value or to enter into a new lease.

The bill also amended the Usury Act to enable managers to levy an annual

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CAPE TIMES 11/8/87

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Mining boss hits back

THE financial manager of Gold Fields of South Africa, Michael Fuller-Good, has denied having said blacks could not compete intellectually with whites, the alleged reason why the company refused to employ black managers.

He was commenting on a report in Sunday's *London Observer* which said Gold Fields revealed why it was not promoting blacks into middle management

during a meeting with the Get Ahead Foundation, a black advancement group set up by the Archbishop of Cape Town, the Most Reverend Desmond Tutu.

The *Observer* said Mr Fuller-Good had told the foundation's man-

aging director, Mr Don MacRobert:

"They (blacks) would not last in this office. Intellectually they would never be able to compete (with whites) and therefore upward mobility would be impossible.

"We don't think a big mining company is quite the arena for a black executive to cut his teeth."

Happy

A Gold Fields spokesman in Johannesburg said that he had contacted Mr

Fuller-Good, who said he had "said nothing of the sort".

The spokesman said Mr Fuller-Good would not comment further.

The newspaper also said Mr Fuller-Good claimed that Gold Fields' black workers were happy with the

migratory labour system.

"They want to be migrants. If they moved their families to areas near their workplace, they would not be able to keep their land in the homelands," he was reported as saying.

The *Observer* report appeared on the eve of what could be the largest strike the South African gold mining industry has ever had to contend with. — Sapa.

Chamber replies

IN a statement yesterday the Chamber of Mines said the current average cash earnings of black underground workers on gold mines amounted to R571 a month.

"This, together with free food, accommodation and other benefits valued at R164 a month gives an average all-inclusive income of R735 a month."

"By focussing on the lowest starting wages paid in the industry the National Union of Mineworkers presents a distorted picture of the true situation."

"The real increase in gold mine wages over the period 1972 and 1986 amounted to 249 percent."

"Minimum starting wages apply to only 10 percent of the workforce and

the wages are increased within a very short period of a man commencing work — in some cases days and at most a few weeks.

"Furthermore the lowest minimum wage applies to only a minority of mines."

"It is against this background that the lowest minimum starting wage which NUM has been quoting, namely R228 a month (1986 figure), should be seen."

"The current minimum underground starting wage on gold mines is R263 but the fact is that a relatively small proportion of the 10 percent of novices receive this wage, the vast majority of them starting at R300 a month or more and receive an increase within a very short time."

Source

13/1/87

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Where we stand: Tough talk from each side

THE STRIKERS' VIEW

By MARCEL GOLDING
Assistant General Secretary,
National Union of Mineworkers

DESPITE the arrests of 177 mine-
workers, among them the entire re-
gional strike committee of Klerks-
kop, by mine security and South Afri-
can police, the strike for a living
wage continues

Our action is the biggest of its kind
in South African labour history, and
has been conducted with immense
discipline and unity

This disciplined unity in action re-
flects four years of painstaking or-
ganisation of South Africa's most
oppressed and exploited sector.

The actions of the mine bosses and
the police will not break the strike,
which will continue until we have
won what we continue to believe is a
just and reasonable demand — a living
wage

When negotiations over our demand
for a 30 percent increase deadlocked
last month, the National Union of
Mineworkers wanted to go to arbitra-
tion or mediation to reach agreement.

The Chamber of Mines rejected
both suggestions

We then went for a strike ballot —
and more than 95 percent of the mem-
bers on recognised mines voted for a
strike

Since the negotiations started,
NUM has been reasonable

We pointed out that the gold and
coal mines have made huge profits.

The chamber, on the other hand,
has never pleaded an inability to pay.

Let's take a closer look at condi-
tions in the mining industry:

In 1986, the gold mines recorded
their highest profits in history. They
achieved record results in 1985 for
the amount of ore processed, revenue
and profits. Working profits rose by
37 percent in 1985 and by a further
14 percent in 1986. Dividends rose
by 38 percent in 1985 and by 10 per-
cent in 1986.

The union's demand for a living
wage is based on the fact that the
mining houses can afford to pay it
Our demand is supported not only by
the mining houses' results over the
past year, but by the excellent results
of the past decade — during which
the miners have not had a real in-
crease (in relation to inflation)

For the past 10 years, the gold
mines have earned remarkable profits
for their owners and the government

If we look at the profits over that
period, it is obvious we have not
benefited from the high gold price
and from profits.

Between 1975 and 1986.

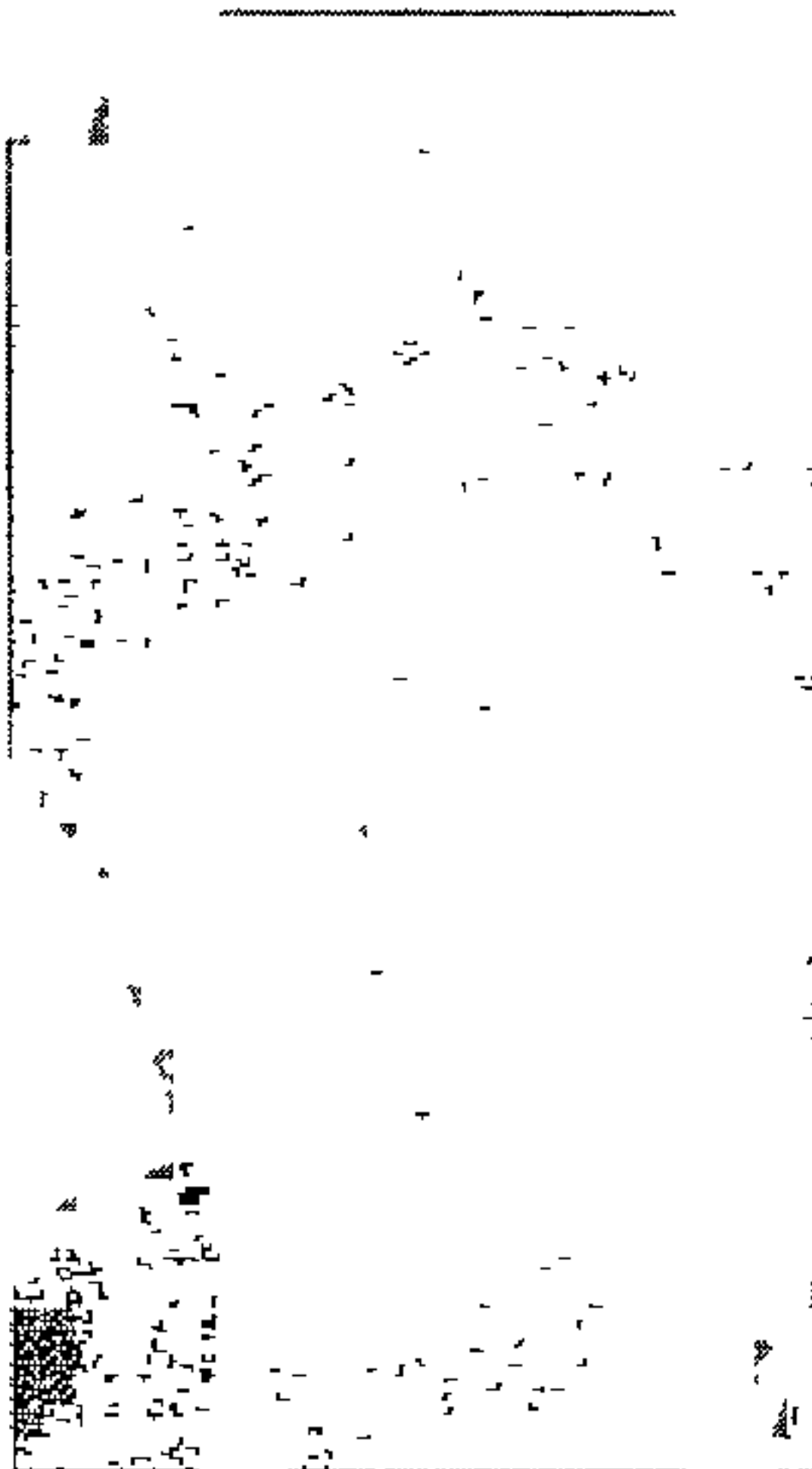
●Total profits have gone up by 44
percent

●Total dividends to shareholders
have gone up by 21 percent

●Capital expenditure has gone up
by 106 percent

●Taxation to the government has
gone up by 38 percent.

For the past 10 years the gold
mines have become used to making
massive profits while the minework-
ers, who sweat to dig the gold, are
getting poorer.



NUM's Golding

We reject these slave wages

●Every year more than 600 of our
comrades die in the mining industry,
digging gold to make the mining
houses rich. Thousands are injured,
many suffer permanent disability. De-
spite this, mining bosses still think of
safety as an issue on which they
alone can make the decisions.

We believe that, if we have to do
the most dangerous work, we should
get a danger allowance.

●We also demand death benefits.
At the moment, if one of us dies, his
family gets just two years' earnings.
After that, they must survive without
a breadwinner and with no chance of
an income.

●We are also demanding 30 days'
leave a year. Leave conditions in the
industry vary — some give 14 days,
some 21 and some 28 days a year.
Migrant labourers on the mines go
home once a year to see their fami-
lies. We have a right to more leave,
because we have a right to spend
more time with our families.

●We want June 16 as a paid public
holiday. The youth of our country
have been in the forefront of the
struggle against gutter education.
Many have died since June 16, 1976,
which is an important day in the his-
tory of our country's struggle for lib-
eration.

We believe our demands are reason-
able, and have spent many hours in
many meetings trying to win them.
But the chamber says it has given
enough.

So we went on strike, using the
only pressure we could — withdraw-
ing our labour. In return, the mine
bosses have threatened to dismiss us,
to close the mines, to use mine secur-
ity against us, and to starve us into
surrender.

We are not afraid of these threats.
Our strike is legal and we have voted
in our tens of thousands to use our
only weapon, the strike weapon. Our
struggle for a living wage will be set
back many years if we let the cham-
ber continue to pay us slave wages.
We remain committed to fighting for
and winning these demands.

THE MANAGEMENT VIEW

Interview with
BOBBY GODSELL,
Anglo American Group Consul-
tant, Industrial Relations

What is your view of the state
of the strike?

I think there's a very positive aspect
to the strike, which is that it's a sign
of a growing maturity in the South
African nation.

I think both sides are, broadly
speaking, playing the game according
to the collective bargaining rules. I've
been encouraged by the initial re-
sponse of the South African govern-
ment, which has been to say that it
will not interfere.

In an important way a strike is a real
test of the vibrancy of an industrial
relations system. In fact for me it is
also a test of a liberal democracy, (a
system) which creates institutions to
resolve conflict, and allows people to
aggressively pursue their interests, as
opposed to directing everybody to-
wards the national good.

There are negative aspects to the
strike. Firstly, resolving conflicting
interests through strikes is a high cost
option for everyone concerned. Work-
ers are losing pay, the compa-
nies are losing production, the state is
losing revenue and foreign exchange
earnings.

A second negative is that given the
migrant labour system and the fact
that large numbers of workers are
housed in single sex hostels, the prop-
ensity for a normal mobilisation of
workers during a strike to degenerate
into violent clashes, either between
groups of workers who want to work
and those who want to strike — and
we've had 5-7 instances of that kind
— or indeed for violence to erupt be-
tween mine security officials and
workers.

I certainly deplore the instances of
violence we've had thus far and I'm
anxious about a further degeneration
into violence.

Why have the mines been
sealed off?

It's absolute nonsense to say the
mines have been sealed off to union
officials. To the best of my knowl-
edge, NUM officials have exactly the
same kind of access now as they've
had at any other time. If NUM is ex-
periencing any problems about this, I
would advise them to raise those is-
sues with us, as we are raising some
issues with NUM about their own
behaviour.

We certainly had some real anxiety
about journalists. We've had requests
from TV crews to go on to mine
properties and whilst we understand
that it's the role of the media to report
what is going on, we've had some
tense and difficult situations and I
guess we are putting our concerns
about maintaining order and prevent-
ing violence above an absolute right
of entry to journalists at this point in
time.

The union claims there has
been no real increase in mine
wages in the past few years and
has shown us figures to this ef-
fect. What is your view?

Well, those are very strange fig-
ures. We took out figures of the aver-
age earnings of our employees in the



Anglo's Godsell

eight job categories which the Cham-
ber uses. Over the 10-year period
from 1977 to 1986 they showed a
real increase of 85 percent.

What is your view of the union
plan to take workers home?

We have seen no evidence of this
whatsoever, which, frankly, we're
pleased about. We found this a
strange call from the union. We see it
as something of a cynical call, the rea-
sons that NUM gave for this call are
really fallacious.

The union gave two reasons. They
said firstly that the Chamber had re-
fused to give guarantees that workers
wouldn't be forced to work. NUM
gave the Chamber only four hours to
respond on Thursday afternoon (last
week). But we've given now a cate-
gorical undertaking from the Anglo
American group that we will in no
way and in no circumstances use
force to force people to work.

Anyone who seriously contemplates
how you can force people under-
ground into a gold mine has to ex-
plain to me how it can be done. We
have about 500 work stations spread
over 80 square km at levels going
from 1,5km to 5,5km deep.

We've said emphatically to our em-
ployees that our security forces are
there to defend the right of people to
strike peacefully.

At the same time, certainly we
would defend the right of those
workers who wish to go to work. We
believe in a society where individuals
make choices.

Right now at 10 particular hostels
NUM shaft stewards are controlling
access to and exit from the hostels. In
some places they have put up road-
blocks to stop vehicles going in. On
some collieries food supplies have
stopped going into the hostels. And
the next thing we will hear from the
NUM is that we are now starving our
workers.

We will take action to re-open nor-
mal access to those hostels.

So the first allegation that we were
going to force people to go to work,
we dispute outright. The second al-
legation was that we were going to

deny food to people — which we
equally dispute. What is absolutely
true is that during the strike we are
levying a charge for food and accom-
modation. These are supplied as part
of the total remuneration package.

In the same way that we are not
paying people for being on strike, for
continuing to provide food and ac-
commodation we are levying a charge
which we set at R3 a day, which we
think is an eminently fair charge.

The reasons NUM gave for taking
miners home were really specious.
It's our view that NUM contemplates
this strategy in an effort to extend the
life of this strike, putting a lengthy
journey between a worker who has
decided to return to work and his
ability to make that decision.

Do you want to detail allega-
tions of violence?

There are two things which concern
us particularly. The first is the inter-
ference with free access to certain
parts of our mine and particularly
we're concerned about people coming
into and out of our hostels. It's in a
public place and people should be
free to come and go, not at the behest
of a strike committee.

We've accepted the right of the
union to picket, we've talked previously
about areas where they may picket
and we accept the right of the union
to persuade other people not to go to
work, to distribute pamphlets and
have meetings. But where we draw
the line is at the use of coercion.

Secondly, we are concerned about
inter-employee violence, between
people who want to strike and people
who don't.

Is there any way of calculating
the costs of the strike?

No. The costs to employers are sig-
nificant. But it depends entirely on
conditions at every one of our shafts —
on ore body available, on milling ca-
pacity, etc. It would be an enormous-
ly complicated exercise to do that and
we are not going to.

But there's a real cost to this. We've
entered the trial-of-strength phase of
collective bargaining. It's a sign of
maturing democracy. It's a sign of
the strength of the union that they
were able to take people out. I don't
think we were surprised at that. We
we've taken NUM very seriously.

What I think is encouraging is that
this is an "unusual" fascist state
which you can have free and indepen-
dent unions using the ultimate weap-
on in a vital industry with the em-
ployers going along with that and
with the state not interfering. So it
puts us in a small club of Third
World countries in which this could
happen.

The state are playing this game ac-
cording to liberal democratic rules.

Have they given any indication
of whether they will continue to
do so if the strike continues?

The future's always open and
think it depends very much on how
everybody plays their cards.

Of course this thing can always go
off the rails. I think it's in the interests
of ourselves, of NUM and of the
country that we all act in a way that
prevents it going off the rails.

form of decreased taxes, which would foot the bill for any increase paid to miners.

For every extra rand miners earn, on the basis of 1986 figures, the government would receive 57 cents less in taxes. Shareholder dividends would only decrease by 43 cents.

The fact that the NUM has been unable to dent the structural poverty of miners reflects the need to command the support of a substantial portion of the three-quarter-million miners before it can force the chamber's hand.

The union has won improvements for workers on issues such as unfair dismissals, safety and improved working conditions which have not required industry-wide industrial action.

Though it is still too early to tell, the 1987 strike could represent the most substantial challenge ever to the "chamber prerogative" which has kept the majority of miners in a state of poverty since the turn of the century.

Witbank braces for pinch of strike

By Therese Anders,
Highveld Bureau

As the hub of the Transvaal's coalfields, Witbank is bracing itself for the consequences of the ongoing NUM strike

With three nearby JCI mines joining the strike yesterday, an estimated 25 000 miners at 17 collieries in the greater Witbank region are now involved in industrial action.

The president of the Witbank Chamber of Commerce, Mr Alan Cook, said a strike of only two or three days had an effect on local business, therefore a protracted stoppage could have serious results for the town

"Every strike day means that much less money coming into the local economy . it's bad news for everyone"

A Witbank Town Council spokesman said the municipality was evaluating the possible consequences of a lengthy coal mine strike.

There was no doubt that business would be seriously hurt if the strike stretched into weeks, he said.

It is early for most businesses to be feeling the effects, but for one mine supply operation business took a nosedive only hours after the NUM strike began.

The manager said "Mine management is so busy trying to keep production up that the ordering of supplies and replacements has taken a back seat."

POWER SUPPLY

He said that at underground mines, where production had virtually stopped, equipment wasn't being used, so there would be no need for replacement parts.

Next to mining and heavy industry, Witbank and Middelburg are power station towns

In fact, half of Escom's Transvaal power stations are strung out to the south of these towns

Most are usually supplied by the coal mines now crippled by strikes, although Escom's chief executive, Mr Ian McRae, has said there would be no immediate effects on electricity supplies

Escom has prepared for this strike with large coal stockpiles at each power station But local captains of industry are well aware that a drawn-out strike could result in possible electricity cuts which would be disastrous for the region's steel and ferro-metal plants

This week a NUM spokesman claimed that Escom had coal stockpiles to last only two weeks.

The mines producing coal solely for export have the headache of trying to keep contract deadlines and get their products to the coast in time to meet shipping schedules

About the only pleasing result of the strike is the visible drop in the number of coal trucks moving up the narrow roads around the eastern Highveld

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JOB RESERVATION

Scrapped at last

Statutory job reservation in the mining industry was effectively scrapped in parliament this week in spite of opposition by the Conservative Party (CP), described at times as "blatant racism". The Mines and Works Amendment Bill must now only be signed by the State President to become law.

The ending of *de jure* job apartheid on the mines follows nearly five years of negotiations with groups involved. But government's problems may be far from over.

The CP gave notice of a "resistance" campaign by white miners. And the Progressive Federal Party warned that stringent conditions for qualifying for previously "whites only" jobs could perpetuate *de facto* apartheid in the 13 work categories affected, leading to further bitterness among blacks.

But the CP caught the attention in the parliamentary debate with a display of emotion and implied threat that led to one of its MPs being accused of "hating blacks." Clive Derby-Lewis (CP nominated) said the Bill is the "legislative self-out of the mineworkers by the leftwing radical NP".

Earlier, Arrie Paulus (CP Carletonville), a former leader of the white Mineworkers' Union, said that by scrapping the last categories of job reservation on mines and allowing "qualified" blacks to do work previously reserved for whites, the NP is going back on its word and letting down white miners.

Paulus disputed government claims that scrapping job reservation will ease the shortage of skilled labour on the mines, saying there is now unemployment among white miners for the first time in history.

He said the only reason government wants to scrap job reservation is to please the Chamber of Mines, the "money-power" (*geldmag*), and the outside world. "There is no need to amend this law," he said.

Paulus said the amendment means white South African miners will have to make way for foreign blacks. He reasoned that allowing foreign black workers into SA to be trained in the use of explosives could at some stage pose a threat to national security. Paulus said white miners are not prepared to work under blacks.

"I want to say again that if we do not prevent this, nothing will stop the miner. He will defend his blasting certificate as he did in 1922," he warned.

The National Union of Mineworkers (NUM) also has reservations. Assistant general secretary Marcel Golding claims some of the new criteria, like language, security and age, are intended to control the number of black miners getting blasting certificates.

Golding says the union "feels a worker's competency should be decided by his ability to perform". Further, the committee to monitor the entrance qualifications is "unacceptable," and has been set up to "allay the fears of white miners and limit the number of blacks getting blasting certificates." Condi-

The *FM* brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

tions of employment should be regulated by employer and employee organisations, not a statutory third party, he says. ■

14/8/87
FIM

HOMELANDS

Greater powers

Long-awaited details of government's controversial plan to give greater legislative powers to non-independent homelands have been released in Cape Town by Constitutional Development and Planning Minister Chris Heunis.

The powers will be contained in the Self-governing Territories Bill, to replace the National States Constitution Act, which will be tabled in parliament later this year.

Heunis says the move is the result of two years of talks with homeland leaders. It stems from an announcement by P W Botha in January 1985 that government was investigating "further stages of autonomy between self-government and independence".

A number of anti-apartheid groups have expressed concern that the Bill could strip blacks of more rights in "white" SA.

- The Bill aims to
- Increase internal autonomy of "self-governing" territories as regional authorities,
 - Extend "decentralisation of decision-making",
 - Remove "unnecessary limitations and irritations" from the Act, and
 - Rationalise and reform the terms in which the homelands form part of SA as "regional authorities of a particular kind."

Heunis says the most important change will be a "new approach" in defining the legislative powers of homelands. New powers will allow homeland governments to

- Establish their own State departments and Supreme Courts;
- Negotiate agreements with other governments with the consent of the Minister of Foreign Affairs,
- Raise loans from the Development Bank and Land Bank,
- Control provincial roads in their territories, and
- Enter agreements with provincial authorities or other "self-governing" territories to promote regional co-operation.

Heunis says the homelands will retain existing legislative authority over matters such as education, health and welfare, public services, housing, agriculture, public works, labour, direct taxes, civil defence, tourism, forestry, nature conservation, registration of

companies and deeds, legal aid, sport and recreation, and public holidays.

The Bill will not apply to a homeland government automatically; it will have to make application.

Heunis emphasises that the measures are not intended to address "broader constitutional issues," merely to provide a framework within which non-independent homelands function.

It remains government's view that the citizens of homelands that refuse to accept "independence" must be politically accommodated within SA.

Representatives of four of the six non-independent homelands — Gazankulu, Lebowa, KwaNdebele and Qwaqwa — attended final talks with Heunis in Cape Town this week. There were no representatives of KwaZulu or KaNgwane. ■

CAMPUS VIOLENCE

Flak from both sides

Last week UCT vice-chancellor Stuart Saunders, after a hard-talking session with Education Minister F W de Klerk, decided to act against student violence on the campus. Now he is in the dock.

Saunders finds himself entangled in a Supreme Court case. Two Moderate Students' Movement (MSM) officials are asking for an order setting aside their suspension from UCT. Saunders also summarily suspended six offenders for their part in disrupting a meeting due to be addressed by Denis Worrall.

Mudslinging has continued, as he receives flak from both sides. Two major student organisations, the National Union of SA Students and the SA National Students' Congress, have started a campaign for the reinstatement of the six offenders.

They reject the argument that disruption of the meeting curtailed Worrall's right to freedom of speech. They claim that Worrall supports the State of Emergency, so does not support freedom of speech anyhow.

On the other hand, the moderate University Freedom of Speech Association complains that the sentence imposed on the two MSM officials, Lance Terry and Rafi Peer, is "unduly harsh" as it is the same as that given to "those (six) guilty of criminal offences".

Terry and Peer were suspended until the end of the current academic year — and barred from holding office in any university association if re-admitted.

They were found guilty by Saunders of disobeying an instruction to postpone a meeting which was to be addressed by Tom Linda, co-president of the United Conciliation Party.

Meanwhile, another meeting which was to be addressed by Linda — at Rhodes University — was cancelled at the last minute for fear that students' lives would be endangered if violence erupted. ■

More than half the miners earn below poverty datum line

W. Mail
14-20/8/87

By PHILLIP VAN NIEKERK and JEAN LEGER

About 85 percent of black workers on the country's gold mines — those in grades one to four — earn wages below or near the poverty datum line.

The Bureau of Market Research at the University of South Africa calculated that the "minimum living level" for an average family was R419 per month in February 1987. At this time, the Chamber of Mines's minimum wage for underground workers in grade four was R365 per month.

More than half the workers — those in grades one to three — earn substantially below this.

The minimum living level includes only the barest necessities and is defined by the bureau as the "lowest sum possible" for a household to subsist.

For a century, the Chamber of Mines has unilaterally determined the wages of black miners.

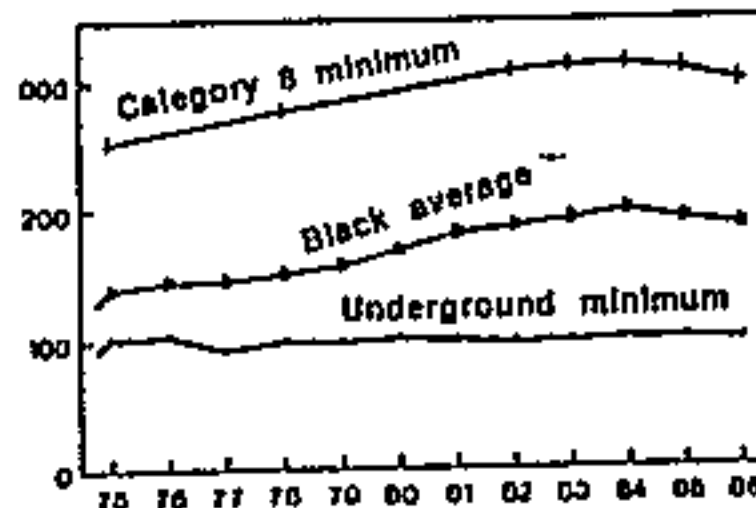
From the 1890s the real wages of black miners declined steadily until 1970 when the minimum for an underground worker was R10,40 a month.

Even when the wages soared in the early seventies — rising in real terms by 300 percent between 1970 and 1975, following the freeing of the gold price — it was the chamber which set the increases.

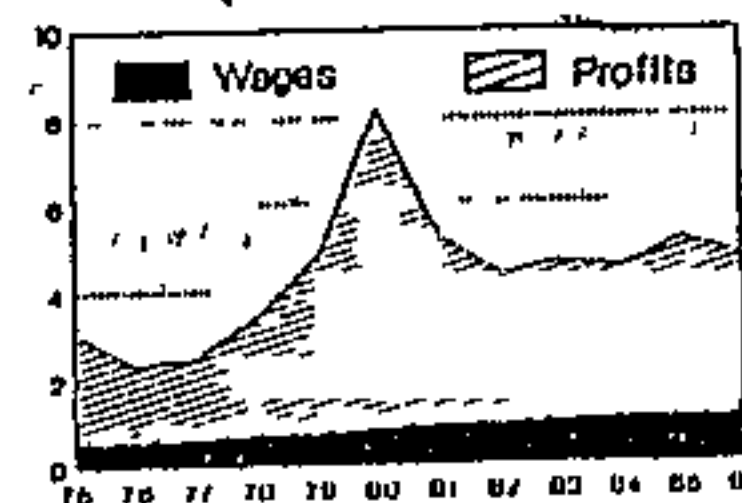
However, since 1975 the real wage has only increased by a third, according to figures assembled by the Labour Research Service, a Cape Town-based economic research group.

The average real wage of black gold mine workers has declined since the National Union of Mineworkers started wage bargaining with the Chamber of Mines in 1983.

In 1983 the average wage was



Gold mines' real wage trends (in 1980 Rands)



Black wages to total profits

R286 per month, rising to R427 in 1986 (the figure for 1987 is not yet available). Deflating for the consumer price index, the 1986 wage was equivalent to R278 — a net decrease of three percent.

Clearly, one of the tasks of the National Union of Mineworkers is to achieve a structural transformation of the remuneration of black miners from poverty wages to wages commensurate with what miners earn in other countries.

In almost all major mining countries — Western and Eastern bloc — miners earn far more than workers in manufacturing.

In Poland miners earn twice as much as manufacturing workers, in Australia they earn 64 percent more, in the Soviet Union 55 percent, in Canada 43 percent, in the United States 32 percent and in the United Kingdom 20 percent more.

But in South Africa — where the mines are the deepest, hottest and among the most dangerous in the world — miners only receive 73 percent of the earnings of industrial workers.

There is no doubt that, on the whole, the mining industry — whose profitability has certainly not diminished this year — can pay substantially increased wages.

In 1986, shareholders of gold mines earned R2 545-million in dividends — more than the total earnings of the 485 000 black miners who received R2 484-million.

This is only 15 percent of every ounce of gold sold. Total pre-tax profits, on the other hand, equalled 51 percent.

This included R2 416-million which was reinvested on behalf of shareholders as capital expenditure to yield yet more profits in the future.

A further R3 366-million went to the South African state in the form of tax. Incidentally, it is the state, in the form of decreased taxes, which would foot the bill for any increase paid to miners.

For every extra rand miners earn, on the basis of 1986 figures, the government would receive 57 cents less in taxes. Shareholder dividends would only decrease by 43 cents.

The fact that the NUM has been unable to dent the structural poverty of miners reflects the need to command the support of a substantial portion of the three-quarter-million miners before it can force the chamber's hand.

The union has won improvements for workers on issues such as unfair dismissals, safety and improved working conditions which have not required industry-wide industrial action.

Though it is still too early to tell, the 1987 strike could represent the most substantial challenge ever to the "chamber prerogative" which has kept the majority of miners in a state of poverty since the turn of the century.

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One day in the life of a strike

The carpet is his bed, his tracksuit top his blanket Cyril Ramaphosa hasn't done much sleeping this week and when he does, it's right next to his desk
JO-ANN BEKKER reports

THE nucleus of South Africa's largest and most protracted mine strike ever is a large room on the second floor of a shabby building on Wanderers Street, Johannesburg

Here, among a maze of room partitions, officials of the National Union of Mineworkers have lived day and night, monitoring the strike and giving advice, stopping only once every 24 hours to stretch out on the speckled wall-to-wall carpet for a few hours' sleep

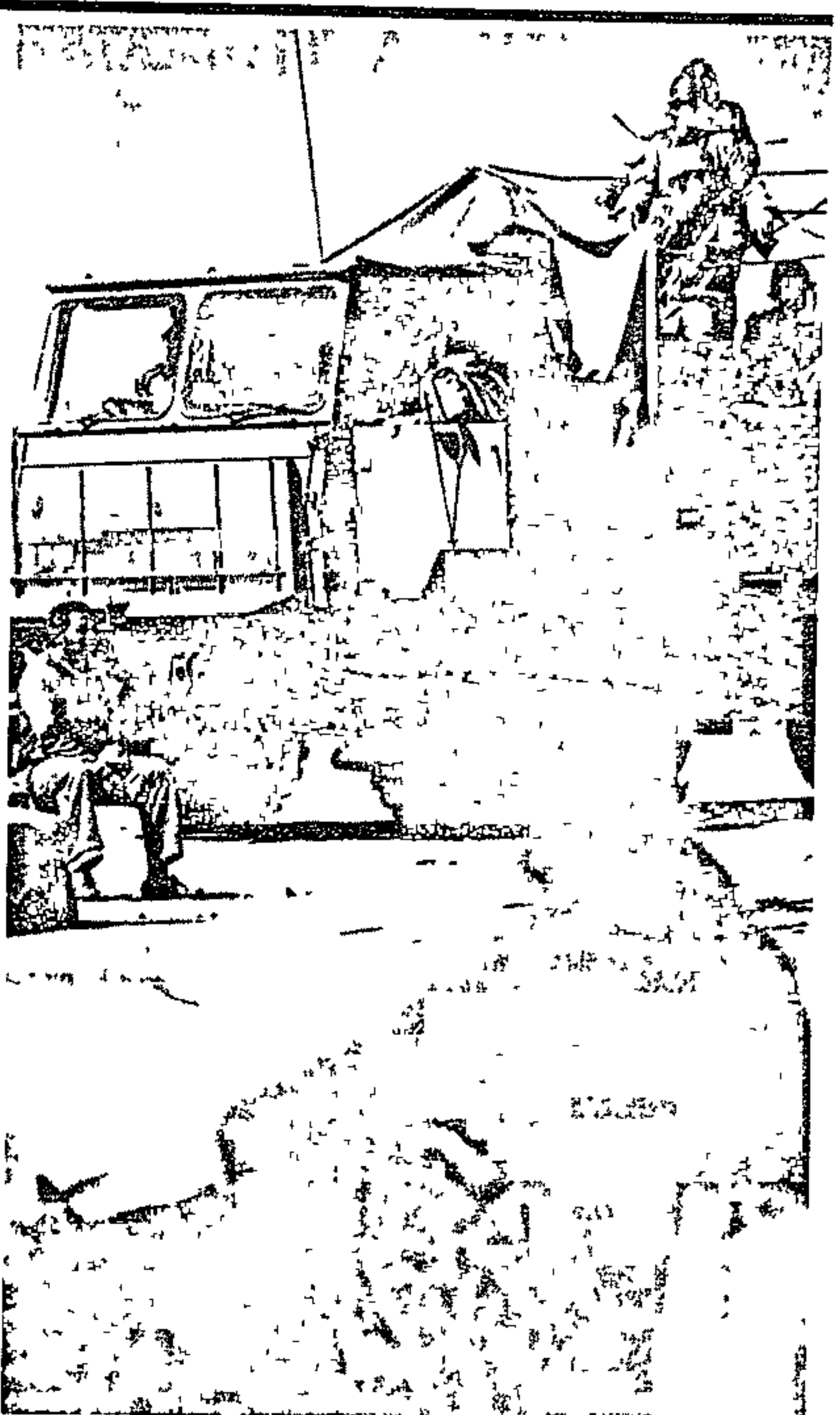
The open-plan makeshift office in Darragh House is a far cry from the spacious rooms the NUM rented in the building leased by the Congress of South African Trade Unions. But, ironically, the temporary offices are more conducive to running a strike than were the Cosatu House offices which were structurally damaged by two powerful bombs in May and are presently being repaired

The NUM is not risking a repeat of the bomb attacks which hit Cosatu after it organised a two-day work strike to protest the all-white May 6 parliamentary election. Young South African Youth Congress marshals keep a round-the-clock watch over the basement and the single entrance to the NUM office. Visitors must give their name and may only enter once they have received clearance

A few paces inside the office, the switchboard operator bellows the names of NUM officials to alert them to waiting calls. Past screens half-enclosing the section the medical officer shares with the research centre are the offices of NUM general secretary Cyril Ramaphosa and assistant general secretary Marcel Golding

Humble and cluttered as their working spaces are, the two are the only officials to have a section to themselves. The room dividers leave a permanent open door to these offices

Ramaphosa has averaged 'wo hours' sleep a night since the strike began on Sunday. The carpet beside his desk is his mattress, his NUM



Striking Randfontein miners wait for transport home as the troops are called in to keep a watchful vigil over the exodus

tracksuit top his only blanket.

"Being out of Cosatu House has been disruptive, but in a strike situation it's best to be in a big office like this — it creates a good atmosphere," he says. "Everyone is here. You aren't locked up in your own office, we can all hear what happens."

Golding agrees. "It has brought everyone closer together. It takes us back to our humble beginnings and it proves the conditions under which we work don't matter."

In Cosatu House the union had its own board room. Now, when union leaders arrive to discuss solidarity action, they meet in the research centre.

At night the officials manning the television set — on Tuesday they watched *Gandhi* and *The Killing Fields* on video — while others sleep under the glaring strip lights.

Ramaphosa looks exhausted, he walks like a person far older than his

35 years and lights a cigarette slowly. But he is elated.

"We feel very confident. We believe we're going to win the way we've gone so far. Members have shown amazing determination."

Reports about mine managements stockpiling ore do not worry him. The mines did not make special arrangements to stockpile before the strike, he says, whatever they have accumulated is normal stockpiling which continually has to be topped up.

Golding, 27, who handles most of the press interest in the strike, answers telephone call after telephone call. A wholehearted roll with a bite taken out of it lies on a plastic plate untouched.

"15 shop stewards were arrested at a taxi rank about an hour ago," he is saying. "The police are in the area, they have cordoned off our office in Westonaria."

As soon as he replaces the receiver the telephone rings again. "no, we can't picket, it's illegal. We're holding meetings and pamphletting," he explains to an overseas caller. "We have no strike funds because they are illegal. Food is not a problem because in some plants where management is being difficult the workers have taken over the kitchen."

Then Golding comes back to the central theme of the strike. "We are moving into uncharted territory," he tells foreign unionists, journalists, embassy officials. "No strike in the mining industry has continued longer than two days. If we go through this we can survive a long stretch. Then a long strike becomes a reality."

Golding shuffles through the precarious heap of papers on his metal desk, to give details of the latest Free State gold and coal mines to join the strike. "The success of the strike depends on bringing out as many mines

as possible," he says over his shoulder. Between calls he peers over the room divider to discuss a point with the official in the next office.

A steady stream of people come calling. The chairman of the NUM's Witwatersrand mines reports "Springfield (coal mine) is out 100 percent, 1 400 workers," the official reports, and tells of another strike ballot planned for the evening. "Make sure the strike is legal," Golding insists. "Ask for strike ballot facilities, finalise and agree on rules, just shorten the time. They can't go on strike if they don't have a strike ballot."

University of the Witwatersrand students arrive to discuss a planned mass meeting. A stock exchange reporter comes to check details. Cosatu general secretary Jay Naidoo and other unionists arrive for a meeting to discuss solidarity action in other industrial sectors.

There are problems to deal with too. At Kinross gold mine management has imposed a curfew. "They want to restrict workers' movement, they want captive labour," Golding comments.

He is impatient with observers who question why the union can go on strike for a wage increase of 30 percent, when management has offered increases ranging from 15 to 23 percent. Golding points out on gold mines the minimum wage is R238 a month. On coal mines, it is R225.

"How can anyone survive on that? And this is for very long shifts and hours at the rock face, in an industry where 400 miners die a year." The union is also requesting a danger pay allowance and an increase in death benefits from two years' earnings to five years' wages.

Ramaphosa believes the Chamber of Mines' refusal to take up the union's suggestion that the wage dispute be settled through arbitration or mediation could be an attempt to break the union.

"It is a test for them and us," he says. "In spite of the chamber's public proclamation that workers were happy with the wages they received, we proved they are not satisfied."

"We are not guessing how long the strike will last," he adds. "The mines claim they are prepared for a protracted strike, and so are we."

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chairman:	Prof M Shear
2 SEPTEMBER - PROPOSALS FOR UNIVERSITIES	
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Talking to the miners: Why we've struck

MONO BADELA visits the striking miners at Randfontein Estates

"SOMETIMES we work from Monday to Monday with no rest. We work under dangerous conditions, at depths of between two and four km and in working areas a metre high.

"There is no workmen's compensation for us. You have to die to be compensated."

Andrew Mzikayise, 31, no longer goes underground. Illness has forced him out, into a job as a laundry worker on the mines. He is one of the 14 000 workers striking on the Randfontein gold mines.

Crowds of mineworkers converged on the car as I arrived at Cooke Shaft No Two at the Randfontein Estates gold mine. They thought I was an official of the National Union of Mineworkers. They demanded to know where the buses were because they wanted to go home.

At Mhlangeni compound, "Everything is going all right here," said Patrick Maseko, the branch chairman of the committee running Mhlangeni and four other compounds.

I was struck by the high degree of internal discipline the miners displayed.

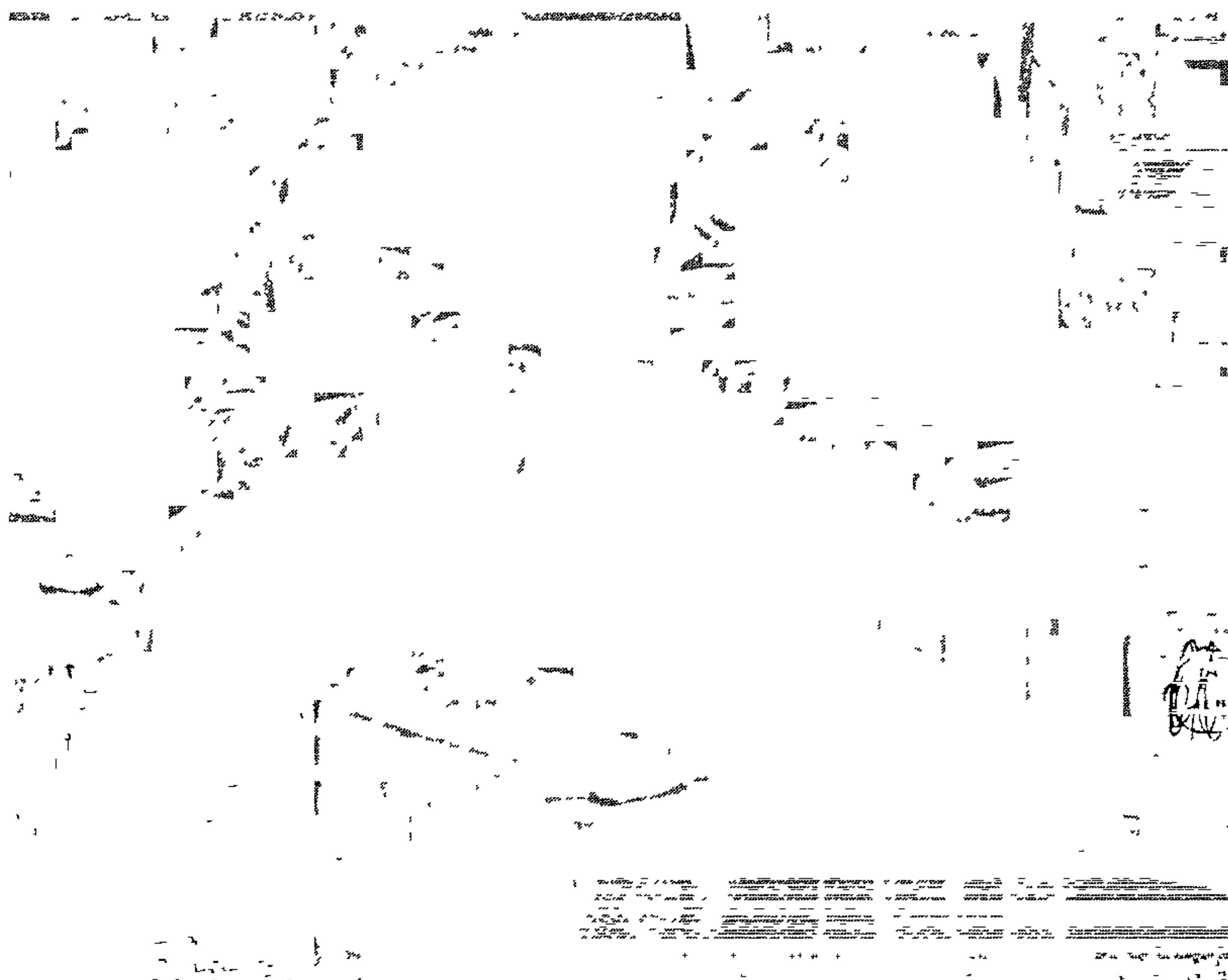
There was no drinking of alcohol, no violence, no intimidation of others, no noise — except the occasional burst when they sang freedom songs, and here and there, chants of "Viva Comrade, Viva Mandela".

"Siyaya nakanjani eJerusalem" (We shall ultimately reach our destination in Jerusalem) was one favourite; another was "Bakhala ngeFreedom Charter", a song in praise of the Freedom Charter. The National Union of Mineworkers was the first Cosatu affiliate to adopt the charter.

Miners in the area went on strike on Saturday. By 8 pm on Saturday night some 6 000 of the 14 000 workers had already left for their homes.

Scores of miners were waiting outside the compound for buses to transport them home.

The workers ignored buses on Sunday morning parked at the compound gates ready to transport workers to the mines. Early this week, workers standing outside the gates were reading letters from the Randfontein



Striking miners Sampie and Sebenzile Sisana wait outside Randfontein's Cooke Shaft Two on Monday for transport home to Bizana in Transkei.

Picture: MONO BADELA

Estates gold mining company, dropped by a helicopter, threatening them with dismissal if they did not report to work the following day. Some of the letters were torn to pieces.

"We want better salaries. We have been working everyday for long hours for only R195 per month," Maseko said. A father of two children who stay with his wife in Lesotho, he said he had been working on the mine since 1978. He goes home at the end of the 12-month contract.

"When I am at home my children do not know me as their father. I have to start afresh each time,"

Miner Harlech Sibolla, 57, the father of seven children, said he started working on the mines in 1962. During the 25 years he had been working on the mines, he had spent only 500 days with his family in Lesotho.

"My children only know my wife," he said. "I have no say in bringing them up. My children respect her more than they respect me."

His salary as a clerical supervisor was R500. "Young white miners get more money than us," he said. "It only takes them three months work-

ing here and you see them driving in posh cars. I haven't got a donkey that I can call mine, let alone a horse at home."

At Cooke Shaft No Two, I heard a miner speaking English with an American accent. The young man with a scarf rolled round his head was Moses Mokhehle, 26-year-old son of Ntsu Mokhehle, the Basotho leader deposed by the late Chief Jonathan after the first general elections were held in the kingdom.

Mokhehle, who holds a BA degree in industrial relations from Arizona State University, and is studying law privately, said he joined the mine in March this year.

"When I first applied for a job I was sent down the mine, getting R195 per month," he said. "When I produced my BA degree, they offered me a nice job — to work against my people — and I refused. But I was removed from underground work."

His salary is R280 a month. "The rate of inflation is 19,1 in South Africa and general sales tax is 12 percent. We are working at a loss but we have no option; there is no

work back at home," he said.

All the same, he said, the strikers were determined. "We are prepared to stay away from our jobs for a month or so."

Another miner, Jacob Mokobane, 29, described meals underground. "When we go underground at 6am we are given four thin slices of bread and nothing else. We have to eat that bread during the nine-and-a-half-hour stay down on the bowels of earth digging the country's most precious metal."

For laundry worker Andrew Mzikayise, giving up underground means R88 fortnightly. He remembers how underground workers ate on his mine: "two meals a day. In the morning before they go down they are served with watery porridge, bread and tea, and lunch is boerewors, pap, sometimes samp without beans and soup. There is no dinner. When we come back all we have to do is sleep."

Miners said the management deducts R140 from their salaries for board and lodging. But the union analysts say they get only R70 worth of room and board.

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60 miners hurt, 23 held in strike violence

By Mike Siluma

About 60 strikers were injured and 23 arrested in overnight action by police and mine security personnel as the miners' strike, called by the National Union of Mineworkers (NUM), entered its fifth day today

A spokesman for Anglo American said 60 workers were injured at the No 1 shaft hostel of the Western Deep Levels South mine, when mine security personnel and police fired rubber bullets "to disperse a group of heavily armed strikers" who allegedly threw stones

The spokesman 14 workers were taken to hospital, one in a serious condition

Police have also confirmed that 23 strikers were arrested at Anglo's Ergo plant, near Springs, after 400 strikers at both the Springs and Daggafontein plants had been issued with court eviction notices

NUM spokesman, Mr Marcel Golding said the union rejected the allegations of sabotage "It seems that the people management used to operate the plant could due their inexperience, have been responsible for the problems"

Between 220 000 and 230 000 are on strike

Anglo Vaal said the situation at group mines was normal with workers at Lorraine mine having resumed work

Gencor said the situation at its mines remained the same as on the previous four days A spokesman denied NUM statements that workers at the West Rand Consolidated mine had gone on strike

Gold Fields reported normal attendance at its mines A spokesman could not yet comment on union allegations of the detention of 15 strikers by mine security at Venterspost mine

Rand Mines said only two of its mines were affected by strike action - Douglas and Rietspruit, which was "partially" affected

An Anglo spokesman confirmed that "underground operations were affected" by strike action

JCI said workers at Tavistock, reported to be on strike by the NUM, had resumed duties

See Pages 3 and 9.



Heading for home

Departing miners wait in a bus parked on the Potchefstroom road for their colleagues to join them so they can start the trip home to Lesotho

Picture by Karen Sandison.

P.T.O.

211

A five-year haul from union impotence to muscle-flexing

The long haul from powerlessness to union muscle has involved an elaborate game of strategy and brinkmanship by the NUM. PHILLIP VAN NIEKERK and JEAN LEGER report

THE first time Cyril Ramaphosa led a delegation of workers to the Chamber of Mines, he had the distinct impression that the men on the other side of the table considered him a mere adventurer.

"They probably felt that we did not know what we were letting ourselves in for, and they did not believe that the workers in the industry could be unionised," he said.

That was in 1982, before the National Union of Mineworkers (NUM) shattered many of the myths built up over a century of an industry kept virtually free of unions for black miners.

It is five years later and what would have been impossible to conceive at that first tentative meeting is happening: a sustained, organised and legal strike disrupting nearly half the country's coal and gold production.

"We are entering uncharted territory," said Marcel Golding, NUM's assistant general secretary, this week as the implications of the extent of the strike dawned on its protagonists.

It is the most important trial of strength between a black union and employers in South African history. It will determine the future balance of power in the country's most strategic industry.

For the past five years the union has been steadily altering that balance of power and it was widely speculated that by 1989 they would be in a position to stage an effective national action — a black miners' equivalent of the 1922 strike.

That the strike has gone ahead perhaps two years too early — and with more than half the industry still not unionised — makes the outcome of this year's action unpredictable but no less central to the power relationship.

The Chamber may well have picked 1987 to dig in, believing it was time to limit the growing power of the union before it was really too late.

The long haul from powerlessness to posing a serious challenge to the might of the mining houses has involved a sophisticated game of strategies and counter-strategies by the NUM and the Chamber of Mines.

To understand the dynamics of this power game, one has to recognise the extraordinary strategic skills of Ramaphosa, once a student activist, detainee and lawyer whose name has become synonymous with black miners.

In fact the power play began at his very first meeting with the Chamber. The scorn and contempt which Ramaphosa believed the Chamber officials were viewing him with were to last for the next two years while the union took root.

The NUM succeeded where the other half dozen unions trying to gain a foothold in the mining industry failed because it was prepared to use a whole range of tactics, the chief

Headaches for the Chamber — or NUM's Cyril Ramaphosa, contemplating the next step in the miners' strike.

among them being legal action.

The union attended safety inquiries and won reinstatement for unfairly dismissed workers, among other things.

"That was to us a very good organising tactic to show the workers that there was an organisation that was concerned about them," Ramaphosa recalled.

But the crucial test of the union's ability to serve workers' interests was the annual wage talks where the union was effectively bargaining for all black miners, although only representing a tiny proportion.

In the first annual talks in 1983,

which took place during the hey-day of Chamber paternalism, the union agreed to a wage increase which the Chamber had already decided to implement anyway.

Though the Chamber appeared to hold every card, Ramaphosa vowed not to allow a repeat of the debacle.

By the wage talks of the next year the union had fashioned a strategy which was to transform labour relations on the mines. It took the fight to the Chamber, drawing the wage negotiations out through dispute to consultation board to strike ballot.

As the pattern of brinkmanship framed within legal procedures

emerged, the Chamber was too trapped in the paternalism of the past and too contemptuous of the NUM's support and of black miners generally to take the union seriously.

It was only at the 11th hour — after a massive show of support in a strike ballot — that Anglo American offered a slightly improved deal. For the first time a mining house had conceded something to a black union it had not intended.

In 1985 the Chamber was more sensitive to the threat the NUM posed and began to devise counter-strategies. The union committed a classic error: it played its weakest card by calling its Goldfields and Gencor members out on strike while allowing a settlement with Anglo American, hence neutralising its strongest power base.

In 1986 the tactic of brinkmanship was further refined. But the union was set back when workers at Goldfields mines went on strike before the allotted time — making it an illegal strike, thus losing the NUM's ability to defend dismissed workers, and destroying the union's last card.

However the Kinross disaster, which prompted a stayaway of more than 300 000 workers, for the first time proved the union's ability to mobilise a significant portion of the industry.

In 1987 similar patterns to previous negotiations emerged. But the union appeared to have absorbed some crucial lessons. It did not allow the possibility of a divisive offer to emerge. This was achieved by keeping its wage demand at 30 percent, out of reach of a separate Anglo American deal.

A classic principle of industrial relations bargaining is always to have one more card — just one more threat — in hand. The strike weapon is, after all, most effective when it is still a threat.

P.T.O. for continuation

In this year's mine negotiations, to the surprise of many people in the industry, the brinkmanship ultimately carried the dispute over the edge into a massive legal strike.

Clearly, if the strike holds out a few more days, it will have passed the crucial testing phase. But does the NUM, having played its best hand, still have a card to play?

A mere 72 hours before the strike was due to begin, Ramaphosa announced that workers would be returning home following the failure of management to grant assurances that security forces would not be used against workers.

This increased the stakes, taking maximum advantage of the pre-strike tension. But it was clear by Monday that no such decision had been taken overall by the union.

Workers at a local level appear content to sit out the strike in the hostels as long as they still receive food and water, and management pressures such as curfews, room searches and mine security action do not become unbearable.

Where pressures become unbearable, workers could start leaving as they have at Gencor's Leslie mine in the Eastern Transvaal.

What the mass exodus threat has done has been to provide the NUM with a further threat which could be used in future and which will become more real the longer the strike lasts.

While the union would lose the control of the workers that the compound system provides, it would prolong the strike and disrupt production substantially.

As the strike develops a momentum of support the union is presented with new options: solidarity action by their own members at other mines, or by other unions, the local black community and international unions and anti-apartheid groups.

However, the Chamber also has a row of cards in its hand.

It appears to have dug in, simply waiting for the strike to blow over and for the union to suffer a humiliating defeat which would undermine its prestige in the eyes of miners.

But the key question is whether the state will stay out of the conflict (as Minister of Manpower, Pietie du Plessis, assured it would) if the strike really starts to hurt the economy. Gold and coal make up two thirds of the country's foreign earnings.

That question — one fears — could be answered in the next few days.

... AND THE PLAYERS IN THE DISPUTE

NATIONAL UNION OF MINeworkERS:
 Established 1982
 Membership 261 901 paid-up and 370 000 signed-up miners
 Claimed numbers on strike 340 000 at 52 mines or shafts
 General Secretary Attorney Cyril Ramaphosa, 35, born in Soweto and son of a retired policeman Introduced to politics at the University of the North and detained for 11 months in 1974 under the Terrorism Act for taking part in a rally supporting Frelimo Detained again for six months after the 1976 Soweto riots Ramaphosa, an admirer of Black Consciousness leader Steve Biko, has campaigned for better wages, improved safety, the end of job discrimination and against migrant labour

CHAMBER OF MINES:
 Established 1890
 Representing Six major affiliated mining houses - Anglo American, Anglo Vaal, Gold Fields, JCI, Gencor and Rand Mines, employing a total of 760 000, 60 000 of whom are white Recognised NUM in 1983 Claimed NUM membership 170 000. Claimed numbers on strike 220 000 to 230 000 at 29 mines. Industrial Relations Advisor Johann Liebenberg, son of prominent trade unionist J L



RAMAPHOSA LIEBENBERG DU PLESSIS

Liebenberg He did not follow in his father's footsteps but read politics and economics at Pretoria University before joining the SA Diplomatic service, serving in Cologne, West Germany He resigned from the service after nine years, becoming secretary of the Industrial Council for the Motor Industry In 1975 he joined the Chamber of Mines and is chairman of its industrial relations advisory committee, serves on all principle committees and negotiates with unions recognised by the Chamber He is past chairman of the SA Employers Consultative Committee on Labour Affairs and is in his third three-year term as a member of the National Manpower Commission and chairman of its standing committee on International Labour Affairs He regularly

represented employers at meetings of the International Organisation of Employers at Geneva until SA's membership was terminated in 1983

GOVERNMENT:
Minister of Manpower Pieter du Plessis, 52, minister since 1983 and a staunch supporter of reformist policies He has been a deputy finance minister and minister of agriculture He has represented the ultra-right Lydenburg constituency since 1970 and narrowly missed being unseated in the last elections

Mines and Works Act Parliament this week repealed the scheduled person definition, removing legally-imposed racial discrimination from the mines

By CAS St Leger and EZRA MANTINI
 THE biggest legal strike in South Africa, involving up to 340 000 miners, entered its eighth day amid claims of kangaroo courts, threats of necklacing and charges that some compounds are being turned into "military bases" by strikers

The National Union of Mineworkers (NUM) claims mine and State police have needlessly attacked strikers. Tension between strikers, managements and the State was on the build - but still being kept in check by all parties

This weekend: ● Cosatu said it would decide on "solidarity action" at

AN UGLY TURN IN MINE STRIKE

a meeting tomorrow General Secretary Jay Naidoo said Cosatu itself would not call for sympathy strikes, but would leave the decision up to the 712 231 members of its 13 affiliates

● UDF pledged support for the strikers

● Hardest-hit Anglo American, motivated by reports of kangaroo courts, necklacing threats and fears of large-scale "arming" of strikers, was granted an interdict restraining 16 strikers from intimidating or abducting other employees. Anglo's affidavit referred to "the apparent adoption of a military-base type attitude by hostel members", with armed men guarding hostels

Major incidents included unrest at Optimum colliery, near Bhekpan, where 27 people were wounded after stone-throwing, at Carletonville where Western Deep Levels property was damaged by a mob; at Anglo's Ergo 14 cases of sabotage, at Klerksdorp

where 177/57 were arrested, with 70 appearing in court; at Matla colliery, where 20 miners were injured at the hostel when mine security clashed with strikers.

Anglo American has warned 5 500 workers at Vaal Reefs No 6 Shaft, Western Holdings No 1 Shaft and Landa colliery that they would lose their jobs as mines would be forced to close unless production losses to close unless they returned.

The NUM, diatribe in car-rying out its plan to send workers home to avoid clashes on food and security

Randfontein after 3 000 returned at Tavistock. In a legal and separate action, 16 000 struck at Consolidated Murchison Antimony

● Gencor reported 10 mines affected, with 45 000 out of 79 000 at work

● Anglo American's nine mines and 38 shafts were all affected extensively.

A senior analyst has calculated that the strike is costing the goldmining industry R32-million, with 20 percent of production affected

The analyst said that, as 10-15 percent of previously costed output (the metal, not the ore) had been stockpiled, gold sales were being affected by about 10 percent, only a revenue loss of R32-million a week

Of the Chamber of Mines' major six mining houses:

● Gold Fields reported normal attendance.

● Anglo Vaal workers at Lorraine Mine returned after an illegal strike.

● Rand Mines has two mines "partially affected"

● JCI has 1 200 still out at

16/5/87

16/5/87

Vaal Reefs Exploration and Mining Company Limited

Incorporated in the Republic of South Africa
Registration number 05/17354/06

Possible closure of No. 6 Shaft

Consideration is being given to the closure of the No. 6 shaft which is a low-grade marginal operation as prolonged strike action is resulting in an accumulated loss which may make it uneconomic to continue operations. Closure of other shafts may also become necessary later

Striking employees have been advised of the economic realities of the situation and the National Union of Mineworkers Branch Committee has been told of the consequences of the strike action

If the striking employees return to work by Tuesday, August 18 1987, employment opportunities for approximately 2 000 people will be preserved

Johannesburg
August 14 1987



16/8/87
S. P. Jones
(211)
(scribble)

Mines stand firm against strikers

THE resilience of the gold and coal mines industry was shown on the Johannesburg Stock Exchange this week when most shares held firm in the face of the biggest mine strike since 1922.

The Chamber of Mines has indicated that its members will sit out the strike no matter how long it lasts.

There are also signs that the pace of the strike is slowing.

It reached its peak on Wednesday, but by Thursday four affected mines were back in full production, including the No 3 shaft at Loraine and the Clydesdale Colliery.

Workers returned to the Rand Refinery in Germiston, Tavistock colliery and Unisel gold mine on Friday.

A chamber spokesman says some miners drifted back to work on other mines on Friday, particularly where they believed managements could protect them.

Antimony

But the strike has spread to some non-chamber operations, such as Ergo and antimony producer Consolidated Murchison in the North-Eastern Transvaal.

Mining share prices have remained steady. The JSE mining producer index lost less than 1% in the two weeks, and losses among heavyweight stocks, such as Vaal Reefs, Freegold and Driefontein, were minimal.

The coal index has put on 2%, Trans-Natal and Amcoal improving.

Jens Jacobsen, of stockbroking firm Anderson & Wilson, says "The market knows that gold is in a fundamental bull market and is prepared to sit out the strike."

Business Times Reporters

The gold price stayed well above \$450 all week.

Because of the Stancha disinvestment and the strike, the commercial rand fell to \$0.47, lifting the rand price of gold above R1 000 for the first time in several months.

Lloyd Pengilly, of stockbroker Martin & Co, says "We have plenty of buying orders from people wanting to buy on any weakness."

Some analysts say gold mines stock piled enough ore ahead of the strike to last a month or two, but others say it is nonsense.

It has also been suggested that if the strike is prolonged a way of overcoming mine losses would be to increase grade. However, it could take at least three months for mines with higher grades to move into these areas.

The effect on production at mines is kept secret. Anglo American concedes that its mines have been hardest hit.

An analyst says Anglo appears to have been identified as a soft target. Under strike action in the past, Anglo has always capitulated.

Gold Fields of SA, a tougher bargainer, seemed unaffected by Friday.

The chamber says the mining houses are united in their stand against the strikes, realising they cannot continue to increase wages asked for by the National Union of Mineworkers each year. Mining costs are rising at about

the inflation rate.

Anglo mines affected by Friday were Elandsrand, the whole of Freegold South (President Brand, President Steyn and FS Saaiplaas), parts of Freegold North (Freddies, FS Geduld and Western Holdings), Vaal Reefs, Western Deep and all its coal mines. Some came to a halt and at others underground production fell by a half.

Closure warning

Anglo has warned the 1 500 striking miners at the Landau colliery, near Witbank, that unless they return to work tomorrow the mine will be closed. Anglo had intended to shut down the colliery in March next year.

Gencor mines affected include Grootvlei, Marievale, Bracken-Winkelhaak, Stilfontein, St Helena, Leslie and Kinross. The Matla, Optimum and Trans Natal megamines have also been hit.

JCI's Randfontein is also affected. All Rand Mines coal mines are affected, but not its gold mines.

Small independent mines, such as Southgo, have not been hit by strikes. Southgo pays bonuses according to stopping work. Its miners have not been interested in the NUM's overtures.

Investors may believe the strike is not serious, but there is less optimism in mining houses. They fear production could drop heavily.

The NUM is demanding average pay

□ To Page 3

Mine strike

□ From Page 1

increases of 30%, but the mining houses will go no higher than the 16% to 23% already implemented.

● The strike by 230 000 miners involves R260-million — the difference between the 30% demanded by the NUM, and the 16% to 23% offered by the chamber.

The cost to the industry of the NUM's demands would be R760 million. The chamber's offer would cost R500-million.

Gold mines made a taxed profit of R2,5-billion last year. They spent R2,5-billion on black pay and R696-million for food, accommodation, medical expenses and recreation.

Since 1975, black miners' pay has risen by 32% and dividends by 21,6%.

S Times
16/8/87

TALKS on a strategy to prevent violence on strike-affected Anglo American administered gold and coal mines have been suggested to the National Union of Mineworkers (NUM) by Anglo.

A telex sent to the NUM contains a four-point proposal to prevent intimidation, employee violence and the need for mine security personnel to use force.

It said each party should notify the other when it believed conditions in the proposal had not been observed, adding that management remained the responsible authority for maintaining peaceful conditions on its property.

The NUM has been asked to indicate its response to the suggestion for talks as a matter of urgency.

Union and other estimates indicate that more than 220 people have been injured and one killed in the strike, which enters its eighth day today.

Tomorrow is the deadline for workers at the Vaal Reefs gold mine's No 6 Shaft, administered by Anglo, to return to work or face the closure of the shaft and termination of their contracts.

Talks on strike

violence mooted

DIANNA GAMES

Anglo said if workers returned by tomorrow, "employment opportunities for 2 000 people would be preserved".

SAPA reports in other developments.

□ A Conciliation Board was appointed on Thursday in the wage dispute between the NUM and De Beers,

□ Anglo reports that 24 people were injured, with three hospitalised, in a clash at Vaal Reefs Number 9 shaft on Saturday;

□ Vaal Reefs gold mine had been granted a temporary interdict in terms of which 16 of its striking employees were restrained from, among others, alleged intimidation, Anglo said at the weekend,

□ Police reported in the weekend unrest bulletin that 27 miners were injured at the Optimum colliery near Middleburg, Transvaal.

Call Tracks 17/8/87

Ramaphosa SA's Lech Walesa

JOHANNESBURG. — Mr Cyril Ramaphosa, the union leader locked in a historic trial of strength with South Africa's mining houses, has spent five years preparing for this confrontation.

"The mining industry had to have a massive strike. Both sides knew it was coming," he said.

About 250 000 black miners are on strike on gold and coal mines.

Since becoming the first general secretary of the National Union of Mineworkers (NUM) in 1982, Mr Ramaphosa, a lawyer, has built up its membership from an initial 6 000 to around 300 000.

Shunning publicity, 34-year-old Mr Ramaphosa has concentrated on grassroots organization, often traveling seven days a week from pit to pit to mobilize membership on the mineral-rich Highveld.

It has been a daunting task. Many experts doubted it was possible to pull together the disparate groups of migrant workers from tribal homelands and neighbouring black states.

Speaking half-a-dozen languages, the miners often had only one thing in common — a desperation for work that

made them reluctant to risk their jobs by striking.

With workers cloistered in hostels in guarded mine compounds, it has been difficult for the NUM to maintain contact with members, let alone organize industrial action.

"Ramaphosa has managed to become the Lech Walesa of black labour," labour relations expert Mr Andrew Levy said.

Mr Ramaphosa's motivation came partly from the vision of his grandfather, a diamond miner who walked hundreds of kilometres from the Transvaal to a low-paid job in Namaqualand.

As a university student, he was influenced by Steve Biko. Mr Ramaphosa has also spent time in detention.

Two years later, following the eruption of unrest in Soweto, he was detained for six months, again under terms of the Terrorism Act.

The first legal strike by black miners in 1984 quickly petered out. This time, Mr Ramaphosa says, NUM morale and organization are in far better shape — Sapa-Reuter

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AKG 17/8/87

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Job reservation: Economics vs ideology

THE last bastion of job reservation has fallen — but was the game ever worth the candle?

When the National Party was pushing for power in the years before its 1948 election victory, one of its promises was to protect "civilised" labour — another sop to the white working class voters it was wooing so assiduously

Protection of "civilised" labour — a euphemism for white workers, and especially Afrikaans workers — was nothing new.

Determined

But the NP government which took office in 1948 was determined to organise the country according to its own peculiar vision, including protection of whites from increasingly stiff competition by black workers.

The Industrial Conciliation Act of 1956 (which also barred mixed trade unions from official registration) made it possible for certain types of work to be reserved for persons of specified race groups.

But it wasn't until the Act was amended in 1959 that "job reservation" appeared

That amendment made it possible for the Minister of Labour, at his discretion, to direct the industrial tribunal to investigate the desirability of making a job reservation determination

According to Muriel Horrell, in *South Africa's Workers*, the Minister said that as a result of the dilution of work following mechanisation, numbers of operations had been allocated to semi-skilled workers at rates of pay on which the white man was unable to live.

When a complaint about "non-white" competition was received, the employer was notified. If he agreed to raise wages to a level considered adequate for whites no further action was taken.

Opposition

But if he did not the matter was referred to the industrial tribunal

Strong opposition was voiced in Parliament. The South African Congress of Trade Unions was vehement-

By DICK USHER
Labour Reporter

ly opposed, the Trade Union Council of South Africa suggested a rate for the job with "realistic minimum wages" and the right-wing labour organisations supported it

Employer groups such as Assocom, the Federated Chamber of Industries and the Steel and Engineering Industries Federation claimed it would "disturb industrial progress making it impossible to attain optimum productivity. The arbitrary power conferred on the Minister would create a sense of uncertainty

But, no matter.

Widespread

By 1974 there were 27 job reservation determinations in existence, of which 26 were still in force. One, the first made, had been declared *ultra vires* in court

In terms of pure numbers, slightly less than three percent of the working population were affected by "formal" job reservation determinations. But its effects were widespread and there were other measures such as the Mines and Works Act, the Motor Carrier Transportation Act, the Bantu Labour Act, the Physical Planning Act and the Group Areas Act which expanded reservation's scope

In 1974 the South African Institute of Race Relations summed it all up

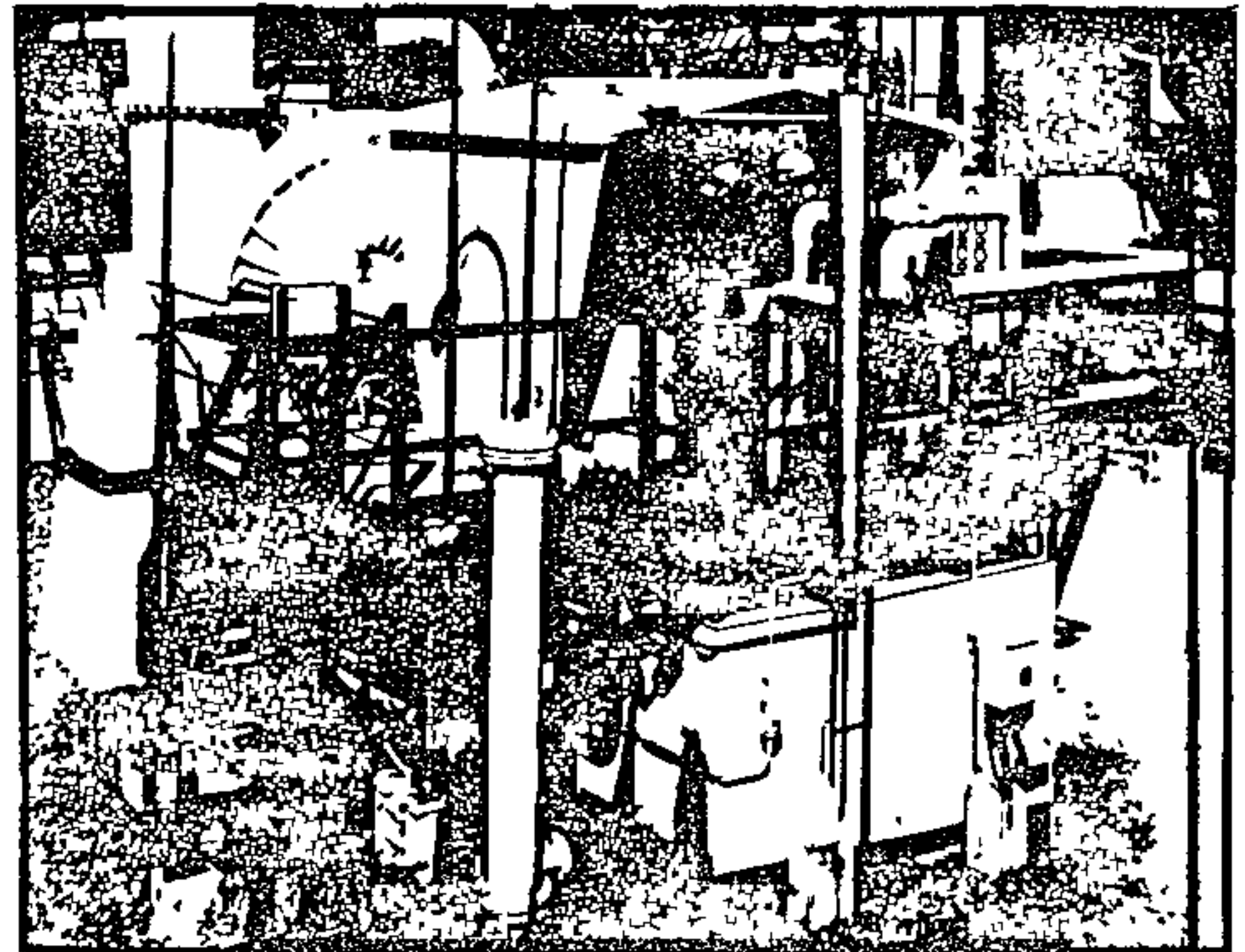
"The fact that legally enforced job reservation affects relatively few workers . . . gives a misleading impression of the industrial colour bar

Restrictions

"African advancement is seriously impeded by legal and artificial restriction to artisan status attainment and also by ratios of unskilled and semi-skilled to skilled workers laid down in industrial council agreements and wage board determinations

"These legislative barriers effectively impede much African job advancement

"Furthermore, there is a marked tendency among



many whites, including white workers anxious to safeguard their own economically privileged position, to preserve conventional colour bars in employment

"The government attitude to apprenticeship was defined by the Minister of Labour in 1972 when he said that the policy in terms of the Apprenticeship Act was not to indenture Africans in the "white" areas

"The Institute strongly recommends that this complex of law, policy and custom be drastically revised"

It was, of course not only Africans who were affected, but anyone who was not white

Reservations affected a wide variety of occupations — the clothing industry, the metal industry, truck drivers, builders, barmen, ambulance drivers, traffic police and firemen — among others.

Determination number five in 1960 reserved for whites the work of operating passenger lifts in many categories of buildings in Johannesburg, Pretoria and Bloemfontein

Protection

The *Survey of Race Relations* for that year said that "numbers of Africans were replaced by whites in large stores and other undertakings. Some of the smaller firms adopted the use of automatic devices in lifts, thus doing away with the necessity of attendants"

So much for job protection.

But from the outset the tide of economics was setting against ideology

By 1974 many exemptions had been granted, some of them blanket exemptions for a whole industry

Between 1972 and 1974 no new determinations were made and soon after the government quietly started to scrap the existing ones

Stronghold

By 1978 only five were still in force, three more were scrapped in 1979 and in 1982 reservation in Cape Town's traffic police, ambulance service and fire department was scrapped

That left only the mines, a stronghold of right-wing white unionism, with the questionable honour of being the last outpost of job reservation

The miners fought a rear-guard action, led by the general secretary of their Mineworkers Union Mr Arrie Paulus, now the Conservative Party MP for Carletonville. But they had lost the support of government and mine employers who had been against job reservation for most of the century

When the Mines and Works Amendment Bill was passed last Monday job reservation in the mining industry ended

Not totally, because there are criteria in the Act which the National Union of Mineworkers claims have been included to regulate the number of black miners getting blasting certificates.

NUM, Anglo resume talks on violence

The National Union of Mineworkers (NUM) and Anglo American today resume talks aimed at ending violence at strike-hit Anglo mines, which has resulted in the injury of at least 240 strikers

The talks were last night postponed until today after NUM tabled its own proposals to end strike-related violence

Meanwhile, the strike involving between 220 000 and 340 000 workers at mines in the Free State and the Transvaal entered its eighth day today

At yesterday's meeting, which lasted nearly four hours, NUM proposed that:

- Mine security forces be demobilised and removed from the hostels
- Anglo should not call the SAP on to mine property
- Mine security not patrol the mines
- If agreement is reached, a monitoring system should be set up
- Charges against workers arrested during the strike be withdrawn

Anglo's proposals, sent to the union at the weekend, included that all hostels should function normally, that there be normal access to hostels for workers, management and union officials, that there be normal access to shafts and plants with areas designated for peaceful picketing. Anglo also suggested that no force, or the threat of force, be used by management, the union or its members

The chamber, reiterating that its present wage offer to the NUM was final, said yesterday it was prepared to negotiate the establishment of a provident fund and improvements to the death benefit scheme for miners

A chamber spokesman claimed there had been a decrease in the number of strikers and that no new mines had joined the strike

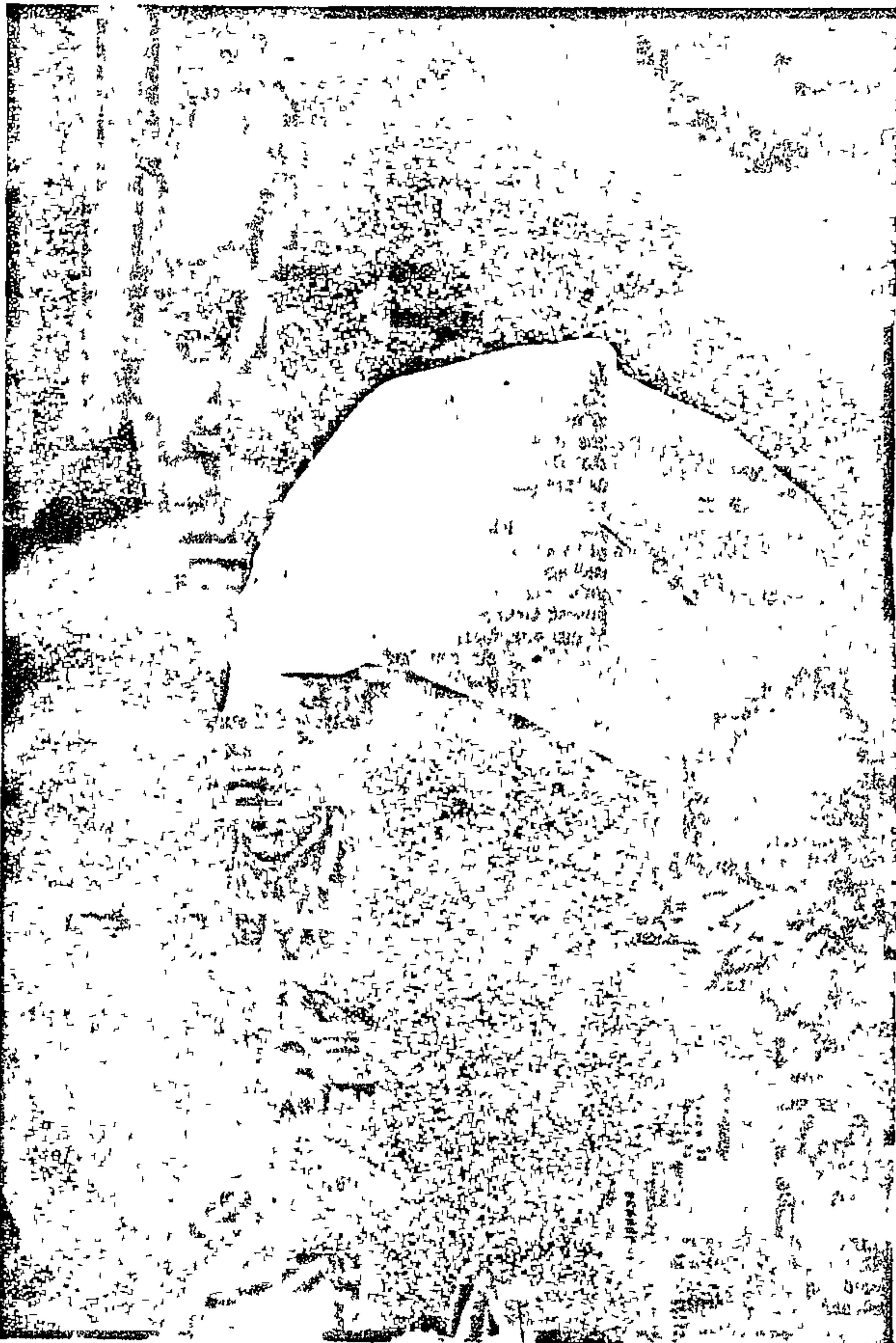
The spokesman dismissed suggestions by the Labour Monitoring Group (LMG) that the strike had cost the gold mining industry in the region of R90 million

● Meanwhile, the Chemical Workers' Industrial Union said about 200 members downed tools yesterday at the Matthey Rustenburg Refinery to protest at the company's decision to relocate to Bophuthatswana and in solidarity with the NUM strikers

● About 104 striking NUM members had been locked out at the Nuclear Fuel Corporation (Nufcor) at Suurbekom near Johannesburg, the chamber said. The lockout followed a deadlock in wage talks at a Conciliation Board meeting yesterday. The lockout was imposed because of management's concern "in the light of recent incidents of sabotage elsewhere in the industry".

The deadlock followed two months of negotiations between NUM and Nufcor. The union is demanding a 30 percent wage increase, against a management offer of between 23,4 percent and 25,9 percent

Rand Mines today said only two coal mines in the group were "partially" affected by strike action, while Gold Fields reported normal attendance



This unidentified mine worker was one of 53 injured at the Western Deep Levels yesterday. Workers were treated at a local clinic. ● Picture by Alf Kumalo.

Strikers given extended deadline

Amcoal has extended the deadline for striking members of the National Union of Mineworkers (NUM) to return to work at Landau Colliery, threatened with permanent closure

The mine has been listed for closure next year, but Anglo American has said it would close it immediately if the strikers did not return to work

Anglo said in a statement today that after discussions yesterday between Amcoal management

and the NUM on the possible closure of the colliery, "Amcoal has decided to extend the deadline for a return to work by 24 hours"

"This will give the NUM an opportunity to speak to its members today. However, if employees are not back at work by tomorrow morning, their contracts will be terminated"

The union could not be contacted for comment, but it has stated it would not ask members to go back to work

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SAC 18/8/82

Talking to the miners: Why we've struck

MONO BADELA visits the striking miners at Randfontein Estates

"SOMETIMES we work from Monday to Monday with no rest. We work under dangerous conditions, at depths of between two and four km and in working areas a metre high.

"There is no workmen's compensation for us. You have to die to be compensated."

Andrew Mzikayise, 31, no longer goes underground. Illness has forced him out, into a job as a laundry worker on the mines. He is one of the 14 000 workers striking on the Randfontein gold mines.

Crowds of mineworkers converged on the car as I arrived at Cooke Shaft No Two at the Randfontein Estates gold mine. They thought I was an official of the National Union of Mineworkers. They demanded to know where the buses were because they wanted to go home.

At Mhlangeni compound, "Everything is going all right here," said Patrick Maseko, the branch chairman of the committee running Mhlangeni and four other compounds.

I was struck by the high degree of internal discipline the miners displayed.

There was no drinking of alcohol, no violence, no intimidation of others, no noise — except the occasional burst when they sang freedom songs, and here and there, chants of "Viva Comrade, Viva Mandela".

"*Siyaya nakanyam eJerusalem*" (We shall ultimately reach our destination in Jerusalem) was one favourite; another was "*Bakhala ngeFreedom Charter*", a song in praise of the Freedom Charter. The National Union of Mineworkers was the first Cosatu affiliate to adopt the charter.

Miners in the area went on strike on Saturday. By 8 pm on Saturday night some 6 000 of the 14 000 workers had already left for their homes.

Scores of miners were waiting outside the compound for buses to transport them home.

The workers ignored buses on Sunday morning parked at the compound gates ready to transport workers to the mines. Early this week, workers standing outside the gates were reading letters from the Randfontein



Striking miners Sample and Sebenzile Sisana wait outside Randfontein's Cooke Shaft Two on Monday for transport home to Bizana in Transkei.

Picture: MONO BADELA

Estates gold mining company, dropped by a helicopter, threatening them with dismissal if they did not report to work the following day. Some of the letters were torn to pieces.

"We want better salaries. We have been working everyday for long hours for only R195 per month," Maseko said. A father of two children who stay with his wife in Lesotho, he said he had been working on the mine since 1978. He goes home at the end of the 12-month contract.

"When I am at home my children do not know me as their father. I have to start afresh each time."

Miner Harlech Sibolla, 57, the father of seven children, said he started working on the mines in 1962. During the 25 years he had been working on the mines, he had spent only 500 days with his family in Lesotho.

"My children only know my wife," he said. "I have no say in bringing them up. My children respect her more than they respect me."

His salary as a clerical supervisor was R500. "Young white miners get more money than us," he said. "It only takes them three months work-

ing here and you see them driving in posh cars. I haven't got a donkey that I can call mine, let alone a horse at home."

At Cooke Shaft No Two, I heard a miner speaking English with an American accent. The young man with a scarf rolled round his head was Moses Mokhehle, 26-year-old son of Ntsu Mokhehle, the Basotho leader deposed by the late Chief Jonathan after the first general elections were held in the kingdom.

Mokhehle, who holds a BA degree in industrial relations from Arizona State University, and is studying law privately, said he joined the mine in March this year.

"When I first applied for a job I was sent down the mine, getting R195 per month," he said. "When I produced my BA degree, they offered me a nice job — to work against my people — and I refused. But I was removed from underground work."

His salary is R280 a month. "The rate of inflation is 19,1 in South Africa and general sales tax is 12 percent. We are working at a loss but we have no option, there is no

work back at home," he said.

All the same, he said, the strikers were determined. "We are prepared to stay away from our jobs for a month or so."

Another miner, Jacob Mokobane, 29, described meals underground. "When we go underground at 6am we are given four thin slices of bread and nothing else. We have to eat that bread during the nine-and-a-half-hour stay down on the bowels of earth digging the country's most precious metal."

For laundry worker Andrew Mzikayise, giving up underground means R88 fortnightly. He remembers how underground workers ate on his mine: "two meals a day. In the morning before they go down they are served with watery porridge, bread and tea, and lunch is boerewors, pap, sometimes samp without beans and soup. There is no dinner. When we come back all we have to do is sleep."

Miners said the management deducts R140 from their salaries for board and lodging. But the union analysts say they get only R70 worth of room and board.

21/10-20/8/7

●From PAGE 1

They said at President Steyn mine in the OFS, mine security had to fire rubber bullets to disperse a "mob" of workers who were controlling the entrance to the hostel and had surrounded and boarded a security vehicle.

At Vaal Reefs in the Transvaal, mine security allegedly rescued four non-strikers being held in an NUM office. The four claimed they had been held for two days without food.

The NUM's 150 members on Rand Refineries — the only gold refinery in the country — were among the latest to join the action, swelling the number of strikers to more than 350 000 on 52 gold and coal mines, according to union figures.

Ramaphosa confirmed reports that striking workers at the Lorraine gold mine in the Free State had returned to work yesterday. He said the NUM had encouraged them to return as only one shaft had stopped work. "We encouraged them to go back and consolidate," he said, adding he had no doubt the entire mine would soon come out on strike.

Ramaphosa said an official at the union's Klerksdorp branch — where 86 members were detained on Wednesday — had noticed two suspicious parcels in the office yesterday morning. One was attached to a battery device. The police were called in and removed the items but had yet to confirm whether they were bombs.

Lieutenant H Lourens of the SA Police's public relations division said there was "no such incident. The police did not receive any calls from the NUM, nor did they visit the office and take any parcels away."

Ramaphosa also claimed:

●President Steyn mine security officials attacked strikers. Six who sought refuge in the NUM office there had gunshot wounds and signs of being assaulted. Security officials then burst into the office and removed the six men.

●Police had surrounded the NUM's Free State office and had warned unionists they intended searching the building. Lieut Lourens said this claim was "absolute nonsense."

●In Ventersdorp, 15 NUM members were illegally detained by mine security. A union official's documents were confiscated when he tried to protest.

Ramaphosa said strikers were not intimidated by the harassment which "began on the first day of the strike".

In Klerksdorp — the scene of the biggest police clampdown on strikers yet — an interim strike committee had been elected to replace the Western Transvaal NUM officials arrested. Of the 72 arrested on Wednesday and due to appear in court on charges of subversion and conspiracy to commit murder on Monday, 68 were granted bail of R1 000 each.

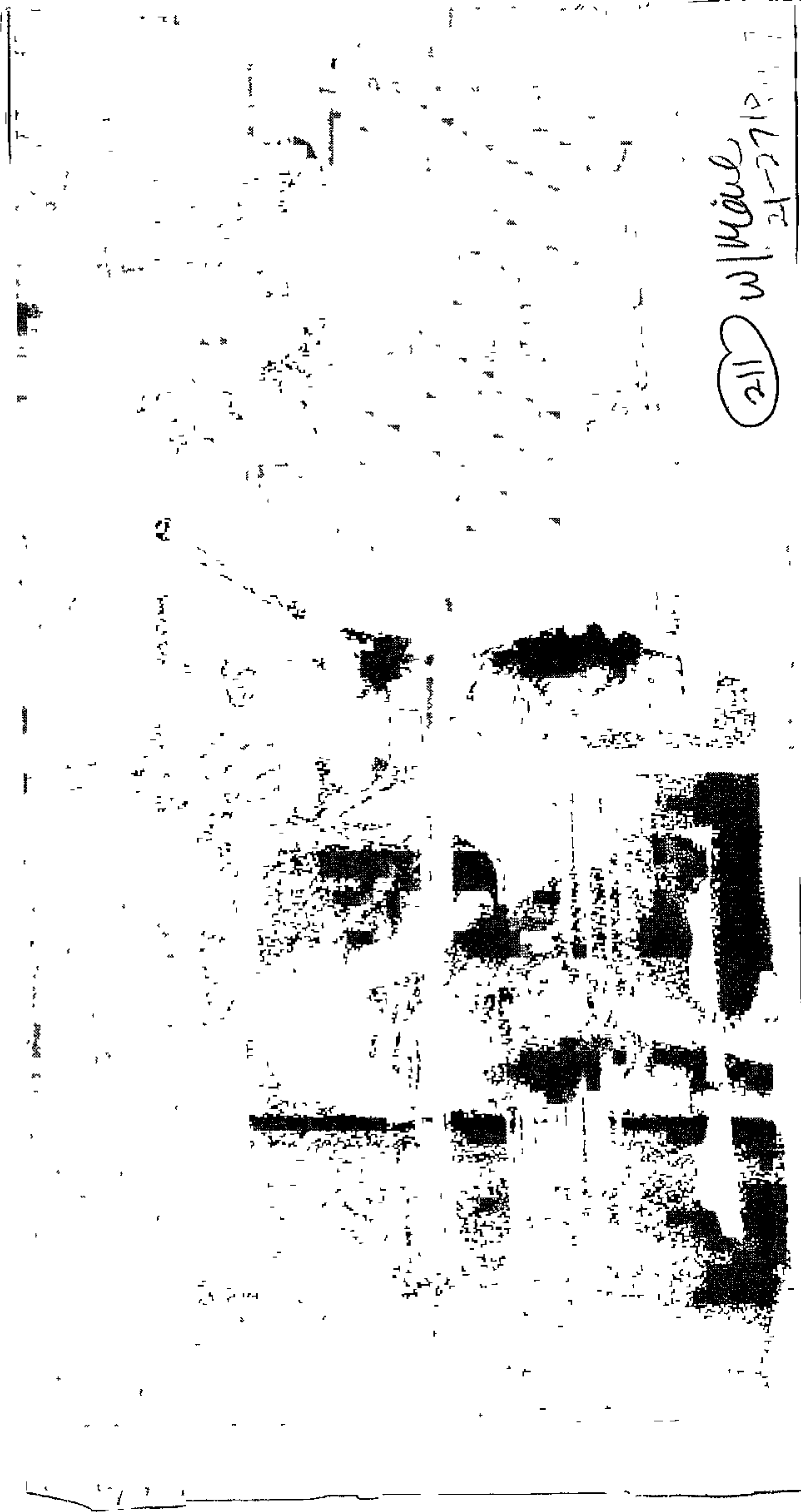
The Labour Monitoring Group noted that both mine owners and the union seemed set for a "protracted struggle".

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Mine security forces threw a cordon around strike-hit mines this week.
Picture WENDY SCHWEGMANN, Reuter

7 000 miners face sacking

w/maile
21/8-27/8/67

Thousands queue for last pay at marginal mine that's been shut

By JO-ANN BEKKER

MORE than 7 000 black miners are facing dismissal rather than break South Africa's largest strike ever, which ends its second week today

About 3 000 gold miners from Anglo's Vaal Reef's No 6 shaft, who defied management's warnings to return to work or face closure of the marginal mine, queued all yesterday to receive their final payments

And according to the National Union of Mineworkers, about 4 000 workers from Anglo's Western Holdings No 1 shaft were preparing to follow suit. They were expected to prepare to go home, notwithstanding Anglo's threat to close the marginal shaft if they did not return to work by this morning

In a related development, the NUM claimed about 24 000 workers at four Gencor mines in Evander had been ordered to return to work by last night or lose their jobs. This was denied by Gencor

Earlier this week the NUM tried to persuade striking miners to return to work on marginal shafts — as these unproductive or low-grade mines would naturally be the first to be closed during a strike

PUTTING A PRICE ON THE STRIKE

PAGE 6

About 700 workers on Amcoal's Landau colliery — scheduled to be closed in March — chose to resume work on Tuesday to avert the mine's immediate closure. Cyni Ramaphosa, NUM general secretary, said he respected the decision as it had been taken democratically by workers

Nevertheless, a NUM representative said the decision by the 7 000 workers at the Vaal Reef and Western Holdings shafts to lose their jobs rather than break the strike signalled worker determination and support for the wage strike

A Gencor representative — responding to the NUM's claims that Evander workers had been given an ultimatum to return to work or be fired — denied the union's claims. He said that, as was the "accepted practice", workers had been informed they were "absent from work without permission" and failure to return to work by yesterday would result in disciplinary hearings

NUM queried the basis for Gencor's threat and reiterated that the strike was legal

This week began with signs of a thaw in the cold war between strikers and mine owners which has characterised the strike since it began on Sunday night, August 9. On Monday, the NUM accepted Anglo's offer to discuss mine violence, which has claimed one life and injured about 300 workers in the first 11 days of the strike

But the following day NUM walked out of the talks in protest before they had reached any resolution, after hearing 15 strikers at the entrance to the President Steyn Gold Mine had been injured by police firing rubber bullets and wielding sjamboks

•To PAGE 2

7 000 striking miners face the sack

Anglo denied the police action had taken place on mine property, or that mine management had called in the police. (211) But although both parties declared their willingness to continue discussions, the talks were not resumed this week and the deadlock resumed. Before the union walked out, the NUM had signalled its willingness to accept Anglo's proposals to end violence — which included ensuring union officials and management had access to mines and hostels — but con-

w/maile From PAGE 1 21-27/8/67

sidered them insufficient to ensure a return to peace. Anglo, on the other hand, went some way towards meeting only one of the union's demands, agreeing to a conditional demobilisation of mine security. Incidents of strike-related violence reported this week included: ● Anglo's claims that a pipeline supplying water to the Ergo plant was sabotaged, resulting in a loss of throughput of about 2 000 tons.

The contents of this newspaper have been restricted in terms of the Emergency Regulations

WEEK TWO OF THE STRIKE THE EXPERTS SAID WOULDN'T HAPPEN

What the bruising mine strike taught Anglo: NEVER say NEVER

A SENIOR Anglo American executive told the SABC this week that Anglo was "further down the learning curve" than other mining houses that were not hit by the current miners' strike

At the end of the second week of this costly and volatile event, one could ask whether Anglo American have now learnt an important principle of collective bargaining — never say never

Had Peter Gush, chief executive of Anglo's gold and uranium division, not refused to countenance a further increase in wages, the strike may well have been over by now

His statement bound Anglo to a rigid position. It was not based on whether or not the corporation could afford increases, but on the premise that workers were happy with the increases

What cost to the mines? Some brave analysts try..

By HILARY JOFFE

THE mine houses won't comment on how much the mines strike is costing them. The Chamber of Mines won't give any estimates either. And many industry observers say the calculation is too difficult to do — especially in the absence of detailed information from the mine houses

But some researchers have been brave enough to try

The Labour Monitoring Group estimated earlier this week that the strike was potentially costing the affected mining houses R17-million a day — or R90-million for the first six days — figures which were disputed by the chamber and by some industry analysts

One who doubts the figures is mining analyst Dave Giese, of stockbrokers Davis Borkum Hare. But he has his own calculations of the maximum amounts the mines could be losing

Assuming a total loss of production of one week, Giese argues, the working profit of Anglo American's gold mines could drop by R55-million — R20-million of which would have gone in tax. This would represent a cut in distributable income of 10,7 percent for this quarter. On the same assumptions, Gencor gold mines' distributable income could fall by 7,8 percent

But Giese points to "the unlikelihood of a total disruption of a week's production" and reassures shareholders that "the loss in distributable earnings on the gold mines is unlikely to exceed five percent"

Both Giese's figures and those of the LMG are speculative ones of potential losses the mines could incur

In the absence of accurate information any figures on the cost of the strikes can only be guesstimates — although analysts concede that educated guesses are quite possible. And the mine houses themselves are likely to be keeping tabs on the costs, whatever they might say publicly

Chamber industrial relations adviser Johan Liebenberg said earlier this week that the chamber had not assessed the loss yet. "The mines are only really incurring a loss if no ore is coming up and they have no stockpiles," he argued, adding that the size of the stockpiles was "a closely guarded secret"

Investors in gold shares certainly seem to believe the mines have made contingency plans and stockpiled ore. Although gold share prices dropped a little towards the end of last week, on the whole the stockmarket has hardly responded to the strike. Investors appear to be under the impression the strike will be a short term "hiccup" and most observers predict the strike would have to last for a month or so before shareholders got nervous

But what's not clear is whether the mining houses have laid in special stockpiles of ore for this strike. According to one mining analyst, the mines have routinely kept one month to six weeks' worth of gold ore in stock for the last two to three years, as insurance against labour militancy

Instead there is deadlock — and it is difficult to imagine any scenario which could break it

The strike has been a dramatic illustration of the level of worker militancy in the industry

Even so, for a settlement to be reached, the National Union of Mineworkers leadership would probably not have to bring home the full 30 percent. They have said all the while that they are open to negotiation

However, even a 0,1 percent offer on wages would spell defeat for An-

By PHILLIP VAN NIEKERK and JEAN LEGER

glo as it would mean climbing down from the Gush position which the corporation now feels obliged to maintain

The chamber has moved on the overall package since the strike began. After saying that the final offer had been implemented in July, it has pussyfooted around wages and said it is willing to talk about fringe benefits — issues which are also in dispute

But there is no way the union leaders could sell this to the rank and file. For Anglo American, the hardest-hit mining house, there are at least four options

● Wait, at enormous cost, for the strike to crumble of its own accord. This might have been the strategy from the beginning although it is doubtful that its senior executives foresaw such a sustained stoppage

● Increase the wage offer and thus admit defeat. This would be less costly in monetary terms but more



Anglo and NUM open talks on preventing strike violence facing each other across the table are Anglo's Bobby Godsell and Kallie van der Kolf and the NUM's Cuban Pillay, James Motlatsi and Cyril Ramaphosa (right). The talks collapsed after two sessions

Another analyst adds that although it's common knowledge that the vast majority of Anglo's shafts are closed, the mines could in theory produce between 20 to 40 percent of their normal output during the strike by processing the stocks of ore kept underground or on the surface

The mines have probably also kept back stocks of bullion which they will declare during the strike, to keep the cash coming in

To calculate lost production one would have to know the grade of ore mined at each individual mine as well as the whether the shafts were open and the size of the stockpiles being processed above ground

And one would need to know the number of mines and miners on strike, a subject on which there is no consensus. The chamber figure provided by Liebenberg at the beginning of this week was one third of the mines on strike and 40 percent of the

labour force. The union's total count was 340 000 while the chamber's was 220 000 to 230 000. The LMG calculations are based on a total of 315 000. Liebenberg refuted the LMG's calculations as inaccurate because they had counted as strike-hit 11 mines which were producing

But it's not enough to know total numbers. Calculating the costs also requires knowledge of which workers and at what kind of mine

Thus, for example, analyst speculate that at very mechanised mines which operate with relatively skilled workers, it would be quite easy for white workers to do the jobs of the striking miners. Randfontein Estates, which has implemented trackless mining, is cited as an example

And if the mines are trying to keep their cash flows going by processing stockpiles of ore, the question is not just which shafts have closed down but whether the strikes have been ef-

fective at the processing plants

While Anglo admitted last week that all its mines had been affected, and Gencor has given breakdowns of its affected mines, the mining houses have kept details to themselves

Except, that is, regarding the costs of the strike in relation to the marginal gold mine shafts, where Anglo threatened closure of a shaft at Vaal Reefs and one at Western Holdings. However, says one analyst, the Vaal Reefs number six shaft was due for replacement anyway. And the strike may just have provided a useful excuse

The coal mines situation differs from the gold mines and no-one as yet has tried to calculate the strike's costs in coal. Given the world oversupply of coal, the collieries could probably sit out a long strike

As a clearer picture emerges of the strike and the strikers, it will be back to the calculator for another round of estimates

THE DECENT WAGE: CHOOSE YOUR STATISTICIAN

By JEAN LEGER and PHILLIP VAN NIEKERK

THE mineworkers' strike has led to a war of words on statistics about black miners' wages

Johann Liebenberg, industrial relations advisor to the Chamber, accused the NUM of "misinformation" for focussing on the minimum wage and for saying it had not risen in a decade

"Employees do not tuck minimum wages into their back pockets, but actual wages," said Liebenberg, spurring an interest in what the difference between the two actually is

"There has been a significant increase in the actual basic pay of unskilled and semi-skilled mineworkers from 1975 to 1986," he said. "Actual basic pay increased in real terms for unskilled and semi-skilled mineworkers throughout the industry by 32 percent"

Anglo American's industrial relations advisor, Bobby Godsell, last week released figures which showed that the average wage for all gold and uranium miners is 12 percent above the minimum rates, with all overtime and pay bonuses included

He described this gap as

"significant" and said the minimum wage figures reflect "an artificial collective bargaining rate"

"Ninety percent of employees are in grades above the lowest job grade. The majority of Anglo workers are in pay grade four," he said

"The Anglo group and the mining industry are committed to a real increase in the earnings of all their employees, we are keen to see the take-home pay of our employees increase over time"

"But the increase over time has to be in a responsible and incremental way — the viability of the industry over time has to be protected"

While both sides in such a battle are likely to use figures selectively, the Anglo method of working out the 'average pay' is questionable as it includes overtime and production bonuses

This assumes that a worker will have to work overtime to achieve his basic pay

It is also of no consequence in the

dispute which concerns minimum wages — the so-called artificial collective bargaining rates

The second question involves how one sets about establishing a base date for increases in real wages

The Chamber and Anglo often use 1972 as a base date because of the massive lift-off in wages shortly thereafter. However, wages were appallingly low at this time — less in real terms than before the Boer war

What is of interest is the trend, which is not at all helped by arbitrarily using an arbitrary base date

The important year was 1983, which was when the NUM first negotiated wages with the Chamber. According to the Labour Research Services, after climbing to a peak in 1984, the average wage in real terms in 1986 dropped below that in 1983

These figures were not disputed by the Chamber — and in fact were drawn from their annual reports. However, they contradict the claim by the Chamber that they are committed to real increases for black miners

The 30 percent increase which the Chamber has so fervently resisted

painful in political terms. The strike has already probably cost more in lost profits than the wage increase of 30 percent paid out over a year

● Call in the troops to smash the strike — an unlikely scenario given Anglo's awareness of its liberal public image, but possible if the state takes matters into its own hands

● Attempt lock outs — which would be legal in the same way that the strike is legal — and bring in replacement labour. Success is certainly not guaranteed given the vast number of skilled and semi-skilled workers which would have to be found

This strategy — most effective as a threat — appears to have already been used on the fringes of the strike — on those mines which Anglo claims are marginal. The lock-out/close down strategy included Landau Colliery, Vaal Reefs number six shaft and a shaft at Western Holdings in the Free State

But while these options would indicate that Anglo has a difficult path to resolve the dispute, the NUM itself has few options to increase the pressure on the chamber

The union still holds the powerful "mass exodus" card — that workers could at any stage return home, deepening the logjam. There were indications that this strategy may be used towards the end of this week

The solidarity option has not really come into play yet and the prospect of extending the strike was set back this week when the NUM lost a crucial round, failing to bring out a substantial portion of Gold Fields' 75 000 workers

This has meant that the union has been unable to hit the country's richest mines and has weakened its ability to push the chamber into an industry-wide offer

The union thus sets itself up for what it sought to avoid — a split offer

Any settlement would further widen the gap between Anglo, the highest payer in the industry, and the mining houses closest to the chamber minima — Gold Fields and Anglovaal

Ironically, these two mining houses are the most hard-line and least liberal in the industry

NUM assistant general secretary Marcel Golding said the union's difficulties at Gold Fields were due to the problems the union has with access to Gold Fields' mines, the fact that while the union does have support at the corporations' mines, members are spread throughout the grades while the NUM is recognised for only a few, and the repressive approach both of Gold Fields security and management, who have arrested and dismissed key union leadership after work stoppages in the past

This seeming proof that repression contains conflict more effectively will provide ammunition to those Gold Fields executives who (as an Anglo official once described) laugh at what they regard as Anglo's "naive" pluralist approach

"Every dog has its day," said one unionist this week as the NUM vowed to redouble its efforts at taking on Gold Fields

would in real terms bring the average wage only slightly above 1984 earnings

Thirdly, averages are misleading. While category four has more workers in than any other, more than half of all workers are spread through categories one to three — the lowest paying job grades

Only about 13 percent of workers are in grades five to eight — the highest-paying jobs, which inflate the average

Because grade four workers are receiving wages around the most basic of poverty datum lines (the minimum living level), more than half of all black miners are earning well below this mark

The Labour Research Centre estimates a minimum living wage of R850 a month

This fundamental issue — of whether or not workers earn a living wage — have not been touched on either by Liebenberg or Godsell in their responses to the NUM

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Willburg - 27/8/87

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By JEAN LEGER and PHILLIP VAN NIEKERK

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21700 22/8/7 Killed in bus crash

EAST LONDON —Twenty-four Ciskei miners were killed and 48 injured in a bus accident in the Nico Malan Pass, 35 km from Cathcart, yesterday.

The bus, taking 72 miners home from the Free State goldfields for the weekend, went off the tarrad road on a bend and crashed into a jagged, rocky bank a kilometre below the crest of the pass.

The whole of the left side of the vehicle and all the adjacent seats were ripped off and mangled by the impact.

Rescue work was complicated by large boulders which were dislodged from the rock face by the bus.

A Queenstown ambulance spokesman said dozens of people were trapped inside the bus, and underneath the rocks.

Jaws-of-life rescue equipment was used to free them.

Survivors were taken to the Cathcart and Fort Beaufort hospitals by rescue vehicles from Cathcart and Queens-town.

Eight of the seriously injured patients were later transferred to the Frere Hospital in East London.

The deputy medical superintendent of Frere Hospital, Dr Ben Hall, said only the worst of the injured would be

poration for assistance," W/O Deere said.

"Anyone living in the Middledrift area who expected a relative from the mines to visit this weekend, but has not arrived yet, is asked to contact the Cathcart police station."

The general manager of the Klerksdorp-based Western Lines bus company, Mr Colin Humphrey, said the bus had been travelling from Welkom to Peddie.

"It was the usual passenger service for mine workers returning home for the weekend," he said.

He said the bus was full but not overloaded.

"It had a normal load of passengers which left Welkom on Thursday night for their homes in Ciskei," he said.

"They were scheduled to return on Sunday. Those on the bus were not strikers."

Mr Humphrey expressed sympathy for the families of those killed.

Ciskei's deputy-director of foreign affairs and information, Mr Headman Somtunzi, said news of the crash was a great shock to the whole Ciskei.



211 DD

22/8/07

The officer commanding the Cathcart police station, Warrant Officer R H Deere, confirmed 24 people had been killed. Thirty-five of the injured had been taken to Cathcart Hospital and 13 to Fort Beaufort

"Four of those admitted to Cathcart were later discharged," W/O Deere said

He said police were experiencing considerable difficulty in identifying those killed in the accident, but he believed most of the people in the bus came from the Middledrift area

"We do not know the identity of those killed and have asked the miners' recruiting cor-

"We are heartbroken that so many people have been killed in one accident," Mr Somtunzi said

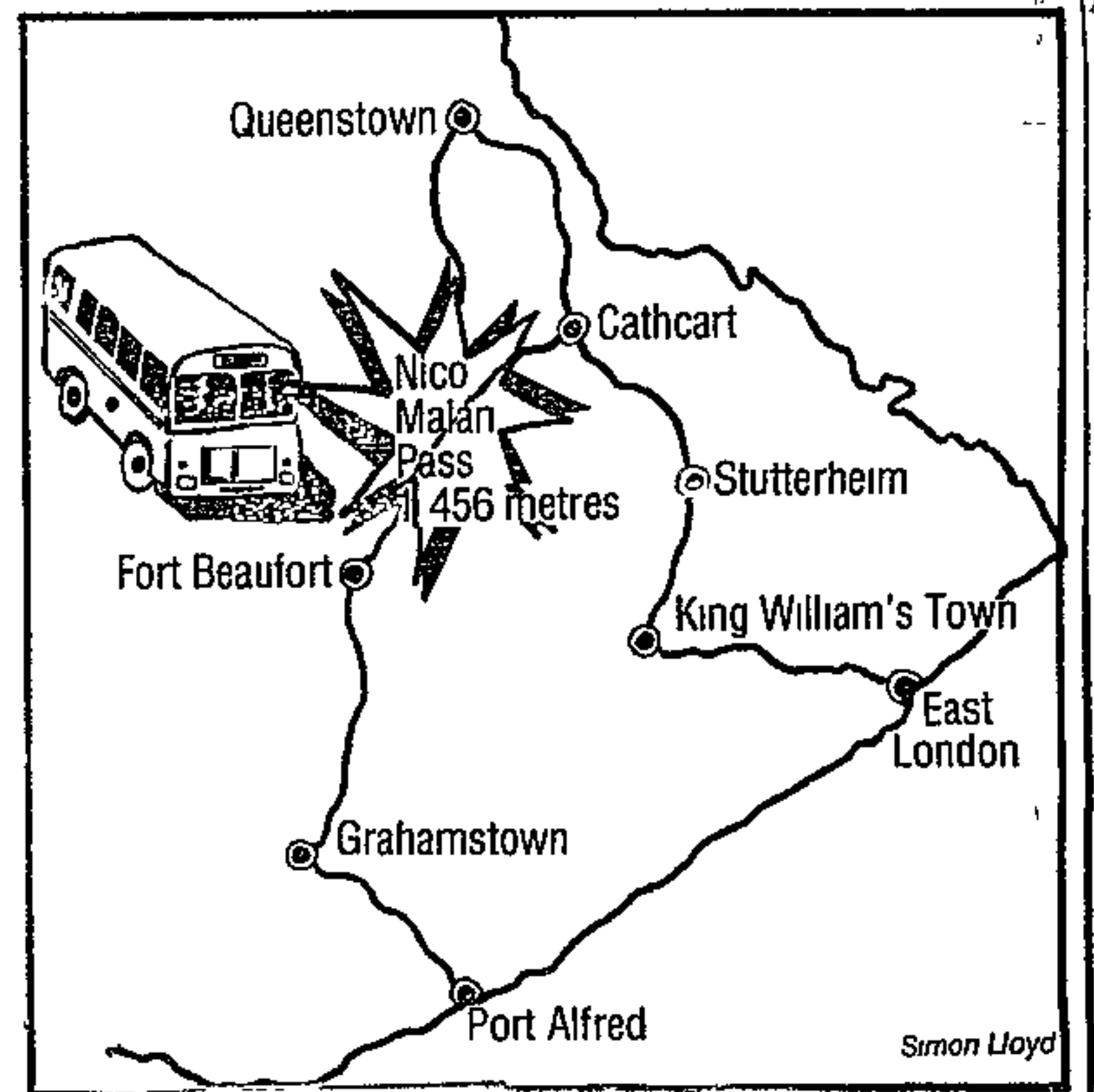
"The Ciskei Government offers condolences to the next-of-kin of the deceased and those injured"

In a message of sympathy to the families, the managing director of Free State Consolidated Gold Mines, Mr Lionel Hewitt, said "We deeply regret the loss of life and hope that those injured will make a speedy recovery"

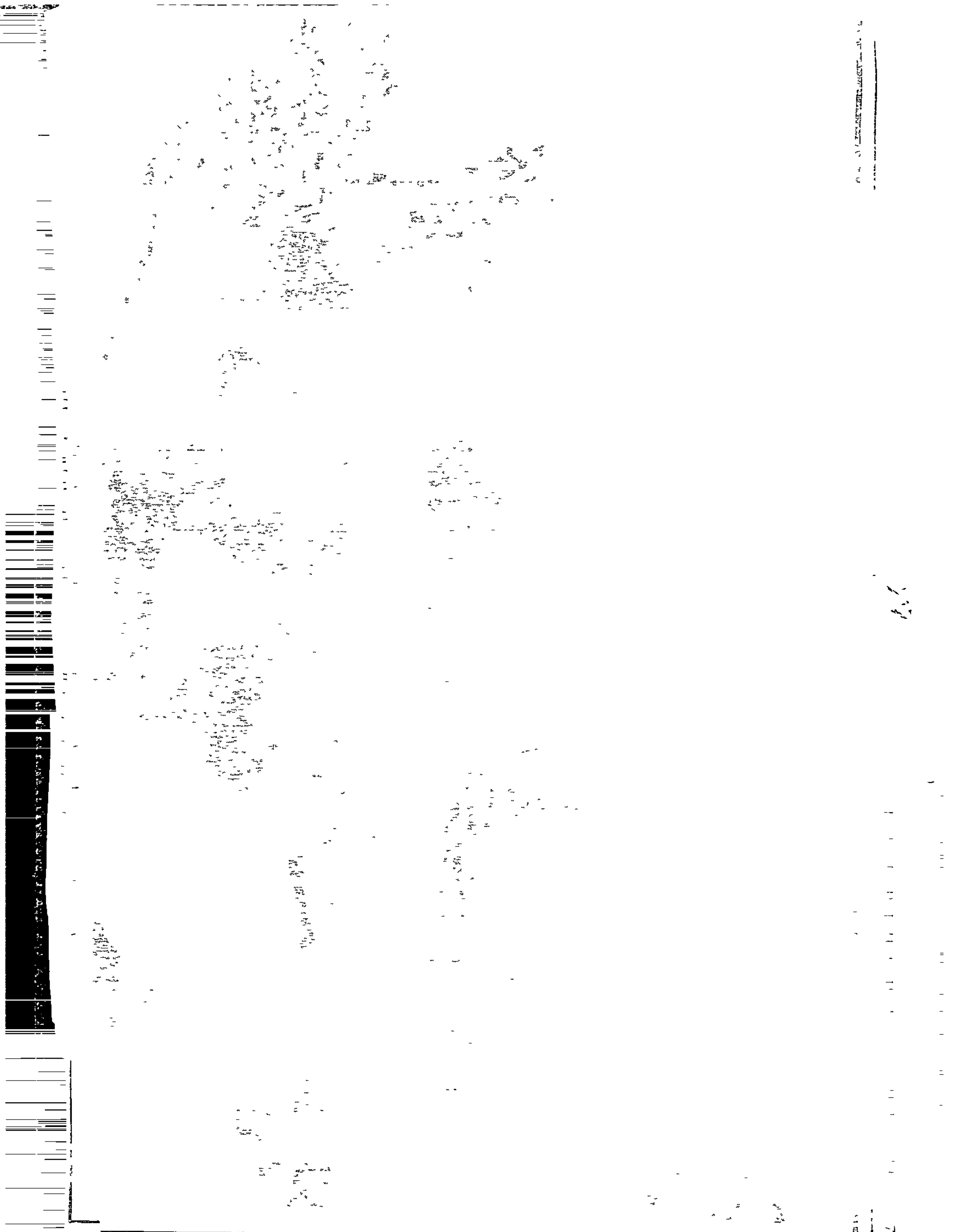
The National Union of Mineworkers also expressed its condolences and said it would send officials to Ciskei to see what assistance could be rendered

Above: Passengers' possessions he scattered on the roadside as rescue workers tend to the injured. Right: The site of the crash in the Nico Malan Pass.

Reports by
GARY CROMHOUT
SIMON LLOYD
CHARLES BENINGFIELD
TED HOLLIDAY
More pictures on page 7



1.1



EAST LONDON — Rescue teams and volunteer workers who raced to the scene of the horror bus accident were praised for their swift action in assisting and transporting the injured

One seriously injured victim, hanging upside down by his ankle which was caught in a mass of blood-stained steel, was one of the first to be freed. The rescue team used the "jaws of life"

A total of eight ambulances and a Queenstown rescue vehicle arrived at the scene. The Cathcart Fire Depart-

Death crash rescuers praised for swift action

ment was called in to clear the diesel spillage from the road

A grader, brought from Cathcart, was used to clear the bus from the road

A spokesman said members of the public were extremely help-

ful. Two local farmers, Mr Glen Cotterell and Mr Chris Purdon, assisted with using their Citizen Band radios

The Seymour Clinic nurses were praised for their job in assisting the injured

The first of the in-

jured arrived at hospital at 2.15 pm, the Deputy Medical Superintendent of Frere Hospital, Dr Ben Hall, said. The two patients were suffering from head injuries and were X-rayed. He said they would be kept at the hospital overnight for observation.

Last night he said it was expected that at least nine more patients would arrive, but added that they could only accept the worst of the injured

Mr Glen Cotterell, of the farm Eilerslie which is situated near the scene of the acci-

dent, described the scene as horrific

"There were dead bodies and injured people everywhere, it was very gruesome," he said

Mr Cotterell said he used his CB radio to ob-

tain a civil defence radio contact to Queenstown

He said he radioed civil defence when one of his staff members told him about the accident

"Civil defence were on the scene very quickly, helping with the transport of the injured and the removal of the dead bodies," he said

He said that there had been a few accidents on the Nico Malan pass in previous years, but yesterday's was the worst in mem-



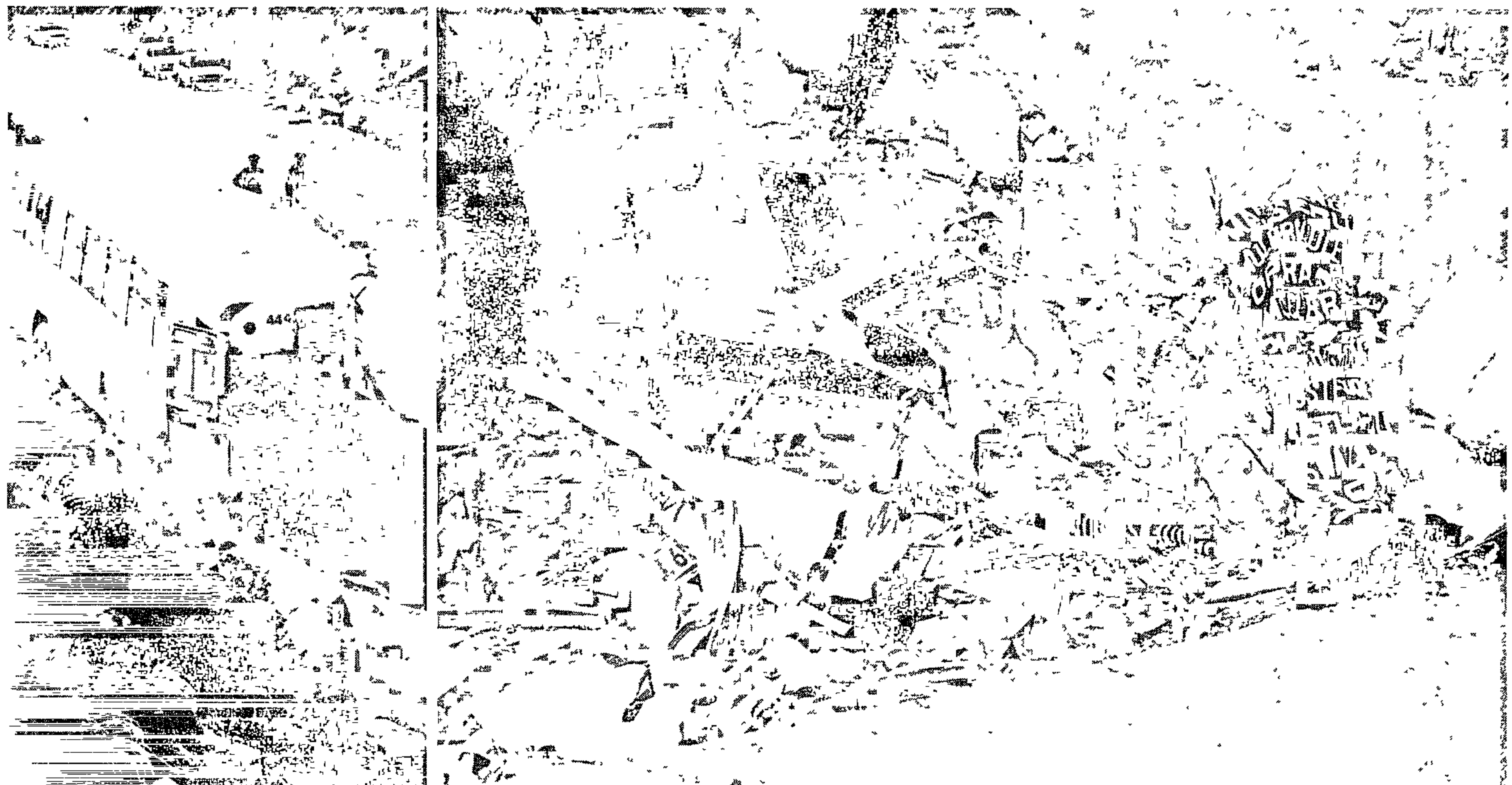
Frere Hospital staff come to the aid of one of the injured.



Senior Traffic Inspector Grobbelaar holds the identity card of one of the people who died



One of the injured pictured on arrival at Frere Hospital, East London



The section of cliff-face (arrowed, left) shows where the bus first left the road and smashed into the rock-face before coming to a standstill on the opposite side of the road. The photograph on the right shows the section which is arrowed

By CAS St LEGER

MINE managements are following a tougher line after the fortnight-long strike of up to 340 000 miners.

"Managements are willing to go all out to see that the strike does not spread," said National Union of Mineworkers (NUM) information officer Marcel Golding.

Since the inception of the strike, managements have been trying to utilise a range of tactics to force workers back; now they are using the lockout as part of the strategy to break the strike.

"The NUM will not accept lockouts. The strike will continue. The miners are very disciplined and well organised," he said.

On the breakdown of the Anglo-NUM strike talks earlier this week, Mr Golding said the union was still committed to talking.

Anglo American's position was that the NUM was standing firm on its 30-percent wage increase claim, and it has advised the NUM to consider the benefits of the en-

tire employment package.

Anglo's Vaal Reefs No 6 shaft and Western Holdings No 1 have now been closed and about 6 000 men have lost their jobs.

On Friday morning Anglo locked out 16 000 strikers at Vaal Reefs No 9, Saiplaas No 4 and Western Holdings Nos 2 and 3 in the interests of promoting a return to normal production. Workers have been given an ultimatum to resume work by tomorrow.

In a new development, the NUM said complaints had been submitted by stewards that miners in Klerksdorp, Orkney and Welkom were encountering difficulty when trying to withdraw money from banks.

Deaths now total three and there have been 300 injuries and 300 arrests since the strike began on August 9, according to Mr Golding.

The first miner who died was a Trans-Natal Coal non-striker found dead in bed two days after the strike started.

On Thursday this week one man was killed and 20 injured after rubber bullets were fired at a mob of 250 attacking a hostel gate at Goldfields Libanon, and on Friday one of five Transvaal Navigation Colliers' employees admitted to hospital with poisoning died.

Other events this week when strikers still numbered 340 000 (NUM) or up to 230 000 (Chamber of Mines):

NUM determined not to accept 'lockout tactics'

Monday:

● NUM and Anglo began discussing the ending of strike violence.

● The NUM proposed that mine security forces be demobilised and that police should not be called in. The NUM later withdrew from the talks after hearing of 15 miners being injured at Anglo's President Steyn gold mine after police action.

● Amcoal extended its Landau colliery return-to-work deadline.

● A pipeline supplying water to Anglo's Ergo plant at Springs was sabotaged.

● Six-hour sit-down strike at Gencor's Bracken near Evander. The NUM claimed teargas had been fired.

Wednesday:

● 2 000 strikers at Anglo's Vaal Reefs No 6 shaft defied deadline.

● 700 at Amcoal's Landau colliery returned to work.

Thursday:

● Entire workforce of 22 000 at Anglo American's Western Holdings No 1 shaft voted to leave the mine in solidarity with the dismissal of 4 000. NUM general secretary Cyril Ramaphosa said strikers had elected to be dismissed.

● JCI and Gencor set deadlines and the NUM said 24 000 at Gencor's Evander gold mine had been given dismissal ultimatum. About 4 000 returned at Evander. The NUM said 2 000 strikers were told to accept the

Chamber's wage offer or be paid off at Anglo's Vaal Reefs No 6 shaft. Only 27 agreed to accept the Chamber's offer; others went home.

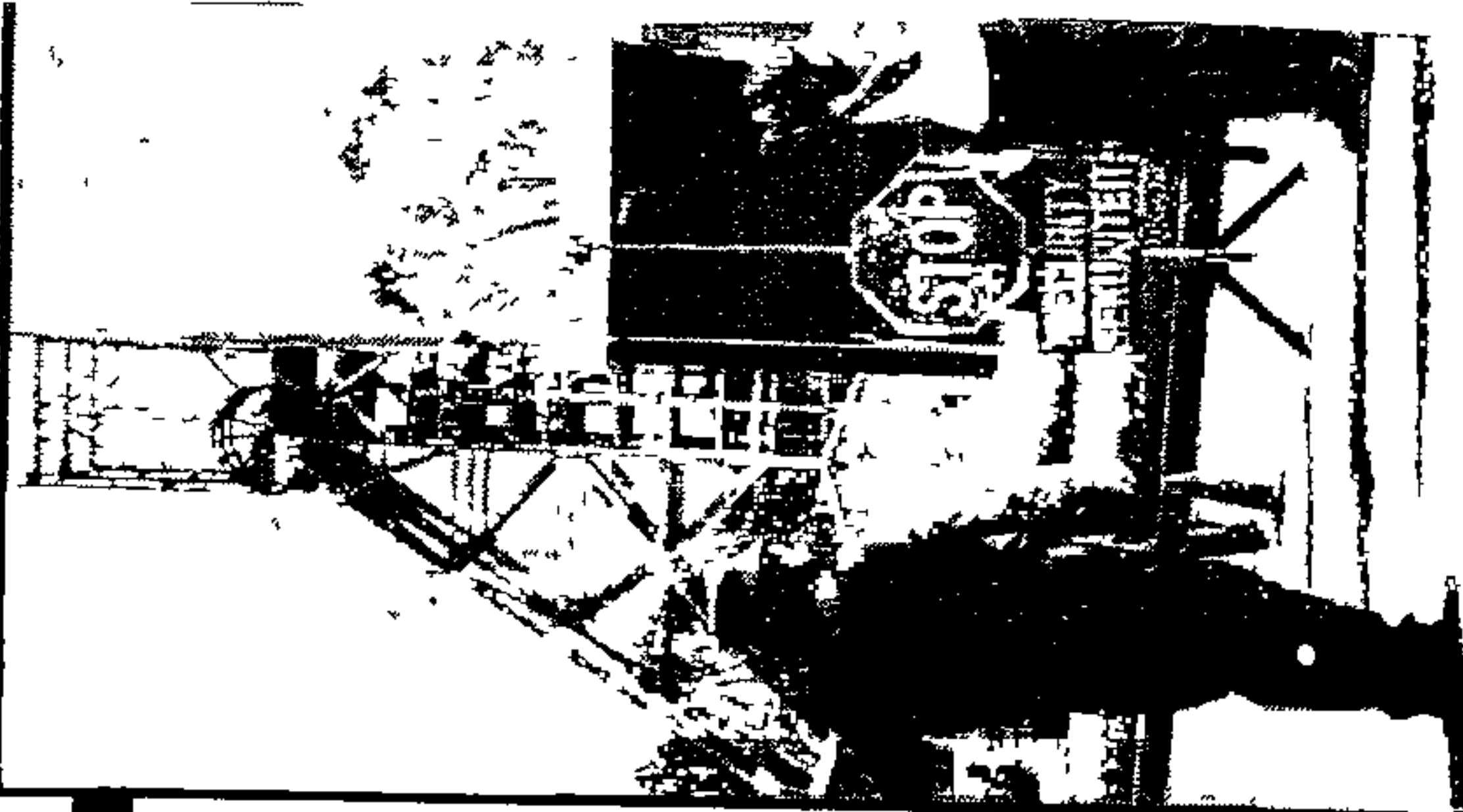
Friday: ● 2 900 strikers at Amcoal's Springfield and New Denmark locked out and given until tomorrow to return to work.

● 3 000 at Randfontein Estates declined to meet management's deadline. Strike continued at Western Holdings.

● Strikers facing return-to-work ultimatums numbered 38 000 at Anglo American, Gencor and JCI mines. Anglo fired 4 000 from Western Holdings No 1 shaft; a deadline of tomorrow was extended to 16 000 at Vaal Reefs No 9, Western Holdings Nos 2 and 3 and Saalpiats No 4.

This weekend:

● 1 000 at JCI's Randfontein Cooke 3 had their contracts terminated after the lockout. About 1 040 workers went back at Cooke Nos 1, 2 and 3 shafts.



All quiet at the entrance to Anglo's Western Holdings No 6 shaft

Handwritten notes in the left margin: a circled '211', a circled 'A', and the date '5 June 23/8/87'.

Write to Box 61682 Marshalltown 2107

Send owners down mines

Now that the gold mines stake appears to be continuing and consolidating, don't you feel that it would be a good idea for the many owners of shares in these mines, who have seen their value appreciate many times over the last few months, to do something to safeguard their investment?

They should offer to go down the mines and dig up the goldbearing ore in order to make sure that production of South Africa's and their own security is maintained

After all, it only means getting up at about 5 am — perhaps a little chilly at the moment — going down into the bowels of the earth to a depth of about 4-6 kilometres — stomping around in the mud and damp for a few hours

They could even sleep in the mine compounds provided



and food would even be prepared for them. The really big shareholders could be made temporary shift bosses, and allowed to light the dynamite as a special treat

Dr N Saks

Sandton

slow
25/8/87
211
211

Ultimatums are being ignored

30 000 miners dismissed as strike goes on

28/8/87 B/Day

211

ALAN FINE

THE total number of miners dismissed in the 18-day-old strike neared the 30 000 mark yesterday with Anglo American and JCI paying off about 19 000 National Union of Mineworkers (NUM) members who ignored ultimatums to return to work.

As well, more than 20 000 face dismissal if they fail to return to work today or, in the case of Anglo's Freddie's No 7 shaft, on Saturday.

About 10 500 had been dismissed before yesterday. So far, according to Anglo figures, about 9 300 workers have met the ultimatums.

An Anglo spokesman said the question of re-employing dismissed workers was still being discussed. Some mines were recruiting labour on short-term and others on longer-term contracts.

The NUM met yesterday with management of three of Gencor's Evander region mines to discuss threats of disciplinary warnings made last week. The company said management was still considering the matter.

Of the significantly hit groups, only Gencor has not given warnings of dismissal. Gold and Uranium CE Bruce Evans declined to say whether any were envisaged.

COSATU yesterday warned the Chamber of Mines it may call a general strike if mass dismissals on strike-hit mines continued.

Cosatu general secretary Jay Naidoo announced several measures to pressure the chamber into accepting the NUM wage demands. He said a "black-ing action" by affiliate unions would be waged against firms supplying mining houses.

Cosatu also intended to marshal support from international organisations to launch a campaign to boycott foreign sales of SA gold and coal.

No action has been taken against 4 000 Rand Mines striking employees at the Douglas colliery complex.

A JCI spokesman said a number of miners at the Randfontein Estates mine had returned to work. However, more than 2 000 had been dismissed up until yesterday, while the deadline at the Cooke No 2 shaft expires today.

An Anglo spokesman said 7 000 workers at the Western Holdings No 2 and 3 shafts, the entire complement, were dismissed yesterday. About 6 000 of the 7 500 at the Western Deep Levels No 3 shaft were dismissed, while the remain-

● To Page 2 →

30 000 miners have been dismissed

1211 ←

28/8/87
From Page 1
HSA

der resumed work. Anglo said about 3 000 strikers at Western Deep Levels No 3 shaft, who staged an underground sit-in apparently in protest against the dismissals, voluntarily returned to the surface late in the afternoon.

The spokesman said 2 350 miners at Vaal Reefs No 2 and 5 shafts were dismissed while about 3 800 returned to work.

And 2 900 at New Denmark and Springfield were also paid off.

Ultimatums for strikers at another Vaal Reefs shaft, Free State Geduld and

Ergo have been given for today.

An Anglo spokesman said the sequence of ultimatums was based on such factors as economy, safety and the prevalence of violence. Another statement issued after the NUM's rejection of the latest Chamber of Mines offer said: "We will now concentrate all our efforts on returning our mines to full production."

NUM spokesmen could not be reached for comment.

B/Day

6/10/87
28/1/87
211

NUM running out of cards to play

WITH the National Union of Mineworkers' rejection of the latest Chamber of Mines offer on conditions of employment and the start of mass dismissals, the 18-day-old strike has reached both a critical and a curious stage.

The curiosity is that the strike is hardly over rands and cents any longer. Rather it is now a matter of raw power.

When the Chamber made its offer of improved holiday pay and death benefits, the union asked that the 1,7% of wage costs the offer represented be added instead to wages. The employers refused.

While the NUM did not actually say such a move would mean immediate settlement, it seems it would be, at most, a hair's breadth from it.

The union has reduced its demand to 27% and said this figure is still negotiable. The proposed (and rejected) deal would take the increase for most category 1 workers — the lowest paid — to 25.1%. And as things stand, it is difficult to see the NUM turning such an offer down.

The catch is that the Chamber has no intention of offering it — although there is talk that employer negotiators have expressed surprise at how little effort the NUM put into pressuring them on this score at Tuesday's talks. Both the NUM and the Chamber

ALAN FINE

have painted themselves into corners by making improvements in the wage offer the main point of the dispute. And whoever gives way will be perceived as having "lost".

For employers, the hoped-for surge back to work has not materialised to any significant extent. And the mines affected seem to be feeling the pinch. Their only way out is mass dismissals.

This would hardly be a satisfactory outcome. If it is seen as a short-term tactic to provoke a return to work, and the dismissed workers then take up offers of re-employment, they will be faced with an embittered and unco-operative workforce. Alternatively, the cost of replacing and training large sections of the workforce



STRIKE SPREADS

□ **HOLDING OUT . . .** a miner on strike raises a fist of defiance

would be astronomical. The employers, particularly Anglo American and Gencor, have to weigh up these costs against a settlement which could well not cost them a cent more than is on the table right now. But weighing against settlement is the largely unquantifiable cost

Gold Fields would naturally have increased the union's muscle. However, black unionism — in the mining industry more so than any other sector — faces the disadvantage of the presence of a small but skilled group — the white worker — which never joins its struggles and helps keep production rolling, if at lower levels. This is the biggest irony of the strike. Job reservation legislation was repealed in Parliament on its first day — the severest political defeat for white miners since 1922. Yet they have apparently pitched in and kept production at tolerable levels for nearly three weeks for the employers who have lobbied for years for the end of their privileged and protected status. It will be years before black miners have moved into skilled jobs in sufficient numbers to make a difference. It remains to be seen how much effective support strike-weary members of other Cosatu affiliates will be able to lend to the strike if mass dismissals go ahead. There is also the possibility of Industrial Court action, the outcome of which is uncertain. But apart from holding firm (and there is talk the union is not unanimous on the advisability of this) and hoping employers come round to seeing it the union's way, the NUM has few other cards to play.

COMPANIES

Miners' strike is expected to affect Amic's results

28/8/87
211
B/day

WHILE Amic (Anglo American Industrial Corporation) has increased its interim earnings by 31%, directors Graham Boustred and Leslie Boyd warn the miners' strike will have an adverse impact on the results of Amic subsidiaries and associates which serve the mining industry.

They cannot quantify this impact but expect that Amic's earnings for the full year to December will show an improvement on those for 1986, although the rate of growth is expected to slacken in the second half.

The interim dividend has been increased to 65c a share (55c).

Export markets and certain sectors of the domestic economy perform better than was anticipated at the beginning of this year so contributing to the rise in earnings to 253c a share for the six months to June. This compares with 193c at the same time last year.

Amic's attributable earnings increased by 37,5% to R132m (R96m).

ADAM PAYNE

Trading profit rose to R212m (R180m) and income from associated companies increased to R63m (R44m).

Interest earned amounted to R51m (R28m) while interest paid and finance lease charges increased to R91m (R79m).

Tax was R52m (R35m) leaving after-tax profits of R186m (R139m).

Mondi Paper and Boart companies made increased contributions to group earnings while Scaw continued to earn satisfactory profits.

Highveld Steel recorded slightly lower earnings than in 1986. Amic's major associate, AECL, experienced a successful first half as did all other associates.

The interim rise of 31% in earnings compares with a more impressive jump of 49% for the 1986 year's earnings.

Turnover for the year was 22,6% up at R3,1bn compared with a 15,3% rise over 1986 in turnover for the six months to June at R1,7bn.

Anglo American, miners' union locked in late-night negotiations

19/8/87
Lynn 2/18/87
11/2

Strike; 'end is near'

STAFF REPORTERS and SAPA

The National Union of Mineworkers and an Anglo American Corporation delegation were meeting in a Johannesburg hotel last night for discussions on the 19-day gold and coal mine strike — and it was being confidently predicted that the end of the strike was imminent.

While the meeting was in progress the latest figures showed the number of strikers who have either already lost their jobs or are in danger of doing so had risen to 45 000.

The meeting at the luxury Carlton Hotel was being closely monitored by a contingent of local and foreign reporters, but, at the time of going to press, no information was forthcoming. Originally scheduled to last no more than an hour, the meeting had dragged on until late as both parties were thought to be hammering out the terms of the compromise.

Anglo is the country's biggest gold producer and most of the NUM's membership is on Anglo mines.

LATE FLASH

Early this morning in a joint statement by Anglo American and NUM it was stated the meeting had explored avenues to settle the strike. The statement added: "The contents of the discussions will be referred to the members of NUM and the principals of AAC." A further meeting, said the statement, would be held tomorrow.

Union and Anglo spokesmen not attending the meeting would not comment on the talks, but the dismissal of thousands of strikers by Anglo during the legal strike's course was certain to be on the agenda, an industry observer noted.

Earlier, Anglo said in a statement that more than 12 000 striking miners at three mines administered by the group were being dismissed as the deadlines for their return to work passed.

The deadline for 6 200 strikers at President Steyn's No 2 shaft expired at 8 am yesterday and the strikers were paid off.

At the Free State Geduld No 2 shaft, 4 000 strikers were to be paid off yesterday.

At Freddie's No 7 shaft 2 000 strikers were paid off, Anglo said.

At Western Deep Levels No 2 shaft the deadline for 7 500 strikers expired at 9 pm last night.

This brings the total of miners dismissed since the start of the strike 20 days ago to almost 45 000.

Anglo added that a further 4 200 miners might lose their jobs by Monday.

The Trans-Natal Coal Corporation has reported the death of an employee of the Matla Colliery, near Kriel, yesterday morning.

"The employee was on his way to work when he was murdered by being repeatedly stabbed, before being set alight," the corporation said in a statement.

"He was one of a small number of employees who, despite severe intimidation, did not participate in the strike by the majority of the mine's workforce."

The incident was being investigated by the police. The name of the dead man could not be released until his next of kin had been in-

● TO PAGE 2

Mine deaths may sink strike talks

By CAS St LEGER

TALKS aimed at settling the three-week-old mine-workers' strike could be in the balance after the death of two miners in a clash between strikers and Gencor security guards at the Kinross mine hostel near Evander.

Yesterday the National Union of Mineworkers (NUM) executive was in session on whether to meet a Chamber of Mines delegation.

Breakthrough

The meeting was planned to take place today for what mine management sources hoped would be breakthrough talks.

Mr Johann Liebenberg, the Chamber of Mines industrial relations adviser, said yesterday the incident was a Gencor affair, and he did not believe it would affect the talks with the chamber.

A short statement by Gencor yesterday confirmed that two miners had been killed and 12 injured by mine security when about 200 "multi-painted" strikers trapped hostel employees in an office

and attacked them with pangas. Four mine employees were injured.

On Friday night industry sources were confident that the chamber would come up with an offer on benefits that would see an end to the longest legal strike in South African history.

The strike has so far claimed six lives and seen scores injured, 24 000 miners dismissed and millions of rand in production lost.

Discussions between Anglo American — the major employer affected — and the NUM ended after midnight on Friday with both parties having apparently thrashed out their differences and having agreed to talks today between the chamber and the NUM.

THE contents of this issue of the Sunday Times have been restricted in terms of the emergency regulations.

2-11

~~2-11~~

S. J. Times

28/87

Chamber, NUM in agreement

Longest SA mine strike reaches end

3/18/87 B/Day

2/11

THE costly three-week strike by between 210 000 and 340 000 workers on SA's coal and gold mines ended after the National Union of Mineworkers and the Chamber of Mines reached agreement yesterday.

Workers were scheduled to return to work at the start of last night's shifts, but the chamber said some communication difficulties could be experienced.

The end of the strike was announced by the chamber, which represents the mining employers hit by the strike, after almost four hours of negotiations yesterday at its head office in Johannesburg with the NUM.

The settlement was almost the same as the offer made by the chamber last Tuesday, including improvements to holiday pay and the death benefit scheme. No improvement on the chamber's initial wage increase offer of 15% to 23,4% was agreed on.

It was agreed that the death benefit pay-out would be the equivalent of only three years' wages, rather than the four offered on Tuesday.

The NUM did not wish to support an increase in members' contributions. As a result, the employer contribution to the death benefit scheme will be 55c per R100 wages instead of the 45c proposed on Tuesday.

Business Day Reporters

The question of reinstatement of the almost 50 000 workers dismissed during the strike is to be resolved between the NUM and the individual mining houses.

Immediate comment on this matter was not available.

Addressing a media conference after the settlement, chamber president Naas Steenkamp said the cost of the strike had been high.

He said: "Most tragically, there has been loss of life, and we share in the sorrow of the bereaved families."

He added: "The cost must also be measured in terms of the strains on the worker-management relationship, the strife and tension between strikers and non-strikers, the disturbing incidence of violence, intimidation and murder; the loss of jobs, and the wages sacrificed."

He said the employers had learned during the strike that the union had muscle, organisational capacity, determination and skill. The union, he said, had learned "that the employer can be flexible but can also set the limits and stick to them."

He concluded that the union and em-

● To Page 2



Mine strike took a high toll

employers must now work constructively together for conciliation and a return to normality.

The legal strike — the largest in SA's labour history — was estimated to have cost the industry millions of rands.

Nine miners — including strikers and opponents of the stoppage — have been killed during the strike, and the NUM has put the number of injured at 350 and those arrested at 300, Sapa-AP reports.

The strike was triggered by the breakdown of wage talks between the NUM and the chamber at the end of June.

At its congress earlier this year the NUM gave notice it would demand a 50% increase for its members.

NUM rejected the chamber's offer of wage increases between 15% and 23,4%.

demanding instead 30% which it said the industry could afford in view of increased earnings in the past decade.

Strike ballots were conducted in the first week of August when members voted overwhelmingly in favour of industrial action. Strike issues were to be increased pay, better death benefits, danger pay, and the recognition of June 16 as a paid public holiday.

On August 4 the NUM announced national strike action would occur at 28 gold mines and 18 collieries throughout the country from the night shift of August 9/10.

B/Day 3/18/87

2/11

2/11



● From Page 1

Govt denies delay on miners' money

CAPE TOWN 1/9/87
Political Staff 211

PAYOUTS of foreign funds sent to the National Union of Mineworkers (NUM) during the strike were delayed in some cases because the government had ordered the Reserve Bank to monitor such funds

This was said yesterday by the Minister of Finance, Mr Barend du Plessis, who denied reports that the government had withheld foreign funds to the NUM during the three-week strike, which ended at the weekend

● Our Johannesburg corre-

spondent reports that miners began returning to work on Sunday night and yesterday

Anglo American reported that at shafts where no workers had been dismissed absenteeism was normal

A spokesman for Gencor said there had been about an average 80% turn-out on most affected mines. Two exceptions were the Blinkpan and Matla collieries, where report back meetings were still being held and attendance was low

A Rand Mines spokesman said the return to work by the 4 000

strikers at Douglas Colliery had been gradual

The potential for conflict between Anglo and the NUM over the status of miners dismissed during the strike escalated when the company reiterated that their re-employment was subject to the availability of jobs and acceptable individual work records

The NUM has threatened court action if all are not re-employed

JCI said the position of the 6 000 dismissed from Randfontein Estates would be made known today

ONE TRUCKS 4/9/87
2110

Carriers of Aids to be deported

Own Correspondent

JOHANNESBURG — Foreign workers in SA found to be carrying the Aids virus are to be repatriated, and workers recruited from Central Africa to work in SA are to be tested for the virus before being accepted into the country.

This is the basis of an announcement made in Parliament yesterday by Health Minister Dr Willie van Niekerk, who said steps were being taken to provide legislation to implement these moves.

Dr Van Niekerk said Aids infection had reached "worrying proportions" in Central Africa and the government had offered its help to Malawi — at present the largest source of SA's foreign labour — to prevent the disease spreading there.

Draft measures in terms of SA's health laws, which provided for the identification of any contagious diseases, had already been prepared.

Aliens Act

Home Affairs Director General Mr Gerrie van Zyl said regulations in terms of the Aliens Act, whereby people infected with an "unwanted" disease could be deported, had to be extended. HIV infection is to join cholera and other diseases on the list within the next week, he said.

The measures also provide for the isolation and compulsory treatment of sufferers and carriers of the disease. This was not to quarantine them but to isolate them from other infections, he said.

Infected workers would be isolated to prevent their being infected with other diseases.

The government had considered subjecting all tourists to Aids tests but this was found to be impractical.

Control

Mr Naas Steenkamp, president of the Chamber of Mines, which identified through a major testing programme hundreds of foreign mineworkers carrying the virus, said the mining industry accepted that government had a duty to control the spread of infectious diseases in SA.

He said the chamber and the health authorities had for some time discussed the problem of Aids carriers among mine employees and the desirability of counselling them and retaining them in employment.

Because the mining industry was the only one which had established the extent of the problem in its workforce, it was now being made to appear as if that industry was the only problem area.

The National Union of Mineworkers said the remedy was not repatriation but counselling and medical treatment. The decision to return home was one for the worker, it said.

said he had referred the matter for further investigation.

CAP TIMES 4/9/87 212

Mine deaths, missing list up to 52

JOHANNESBURG — Gencor said yesterday that no further names were available of the 10 people confirmed dead, or information concerning the 52 unconfirmed deaths in the St Helena Gold Mine disaster. Families and next-of-kin of those involved had not been traced. Twelve workers, contracted from an outside company, were missing, presumed dead, mine management discovered. They were probably also in the shaft cage and boosted the unofficial death toll in the accident to 62.

Mines start their own 'pass' system

By STAN MHLONGO

THE pass laws — once called the cornerstone of apartheid — have returned from the grave to haunt West Rand Consolidated Mines employees

The people's frustration started last year when a new mine law was introduced barring any person above the age of 18 from entering the mine without a special permit granted by the mine security.

According to Moeketsi Sekhokoane, 19, to whom the West Rand Consolidated Mine near Krugersdorp, has been his home since birth "growing up and turning 18 made life terrible for me, because it was then that the mine authorities told me I had to carry a 'pass' all the time I was at the mine.

"But something snapped inside me. In the streets it

was the cops who would chase after me like a pack of hungry wolves, for a "stinka" (pass), and in the mine it was the security men — always nagging for a permit. No, this was too much for me," said Sekhokoane.

Sekhokoane said he decided to rebel against the "whole mine system".

"I left the mine and vowed never to kow-tow to the "pass system" used there and because of this, I am a sort of refugee, barred from entering the mines."

The decision that all 18-year-olds should carry permits was introduced in 1986 after the mine management proposed that all persons above 18 should leave the mine.

The people resisted and the authorities were forced to have a change of heart about enforcing this law.

Sekhokoane claimed that there were times when the above 18 restriction was simply ignored by the authorities and men and women were simply not allowed to enter the mine.

Moeketsi is still separated from his parents, "because I don't see why I should bow before this law to carry a special permit, when my forefathers resisted the pass laws in the 1960s".

There is also another aspect of life on the mines that does not go down well with Sekhokoane: the en-

forcement of tribalism.

"There is a trend that they follow at the mines that you have to be registered by a person of your own ethnic group. This is wrong and an attempt to support tribalism," he said.

In a document sanctioned by the mine, people were told that it was an offence to sing, urinate or consume more than the desired quantity of liquor on the mine premises.

What is most disturbing is that the 1 000 people at West Rand Cons. have to share four toilets and two bathrooms.

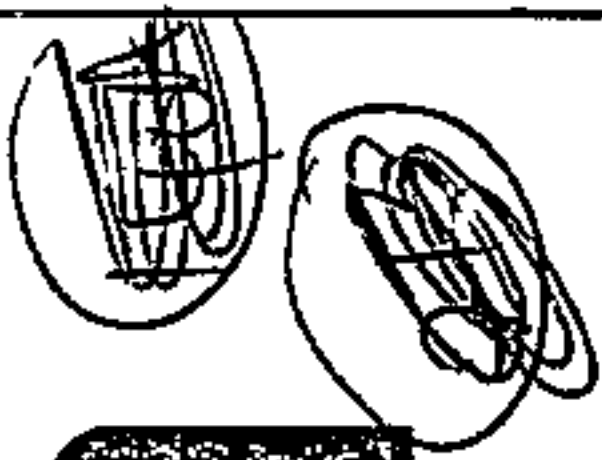


Moeketsi Sekhokoane

Asked for comment, a mine official Rodney Nel, said he did not speak to the Press.

THE NUM STRIKE WAS A LESSON FOR BOTH PARTIES

CP 6/9/8



211

THE three-week National Union of Mineworkers strike is now history an event that will certainly stand out as a milestone in the history of the South African black labour movement. The strike, the longest, costliest and biggest of its kind in South Africa, began on a turbulent note with each side - the NUM and the Chamber of Mines - vowing not to budge an inch from their stated positions.

Among other things, the NUM demanded an across-the-board pay increase of 30 percent for its 360 000 members and recognition of June 16 as a paid holiday. To these demands the chamber registered an unqualified "No".

And that set the stage for the labour showdown of the century between the two giants. Acting from a position of enormous financial strength, the chamber - which is South Africa's biggest foreign money earner - seemed to have relied heavily on the hope or belief that the sheer force of ad and butter

politics would wear the strikers out and compel them to return, cap-in-hand, asking for re-employment.

Another factor which could have influenced the mining magnates to stand firm on their rejection of the workers' demands appears to have been the current high rate of unemployment - particularly in the homelands and neighbouring black states from which the bulk of the mine labour force is recruited.

It would also have been tempting for the mine officials to grossly underestimate the ability of the workers' leadership's assessment of the strike's repercussions and their negotiation skills.

It would not be too far fetched to speculate that, once more, the chamber bosses would have been tempted to resort to thinking that "these

blacks do not know what they want".

It is easy to be obsessed with the idle thought that, after all, the workers were better paid than their predecessors, and that the miners were in the same pay bracket as the average unskilled black workers.

The workers, however, seemed determined to hold out, regardless of the duration and consequences of the strike. The driving force appeared to have been a deep feeling of being exploited, especially as they were largely responsible for the extraction of the country's single most important precious exports - gold and coal.

The workers seemed to have banked heavily on the knowledge that external forces concerned with the economy of the country's mining industry could not afford to have

the strike drag on for too long.

As NUM secretary Cyril Ramaphosa pointed out at the onset of the strike, that it would take up to three months for the mines to replace the strikers from the point of recruitment to the point of engaging recruits in production.

It was doubtful, though, that the mines would prefer sticking to their guns by totally rejecting the demands and preferring instead to fire the workers. That would have been too expensive. It would simply have run into hundreds of millions of rands in lost production.

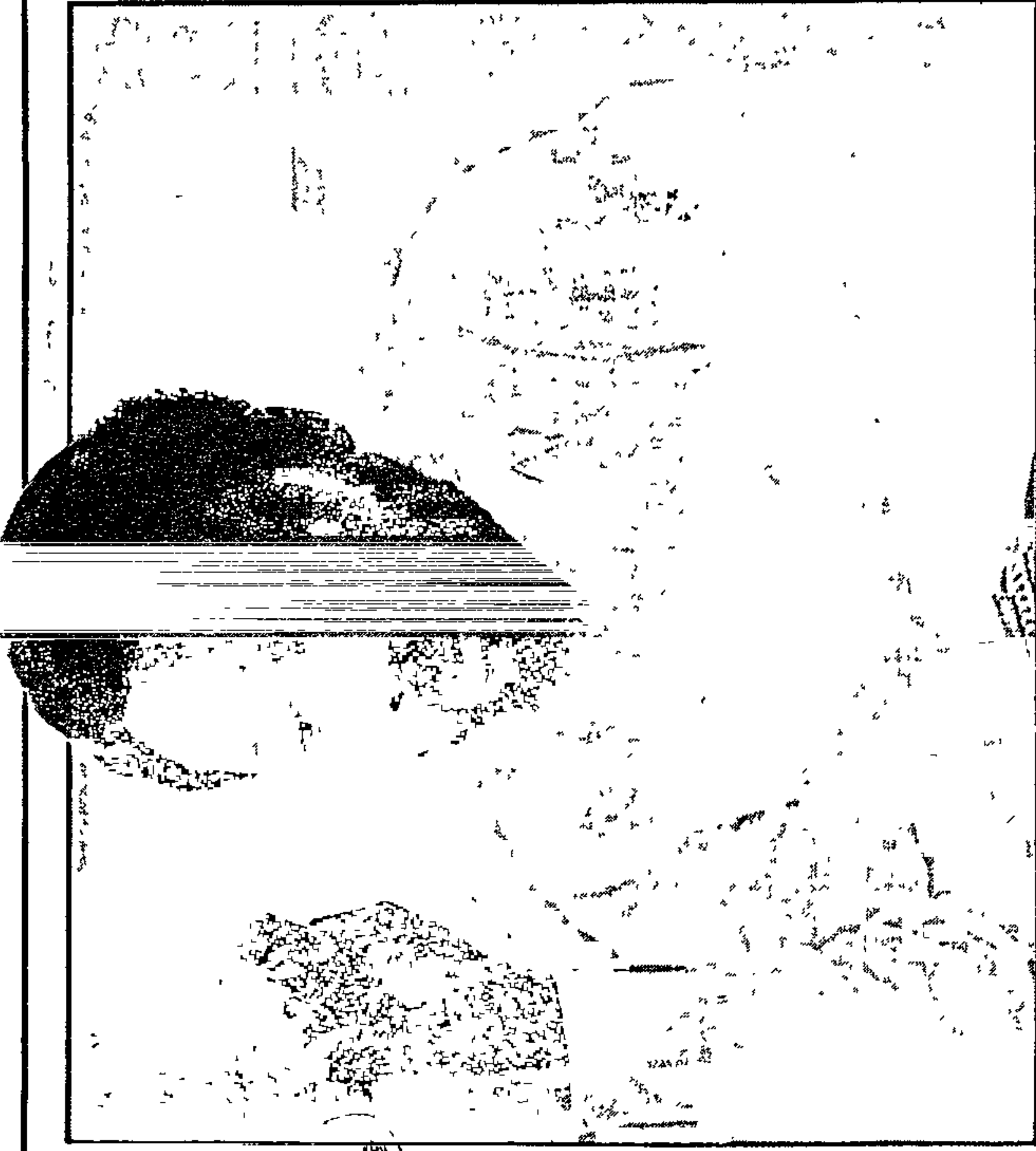
A feature of the initial stage of the strike was the vast distance which divided the two sides as they flexed their muscles, each vowing to last the distance. There appeared to be no middle course "War" was declared.

With time, however, NUM appeared to be piling up points locally as it repeatedly stated that all its members wanted was a living wage.

the strike drag on for too long.

Another factor which earned the union admiration was its diplomatic approach to the deadlock. It always declared itself open to further negotiations. The NUM's modification of its original for a 30 percent across-the-board increase to 27 percent further earned it respect and sympathy from observers and other interested parties.

An apparent high-handed "no-nonsense" approach on the part of the mining houses seemed to have had the effect of turning the chamber into the guilty party. Allegations of mine security brutality and the involvement of



NUM general secretary Cyril Ramaphosa ... now is the time for reflection.

the South African police in the strike also reflected negatively on the chamber.

The NUM received no fewer than 100 messages of support while, as far as could be established, none were received by the chamber. This support for NUM had a moralising effect on the strikers.

The dividing distance between the NUM and the chamber, which seemed to have widened in the first two weeks, appeared to narrow down as the strike entered its third week. This was shortly after the strikers had unconditionally rejected a chamber's offer

which did not adequately address their demands.

Hopes were high as the Anglo-American Corporation - thought to be the most enlightened of the mining houses as well as the most affected by the strike - took the lead in negotiating with the NUM.

Reports from the shop floor and the mines are that the situation is almost back to normal. Although it was not yet known on what terms the NUM strikers had returned to work at the time of going to Press, indications are that, whether to a bigger or smaller extent, the workers' lot has improved as a

determinant

direct result of the strike. Neither party has claimed victory over the other so far.

The NUM strike came, and it is gone. But its impact and magnitude, economically and politically, will not be easily forgotten. The strike must have taught both the bosses and the workers a lesson - that they need each other as co-partners in the production process and in other spheres of the economy.

Gone are the days when employers virtually owned all the factors of production, including labour. Bargaining seems now to be the underlying determinant

Cape Times, Box 1777, Cape Town
to (Friday) a wide range of reporting, comment and

Cape Times
7/9/87

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SA Aids tests for foreign workers

Own Correspondent

ALL foreigners seeking work in South Africa, including those from the US and Europe, will have to be tested for the Aids virus, a Health Department spokesman said yesterday.

Dr George Watermeyer said the legislation, drawn up in its final form and soon to be made law, was not intended to be discriminatory.

It is not clear whether the proposed repatriation of workers will include those from the TBVC countries or the about 800 miners found to be carrying the virus after the Chamber of Mines conducted extensive testing last year.

Dr Watermeyer said details of the government approach would be made public only after the legislation was gazetted.

Government's move on the matter was precipitated by the "international approach" to the problem which included increasingly severe steps to prevent the spread of the virus.

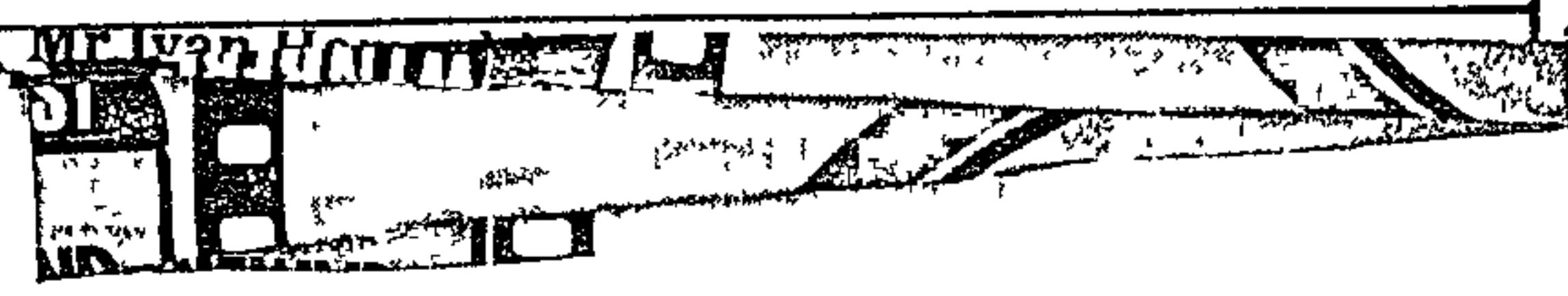
South Africa was not leading the way in repatriating infected foreign workers, Dr Watermeyer said.

And the move was not aimed specifically at the mining industry. All employers with foreign workers would have to test them.

Talks with the Chamber of Mines on the matter had not been a confrontation with government.

While government has put pressure on the mining industry by its directive last year banning labour from Mozambique, no such pressure has so far been exerted regarding Malawian workers.

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211

2 Cape Times, Monday, September 21, 1987

Aids: Repatriation soon to be gazetted

Own Correspondent

JOHANNESBURG — Government legislation to provide for the repatriation of foreign workers infected with the Aids virus is due to be gazetted this week, according to the Department of Home Affairs.

The new regulations will be an amended version of the 1972 Admission of Persons to the Republic Act, which allows for the repatriation of foreigners carrying certain diseases, including cholera.

Aids is to be added to the list.

The measures will affect mostly blacks employed on the mines. About 1 000 miners are known to be carrying the virus and at present the Chamber of Mines is screening all foreign miners.

All foreigners seeking work in South Africa will be screened for the virus, but this will not affect visitors to the Republic.

Details of how the exercise will be carried out and when it is likely to begin have not yet been made public.

The Malawian consul-general in Johannesburg, Mr K E J Nsanja, said it had had no official notification from the government on the move and could not comment on the situation.

Malawians have been identified as the highest proportion of carriers.



COST

22/9/87

24 000

(211)

houses to be built for miners

JOHANNESBURG — Anglo American yesterday announced a major reform to the migrant labour system with the proposed construction of 24 000 low-cost homes over the next three years for black workers and their families.

The Transvaal gold and uranium division's managing director, Mr Theo Pretorius, told journalists on a visit to the Western Deep Levels mine the group had purchased land for the purpose near mines or in the black townships adjacent to Carletonville, Orkney, Welkom and Odendaalsrus

The mine villages would be constructed by developers according to plans supplied by the group. Prospective home owners would be put in touch with building societies and could choose from a variety of designs, depending on what they could afford.

A number of show houses had already been built.

At present family housing is available only to a small number of senior, skilled black mine employees.

Houses would cost from R20 000 upwards. Bonds would be subsidised by the group and provided at 5% interest. — Sapa

Cape Times 23/9/87
Wage agreement 211

JOHANNESBURG — De Beers Consolidated Mines and the National Union of Mineworkers have reached agreement on wages. A statement from Anglo American yesterday said improvements in service increments, shift allowances and sick leave benefits had also been agreed on. The agreement applies to some 9 000 employees.

CAPE TIMES 23/9/87 (211)

Family housing for black miners

Own Correspondent

JOHANNESBURG. — Four more mining groups yesterday indicated they had initiated plans for family housing units for black employees.

This follows Monday's announcement by Anglo American that 24 000 homes would be built at four locations in the next three years.

JCI personnel division GM Barry Louw said the group was planning a similar scheme.

The company was negotiating the purchase of land near Randfontein, and had entered into surety agreements with a number of building societies and the Standard Bank.

He said it was too early to give further details. Rand Mines appears to be taking a more "hands-off" approach.

Initial moves are being made by its coal division, particularly its open cast mines which employ relatively small numbers of skilled workers.

Gencor said yesterday it is actively investigating methods of providing family housing on a larger scale, but it was too early to make an announcement.

Anglovaal, too, said it was working on a housing scheme aimed at lower paid employees, but no further details could be made available at this stage.

A Gold Fields spokesman said the group did not have any such project.

The NUM, which called for the dismantling of the migrant labour and hostel system at its annual conference last March, was yesterday formulating a response to these developments.

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Did a baby die for a mine ID card?

By SEFAKO NYAKA

A MONTH after the birth of her daughter in the tiny village of Willowvale in the Transkei, Nomthunzi Hlakaza set off to the West Rand Consolidated Mines (West Cons) in the West Rand to show the baby to its father.

But before the father, Mthetheleli Hlakaza, could see little Nozipho she lay dead in her mother's arms — a victim of the mine's "permit system".

According to a family representative the mother and baby were refused permission to enter the mine village because of company rules which state that workers have to apply for permission to receive visitors 14 days before the visitors actually arrive.

Pleas from concerned workers, and

the taxi driver who brought Nomthunzi to the mine, that the baby was ill and needed urgent medical attention fell on deaf ears.

But a representative of the Gencor-owned mine, Harry Hill denied that the baby's death was a result of the mine's "permit system".

Little Nozipho's death comes about two months after mine management introduced a stringent "ID card system" on the mine.

All workers at the mine and their children over 18 are required to produce the ID card on demand.

According to a resident of the village, 1 000 people in the family

houses share four bucket system communal toilets and two bathrooms.

West Cons representative Beverly Jordt said the carrying of ID documents on the premises of business and industrial undertakings is a widely accepted practice internationally, and the gold mining industry is no exception.

Fewer than 400 people stay in the married quarters, she said, "and the number of facilities are way in excess of those stated".

Asked to give an exact number of toilets and bathrooms Jordt said "We don't have the exact number. We will have to go out to the mine to determine how many toilets or bathrooms there are."

W/ Mail 18-24/9/87 (211)

Homes-for-miners scheme slammed

25/9/87

THE National Union of Mineworkers (NUM) yesterday criticised the mining industry for failing to negotiate with the union on the implementation of housing schemes for black workers and their families

Earlier this week Anglo American announced plans for the construction of 24 000 homes, while Rand Mines, Gencor, JCI and Anglovaal said they, too, had embarked on housing projects

The NUM called for the dismantling of the migrant labour and hostel

ALAN FINE (211) benefit Anglo need not have meekly accepted the government ruling," said Golding

system at its annual conference last March

NUM assistant general secretary Marcel Golding also criticised the exclusion of foreign migrants from the schemes. Government has turned down a request from Anglo that the families of foreigners be permitted to settle in SA

"Foreign workers have made an important contribution to the mining industry in SA and are entitled to this

benefit Anglo need not have meekly accepted the government ruling," said Golding

He also said the figure of 24 000 houses was insignificant compared to the 180 000-strong Anglo workforce, and this did not benefit colliery employees

Golding said the provision of site-and-service schemes, together with training in building skills for prospective homeowners, would be a more appropriate approach, given the size of the problem

211 (circled) (circled) (circled)

LONDON — A new survey released yesterday has found that two-thirds of black South African coal miners do not want sanctions

The survey was carried out among 1 004 coal miners in SA in June and July this year

It was commissioned by the German Africa Foundation (GAF) in Bonn, carried out by the IMS Institute in Johannesburg and evaluated by Emnid Institute in West Germany

While the abridged version of the findings gives no indication that the survey was carried out exclusively among black miners, Robert Swain of the office of the SA coal industry in London said the full version made this clear

GAF President Karl-Heinz Hornhues said the survey was commissioned after a debate on coal sanctions against SA in the Bundestag

In the debate, sanctions proponents had claimed opinion polls would show that most blacks were prepared to accept sanctions and the related sacrifices

Hornhues said "For those who regard sanctions as the 'magic cure' with which to end apartheid, the findings might give rise to a rethink, a reassessment of their position on the matter. The argument that blacks accept

Sanctions out, say SA miners

MIKE ROBERTSON

sanctions and are prepared to bear the resulting sacrifices can no longer be advanced in this form"

Other findings in the survey were that One-third of those interviewed would support sanctions if they were to finally lead to the downfall of the SA government,

If sanctions were to lead to the fall of the SA government, but also to a loss of jobs, only 26% of coal miners would support them,

A total of 79% of those interviewed felt sanctions would mean the risk of losing their jobs

Only one-third of those interviewed were familiar with the term sanctions

The survey also found that 72% were in favour of a system of government in which blacks, whites and other groups shared power on an equal-rights basis, and the same percentage rejected violence as a means of bringing about that government

David N...

Survey: majority of black miners reject sanctions against SA

LONDON — A new survey has found that two-thirds of black South African coal miners do not want sanctions

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Mr Hornhues said "For those who regard sanctions as the 'magic cure' with which to end apartheid, the findings might give rise to a rethink, a re-assessment of their position on the matter

"The argument that blacks accept sanctions and are prepared to bear the resulting sacrifices can no longer be advanced in this form"

Other findings in the survey were that

- One-third of those interviewed would support sanctions if they were to finally lead to the downfall of the South African Government,

- If sanctions were to lead to the fall of the government, but also to a loss of jobs, only 26 per cent of coal miners would support them,

- A total of 79 per cent of those interviewed felt sanctions would mean the risk of losing their jobs

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The survey also found that 72 per cent were in favour of a system of government in which blacks, whites and other groups shared power on an equal-rights basis, and the same percentage rejected violence as a means of bringing about that government

Editorial opinion P12

27/9/82
211 AD

Letters to the Editor

What black miner wants

I read JCI chairman Mr Murray Hofmeyr's report attacking the Government (The Star, September 15). Although I agree with what he said, he does, however, remind me of being just another industrialist who is of the opinion everything, every facet of the working man's life revolves around politics and apartheid.

I am one of those soldiers who helped liberate Ethiopia. They got their one man, one vote, but this has not proved to be the ultimate for them in life. Go there today and the ordinary Ethiopian will tell you to keep your equal rights, your one man, one vote but give him a full stomach in exchange.

As for the South African black mine labourer, he has one man, one vote in his own country; he is not politics-mad, he is only being used by politicians.

What he really wants is

- (1) Better and safer working conditions.
 - (2) For his hazardous, arduous job he wants better pay.
 - (3) He wants to be adequately compensated when he does up a chest illness that is mine related. He does not want to be told, after being in a dusty occupation for approximately 10 years, ie percussion machine operator, that he now suffers from asthma, and not phthisis.
 - (4) He also knows that his heart-ailment is due to physical stress and strain as a result of the unnatural conditions he works under.
 - (5) He is also looking for a leader in his work environment who will discuss his problems with him on the job — a leader he can look-up to.
 - (6) He is also looking for a personnel manager (not an office sitting clerk) there underground listening to his complaints and to give such complaints the necessary attention rather than sort out housing problems.
 - (7) He also needs a hard hat that will give him adequate protection in the event of being exposed to a methane explosion — not a hat like those nylon products that melt into your skull under fiery conditions.
 - (8) He wants to wear under very hot humid conditions:
A light, comfortable safety belt not (i) A safety belt that is heavy (weight approx 2½ kg) with webbing unpadded, 3" wide, equipped with a heavy D-ring, heavy buckle and heavy chain. (ii) He wants an over-all or work-wear that breathes, not the cheapest non-breathing apparel the buyer can possibly lay his hands on (iii) He needs comfortable soft socks to wear with his heavy clumsy boots.
 - (9) If he belongs to a certain group, or clan or nation he wants a person in charge who has his finger on the pulse — someone who knows a faction clash is imminent, and such staff to give him the necessary protection if such a clash appears inevitable.
 - (10) He needs care and medication in his homeland once he has retired from the mines. He wants these facilities in the remotest areas. He cannot walk 100 km to get to a clinic or hospital.
- All this is also part of the process of change being looked for — not only politics.

E Watermeyer

Springs

who ambushed his chauffeur-driven car in Montevideo in 1971

Cap. T.M.S. 3/10/87 (21)
NUM's recognition fight

JOHANNESBURG — The withdrawal by Anglo American's President Brand Free State mine of its recognition of the National Union of Mineworkers would be contested by the union, the NUM said in a statement yesterday. Anglo American said in a statement it had withdrawn recognition at the mine in response to an attack by miners on team leaders who worked through the recent strike.

resident insurance Company for injuries she received in a car accident.

CALL T-76 10/10/87 (12)

Aids regulations delayed *21*

PRETORIA. — Regulations providing for the repatriation of foreign workers found to be carrying the Aids virus would not be published in this week's Government Gazette, a spokesman for the Department of Home Affairs said yesterday. The regulations were due to be published two weeks ago but were delayed.

20 000 new jobs in mines group

JOHANNESBURG — The Rand Mines Group is engaged in a R2-billion expansion programme that will create over 20 000 new jobs, the chief executive of Barlow Rand, Mr Warren Clewlow, said at the official opening of the new R250-million number 4 shaft complex at the Harmony Gold Mine.

This is one of several new mining developments being tackled by Rand Mines, the mining arm of Barlow Rand.

Mr Clewlow said that, apart from Harmony number 4 shaft complex, the projects current underway in the Rand Mines Group include

The new Barplats platinum mine to be developed near Steelpoort, Transvaal, at a cost of R500-million

The new Barbrook gold mine near Barberton, a R100-million development

The Escom-tied Khutala and Majuba underground coal mines which are costing a total of R800-million to establish.

The R300-million Far East vertical project that will give the ERPM gold mine a 50-year new lease of life.

The R60-million City Deep sand and slime re-treatment plant that Barlow Rand chairman Mike Rosholt will officially open next week

"If you take into ac-

count that the average mine worker has five direct dependants, it becomes clear that the current expansion of the Rand Mines Group is creating a livelihood for at least 100 000 people. This represents a very good investment in the future of South Africa," said Mr Clewlow

● Rand Mines Properties has announced after-tax profits of R19,3-million (155c a share) for the year ended September 30, 26 per cent up on last

year's R15,3-million (123c a share) and 16 per cent ahead of its forecast made at the halfway stage

The final dividend has been increased from 48c to 63c, making a total for the year of 80c (65c)

RMP's total turnover for the year was R104,7-million against R76,4-million while total operating profit of R27,2-million was up 36 per cent on the 1986 figure of R20-million. Taxation rose from R7,2-million to R8,2-million — Sapa

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Labour Update

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MINERS REJECT SANCTIONS

says German funded study

A large majority of black coal miners rejected sanctions, a German poll conducted on the South African mines has revealed.

Of the 1004 coal miners polled, the survey found, 70 percent rejected sanctions while 21 percent supported the measures

Three-quarters of miners polled believed sanctions would hit them hard Above all, mine-workers mentioned the risk of losing their jobs (79 percent), life at home being affected (75) and a decline in wages (74),

according to the survey

Thirty-four percent of coal miners would support sanctions if they would finally lead to the fall of the South African Government, the survey found The number of those supporting sanctions, however, fell to 26 percent if sanctions were to lead to the fall of the Government, but also lead to loss of jobs

Other findings were

• South African coal miners were "largely satisfied" with their working conditions They were, however, "not at all" satisfied with wages,

By LEN MASEKO

- Mineworkers were "insufficiently informed" on positions adopted by the trade unions on sanctions and other issues,
- Seventy-two percent of miners polled sought a government that shared power equally between black and white,
- Seventy-two percent of coal miners rejected violence as a means of bringing about a change of government, and
- A majority of miners believed boycotts of white businesses by

blacks (53 percent) was not the right means to bring about a desired government

The German Africa Foundation, which commissioned the survey, concludes "The findings may give some of those who see sanctions as a miracle cure to abolish apartheid in South Africa a cause to think, to reconsider their own stance

Sacrifices

"In any case, the argument that the majority of the black population accepts

sanctions and is prepared to make the resultant sacrifices can no longer be upheld "

Reacting to the survey findings, National Union of Mineworkers assistant secretary-general Mr Marcel Golding said his union did not see sanctions as an "exclusive issue or part of the multi-pronged political, diplomatic and organisational campaign "

The question of unemployment itself was a "structural issue" generated by the economic policies of the Government, Mr Golding said

Coal exports cut by 7,5m tons

Own Correspondent

JOHANNESBURG — Sanctions imposed by a number of Western countries will reduce SA's coal exports, by between 5m tons and 7,5m tons in 1987, Allen Sealey, Rand Mines coal division chairman says

He tells Witbank Collieries shareholders in his annual review that the full effect of sanctions imposed by the US, Denmark and France was being felt in the current year

"Political sentiment in certain other countries, where formal sanctions have not been implemented has made it extremely difficult for South African exporters to expand their sales. As a result, exports are expected to reduce markedly during the 1987 calendar year to between 38m and 40m tons"

"Unfortunately, one of the major effects of this is the inevitable contraction of the mining operations at the various mines — with employees having to be retrenched. Cutbacks in production were forced upon a number of South African mines," he said

In the Witbank Colliery group 550 workers were laid off at Welgedacht colliery and at Van Dyks Drift 308 employees were retrenched

"Far from encouraging reform, the sanctions campaign has led to a hardening of attitudes in South Africa and the sufferers include the very people who the pro-sanctions campaigners claim to be supporting," Sealey says

A recent opinion survey of Rand Mines employees shows an overwhelming rejection of sanctions, he says

The survey, carried out by an independent overseas organization on a

representative sample of colliery employees, indicated that

● 61% of workers felt sanctions were a bad thing.

● 71% believed sanctions would reduce their earnings and harm their life at home, and

● 80% felt sanctions could result in their losing their jobs

Capl Trusts
10/11/87

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Casualty rate worries mines chief

By Toni Younghusband, Medical Reporter

The annual fatality rate on South African mines has shown no improvement in the past year and has increased drastically on coal mines, Mr C T Fenton, vice-president of the Chamber of Mines, said in Johannesburg yesterday

Addressing the Chamber of Mines mine safety and health congress, he said the fatality rate on coal mines had increased from 0,36/1 000 people employed for the period January to September 1986 to 1,83 for the same period this year

REACHED IMPASSE

"We appear to have reached an impasse in our drive for greater safety. Although the fatality rate of 1,27 for gold mines for the period January to September this year is considerably lower than the rate of 1,53 last year, both rates have been affected by large mine disasters and are a long way off the lowest rate of 1,13 achieved in 1985

"The fatality rate for coal mines has jumped from 0,36 to 1,83 and the rate for other mines has also increased from 0,46 to 0,96. The overall fatality rate for all chamber members for the last nine months was 1,29 — no improvement on the rate of 1,28 the previous year," he said

"It is estimated the mining industry will be spending at least R600 million a year on items related to health and safety in the next few years

● See Page 15.

Medical Reporter

The mining industry should adopt a professional approach to the rehabilitation of the disabled miner

Being disabled did not mean that a miner was unable to perform his duty, said Dr B R Glover, said the Assistant Superintendent of Western Deep Levels Hospital

Speaking at the Chamber of Mines' Mine Safety and Health Congress in Johannesburg, Dr Glover outlined the mining industry's responsibility towards the rehabilitation of miners injured during employment

He said miners could be rehabilitated to enable them to return to their former jobs, or to take on new responsibilities

"Patients are trained best in simulated underground conditions, or at the mine itself. Here they learn to overcome the real problems caused by their disabilities

"It is absolutely essential that the disabled miner is trained or retrained. It builds up his self-confidence and over-

New look at the disabled worker

comes his handicap

"Disabled miners should not be given sheltered employment. They need to prove their worth as employees, and must therefore learn to work with their handicap and be measured by their ability to do the job"

If a rehabilitated disabled man returned to work as a fully-fledged employee he would not lose his financial disability compensation, Dr Glover pointed out

He said the fact that a man was rehabilitated and was working again had no effect on his compensation. Compensation

should not be a counter-incentive to rehabilitation

Dr J R Boule, of the Spinal Unit at Rand Mutual Hospital, said it was not only the miner who was upset by his injury, but his family

He said the Chamber of Mines now included the man's wife or nearest relative in his rehabilitation programme

Dr Boule said it was also the mine's duty to assist the disabled employee if he wanted to return home

"They have, after all, offered us the ultimate in service"

Dr Boule said a common misconception in the mining industry was that if disabled miners returned to work it would cost the mine a lot of money for modifications, such as the widening of doors and the building of ramps for wheelchairs

"The whole emphasis must be not on changing the environment to suit the patient, but on teaching the patient to cope with his environment"

Doctor urges all-in health care on mines

By Toni Younghusband, Medical Reporter

The mining industry is in need of a unified medical service to cater for all mineworkers and their families, the chief neurosurgeon at the Rand Mutual Hospital, Dr V J R Farrell, said in Johannesburg yesterday

Addressing the Chamber of Mines' two-day Mine Safety and Health Congress, Dr Farrell said the mining industry would need to deal with the medical needs of miners' dependants as well as with miners' themselves

"We shall have to address gynaecology, paediatrics and obstetrics as well as the usual miners' injuries," Dr Farrell said

Discussing the role of the Rand Mutual Hospital in the mining industry, Dr Farrell outlined the hospital's past contribution to mine safety and health and its present services

The 500-bed Rand Mutual Hospital was offi-

cially opened in Johannesburg in December 1979 at a cost of R13 million. In five years, the average daily bed occupancy rose from 310 to 541. At times as many as 700 patients had been treated at the hospital on one day

The hospital's six theatres also had to cope with an increased workload — in 1986 6 000 operations were performed at the hospital

By the end of last year, overcrowding at the hospital had reached intolerable levels and the hospital's administration realised the urgent need for extension

These extensions — including an additional 200 beds — will be ready by next year

"This country is beset by unrest and turmoil and the mining medical industry cannot escape unscathed. How we deal with the treatment of our patients and their dependants now will set the pattern for the future," Dr Farrell concluded

D/D 24/11/87

Search on for mine staff (211)

BARBERTON — Work has begun in earnest to recruit the labour force that will be required to bring the new R95-million Barbrook Gold Mine, near Barberton, to production

Barbrook is at present 50/50 owned by Rand Mines and Anglo American

According to mine manager, Mr Nick Fourie, the new mine already has close to 200 people on its payroll — most of them recruited locally

“We will build the work force up to 450 employees next year, following which we will increase steadily to over 1000 people in 1993 — three years after the mine goes into full production at a rate of 25000 tons a month,” Mr Fourie said

The majority of the employees will live in their own or in rented homes in the nearby towns of Barberton and Matsulu (Kangwane)

He said R37,44 or just under 50 per cent of Barbrook's costs of R78 per ton milled will be accounted for by wages, salaries and benefits — most of which will clearly be spent in the local economy.

Of the R95-million required to bring the mine to full production, roughly a third (R30,9-million) is being raised by a rights offer at 100 cents a share.

The offer closes on Friday — the day after Barbrook lists on the Johannesburg Stock Exchange

Barbrook will pay its first dividend in 1991 — Sapa



Union says Anglo's share offer 'stinks'

ARGUS 27/11/87

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The Argus Correspondent in Johannesburg reports

THE National Union of Mineworkers has rejected the Anglo American Corporation's employee share participation scheme

The NUM's general secretary, Mr Cyril Ramaphosa, summed up the union stance "The scheme stinks"

This was the view of union members who had been consulted since details of the scheme were made known to the union, he said. He denied he was told of the scheme before this week.

Blackmail

"As we understand it the scheme is a manoeuvre to ensure that free enterprise is entrenched in a post-apartheid society," Mr Ramaphosa said. "It amounts to political and economic blackmail"

The NUM, the biggest trade union in the country, claims a membership of 270 000, with about 100 000 members employed by Anglo American

He said that based on

meetings in three regions of the union over two days "the immediate reaction is that the scheme must be rejected"

"This initiative is an attempt to undermine the strength of the unions. What the workers are demanding is that they get a living wage and a bigger share of the profits of companies going towards wages. They won't be tricked into a paltry share-ownership scheme"

Five years

The scheme should be seen in the light of NUM's August strike and of the pressure which has been brought against the mining industry, Anglo in particular, by organised workers, Mr Ramaphosa said.

In introducing the scheme Anglo was "Trying to defuse the challenge against its hegemony," he said

In terms of the scheme all Anglo employees who have served two years will be of-

fered five free shares early next year. A similar offer will be made every year thereafter for another four years.

The number of shares offered may change, according to company results because the company will pay for the shares from profits

After five years Anglo will review the scheme. If it has gone well, the offer will continue

The shares taken up will vest in the Anglo American Group Employees' Shareholder Trust for four years. Thereafter employees will be entitled to keep them in the trust, sell them or hold them personally

Voting

During the four years employees will be able to vote and exercise their rights as shareholders by instructing the trust and will receive dividends

The scheme will apply immediately at Anglo's Johan-

nesburg head office, where about 2 000 people on a staff of 2 600 qualify

The boards of associated companies will meet shortly and if, as is likely, all accept the scheme, another 250 000 employees will be offered the shares.

At yesterday's price of R60,75 the first free offer should be worth more than R300

A similar offer is being made to 20 000 De Beers employees in South Africa and SWA/Namibia. The initial offer will be 10 De Beers shares, worth R300 at yesterday's price

Mr Gavin Relly, chairman of Anglo American, said at a Press conference in Johannesburg that prospects for the scheme were improved by the lower price of the shares in the wake of the stock exchange crash because they were likely to rise in the long term — The Argus Correspondent and Sapa

ember 1 1987

A trade-off attempt for wage demands — claim

Two more Cosatu unions attack Anglo employee share scheme

Dec 1/12/87.

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B/day

TWO more Cosatu unions have attacked the Anglo American employee share ownership scheme announced last week — citing it as a substitute for other forms of remuneration.

The Paper, Printing and Allied Workers' Union (Ppawu), which represents thousands of Mondi employees who could become entitled to take up the offer, believes the scheme is the reason for a wage dispute between Ppawu and Mondi declared recently.

General secretary Jeremy Baskin argued it was not coincidence that Mondi's wage offer for 1988 was 14c per hour lower than the 1987 settlement figure. The annual value of the

ALAN FINE

share offer, R300, was the equivalent of 13c per hour in wages, he noted.

"We will not accept a trade-off between wages and this offer," he said. He added, though, that since the offer was free "we will obviously not advise members not to take it up"

Mondi's Alan Young described Baskin's argument as "spurious". He said wage negotiations were not yet over, and Mondi still had to decide whether to take part in the scheme.

National Union of Metalworkers (Numsa) spokesman Bernie Fanaroff described the scheme as a disguised form of production bonus, and the cor-

poration "was using the opportunity to also inject a hefty dose of ideology".

Numsa has a large membership at Anglo subsidiaries in the metal sector.

Fanaroff said workers will not be fooled by the offer. As well as being paltry, it was a deferred payment, while workers "wanted a living wage now". He predicted the offer would backfire in that workers would see the companies had funds available and this would prompt more determined wage demands.

At last week's media conference, Anglo chairman Gavin Relly insisted the scheme had nothing to do with wages, and that collective bargaining would be unaffected by it.

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ROGER SMITH

More worker shares offers

ANGLO American subsidiary companies have started to join the move to share-participation schemes

Anglo spokesman James Duncan confirmed yesterday that Amcoal, its subsidiary Vereeniging Refractories (Verref), Amic and its subsidiary Highveld Steel, were inviting their employees to take part in the Anglo American Group Employee Shareholder Scheme.

However, details of the scheme as it will apply to the subsidiary companies' employees were not yet available, as it

had still to be approved by shareholders

Duncan said the extent of participation and the number of shares to be made available (dependent on the annual results) were yet to be decided.

The intention is, however, to offer eligible employees an annual allocation of shares over a five-year period.

Blay 3/12/87

STAR 7/12/87

Harder times ahead, says Rand chairman

Coal sanctions cost 800 jobs in mines

By Finance Staff

More than 800 people have lost their jobs on Rand Mines coal mines as a result of sanctions, chairman "Dammy" Watt writes in the group's annual report.

"Regrettably, instead of encouraging reform, the sanctions campaign has resulted in a hardening of attitudes in this country and the sufferers have mainly been the very people who were supposed to have benefited from sanctions," he says.

The Rand Mines coal division has rationalised its operations and reduced production to operate more effectively under the difficult trading conditions expected in the export market in the short term

Severely prejudiced

South African coal producers are also being severely prejudiced by the substantial increase in the cost of railing coal to Richards Bay for export.

"This increase could well put certain coal producers into loss and thereby cause further reduction of jobs in this industry for 1988," Mr Watt says.

"Sanctions were initiated by Denmark, adopted to some extent by France in 1986 and thereafter applied by the US. Political sentiment in certain other countries, where no formal sanctions have been implemented, has made it extremely difficult for South African exporters to expand sales"

Mr Watt says the position has been aggravated by the fact that some traditional overseas users of South African coal have voluntarily turned to other sources of supply.

In London a Labour MP has called on Home Secretary Mr Douglas Hurd to investigate the operations of the South African coal industry office.

The Star's London Bureau reports that Mr Richard Caborn, who represents Sheffield Central, is worried because Mr Robert Swain, director of the office, is said to be a former captain in British military intelligence

"Swain admits he is closely monitoring the sanctions campaigns of the Anti-Apartheid Movement and the National Union of Mineworkers, and I regard this as spying," he said.

The office, funded by a group of mining companies, was opened last September, a week after the end of the South African gold and coal miners' strike.

Mr Swain said it was true he had not worked in the coal industry and had never visited South Africa. But he thought there were similarities between army intelligence work and his job

"Both involve information gathering," he said

The office has been supported by a group of Conservative MPs, led by Mr Michael Brown

Sales of South African coal to France, Denmark and the United States have fallen because of sanctions.

Britain, which has resisted pressure for a coal ban, imported 725 000 tons in 1985 because of the British coal strike, but imports fell back to 106 000 tons last year and 37 000 tons during the first nine months of this year.

Mr Caborn believes that, with other markets cut off, South Africa is now hoping to increase sales to Britain

Job reservation row hits mines

JOHANNESBURG — The government has been accused of trying to re-introduce job reservation in the mining industry through the back door, only months after legislation barring blacks from entering skilled positions was repealed in Parliament

And there is a possibility the issue will lead to conflict between the authorities on the one hand, and management and organised black labour on the other

Interested parties, including the Chamber of Mines and the National Union of Mineworkers (NUM) have made, or plan to make, submissions opposing draft regulations designed to control the entry of miners into five key skilled job categories

The regulations effectively bar well over half the black workforce

The regulations, published in September, state that no employee may acquire certificates unless they are citizens of South Africa or of the

TBVC states Nearly half of the blacks working on the mines are foreign citizens

In addition, candidates must have at least a standard eight education, and be able to communicate orally and in writing in one of the official languages

The requirements apply to blasting, winding-engine driver's, locomotive engine driver's, lampman's and on-setter's certificates

There is also unease at the proposed establishment of an advisory committee, on which the white Mineworkers' Union and others totally opposed to any black job advancement will be strongly represented A Chamber of Mines spokesman noted the regulations, in their present form, would in future also exclude foreign whites

He said there were believed to be many skilled whites in the industry who did not have a standard eight school certificate — DDC

Own Correspondent

JOHANNESBURG. —

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CAPE TIMES 11/2/87
**Mines job
211 reservation
repeal
'threatened'**

half of the blacks working on SA mines are citizens of foreign states

In addition, candidates must have at least a standard eight education, and be able to communicate orally and in writing in one of the official languages

Meanwhile the promulgation of the relevant amendments to the Mines and Works Act, passed in August, is to be delayed until the regulations have appeared in their final form, making it unlikely that any blacks at all will receive certification before late 1988

Govt accused of reintroducing job reservation

GOVERNMENT has been accused of trying to re-introduce job reservation in the mining industry through the back door, only months after legislation barring blacks from entering skilled positions was repealed in Parliament.

And there is a possibility the issue will develop into a major row between the authorities on the one hand and, on the other, management and organised black labour.

Interested parties, including the Chamber of Mines and the National

ALAN FINE

Union of Mineworkers (NUM) have made, or plan to make, submissions opposing draft regulations designed to control the entry of miners into five key skilled job categories.

The regulations effectively bar well over half the black workforce from eligibility.

The regulations, published in September, state inter alia that no employee may acquire certificates unless they are

citizens of SA or of the TBVC states. Nearly half of the blacks working on SA mines are citizens of foreign states.

In addition, candidates must have at least a Standard 8 education, and be able to communicate orally and in writing in one of the official languages.

The requirements apply to blasting, winding-engine drivers, locomotive-engine driver's, lampman's and onsetter's certificates.

There is also unease at the proposed establishment of an advisory committee,

on which the white Mineworkers' Union and others totally opposed to any black job advancement will be strongly represented. The committee's task will be to advise the Minister and Energy Affairs Minister on the issue.

NUM assistant general-secretary Marcel Golding, who disclosed the union's views on the regulations yesterday, said they are a hidden form of racism.

11/2/87 To Page 2

Govt accused of back-door tactic

He argued the citizenship, educational and language requirements were aimed at limiting black job advancement in the industry. They excluded workers from eligibility on grounds never before found to be necessary.

"Requirements for qualification should be a matter between employers and unions, and should depend on workers' abilities to do the job," said Golding.

The Chamber of Mines was unwilling to disclose at this stage the exact contents of its representations on the draft regulations.

However, the industry is on record as opposing any government-imposed conditions, believing employers alone should be entitled to determine potential candidates on merit.

A chamber spokesman noted the regulations, in their present form, would in future also exclude foreign whites.

He added the industry had no records on what proportion of white miners had Standard 8 school qualifications, since it had not been an issue until now. However,

er, he said there were believed to be many skilled whites in the industry who did not have a Standard 8 school certificate.

Government mining engineer G P Badenhorst, who is handling responses to the draft regulations for the department, was unwilling to comment on their merits.

He said his department was evaluating submissions and hoped to be ready to submit a report to the Minister of Mineral and Energy Affairs before June 3 1988. The matter would then be referred to the parliamentary standing committee before being finalised, he said.

Meanwhile the promulgation of the relevant amendments to the Mines and Works Act, passed in August, is to be delayed until the regulations have appeared in their final form, making it unlikely that any blacks at all will receive certification before late 1988.

From Page 1

Conduct code on mines needed ²¹¹ Anglo

SJM 22/12/87

The National Union of Mineworkers (NUM) has yet to respond positively to a proposal by the Anglo-American Corporation for a joint code of conduct to help eliminate mine violence, Freegold chairman Mr Peter Gush said in his annual review, released yesterday

The union abandoned talks on violence with Anglo-American during the strike, Mr Gush said.

"Management currently operates under a strictly enforced code of conduct, and we believe a clearly defined code for all employees will facilitate the

elimination of violence on our mines," said Mr Gush.

He challenged NUM's standpoint that Anglo-American was content with addressing the symptoms and not the root causes of the violence

He said the company had made substantial progress in removing discrimination from its operations. But in certain areas Government regulations still overrode the company's efforts

Mr Gush added that acts of violence and brutality by certain union members and leaders towards fellow workers be-

fore, during, and after the 1987 mine wage strike, highlighted a disturbing trend whereby workers were increasingly being denied free choice and freedom of association

Anglo-American, he said, believed that participation in the industrial relations process holds considerable potential for the elimination of violence

"Consequently both employers and unions must, by their behaviour, protect and strengthen such structures"

NUM could not be contacted for comment

MINING - LABOUR

1988

Num gets arbitration

THE National Union of Mineworkers and three mining companies have agreed on independent arbitration following the mass dismissal of workers during last year's mammoth miners' strike

The union reached the agreement with Vaal Reefs Exploration and Mining, Western Deep Levels and Free State Consolidated.

In terms of the agreement, Mr William Schreiner's decision or that of any other arbitrator agreed upon, will be binding to all parties.

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11/1/88
Gumetm

Retrenchments

on coal mines

19/1/78

Highveld Bureau



More than 2 000 eastern Transvaal coal miners have been retrenched as the coal industry heads further into the doldrums.

Assistant general-secretary of the National Union of Mineworkers' (NUM), Mr Marcel Golding, says the mining houses have indicated that this is only the beginning of retrenchment.

Anglo American's Amcoal chairman, Mr Graham Boustred, said in his annual report that the industry was expecting a R1,3 billion loss in foreign earnings for the past year.

Gencor's Ermelo Mine has cut production by 40 percent and paid off 1 165 men last month.

COLLIERY TO CLOSE DOWN

Last April the same mine retrenched 400 workers.

Anglo American is to close its Landau Colliery, near Witbank, within the next few months.

Other mines in the area have retrenched or are planning retrenchments.

The general-secretary of the white Mine Workers' Union, Mr Peet Ungerer, said all white miners who had been retrenched had been placed elsewhere.

"Our members are mostly skilled and have been transferred to other mines within a group," Mr Ungerer said, adding that, in some cases, the miners were being retrained to work on gold mines, while others had gone on early retirement.

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Coal export crisis threat to thousands of miners

The Argus Correspondent

JOHANNESBURG — Retrenchments in coal mines threatens to push the number of jobs to be axed from 3 000 to as high as 13 000 within the next 12 months because of a multi-million-rand nosedive in exports.

The estimate was disclosed today by Mr Allen Cook, chairman of the collieries committee of the Chamber of Mines, who confirmed that sanctions alone, though only one in a list of causes of the cutbacks, had slashed exports by about nine million tons a year.

Mr Cook also blamed South African Transport Services for worsening the industry's problems with steep increases in rail tariffs on export shipments through Richards Bay.

Mr Cook said: "The industry is struggling with a host of problems. Sanctions by the United States, Denmark and France have alone cost SA exports about nine million tons a year in losses.

"Now we have Mr Arthur

Scargill, the British mine union leader, out on a campaign to try to spread sanctions to the whole of Europe.

"We wonder what explanation he will offer to his brothers of the National Union of Mineworkers in South Africa if some of them confront the realities of losing their jobs.

"South African exporters hit by sanctions are forced to seek sales on the world spot market, notorious for ridiculously low prices.

"The economic viability of several mines also comes under threat from domestic inflation, which has sent production costs soaring.

OPPORTUNITIES

"And now we have been hit by big increases in rail tariffs by Sats on shipments from the collieries to Richards Bay.

"South Africa is still a world player in international markets and there are still opportunities to be seized. We see good chances of an improvement in the near future.

"But for the moment it is feared that redundancies may have already climbed to about 3 000. And we have to face the reality that perhaps another 10 000 mineworkers will lose their jobs by the end of the year."

Provisional estimates by the Chamber of Mines indicate that coal exports tumbled from 45,4-million tons in 1986 to around 39-million tons last year.

Labour row

Botha's reaction was "shocking".

'Here is a case of the President playing small-time politics. After all, Mr Hendrickse is a chairman of the Ministers' Council in the House of Representatives and leader of the majority party.

Coal export slump puts jobs in danger

By Michael Chester

20/1/88
The toll of retrenchments in South African coal mines threatens to push the number of jobs to be axed from 3 000 to as high as 13 000 inside the next 12 months because of a multimillion-rand nosedive in exports.

The estimate was revealed today by Mr Allen Cook, chairman of the collieries committee of the Chamber of Mines, who confirmed that sanctions alone had slashed exports by about nine million tons a year.

Mr Cook also laid blame on SA Transport Services for worsening the industry's problems by recent steep increases in rail tariffs on export shipments.

Worst hit in the cutbacks so far has been Gencor's Trans-Natal Coal Corporation, whose Ermelo colliery has already retrenched 1 565 mineworkers.

The Witbank Colliery company, run by Rand Mines, has axed 550 jobs at its Welgedacht mine, and 308 jobs at Van Dyks Drift. Anglo American Coal Corporation has informed shareholders that its Landau colliery faces closure.

"The industry is struggling with a host of problems at the moment," said Mr Cook. "Sanctions by the United States, Denmark and France have alone cost South African exports about nine million tons a year in losses.

"Now we have Mr Arthur Scargill, the British mine union leader, out on a campaign to try to spread sanctions to the whole of Europe."

Mr Cook added that South African exporters hit by sanctions were forced to seek sales on the world spot market — notorious for ridiculously low prices because of an international over-supply situation.

"The economic viability of several mines also comes under threats from domestic inflation, which has sent production costs soaring.

"And now we have been hit by big increases in rail tariffs by Sats on shipments from the collieries to Richards Bay.

'WORLD PLAYER'

"South Africa is still a world player in international markets and there are still opportunities to be seized. We see good chances of an improvement in the near future."

Provisional estimates by the Chamber of Mines indicate that coal exports tumbled from 45.4 million tons in 1986 to around 39 million tons last year.

Mr Steve Ellis, chairman of Trans-Natal Coal, has warned that the total may shrink to about 36 million tons. Mr Graham Boustred, chairman of Amcoal, believes that export earnings last year may have dropped by as much as R1 300 million.

Business Report

Sanctions and lower dollar hit suppliers

CME Times 21/1/88
**Export drop threatens
13 000 coal mine jobs**

JOHANNESBURG. — The toll of retrenchments in South African coal mines threatens to push the number of jobs to be axed from 3 000 to as high as 13 000 inside a year because of a multimillion-rand nosedive in exports.

This estimate was revealed yesterday by Allen Cook, chairman of the collieries committee of the Chamber of Mines, who confirmed that sanctions had slashed exports by about 9m tons a year.

Hit by declining export earnings — linked to the weaker dollar — as well as by sanctions, coal mines have laid off up to 3 000 coal miners to date, according to trade unionists.

The 300 000-member National Union of Mineworkers (NUM) cautioned that thousands more could be retrenched if mine owners proceed with plans to cut staff and close uneconomic pits.

"The mining houses have indicated this is only the beginning of the retrenchment," said Marcel Golding, the NUM's assistant general secretary.

General Mining Union Corp Ltd last month laid off 1 165 miners and cut coal production by 40% at its Ermelo colliery.

Last April the same mine retrenched 400 miners.

The Witbank Colliery company, run by Rand Mines, has axed 550

jobs at its Welgedacht mine, and 308 jobs at Van Dyks Drift. Anglo American Coal Corp has informed shareholders that its Landau colliery faces closure.

A NUMBER of opinion polls among blacks have produced varying results, but the latest, conducted last year by the Community Agency for Social Enquiry (Case), indicated majority support for punitive economic measures.

The Case survey showed 46% support for sanctions to press for the lifting of the state of emergency with another 21% wanting sanctions to remain in force until the government abdicates.

Earlier surveys claimed that blacks supported sanctions only until their own jobs were on the line.

The London-based Economist Intelligence Unit said in a report this week that sanctions were proving counter-productive. —UPI

Anglo American is also planning to close its Witbank colliery within the next few months with the probable loss of several hundred jobs.

Graham Boustred, chairman of Anglo American Coal Corp, said in an annual report that the industry suffered a R1,3bn loss in foreign earnings last year.

Cook, of the collieries commit-

tee, also laid blame on SA Transport Services for worsening the industry's problems by recent steep increases in rail tariffs on export shipments.

"The industry is struggling with a host of problems at the moment," said Cook.

"Sanctions by the United States, Denmark and France have alone cost South African exports about 9m tons a year in losses.

"Now we have Arthur Scargill, the British mine union leader, out on a campaign to try to spread sanctions to the whole of Europe."

Cook added that South African exporters hit by sanctions were forced to seek sales on the world spot market — notorious for ridiculously low prices because of international over-supply.

"The economic viability of several mines also comes under threats from domestic inflation, which has sent production costs soaring.

"And now we have been hit by big increases in rail tariffs by Sats on shipments from the collieries to Richards Bay.

"SA is still a world player in international markets and there are still opportunities to be seized. We see good chances of an improvement in the near future"

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10 000 miners could lose jobs

A SLUMP in SA's coal exports as a result of sanctions and the weaker dollar might force the country's mining houses to lay off an estimated 10 000 workers this year, a senior coal mining executive said yesterday.

"Sanctions by the US, Denmark and France have cost SA about 9-million tons in losses," said Rand Mines senior executive and Chamber of Mines Collieries Committee chairman Allan Cook.

SA's coal exports tumbled to around 39-million tons last year from 45,4-million tons in 1986, chamber estimates showed.

Amcoal chairman Graham Boustred estimated the loss amounted to R1,3bn last year.

Cook said about 3 000 coal miners, mostly black, had already been retrenched over the past year and a further 10 000 could lose their jobs this year if conditions in the industry did not improve, forcing mine owners to close uneconomic pits.

Reuter (20/11/88)

JD 28/11/88

New labour policy for mines? (211)

JOHANNESBURG — Escalating unemployment as a result of sanctions would logically lead to South Africa adopting a preferential labour policy which would hit neighbouring countries

The president of the Chamber of Mines, Mr T I (Naas) Steenkamp, said that it was estimated that about 8 000 jobs had been lost in the coal industry since 1985, many of these as a result of sanctions

This figure was also to some extent affected by depressed prices with coal exports down 10 per cent

Putting this into a regional perspective, he said that of the 750 000 people employed in the mining industry, 90 per cent were black and of these, 40 per cent were foreign workers from impoverished territories including Lesotho and Mozambique

"For all these areas, the mining industry means a R1 billion-a-year economic lifeline"

"There is profound compassion in this country for the plight of the Mozambicans but I must utter a serious word of warning Escalating unemployment in South Africa will logically result in a preferential employment policy"

Mr Steenkamp said there were those whose political rhetoric equated the mining industry with the Government and the apartheid system

"This is of course nonsense This Chamber has repeatedly and publicly called for a decisive move away from the policies of apartheid In fact, the mining industry took a strong lead in the recommendations that led to the recognition of black trade unions in 1982"

Mr Steenkamp said apartheid did not facilitate maximum efficiency It had a negative impact on all facets of society, bedevilling human and industrial relations, productivity and export efforts It was in the common interest to see it end — Sapa

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the lowest since March 1986, saying it

1 700 to be laid off at Stilfontein gold mine

ALAN FINE

GENCOR'S Stilfontein gold mine is to reduce its workforce this month by at least 1 700 employees — 18% of the present 9 485 complement.

And the National Union of Mineworkers (NUM) is expecting at least another 3 000 to be made redundant by mid-year.

NUM assistant general secretary Marcel Golding said yesterday the union had been told that 3 977 underground and 1 106 surface workers would have to be made redundant by June — 2 000 of them this month.

He understood this was part of the process of closing down the mine in about four years.

Golding said the union had asked for geological reports to back up management claims on the reasons for the layoffs, and was also trying to negotiate an improved redundancy package.

While a Gencor spokesman confirmed that 1 700 would be laid off this month, gold and uranium CE Bruce Evans said no further decisions had been made on retrenchments or the future of the mine.

The spokesman said this month's layoffs were because the mine was ageing, ore reserves were diminishing, production costs had increased and the rand gold price was weak. Production had fallen 25% towards the end of 1987.

Evans said the NUM's assertions about further redundancies and the future of the mine were no more than speculation. It was possible the figures had arisen as a possible scenario at one of the regular consultations between Stilfontein management and worker representatives.

He stressed any such decision depended largely on the future gold price. He pointed to the fall in the price from more than R30 000/kg to R28 000/kg in recent weeks.

The Gencor spokesman said efforts to find alternative employment at other mines for the 1 700 officials, miners and other staff being laid off would continue.

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Mine lay-offs

5/2/84
Star
About 1700 mineworkers are to be retrenched from Gencor's Stilfontein gold mine at the end of this month, with a further 3000 to be laid off in July, according to the National Union of Mineworkers.

JOHANNESBURG — Gencor's Stilfontein gold mine is to reduce its workforce this month by at least 1700 employees — 18 per of the present 9485 complement

And the National Union of Mineworkers (Num) is anticipating that at least another 3000 will be made redundant by mid-year

Num assistant general secretary, Mr Marcel Golding, said yesterday the union had been told that 3977 underground and 1106 surface workers would have to be made redundant by

1700 lose jobs on gold mine

June -- 2000 of them this month

He understood this was part of the process of closing down the mine in about four year's time

Golding said the union had asked for geo-

logical reports to back up management claims on the reasons for the lay-offs, and was also attempting to negotiate an improved redundancy package

While a Gencor spokesman confirmed

that 1700 would be laid off this month, gold and uranium chief executive Bruce Evans, said no further decisions had been made on retrenchments or the future of the mine

The spokesman said, this month's lay offs were a result of the aging nature of the mine accompanied by diminishing ore reserves, increased production costs and the weak rand gold price

She said it had been necessitated by a 25 per cent fall in production towards the end of 1987

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1 700 gold miners to lose jobs

Weekend Argus Correspondent
JOHANNESBURG. — About 1 700 mineworkers are to be retrenched from Gencor's Stilfontein gold mine at the end of this month, according to the National Union of Mineworkers.

And 3 000 are expected to be laid off in July.

Union spokesman Mr Marcel Golding, describing the retrenchments as the biggest on any one mine, said Stilfontein management had told the union that an estimated 5 000 jobs are on the line at Stilfontein as a result of depleted ore reserves.

Mine to close

The management had told the union the retrenchments were part of a programme aimed at eventually closing the mine, which employs about 9 400 people.

Gencor has confirmed the retrenchment of the 1 700, but said a decision on further redundancies and the mine's future had not yet been made. A Gencor spokesman said production at the mine had declined by 25 percent by the end of last year.

The company would continue efforts to find alternative employment for those retrenched.

Mr Golding said the number of retrenchments was "far too high" and the union had requested geological and other information about the state of the mine, but not all the information had been forthcoming.

The union was dissatisfied with the severance package offered by management.

Migrant workers to be tested — Minister

SCREEN FOR Aids

M6us 8/2/88 211

Dr van Niekerk

By KAREN STANDER
Medical Reporter

MIGRANT workers from "high risk" countries will have to have Aids tests when they apply for work in South Africa, Dr Willie van Niekerk, Minister of National Health and Population Development, said today.

At a Press briefing on health matters, Dr van Niekerk said Aids had been added to the list of diseases which made immigrants "non-acceptable" under the Immigration Act.

This did not mean all people entering South Africa would be tested, but applied to all work applicants from countries such as Malawi, Zimbabwe, Zambia, Zaire and Burundi which were listed by the World Health Organisation as high-risk countries.

He said the Government was "in the process" of repatriating about 1 000 Aids-carrying mineworkers, mainly from Malawi.

"The problem is that any country has an obligation to its own citizens," he said.

He said the Government could test anyone if it was "in the public interest" but Aids was not being made a certifiable disease as this would "drive it underground".

Discussions

Repatriation would be applied "with compassion".

He had visited Malawi to discuss the problem and had offered help with their Aids campaign.

Discussions had been held with the Chamber of Mines.

Dr van Niekerk said mineworkers whose contracts expired within a few months did not present a problem, but the Government had to make a decision about those with longer contracts.

Up to the middle of last month, 98 Aids cases had been treated in South Africa and 66 people had died of the disease.

Of the victims, 76 were South Africans and 22 were from outside the country.

The South Africans included 65 homosexual or bisexuals, three haemophiliacs and five heterosexuals, three of whom had contracted the disease after blood transfusions.

Of the foreign victims 11 were from Malawi, eight from Zambia, one from Zaire and one from Haiti, all heterosexuals, and one was an intravenous drug abuser from Canada.

1 000 miners with Aids to be expelled

Staff Reporter

ABOUT 1 000 foreign miners who have been found to be Aids-positive would be repatriated once their contracts expired, the Minister of National Health and Population Development, Dr Willie van Niekerk, said at a press conference in the city yesterday.

And in future workers from high-risk countries such as Malawi, Zambia, Zaire and Burundi would have to pass an Aids test before being allowed to enter the Republic, he said.

Some of the 1 000 foreign carriers would have already returned home since the estimate of their numbers came from figures supplied by the mines.

South Africa now had the legal right to deport those remaining, but talks were being held between the Department of Health and the mining houses on a humane solution to the problem.

Those whose contracts expired shortly would be allowed to stay till the end of their term, and the future of the remainder would be decided by the talks, he said.

Dr Van Niekerk said that since the first cases of Aids were reported in

South Africa in 1982, a total of 76 sufferers and an estimated 10 000 HIV-positive carriers had been discovered.

Among them were 22 non-South Africans, 11 of them from Malawi, eight from Zambia, one from Zaire, one from Canada and one from Haiti. They were all heterosexual.

● Old Mutual announced yesterday that it had launched a countrywide information and education drive aimed at helping employees and employers in its client companies to manage jointly issues surrounding Aids in the workplace.

Announcing the campaign in Cape Town, Mr Gerhard van Niekerk, general manager of Old Mutual employee benefits, said that because of the nature of the disease it was essential to shield South Africa's work environment from the consequences of unfounded fears, common misconceptions, prejudice and possible unfair treatment.

Mr Peter Spangenberg, manager of Old Mutual medical aid services, who developed the education programme with Dr Ivan Lockyer, Old Mutual's chief medical officer, said that in the absence of a cure, enlightened education was the most effective way of fighting Aids.

Aids miners will be sent back home

Star 9/2/88

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Own Correspondent

CAPE TOWN — The Government was repatriating about 1 000 Aids-carrying mineworkers, mainly from Malawi, Dr Willie van Niekerk, Minister of National Health and Population Development, said yesterday.

"The problem is that any country has an obligation to its own citizens," he said.

Repatriation could be applied "with compassion", Dr van Niekerk said at a press briefing on health matters

He had visited Malawi to discuss the problem and had offered help with their Aids campaign.

Migrant workers from "high risk" countries would have to undergo Aids tests when they applied for work in South Africa, he said.

Dr van Niekerk said Aids had been added to the list of diseases which

made immigrants "non-acceptable" under the Immigration Act.

This did not mean all people entering South Africa would be tested, but it applied to all work applicants from countries such as Malawi, Zimbabwe, Zambia, Zaire and Burundi, which were listed by the World Health Organisation as high-risk countries.

He said the Government could test anyone if it was "in the public interest", but Aids was not being made a certifiable disease as this would drive it underground.

Up to the middle of last month, 98 Aids cases had been treated in South Africa and 66 people had died.

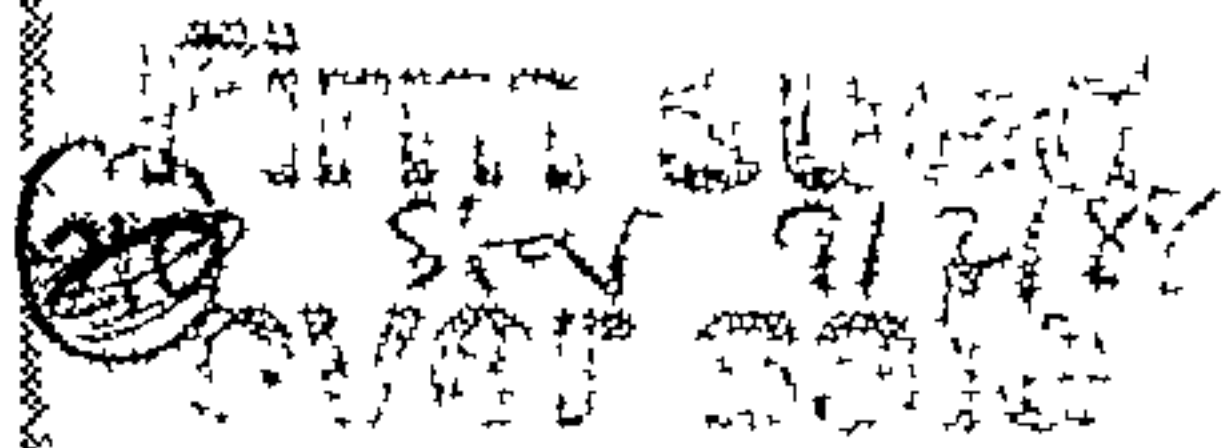
Of the victims, 76 were South Africans and 22 were from outside the country.

The South Africans included 65 homosexuals or bisexuals, three haemophiliacs and five heterosexuals.

Of the foreign victims, 11 were from Malawi, eight from Zambia, one from Zaire, and one from Haiti, all heterosexuals, and one was an intravenous drug user from Canada.

● The Star's Africa News Service reports from Gaborone that three more people have died of Aids in Botswana, according to the Ministry of Health. No further details were given.

The total number of people who have died of Aids in Botswana is now eight and the authorities say there are 120 confirmed cases of Aids carriers.



211

General Mining Corporation (Gencor) sold stands in a township development to buyers without telling them that the property was on shifting clay, the Rand Supreme Court heard yesterday.

The court was hearing evidence in a civil claim by two Pretoria businessmen for more than R26 000 against Gencor.

Mr Stanley Shiller and Mr Raymond Katzeff say they bought two stands from Gencor in Theresa Park, Extension 2, in 1983.

But the development was on shifting soil. When they found out about this they tried to cancel the deed of sale, but Gencor refused.

They are now claiming the return of the deposits and payments.

Mr Shiller is claiming R22 535 and Mr Katzeff R24 192.

Gencor has admitted they knew the soil was shifting clay, but claim they were not obliged to inform buyers — it was obvious to a reasonable person that the land was moving soil.

The hearing continues.

STB

Shaft deaths: JCI denies claims

A SENIOR official of the Johannesburg Consolidated Investment Company has denied that two senior officials at Randfontein Gold Estate Mine told members of the National Union of Mineworkers that the union no longer existed on the mine.

Responding to NUM's version of events that led to the killing of four workers and the injuring of 67 others at the Cooke 3 shaft last month, KW Maxwell, managing director of JCI's gold division, also denied that United Workers' Union of South Africa (Uwusa) shaft stewards were appointed tribal representatives (*indunas*) entitling them to carry rubber truncheons and haise closely with

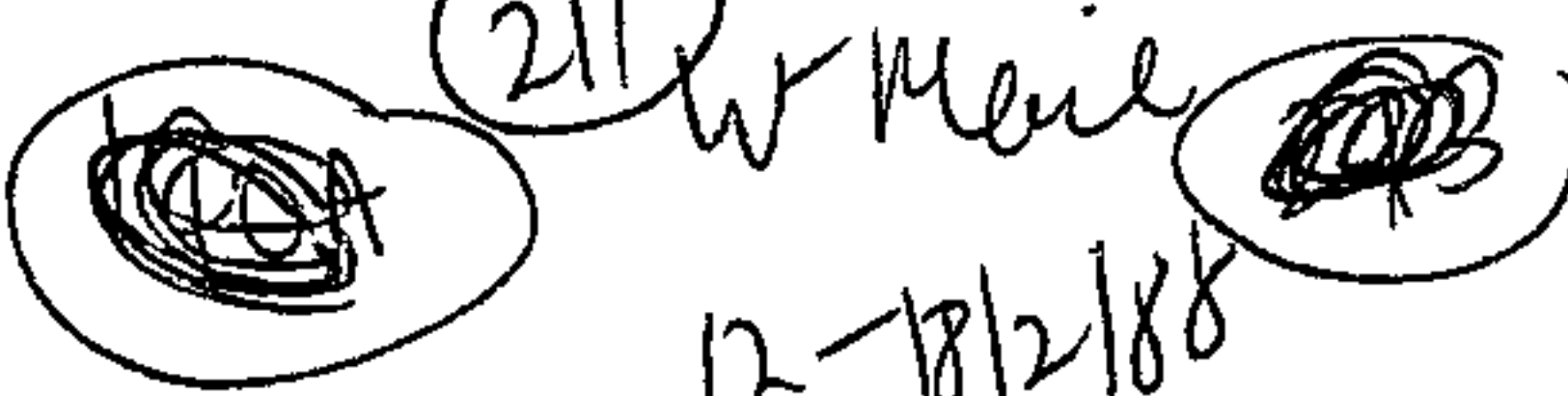
mine security.

"For the record we wish to point out that the company has no access or recognition agreement with Uwusa and therefore no shaft stewards have ever been elected or appointed to these positions," Maxwell said.

"The reference made to the 17 stewards who reported for duty and were allegedly forced into a mine security van and taken to a disused mine building and were assaulted, is totally inaccurate.

"These persons were in fact called to a disciplinary hearing for evicting and intimidating an employee and subsequently obstructing working operations," he said

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EIGHTY-FIVE miners from Zambia, Botswana, South Africa, Namibia and Swaziland, begin a four-day meeting in Victoria Falls on Monday to discuss the influence and impact of apartheid, migrant labour and sanctions against South Africa.

The secretary-general of the Southern Africa Miners' Federation, Mr Morgan Tsvangirai, said the meeting would also discuss labour policies and working conditions of mine workers in the region

'AIDS threatens mining fraternity'

PRETORIA — The spread of AIDS in Africa was a potential threat to SA's mining community, particularly because the industry recruited workers from areas where AIDS was now endemic, or where its spread was predicted

This was said yesterday at the International Quantities Surveyors conference at the CSIR by Anglo American Corporation Consulting Architect, Murray Walker

About 40% of migrant workers were from neighbouring states Lesotho, Malawi and Mozambique relied heavily on the annual injection of

3/31/88
GERALD REILLY

foreign capital from compulsory deferred pay

In 1986 R240,1m was paid to Lesotho, R36,9m to Malawi and R83,5m to Mozambique

Walker said the mining industry remained a fundamental and, at times, controversial factor in the economic and the political fortunes of the African sub-continent

A remarkable feature over the last 15 years had been the increase in incomes of partially skilled black mine workers

Walker said the need to create a stable workforce and a sound black middle class would result in the providing of more married accommodation

Inevitably most miners would remain in hostels, either because they chose to or because they were foreign workers

The mining industry was committed to providing family housing for 60 000 whites, 70 000 blacks and other race groups, and single accommodation for more than 600 000 black workers, said Walker

Marchers demand a tougher line from Chamber of Mines

The doors of the Chamber of Mines in central Johannesburg were locked yesterday in the face of about 100 women who demanded that the chamber take a tougher line against the Government

A woman was taken away by police and angry cries erupted from the crowd as a television soundman was manhandled by policemen removing him. A police spokesman said later that seven pressmen had been taken to John Vorster Square, where their material had been inspected to ascertain whether or not the emergency regulations had been transgressed.

A memorandum the women — members of the Federation of Transvaal Women — sought to deliver to the chamber demanded that it stage a protest outside Parliament to show its condemnation of the Labour Relations Bill, of recent restrictions on and banning of extra-parliamentary organisations, and of continued detentions.

The authors claimed that the chamber's response to repressive State action had been "either silence or the mere issuing of guarded statements".

'SILENCE IS CONSENT'

They added "Your silence is consent to having hundreds rot in jails under emergency regulations — is your manner of consenting to the death of any voice of peace and democracy — and as far as press curbs are concerned, consent to withholding the truth from the people."

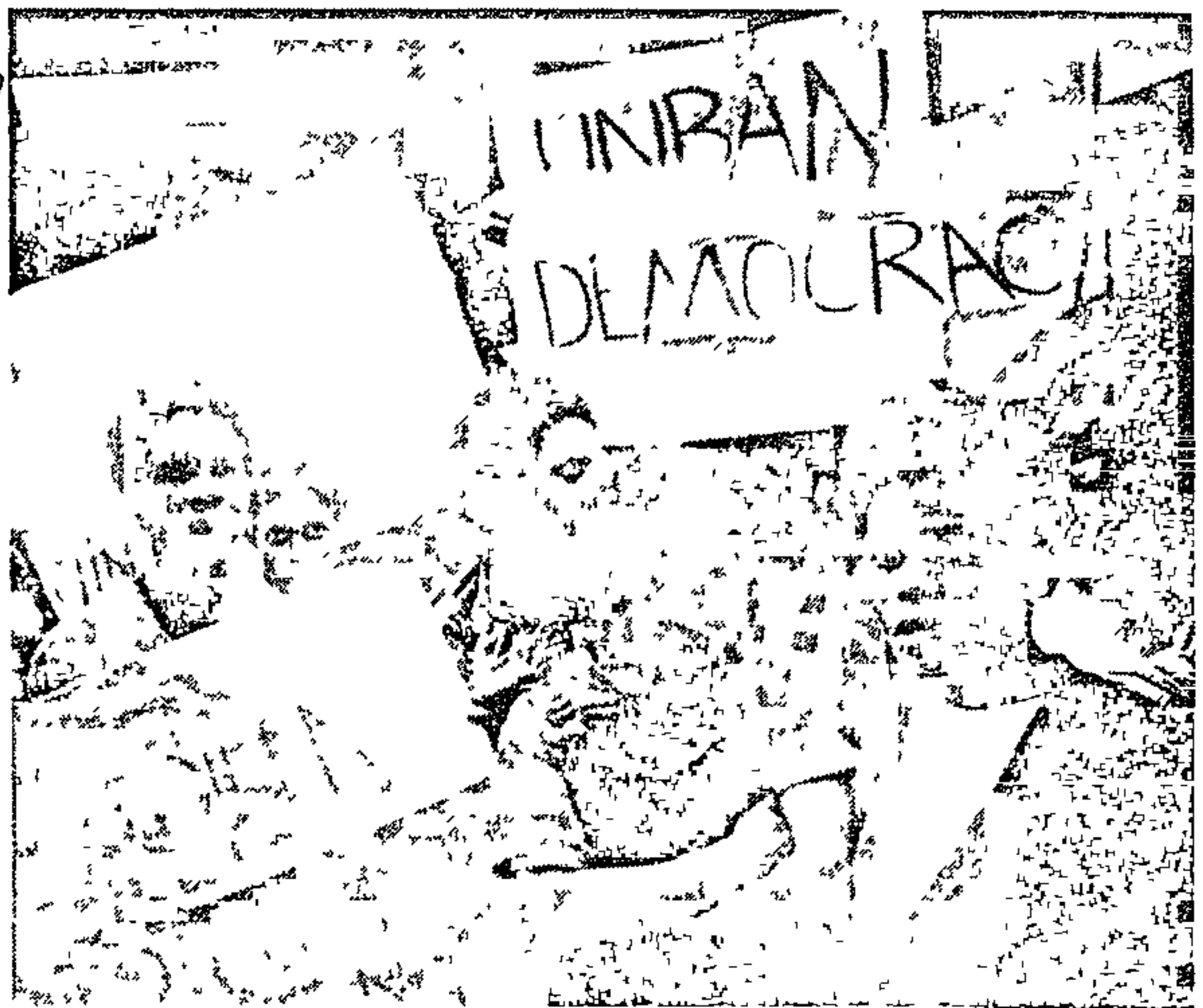
After dispersing near the chamber, the women marched through Johannesburg to Khotso House.

The chamber said last night it would not be pushed into a confrontational role in politics.

"The chamber understands the frustration the members of the Federation (of Transvaal Women) feel — but the federation has badly misdirected itself in choosing the chamber as their target of protest in their quest for publicity."

The chamber said it had released a statement after the restrictions had been imposed on the 18 organisations and had described as "regrettable" the Government's view that it was necessary to "further erode these fundamental pillars of democracy in order to preserve stability."

It also said it had made it clear to the Congress of South Africa Trade Unions (Cosatu) that the chamber was prepared to discuss its position on the labour Bill with any of the unions it recognised.



Demonstrating women take their positions at the entrance to the British consulate in Johannesburg yesterday. ● Picture by Alf Kumalo.



Police nab camera crews filming the demonstration by women outside the Chamber of Mines yesterday. The journalists were taken to John Vorster Square and later released.

Arbitration begins

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ARBITRATION to decide the fate of thousands of National Union of Mineworkers members dismissed by Anglo American Corporation during the August strike was due to begin in Johannesburg yesterday.

The gold mines involved are Vaal Reefs, Western Deeps and Freegold. Mr

William Schreiner, SC, will preside over the hearings which are expected to last for 10 weeks.

Mr Schreiner will hear disputes over the dismissals and the non-re-employment of an estimated 18 000 strikers at the three mines.

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NUM Strike: Hearing begins

THE hearing in terms of the December 21, 1987 agreement between the National Union of Mineworkers and mines administered by the Anglo American Corporation following the dismissal of workers during the strike last year, opened in Johannesburg yesterday.

Sweetman 15/3/88

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SAPA

Advocate W Schreiner, SC, is the adjudicator Mr John Myburgh is appearing for the Anglo mines — Vaal Reefs Exploration and Mining Co Ltd, Western Deep Levels and Free State Consolidated Gold Mines

Mr Martin Brassey, assisted by Mr J Strauss, is appearing for the NUM

The applicant is suing on its behalf and those of its members who were dismissed between August and September last year. Altogether 38 000 workers were involved

Unrest

In the statement of the case, it is submitted that in and during September the dismissed employees tendered to return to their employment but the respondents (AAC) refused to reinstate, alternatively re-employ them before September 12

It further states that because of the dismissal and failure to reinstate the employees they had been adversely affected

The employment opportunities, work security, economic and social welfare of the employees had been prejudiced or jeopardised

Labour unrest had been or may be created and the relationship between the applicant, its members and the dismissed employees on the one hand and the respondents on the other hand had been or may be detrimentally affected.

"In consequence, by dismissing the employees, alternatively by failing to reinstate or re-employ them before

September 12, the respondents have committed unfair labour practices," the statement said

On January 5 this year the applicant and the respondents submitted the dispute to adjudication

The respondents admitted yesterday that during August 18 to September 1987 about 38 000 employees were dismissed at the three mines

Refused

"During May, 1987 the applicant and the Chamber of Mines commenced their annual negotiations on the question of wages and other conditions of employment.

The parties were unable to reach an agreement on wages and hours of work and the applicant declared a dispute and applied for the appointment of a conciliation board

"A conciliation board was appointed but was unable to resolve the wage dispute, the applicant having refused the final offer on wages and other conditions of employment

"The applicant gave notice of its intention to call for a strike of its members in order to induce the Chamber to accede to its wage demands

"After holding a ballot among its members the applicant instructed its members to commence a strike on August 9 at the mines administered by Anglo American Corporation."

(Proceeding).

Anglo call to trade unions

Labour Reporter 16/3/88

The recurrence of wildcat stoppages and workplace violence over the past year represented a threat to the establishment of sound industrial relations, removing the right to work normally or to strike peacefully, Anglo American Industrial Corporation chairman Mr W G Boustred says

In his annual review for 1987, Mr Boustred notes the increase in the backlog of unresolved cases in the Industrial Court, and calls for the provision of more resources to make it possible for the court to function more effectively

Mr Boustred says 5,8 million man-days were lost in industrial action last year compared to 1,2 million in 1986. Such industrial action (comprising a total of 1 150 strikes, lockouts and work stoppages) involved about 595 000 employees, up from a total of 330 000 workers in 1986

Saying companies in the Amic group are committed to developing constructive relations with unions, Mr Boustred adds that employees in the group are represented by 24 unions, ranging from those affiliated to the Congress of SA Trade Unions to those belonging to the SA Confederation of Labour, with 14 unaffiliated

"Whilst unions have the right to call strikes, individual employees must have the right to choose to work normally or strike peacefully. Workplace violence and coercion remove this right. It is imperative that trade unions act in a responsible and constructive manner and realise that an economically viable enterprise and a stable environment are essential prerequisites for promoting the legitimate interests and well-being of members," Mr Boustred warns

NUM. 123 Anglo 123 dispute 211 settled

ANGLO American Corporation and the National Union of Mineworkers have negotiated a settlement in their dispute relating to dismissals during the 1987 wage-related strike, a statement from AAC said.

In terms of the settlement, gold mines administered by Anglo American Corporation will offer jobs to half of the 18 000 workers dismissed during the strike who have not been re-employed.

AAC coal mines will offer jobs to 500 of the 1 600 workers dismissed who have not been re-employed.

The agreement provides for compensation and retrenchment payments.

Code

However, in respect of the 2400 employees not re-employed because of misconduct at Western Deep Levels No 3 shaft, only those found, in an inquisitorial process, to have been unfairly dismissed will qualify for the financial benefits agreed upon.

An important element of the settlement, in AAC's view, is an agreement to negotiate a code of conduct.

AAC has long held the view that such a code will address the problems which have concerned it in labour relations over the past couple of years, namely those of workplace violence, coercion and union accountability — Sapa

21/3/88
Sowetan

COURT FINDING OVER DEATH OF 177 MEN

213
Sowetan
25/3/88
211

SEVEN Gencor employees were acquitted in the Witbank Regional Court yesterday on charges of culpable homicide and other related charges following the Kinross mine disaster in 1986 in which 177 men died.

However one of the accused, miner Mr Frederick Christoffel Viviers, was found guilty of two contraventions under the Mines and Works Act — failing to test for gas and failing to get written permission before doing welding work underground.

In judgment the Magistrate, Mr J V R Pietersen, said the State had failed to prove that the accused could have reasonably foreseen the "catastrophic situation" which occurred after a defective acetylene tank had set fire to a foam wall underground.

In acquitting the accused on alternative

SOWETAN Reporter

charged under the Mines and Works Act and mining regulations, Mr Pietersen said the State had not convinced the court beyond a reasonable doubt that the means available within relatively easy reach were not adequate in normal circumstances.

Torment

In mitigation for Mr Vivier, Mr Hennie de Vos, said Mr Viviers had suffered torment as a result of his role in the Kinross disaster.

Both he and his wife had received threatening phone calls, and his children had been taunted that their father was "a murderer".

He had also been subject to much hostility underground, so much so that at one stage the mine had to stop him working there.

Mr Pietersen fined Mr Viviers R50 on each of the two charges of contravening the Mines and Works Act.

NUM describes Kinross judgment as scandalous

THE National Union of Mineworkers (NUM) has described as "scandalous" yesterday's court judgment in which Kinross mine and five employees were acquitted on all charges relating to the September 1986 disaster

One accused, welder Frederik Viviers, was fined R50 on each of two charges of contravening mining regulations

But NUM general secretary Cyril Ramaphosa said the union would send Viviers a R100 cheque to pay the fine, as his actions had nothing to do with the fire in which 177 miners died. The fire, he said, was the responsibility of management.

He said the NUM would request the attorney-general to appeal

Ramaphosa said the facts were that the fire had been caused by the application of polyurethane foam under-

ground — a practice banned in the UK and North America

Even if, as the magistrate found, the mine had been incorrectly supplied by a contractor with polyurethane rather than polyisocyanurate, there was no conclusive evidence to suggest the outcome would have been different

Ramaphosa said polyisocyanurate was also banned for underground application abroad. But Gencor had successfully shifted responsibility to the supplier of the material.

An NUM legal representative said the union planned to go ahead with civil claims on behalf of members' dependants. He said he understood the Government Mining Engineer was now planning an official inquiry.

Mine fire: acquittals

ALAN FINE

ONE man was yesterday fined R100, and Kinross mine and five other accused acquitted on all charges related to the September 1986 Kinross disaster in which 177 people died

Frederick Viviers was fined R50 for each of two contraventions of mining regulations in that he had failed to test for gas and had failed to get written permission before carrying out a welding job which caused the fire

Magistrate J V R Pietersen said in his judgment, however, that Viviers bore no responsibility for the loss of life, as he could not have foreseen a fire of that nature

All seven accused were acquitted on charges of culpable homicide

PARLIAMENT

Collective bargaining urged

The politicisation of the union movement is a natural consequence of the absence of channels for the expression of black political aspirations at the centre and is likely to continue to bedevil labour relations for some time, says the president of the Chamber of Mines, Mr Naas Steenkamp

He said at the annual meeting of the Association of Mine Managers yesterday that as a result managers had to deal with unions driven by grievances rooted outside the workplace

"It lies beyond our capabilities and beyond our legitimate role to address the problems of political participation, but this does not mean that we can in the meantime decline our share of responsibility for promoting the process of democratising

TEIGUE PAYNE

our society. This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it, on occasion, imposes major strains on us"

Mr Steenkamp said the mining industry's approach was to try to resolve conflicts through collective bargaining

"It is in this spirit that we enter the 1988 negotiations," he said, referring to forthcoming wage negotiations with the National Union of Mineworkers (NUM)

He said last year's strike was an unfortunate episode. It was hoped that an acceptable settlement would be reached this year without a repeat "Al-

though the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers the lessons learnt were painful and expensive"

Recalling Mr Cyril Ramaphosa's statement that the 1987 strike had merely been a dress rehearsal for 1988, Mr Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith

He said industry profits were under extreme pressure and the viability of some mines was on the line as costs continued to spiral upwards

He said the mining industry had to work for lower inflation and had to bear this in mind in its wage and salary reviews

By Don Robertson

GENCOR has taken steps to eliminate discontent among some head office employees

Realising that many were unhappy with working conditions at the company's Holland Street headquarters, the manpower services division conducted a survey of its staff of 1 147.

The results were generally pleasing.

However, Gencor has decided that directors will play a leading role in maintaining staff morale, employees will be informed in a more planned manner about what is happening, communication and other shortcomings will be improved and similar surveys will be conducted

According to the company's internal magazine, Monitor, chairman Derek Keyes said that although the

27/3/88
Gencor's
S.L. (2/11)
contented
family

survey put Gencor in a favourable light, other matters were "not good enough"

Nevertheless, 75.5% of the respondents are satisfied and 81% would work for Gencor again

On the salary side, 60% are happy, 88% with their 13th cheque, 88% with their leave and 78% with their pension benefits

On the negative side, 52% are dissatisfied with their opportunities for upward communication, 62% with downward communication and 64% with their participation in decision making

CITY/NATIONAL

Unions can't escape politics, managers told

The Argus Correspondent

JOHANNESBURG — The politicisation of the union movement is a natural consequence of the absence of channels for the expression of black political aspirations at the centre and is likely to continue to bedevil labour relations for some time, says the president of the Chamber of Mines, Mr Naas Steenkamp.

He said at the annual meeting of the Association of Mine Managers that as a result managers had to deal with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and beyond our legitimate role to address the problems of political participation, but this does not mean that we can in the meantime decline our share of responsibility for promoting the process of democratising our society.

"This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it, on occasion, imposes major strains on us"

Wage talks

Mr Steenkamp said the mining industry's approach was to try to resolve conflicts through collective bargaining

"It is in this spirit that we enter the 1988 negotiations," he said, referring to forthcoming wage negotiations with the National Union of Mineworkers (NUM)

He said last year's strike was an unfortunate episode. It was hoped that an acceptable settlement would be reached this year without a repeat.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers the lessons learnt were painful and expensive".

Profits

Recalling Mr Cyril Ramaphosa's statement that the 1987 strike had merely been a dress rehearsal for 1988, Mr Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith

He said industry profits were under extreme pressure and the viability of some mines was on the line as costs continued to spiral upwards

He said the mining industry had to work for lower inflation and had to bear this in mind in its wage and salary reviews

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THE politicisation of the trade union movement is a natural consequence of the absence of channels for the expression of black political aspirations, Chamber of Mines president Naas Steenkamp said last week.

Mines explain view on unions

211 ~~211~~ Bldg 28/3/88

He said on present indications, it seemed the problem would continue to bedevil labour relations.

Referring to wage negotiations, Steenkamp said the gold mining industry would shortly be involved, once again, in talks with the National Union of Mineworkers (NUM).

He said last year's strike was an unfortunate episode and it had to be hoped that an acceptable settlement would be reached this year without the union finding it necessary to repeat last year's events.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers, the lessons that were learnt were painful and expensive."

Recalling Cyril Ramaphosa's

statement that last year's strike had been merely a dress rehearsal, Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith.

He said as a result of the lack of opportunity for blacks to express their political aspirations "at the centre", managers found themselves dealing with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and also beyond our legitimate role, to address the problems of political participation, but this does not mean that we can, in the meantime, decline our share of responsibility for promoting the process of democratising our society."

"This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it ... imposes major strains on us". — Sapa.

Star 30/3/88

Chamber president 'optimistic' on wage talks

By Mike Siluma, Labour Reporter

The president of the Chamber of Mines Mr T I Steenkamp yesterday called on the Government to resolve South Africa's political problems, and expressed optimism that an "amicable" settlement would be reached in this year's mining industry wage talks.

Mr Steenkamp was addressing a gathering of the SA Federation of Civil Engineering Contractors in

Johannesburg

Welcoming the Government's "continued faith in collective bargaining", Mr Steenkamp pointed out that political developments in South Africa had lagged behind progress in the industrial relations field. Employers were required "to deal with industrial relations challenges that are heavily distorted by political frustrations"

He commended the Government for largely staying out of last year's miners' strike, despite the occurrence of unrest

"That the Government — under these circumstances — did not intervene says a great deal for its restraint and also for its faith in the industrial relations system and in the parties involved

"A point not always appreciated is that the strike was in the end resolved through agreement and settlement, not

Mines chief urges Govt to solve problems

through force or curtailment of the parties' freedom," said Mr Steenkamp

The future direction of industrial relations in South Africa would be determined by whether employers and unions were willing to protect the industrial relations system "against intrusion from the outside — be it intrusion by the liberation movements or by the Government"

The role of the State, said Mr Steenkamp, is primarily "to provide a framework in which collective bargaining can operate freely and demo-

cratically with minimum interference".

However, the deliberate abuse of the system would lead to Government intervention

"There has already been a clampdown on Cosatu — luckily not on the Cosatu affiliates with whom the employers must negotiate. I am prepared to read this as a welcome sign that the authorities still have faith in the collective bargaining process as such, and I hope we will prove that faith to have been justified," Mr Steenkamp said



Chamber president Mr T I Steenkamp.

While understanding the existence of "legitimate grievances among the black workforce which need redressing", and the political pressures on black union leaders, management had to call 'foul' when the rules of the game are blatantly broken in order to appease extremists

Turning to this year's wage talks for mine-workers, Mr Steenkamp said he had "confidence in the good sense of people" and was "optimistic that wisdom will prevail within the union" (the National Union of Mine-workers)

Handwritten notes: 211

Mines unrest self-destructive

ART TIMES 30/3/88 (21)

THE 1987 strike on our gold and coal mines was a major event second only — in terms of trauma — to that great convulsion 65 years earlier. In 1922 the number of strikers involved was far fewer — about 25 000 compared to 230 000 last year — but the loss of life in 1922 was far greater.

There are in fact no real similarities between the two strikes but the differences between them may hold some lessons.

The 1922 strike got out of hand, the state intervened with the military, more than 200 people died, four strike leaders were hanged, 5 000 people were arrested, the government of the day subsequently fell from power and new labour legislation was introduced to accommodate the political consequences of the strike.

The new measure, the Industrial Conciliation Act of 1924, was an excellent piece of legislation with however one major flaw: in seeking to allay white fears it explicitly excluded blacks. This established a basically sound but discriminatory framework for industrial relations because while blacks were not precluded from forming unions, they were not part of the statutory system — members of the club, as it were — and they operated in a twilight world for more than half a century until the Wiehahn Commission recommendations undoing the discrimination were accepted by the Government in 1980.

In 1922 the State found it necessary to get involved whereas last year it largely kept out of the fray. In 1922 the government may have had no option but to intervene on the scale it did because the strike developed into a full-scale re-

bellion — the Rand Revolt or Red Rebellion as it became known. This begs the question: are there currently forces at work heading us in the same direction?

If there are and if at some stage the Government is obliged to intervene with force on our mines or in our factories, the consequences may well be far more serious than what happened in 1922.

No doubt the Government must have considered inter-

vening in last year's strike when it became clear that violence was again rearing its ugly head. Because — let us make no bones about it — paralleled in time with the advent and growth of unionism for our unskilled and semi-skilled workers there has been a deeply worrying increase of violence and bloodshed on our mines.

In 1985 violence caused 32 deaths and 188 injuries. In 1986 this rose to 38 deaths and 243 injuries and in the brief period from December 1986 to February 1987 52 deaths and 763 injuries were reported.

During the month of the strike — August 1987 — 18 people lost their lives, 15 in clashes between strikers and non-strikers. It appears that 12

of the fatalities were employees not wishing to participate in the strike. In addition to these deaths, many hundreds of employees were injured.

That the Government — under these circumstances — did not intervene says a great deal for its restraint and for its faith in the industrial relations system and in the parties involved. A point not always appreciated is that the strike was in the end resolved through agreement and settle-

ment and not through force or curtailment of the parties' freedom. It was a victory for moderation and restraint and it was a victory for our industrial relations system, though the cost was high, to union members and to employers alike.

So if you ask me just where industrial relations is

heading in our country and in the mining industry in particular my answer must be that this would depend on whether management and workers set enough store by their relationship and the system under which they operate to want to protect it from intrusion whether by the liberation movements or by the Government.

If indeed the parties are pre-

pared to work positively to safeguard their system the Government can be kept out of it. Not that I am suggesting the Government has no role in industrial relations. On the contrary. The role of the State is, first and foremost, to provide a framework in which collective bargaining can operate freely and democratically with minimum interference, and this appears to have been accepted.

But the catch is that labour law and the industrial relations system are limited in design and intent. They can only provide the preconditions for negotiation, compromise and peaceful resolution of disputes.

They cannot contend with violence, intimidation, murder and insurrection or serve the aims of revolutionaries. If the system is deliberately abused by these methods it will crack under the strain and the Government will sooner or later intervene.

It would be ironic if emergent unions, by brutalizing a tried and trusted system which has gained them genuine power in the industrial decision-making process, were to destroy both the system and a power base on which so much more could have been built.

There has already been a clamp down on Cosatu — luckily not on the Cosatu affiliates with whom the employers must negotiate. I am prepared to read this as a welcome sign that the authorities still have faith in the collective bargaining process as such and I hope we will prove that faith to have been justified.



EXTRACTS from an address by the president of the Chamber of Mines, MR NAAS STEENKAMP, in Johannesburg this week.

Anglo-NUM pay gap

Anglo American Corporation and the National Union of Mineworkers (NUM) last week failed to agree on the meaning of the word "pay". Such an agreement is central to implementing the March 17 adju-

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dated settlement between them over the fate of the 18 000 strikers dismissed last August.

As the *FM* went to press, Anglo was due to tell the union formally how it interprets the settlement and how, accordingly, it intends implementing it.

Anglo's Gold and Uranium Division spokesman, Michael Spicer, says the company is sticking to its view that pay refers to "cash earnings" only, and not the additional benefits, worth around R164 a month, that miners receive in the form of board and lodging and which the union wants included in the deal.

The discrepancy leads to a massive difference in the amount the parties reckon will be paid out in terms of the settlement. Anglo is looking at about R35m, whereas the union's calculation is R60m. Either way, it is the biggest ever compensation for dismissal in South African labour history.

"Coupled with the Sentrachem judgment" (*Current affairs* March 4), says NUM assistant general secretary Marcel Golding, "this is a major concession by capital that dismissal is not an appropriate response to lawful strikes. The message should be clear to employers — there's a high price to pay for dismissing workers."

Unless the NUM backs down on the pay question, it seems likely that a "neutral umpire," in terms of the settlement, may have to be called in to adjudicate. The wrangle is holding up implementation of the rehiring process.

The settlement entails the reinstatement of 9 500 of the dismissed miners, who will receive at least 10 weeks' pay, and some 18 weeks' pay for about 6 000 workers who are not to be rehired. The rehiring offers will be made to groups of 3 000 gold miners over three, three-month periods, with those rehired last receiving a month's additional payment.

Anglo's coal subsidiary, Amcoal, is to re-hire 500 of the 1 600 dismissed coalminers by mid-June. Some 6 000 have effectively been retrenched as a result of rationalisation, but will receive 18 weeks' pay.

Concerning the 2 400 workers not re-employed because of misconduct at Western Deep Levels' Number 3 shaft, only those found to have been unfairly dismissed will qualify for financial benefits agreed upon.

The company regards Clause 8 of the settlement, which requires the parties to formulate a "code of conduct" regulating strike activity and an agreement to deal with individual dismissals, as historic. It will attempt to lay down guidelines for problems of violence and intimidation during strikes, as well as union accountability. ■

Miner killed by dogs

Highveld Bureau

A Kinross mineworker, Mr Thandekile Dumisa (35), was mauled to death by eight security dogs in the early hours of Saturday morning.

The dogs, believed to be bull mastiff-ridgeback crosses, belonged to the owner of the NRC general store on the mine property.

An Evander police spokesman said the store owner let the dogs out at night to guard his property.

Mr Dumisa was discovered by another miner on Saturday morning when he saw the dogs attacking something in the veld.

It is apparently not the first time the dogs had attacked a passing miner.

Evander police are investigating.

Miner's death: dogs put down

(211) SRA By Therese Anders, Highveld Bureau 6/4/88

The eight dogs that savaged to death a Kinross Mine worker were put down at the Evander SPCA yesterday.

The naked body of Mr Thandekile Dumisa (35) of Transkei was found near the NCR general store on Kinross Mine property after he had been mauled by the dogs early on Saturday morning.

An Evander police spokesman said the body was covered in what appeared to be bite marks.

The body was found by another mine worker when he saw the dogs gnawing at something in the nearby veld. On moving closer he saw the dogs were mauling a human body.

The dogs, believed to be bull mastiff-ridgeback crosses, were originally thought to belong to the owner of the NRC general store at Kinross.

However, NRC Kinross manager Mr Rocky Kanagan said only two belonged to the store, where they were used for night security. He claims the other six were strays.

Mr Kanagan denied claims that the dogs had attacked people.

An Evander police spokesman said they had instructed Kinross Mine security to remove the dogs after the incident as there was insufficient fencing to protect other miners.

A post-mortem will be held tomorrow.

Labour law will heighten conflict — Ramaphosa



Own Correspondent

9/4/89

CAPE TOWN — A vast and rapid increase in unlawful and unregulated strikes would occur if the proposed Labour Relations Amendment Bill was passed, Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said yesterday

He was speaking at a conference on Laws Against Trade Unions and Political Organisations organised by the Labour Law Unit at the University of Cape Town.

Mr Ramaphosa said other consequences would be that unions would adopt a "hands off" approach for fear of being held liable for damages caused by a strike, and employers would lose valuable skilled employees because of strike dismissals

The Bill was aimed at the Congress of South African Trade Unions (Cosatu) and its affiliates, he said

ECONOMIC INTERESTS

Cosatu was attacked because it formed alliances with progressive organisations and co-ordinated and participated in political campaigns.

The affiliates were attacked because, through their tight organisation, they had articulated the political aspirations of members and the communities in which they lived

It was those unions which had best served their members' economic interests which had been best able to articulate their members' political views

Mr Ramaphosa said the Bill was a blatant at-

tempt to breathe new life into employer prerogative

It had not been widely condemned by employer organisations and there could be no doubt that capital as a whole supported the Bill

Employers who did not like the Bill could either lobby the State directly or enter into a new series of agreements with trade unions in which "no attempt is made to buttress employer power with the coercive aspects of State legislation"

These private agreements would establish rights not given by the statutory system.

MOST CRUCIAL

Mr Ramaphosa said the most crucial among these were the right to strike once conciliation procedures had been exhausted, the right to picket and the entrenchment of majoritarian trade unionism

Trade unions would in turn have to undertake that strikes took place in an orderly fashion, and they would particularly have to address the question of violence

Any industrial system involved in profit-making had conflict built into it, he said. The interests of workers and management were seldom the same even on small issues

"The Labour Relations Amendment Bill cannot and will not conciliate the tension between labour and management in South Africa.

"No matter the short term gains for employers it can only exacerbate tension and heighten conflict

"As we know, in this country it is a sad fact that where we have conflict we often have bloodshed, Mr Ramaphosa said"

8-14/4/88



(21)

WEEKLY MAIL, AP

NUM deal not binding - Anglo

ANGLO American Corporation does not consider the settlement it signed with the National Union of Mineworkers last month, in terms of which it agreed to reinstate or compensate workers dismissed in last August's strike, binds it to any particular course of action, Anglo representative Michael Spicer said this week.

The union has hailed the settlement as "a major concession by the country's largest corporation that dismissal is not the appropriate response to a lawful strike". NUM set it alongside the recent industrial court judgement in terms of which Sentrachem was compelled to reinstate workers dismissed while on a legal strike.

But Anglo does not regard the settlement as setting a precedent,

By **HILARY JOFFE**

Spicer said. Its main thrust in agreeing to settle was to preserve its working relationship with the union and to avoid the costs, for both sides, of a protracted court case.

NUM is now taking Anglo to court over the interpretation of "pay" in the settlement — an issue worth millions of rands to the dismissed workers.

The union this week filed an urgent application against Anglo in the Rand Supreme Court alleging breach of the strike settlement reached on March 17.

In terms of the settlement, Anglo agreed to reinstate and provide back pay for 9 500 workers dismissed during the strike and to provide re-

trenchment pay of at least 18 weeks for those not rehired.

About 2 600 face disciplinary hearings and become eligible for compensation only if they are found not guilty of alleged transgressions.

Within days of the signing of the settlement it became clear that NUM and Anglo differed over the interpretation of pay in the settlement.

The union takes it to include the mineworkers' board and lodging; Anglo is interpreting it as basic pay only, Spicer said.

Thus NUM said the settlement was worth R60-million while Anglo said it was worth about R35-million.

Spicer said the union was asking the court to find Anglo in breach of the settlement, in terms of which dis-

putes over the implementation of the agreement should be referred to a joint NUM/Anglo committee. If agreement was not reached, the dispute should then be referred to a neutral umpire for arbitration.

The union and Anglo had failed to reach agreement at a meeting held recently, Spicer said.

Anglo is now considering its response to the NUM application. The corporation has until next week to file papers in return. The court hearing is scheduled for April 19.

Spicer said Anglo hoped to go into the forthcoming round of mine wage negotiations "in good faith, leaving all that has happened behind us".

NUM could not be reached for comment.

Anglo softens stance

ANGLO American yesterday notified the National Union of Mineworkers (NUM) it would accept that any dispute over the interpretation of the term "pay" in last month's dismissal settlement could be referred to arbitration.

The move appears to make it unnecessary for the NUM to proceed with litigation initiated in the Rand Supreme Court last week.

The two parties are in dispute over whether financial settlements due to up to 19 600 workers who are re-employed or retrenched should include the value of fringe benefits. The dispute involves an amount of more than R10m.

Anglo spokesman Michael Spicer said the corporation had told the NUM it

B/day ALAN FINE

12/4/88

would go ahead with the implementation of the agreement, using its own interpretation, and any dispute can be regulated in terms of the agreement — which provides for referral to a neutral umpire any alleged breach or unfair implementation.

The NUM proceeded to court when Anglo did not initially agree the interpretation dispute fell within the terms of this provision.

NUM assistant general secretary Marcel Golding said he was pleased "Anglo's good sense had prevailed", thus obviating the need for costly litigation.

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THE National Union of Mineworkers (NUM) said yesterday statistics showing an increase of the incidence of AIDS positive cases on the mines justifies the union's demands for an early end to the migrant labour system.

The Chamber of Mines published figures on Friday showing the number of Malawian carriers of the AIDS virus had more than doubled to 2 000 since 1986, while another 90 miners from SA and other countries had also been identified as HIV positive.

The NUM noted the link between contracting AIDS from a carrier

AIDS a reason to stop migrant labour — NUM

communities surrounding mine hospitals. The chamber should offer women in these communities free quality treatment for sexually transmitted diseases as well as free screening tests for AIDS.

ALAN FINE

and the presence of other sexually transmitted diseases — which have been on the increase on the mines for the past five years — was strong.

Ultimately, though, only the dismantling of migrant labour — and its replacement with the right of workers to live with their families

— can halt the inevitable spiral of this disease, the union said.

A chamber spokesman responded that some of the union's suggestions, including services to surrounding communities, were already under consideration. However, he said, the NUM's linkage of the spread of sexually transmitted diseases with the migrant labour system was simplistic.

"The epidemiology of AIDS is rather more complex than suggested, and in any event the industry is committed to the progressive dismantling of the migrant labour system," he said.

Business Daily

THURSDAY, APRIL 14 1988

60c (54c + 6c tax)

and CAPE 80c (71c + 9c tax)

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A TIME

Metal unions seek new dispensation

TRADE unions representing 130 000, mostly black, workers in the metal industry have asked the Steel Industries Federation of SA (Seifsa) to negotiate a set of dispute settlement procedures, outside the official structures, in an attempt to avoid having to operate in terms of the pending Labour Relations Amendment Bill.

The proposal, made at Tuesday's industrial council wage talks, came after National Union of Mineworkers general secretary Cyril Ramaphosa told a conference employers should enter into

ALAN FINE

such agreements with unions.

Ramaphosa said unions would, in return, have to undertake that strikes took place in an orderly fashion.

These developments suggest this could become one of the key labour issues of the next few years.

Certain prominent individual employers — including SAB, AECI and Premier — have indicated their willingness to negotiate deals, but this is the first time it has been proposed at industry level.

The five metal unions party to the proposal are affiliates of the International Metalworkers' Federation (IMF).

Seifsa director Brian Angus said while the organisation had not yet considered the proposal, it had indicated it was open to discussion.

Secretary of the local IMF council, Brian Fredericks, said the unions had proposed that all dismissal, recognition, retrenchment and collective bargaining

● To Page 2 →

New dispute procedures sought by unions

disputes be referred to compulsory arbitration, after an expedited conciliation process. A panel of mutually agreed arbitrators should be set up.

Seifsa should also accord to unions the right to strike. This encompassed an undertaking that no disciplinary action (including dismissal) would be taken against workers who had complied with agreed procedures and whose actions were authorised by their union.

And employers should, in the event of

wildcat strikes, give unions 48 hours to resolve the matter before disciplinary action is taken.

□ At Tuesday's negotiations Seifsa increased its wage offer to 12,2% on the bottom rate down to 10,1% for artisans. The IMF unions reduced their demands to 53% on the bottom rate, while the latest CMBU demand is 13%.

← ● From Page 1

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Lack of skilled labour, milling of lower grades blamed

Rand Mines sees loss

cap 7145 19/4/88 (211) (211)

By AUDREY D'ANGELO
Financial Editor

THE four major mines in the Rand Mines group — Harmony, Blyvoor, Durban Roo-depoort Deep and ERPM — have ended the March quarter with a loss of R8,1m compared with a profit of R17,8m for the previous three months

The directors say a shortage of skilled labour was one reason for lower production. Another was the milling of lower grades. And the average gold price received was lower.

But Clive Knobbs, chairman of the gold, platinum and uranium division, forecasts better results to come

"It hasn't been a good quarter, but the group has now come out of the trough and will report a comparatively healthy June quarter — thanks to strong turnarounds by mines like ERPM and Harmony"

Total tonnage milled by the four mines dropped by 3% from 3,9m tons to 3,8m. This, and lower grades at Harmony and Blyvoor, resulted in a 4% drop in gold production, from 13 493 kg to 12 925 kg

The average gold price received was R30 205 per kg compared with R30 381 in the December quarter.

However, capital expenditure for the quarter was R6,3m lower than the previous quarter at R53,3m

The group reported for the first time on its two newly listed ventures, Barplats Investment Ltd and gold company Barbrook Mines. Income from investments gave Barplats net profits after tax of R2,4m compared with R1,5m the previous quarter

Barbrook reported after tax profit of R358 000 compared with R48 000 rand

● Harmony Tons milled at the mine fell by 71 000 tons to 2,2m while the grade dropped from 2,96 g/t to 2,92 g/t resulting in a fall in gold production from 6 657kg to 6 362kg

The directors say the shortfall in tonnage resulted partly from an ongoing acute shortage of miners. They hope this situation will be resolved when the new Mines and Works regulations permit discussions on introducing blacks into previously reserved jobs

Gold revenue fell by R9,5m to R192,6m (R202,1m). Uranium revenue fell from R10,1m to R7,2m bringing total revenue for the quarter down by R12,3m to just under R200m. After tax profit was R1,55m.

● Blyvoor Tons milled dropped from 558 000 tons to 529 000 tons and this combined with a fall in grade from 5,07 g/t to 4,91 g/t brought gold production down from 2 830 kg to 2 597 kg.

Knobbs states that the drop in grade was expected and was in line with long term plans to mine as much Main Reef as possible in order to optimise the life of the mine

Because of lower gold production and a fall in Blyvoor's gold price, gold revenue fell from R85,6m to R77,4m. Working profit was R14,3m compared with R22,3m the previous quarter.

Pre-tax profit was R15,7m (R24,1m) and after-tax profit R11,1m (R14m)

● ERPM The working loss was R4m higher than the previous quarter at R18,4m. The directors say this figure would have been lower if it had not been for problems, now sorted out, at the sand plant and the Far East Vertical project.

Losses have been reduced from R8m in January to R4m at the end of March

Tonnage milled dropped by 46 000 tons to 502 000 tons because of delays in commissioning the Far East vertical cooling plant and because of the rationalisation programme which concentrates on higher grade reef

As these problems have been resolved, tonnage is expected to show an increase

Grade dropped from 3,93g/t to 3,85g/t with a resultant drop in gold production from 2 152 kg to 1 933 kg

Revenue fell from R68,4m to R63,6m, which fell far short of meeting costs of R82m

ERPM is continuing to hedge some of its production and sold 2 414 kg forward between the second quarter of this year and the first quarter of 1989 at between R30 481 and R32 483 per kilogram

● Durban Deep This was the only mine in the group to show an increase in production. Tonnage milled rose from 541 000 to 568 000 tons while grade remained constant 3,27 g/t. Gold production rose from 1 769kg to 1 858kg

The gold price for the mine increased by R37 to R30 540 and this, together with increased production pushed revenue up to R56,8m (R53,9m). This however was R1,6m short of covering costs.

After sundry revenue and the tax bill there was a net loss of R1,7m against a previous profit of R6,7m when state aid of R5,5m was claimed. There was no aid in the March quarter

Durban Deep also sold gold forward with a total of 1 555 kg at prices between R30 662 to R32 978 per kg

'Death threat' in mine strike

20/4/88

SIPHO NGCOBO

(23)

(21)

Bl/day

AN ANGLO American Western Deep Levels mine official said he was threatened with death by black miners underground during a strike last year.

"They said they wanted to be taken out with guns as they had been forced underground with guns," said Martinus Potgieter, testifying before the Inquisitorial Proceeding regarding last year's dismissal of 2 600 workers by Anglo American.

Application for conciliation board

(211) B/2004 20/4/88

Mining wage dispute

WAGE talks between the Council of Mining Unions (CMU) and the Chamber of Mines have broken down, and the CMU has declared an official dispute and applied for the establishment of a conciliation board.

CMU secretary Tom Neethling said yesterday the deadlock had arisen after a meeting on Friday when the chamber made a final offer of a 9% package in response to a revised CMU demand for 17%. The proposals comprise an as yet undetermined portion of wages, as well as other improvements in working conditions.

ALAN FINE

The offer does not apply to a small number of collieries said to be marginal mines.

The CMU, comprising eight unions, represents 24 000 skilled miners and artisans in the industry.

Neethling said the chamber had indicated it might be prepared to improve its offer, but refused to do so until the CMU again substantially revised its position. On this basis, he accused the chamber of failing to bargain in good faith

A chamber spokesman rejected this. He said the 9% offer was negotiable. However, the CMU's demand was wholly unrealistic, bearing in mind the factors that had to be taken into account in the industry and the country.

The spokesman said the chamber hoped that the unions' approach would be more constructive in the next phase of negotiations so that a responsible settlement could be reached.

The parties have met three times since March 31. The chamber's offer is well below last year's 15% settlement figure.

APR 21 1988

Anglo 'rounded up, teargassed' strikers

Own Correspondent

JOHANNESBURG — A miner described on Friday how a group of black miners were rounded up with armoured vehicles, teargassed, shot at with rubber bullets and driven to work at gunpoint by Anglo American's Western Deep Levels security personnel during last year's strike.

Mr Ben Felanto, described as a respected member of the National Union of Mine Workers (NUM), was testifying before Mr Jules Browdie, SC, in an inquisitorial proceeding regarding the dismissal of 2 600 workers last August.

Mr Felanto, who was vice-chairman of the shaft committee at the time of the strike, told the court he was hit with the butt of a gun, kept for a night under arrest and later taken to the Carletonville police station, where he was detained for a week without trial.

The case has been postponed until a date to be decided.

Miner describes Anglo use of force

211
25/4/88 B/day

A BLACK miner described on Friday how a group of black miners were rounded up with armoured vehicles, teargassed, shot at with rubber bullets and driven to work at gun-point by Anglo's Western Deep Levels security personnel during last year's strike.

Ben Felanto, described as a respected member of the National Union of Mine Workers (NUM), was testifying before Jules Browdie SC in an inquisitorial proceeding regarding the dismissal of 2 600 workers last August.

Felanto, who was vice-chairman of the shaft committee at the time of the strike, said in his testimony: "It was the night of August 26 when I saw mine security guards advancing towards Hostel No 3 in Hippos. Suddenly, workers who were marching in the yard were shot at

SIPHO NGCOBO

with teargas and rubber bullets."

"Just then two security guards came into the room and said those who did not want to go to work had to stand aside. One security guard hit me with the butt of a gun on the side of the body.

"We were driven to work with security guards on the sides and behind us. A Hippo was also behind us. At a certain point, a security guard came to me to say I was being called by the personnel manager. I was taken to the barracks where I was locked up in a little room for the whole night.

"The next morning I was taken to the local police station where I was kept for a week without trial."

A date for the case to continue is still to be set.

Anglo denies forcing workers

Bl/day 26/9/88

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ANGLO American has denied allegations by a black miner that security staff at Western Deep Levels last year rounded up striking black miners with armoured vehicles, tear-gassed and shot at them with rubber bullets and forced them to go to work.

Testimony by Ben Felanto at the inquisitorial proceeding regarding the dismissal of 2 600 workers last August came under intense cross-examination by advocate Robert Nugent for Anglo. Felanto was vice-chairman of the shaft committee at the time of the strike.

Nugent put it to Felanto that mine security had moved into Hostel 3 to protect workers who wanted to work and that they did not force workers underground.

"They also moved in because some of the workers had declared that they had taken over the kitchen. Is that correct?" asked Nugent.

Felanto said it was correct that some of the miners had declared they had taken over the kitchen, but denied that mine security guards en-

SIPHO NGCOBO

tered the hostel to protect those who wanted to go to work.

"If the security guards came to protect us, why did they arrest me?" asked Felanto.

His question prompted a comment from Jules Browde SC, who is chairing the proceeding: "That is what I would like to know from you."

Felanto said: "Not even the policemen at Carletonville police station knew what the charges against me were."

Nugent put it to Felanto that he (Felanto) knew very well the reasons for his arrest — that he had tied up and held captive one of the mine officials.

Felanto denied the allegation.

But he admitted under cross-examination that a number of workers marched onto the mine premises and hoisted an NUM flag.

A date has yet to be set for the case to continue.



Mr Bedeker (middle) signing the contract for the first phase of a R15 million investment in computerised resource monitoring for Gencor. With him is Mr Gerry Schultz (left) MD, Saco; and Mr Peter Lake, manager, group services, GGIS.

Saco in R6-m labour resource system deal

Saco Systems has been awarded a R6 million contract for the supply of a computerised labour resource system which will eventually cater for up to 200 000 workers at 26 shafts at Gencor's gold and uranium divisions and at Impala Platinum mine

It will be the first phase of a potential R15 million investment in computerised resource monitoring. The system is the result of a three-year development programme made by Gencor Group Information Services (GGIS) and Saco Systems.

It has the capacity to ensure rapid and highly accurate wage calculations and related labour accounting.

Workers will be able to access

the system directly at conveniently placed inquiry terminals to obtain information such as print-outs on hours worked, overtime and leave due

"The facility will alleviate a worker's uncertainty, misunderstanding and potential friction regarding earnings and benefits," says GGIS general manager Mr Hannes Bedeker

"At the same time, it will ease the administrative burden and provide management with real-time, on-line financial and resource availability reports"

Accurate information on the absence or presence of workers and their location underground will be an important safety feature when

blasting or in the event of a mine accident

It will also enable management to allocate exact numbers of workers to perform crucial tasks at specific times

Central to the system's speed and accuracy will be the use of the specially designed ID badge barcode entry data medium.

Designed for high throughput and fast response, the dedicated computer has a processing speed of more than 600 transactions a minute.

The second phase, potentially valued at R9 million, will cater for the multi-shaft integration of the system and the supply of mainly portable equipment on a complementary basis

211 7/14 Star 4/5/88

Armcor No 5 in sales of weapons

Star 19/8/88

Pretoria Bureau
Armcor is the world's fifth largest defence contractor with current orders for more than R9 billion, according to an article in the international news magazine *Time*.

In its latest issue, *Time* details Armcor's decade of growth from "only two small factories" in the late Seventies to an exporter of R1,8 billion-worth of armaments to 23 countries last year.

Armaments are South Africa's third largest export after gold and coal, according to *Time*.

"The weapons that South Africa produces are mostly modernised and rebuilt versions of systems the armed forces imported or built under licence in the pre-embargo days

"In many cases, however, Armcor's experts have introduced so much new technology that the result is almost a different product," says the article.

South African arms have surfaced in Sri Lanka, Morocco and are on order by Iraq, says *Time*

Amcoal workers now own shares

By Michael Chester
Star 10/5/88
As many as four in every five of the 25 000 miners and staffers employed by the Anglo American Coal Corporation have joined the elite ranks of shareholders on the Johannesburg Stock Exchange

Amcoal chairman Mr Graham Boustred disclosed in an annual review today that over 80 percent of employees had elected to accept invitations from the board of directors of the Anglo American Corporation to join the group employee shareholder scheme.

The scheme, seen by the directors as a radical

new approach to better industrial relations and black advancement but still a controversial issue inside trade union circles, allows employees to become shareholders as soon as they have been on the payroll two years or longer

Mr Boustred said the scheme would allow employees "to experience wealth as a resource and will show how money invested in well managed enterprises creates wealth for the community in addition to providing a worthwhile reward to the investor"

But Mr Boustred, in a wide review of industrial

relations issues, voices concern about the lack of progress by the Government in abolishing the statutory job reservation provisions of the Mines and Works Act

Referring to last year's strike by members of the National Union of Mineworkers, he adds "While Amcoal remains committed to a policy of constructive relationship with trade unions, such unions must accept that the best interests of their members cannot be served by policies and actions which threaten the long-term viability of the industry"

SADF chief going to Lisbon?

The Star's Africa News Service
Star 10/5/88
The chief of the South African Defence Force, General Jannie Geldenhuys, will travel to Lisbon in a few days time, the Mozambique News Agency, AIM, reported from Lisbon

No comment was available from the South African Department of Foreign Affairs at the time of going to press. The Defence Force referred inquiries to Foreign Affairs

AIM linked General Geldenhuys's visit to the current peace negotiations on Angola, but some observers say it could be connected with negotiations on security arrangements for the Cahora Bassa dam

AIM said General Geldenhuys will meet the Portuguese armed forces chief of staff, General Lemos Ferreira,

and may also hold talks with officials of the Portuguese foreign ministry

The agency did not give any further details on the talks, but said a number of political and diplomatic figures connected with the Angolan issue will visit Portugal within the next few days

Cuban Deputy Foreign Minister Mr Roaul Roa is expected in Lisbon today for a meeting with Portuguese Foreign Minister Mr Joao Pinheiro, AIM said

Later this month, Soviet deputy foreign minister Mr Anatoly Adamishin, who has been the Soviet Union's main negotiator on African affairs, will also visit Lisbon.

The Prime Minister of Cape Verde is also visiting Portugal at the moment and there has been speculation that a conference on Angola could take place on Cape Verde

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Two die in coal mine violence

TWO Matla Coal employees died and 22 were injured on Tuesday night in sporadic fighting between small groups of workers at the company's hostel near Kriel, Matla Coal said.

Seven of the injured were admitted to the Winkelhaak Mine Hospital at Evander. One has since been discharged and the other six are in a satisfactory condition.

The violence has been brought under control by mine security personnel, but the mine's activities have been suspended until the situation returns to normal.

Discussions between management and workers are being held to establish the cause of the problem and to resolve it as soon as possible. Police are investigating. — Sapa.

2/13 (511) B/day 13/5/88

Mines and miners square up

By Robyn Chalmers

Strikes

NATIONAL Union of Mineworkers (NUM) proposals for a 40% across-the-board wage increase could lead to a confrontation with the Chamber of Mines at the annual pay negotiations.

Chamber spokesman Peter Bunkell says the date for the first meeting with the NUM has been set for May 23.

"We cannot discuss the proposals or even confirm them, other than to say that we received them a while ago."

NUM general secretary Cyril Ramaphosa said after the four-week strike on various mines last August that "this is only a dress rehearsal for 1988"

The strike last year cost both the chamber and NUM supporters a lot.

SA gold production in 1987 fell by 33 tons, or 5,2%, to 605 compared with 638 in 1986. Half of the loss can be attributed to the slide in the grade of ore mined, the rest to the strike.

The loss amounted to an estimated R400-million in forfeited gross revenue for the mines, and NUM supporters received no pay for the four weeks.

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Union considers legal action after dismissals

STW 23/5/88 Labour Reporter

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) may take legal action against the Lothlorien group following the dismissal of more than 400 striking members.

A Ppwawu spokesman said at the weekend that the workers were dismissed after going on strike in the group's four plants in Alberton and

Roodekop, near Wadeville, on Wednesday. The workers had downed tools after the promotion of three shop stewards into management positions.

● Annual wage negotiations between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Company resume today, with the union demanding a 30 percent increase.

(2/1)

Freedom Charter 'will solve problems'

Align with workers says Ramaphosa

26/5/88
Blacy

BRONWYN ADAMS

THOSE businesses set up with one goal in mind — profit — would have to adapt to the system envisaged by the Freedom Charter, National Union of Mineworkers general secretary Cyril Ramaphosa said at a Contact Group conference in Johannesburg yesterday.

Ramaphosa said the principles of the Freedom Charter necessitated the equitable redistribution of wealth, but not the destruction of existing businesses, especially where management had taken progressive steps in terms of labour relations.

He said the charter, if implemented, could solve unemployment problems and the crisis in education.

Ramaphosa said management needed to take advantage now of the opportunities to align itself with workers, rather than the state

He said management had unfortunately colluded too often with government in a short-sighted attempt to crush worker

organisations. For example, many managers were excited after hearing the draft Labour Relations Amendment Bill because of the damage it would do to trade unionism.

Management had a strategically important position in terms of workers with political implications, Ramaphosa said. But, it needed to win workers' trust by assuming a more progressive outlook, rather than taking sides with government as it had traditionally done.

Ramaphosa said management needed to educate itself as to the reasons for worker demonstrations by becoming familiar with the political factors faced by employees.

He said workers were making an effort to unite in the face of apartheid. While Nactu was prepared for all workers to unite in action, Cosatu had resolved to unite in terms of both organisation and action.

Murder verdict in police trial

GRAHAMSTOWN — Two white policemen implicated by fellow officers were convicted yesterday in Grahamstown Supreme Court of murdering a black youth after beating him so severely they did not dare let him go free

The trial, which began in October, is one of the few in SA in which white policemen have testified against colleagues facing the death penalty for alleged brutality against blacks

The convicted men, Warrant-Officer Leon de Villiers, 37, and Constable David Goosen, 27, will be sentenced after argument about extenuating circumstances.

De Villiers and Goosen were charged with

two counts of murder, in connection with killings on July 26, 1986, in Cradock. They were acquitted on one count but convicted of the murder of Mlungisi Stuurman, 18

According to testimony, members of De Villiers' all-white riot squad drank heavily, conducted a blood-oath ceremony swearing themselves to secrecy, and then made unauthorised night and dawn forays into the township during which several blacks were assaulted

Officers said De Villiers ordered that Stuurman should be "taken out" because of the severity of his injuries. They said Goosen shot him in the back of the neck — Sapa-AP.

26/5/88

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NUM declares first
dispute with Ergo

Star 27/5/86

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By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM) declared its first wage dispute yesterday with the owners of the East Rand Gold and Uranium Company (Ergo) a day before commencing annual industry-wide pay talks with the Chamber of Mines.

NUM assistant general secretary Mr Marcel Golding said the union had declared a dispute and had applied for a conciliation board after rejecting an Ergo final wage increase offer of between 11,5 percent and 13 percent.

The NUM is demanding.

- A 27 percent wage increase.
- The provision of transport for commuting to and from work.
- Improvements to the employee hous-

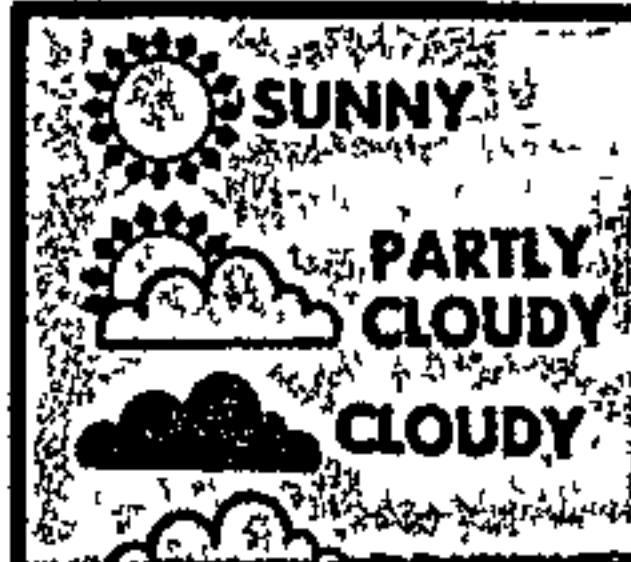
ing scheme.

- An improved shift allowance.
- When meeting the Chamber today in talks that could affect up to 500 000 gold and coal miners, the NUM is expected to demand an across-the-board 40 percent increase.

Referring to the Ergo dispute, Mr Golding said, "Ergo's offer only compensates workers for what they have lost (through) inflation. There has been no real increase in workers' standard of living."

About 1 800 workers are affected by the Ergo talks, according to NUM, which claims a paid-up membership of 220 000 in the rest of the industry.

- NUM is already in deadlock with De Beers Consolidated Ltd, the world's largest diamond mining company, over wages and working conditions.



THE WEATHER

PIETERSBURG
● 9/24

Miners' union seeks 40 pc rise talks adjourned

Star
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By Mike Siluma,
Labour Reporter

Annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines, which began on Friday, have been adjourned to June 1, with the union demanding a 40 percent increase and a R350-a-month minimum rate.

NUM general secretary Mr Marcel Golding said at the weekend that in addition to the wage demand, the union had asked for a 100 percent holiday leave allowance, 44 days of leave for all workers, June 16 as a paid holiday and a reduction in working time to 80 hours a fortnight.

The union also made proposals for a provident fund.

Mr Golding said the Chamber's opening offer was an across-the-board

10,5 percent increase on the minimum rates. The Chamber was willing to negotiate a provident fund separately from the wage talks.

No offers were made on other union proposals.

Mr Golding said: "The offer of the Chamber seems to reflect the advice given by President Botha that wage restraint should be exercised in the private sector. The opening offer of the Chamber is also asking workers to take a wage cut."

● The fight for the reinstatement of 340 members of the Paper, Printing and Allied Workers' Union (Ppawu) dismissed by Star Furniture in Johannesburg has taken on a new dimension, with union members at six Afcol plants voting in favour of strike action in solidarity with their sacked colleagues.

Minister erred, rules judge

Star 31/5/88
The Minister of Manpower had misdirected himself in not referring two applications for the reinstatement of mineworkers to the Conciliation Board, a Rand Supreme Court judge ruled yesterday after hearing an application brought by the National Union of Mineworkers (NUM).

The application had its roots in the dismissal of mineworkers after a labour dispute on the South Roodepoort

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Main Reef Areas mine in June last year.

The respondents in the action brought by the union and a number of individual miners were the Minister of Manpower, Mr Pietie du Plessis, and the South Roodepoort Main Reef Areas Limited.

Mr Justice R Goldstone ruled that both applications should be referred back to Mr du Plessis.

NUM wins application

SUSAN RUSSELL

TWO refusals by the Manpower Minister to convene a conciliation board at the request of the NUM to hear disputes arising from labour unrest at the South Roodepoort Main Reef Areas mine in 1986 were set aside in the Rand Supreme Court yesterday.

Mr Justice R Goldstone set aside both decisions by the Minister and referred the applications back to him for reconsideration.

The NUM, Bernard Gugushi and others had asked the court to set aside the Minister's decision and order the convening of a conciliation board.

The judge found the Minister had misdirected himself and erred in

making his decision.

The Minister had erred in basing his decision on the merits. He said the proper place to decide disputed facts was the Industrial Court.

The Minister said the NUM and the other applicants were responsible for their own dismissal because of improper conduct.

The judge said it was improper of the Minister to anticipate the outcome of the Industrial Court.

South Roodepoort Main Reef Areas was ordered to pay the costs of the application because the Minister had agreed to abide by the decision of the court.

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Good faith in hard times



Michael Spicer is senior public affairs manager of Anglo American's Gold and Uranium Division.

FM: At the start of the 1988 wage round with the National Union of Mineworkers, how do you view last year's dealings?

Spicer: Remembering that the negotiations were and are conducted by the Chamber of Mines, Anglo American's own view is that last year's negotiations were tough. This is true for the industry as a whole and for Anglo American in particular. We regard last year's experience as a maturing of the industrial relations system in SA. It has been found internationally that in the early stages of union development you have a test of strength between labour and management, and SA is proving no exception. But the costs were high for both sides.

How do you assess your ability to withstand future mine strikes?

If workers are free to choose whether to strike or not, and for how long to strike, we believe that we would be better placed. Last year's strike was not really a good guide because of the high degree of coercion on workers and questionable ballot procedures before the strike.

On the other hand, the cost to the union membership was also high. They have lost at least 10 000 jobs and a high percentage of wages for 45 000 black workers at Anglo American mines alone. In the longer term, a weaker gold mining industry will have adverse implications for the workers too.

In the context of union militancy, should government restrict the rights which unions currently enjoy?

At the moment there is a Bill under consideration to amend the Labour Relations Act. We feel it is a balanced piece of legislation, which preserves important union rights and expedites legal procedures to the benefit

of the union while placing restrictions, for example, on boycotts and sympathy strikes. Also to be restricted is the right to strike repeatedly on the same issue — a year must pass before a strike can legally be called again on an issue.

On the other hand, the Bill contains a balancing item — the fact that the minister's discretion to refuse a conciliation board has been removed. Nevertheless, we consider that employers must retain the ability to dismiss workers if their core economic interests are threatened by a strike. The Bill is silent on this issue, which remains a legal grey area, especially after the uncertainties introduced by the Sentrachem case.

There is a great need for further public debate and we would welcome in particular — through employer federations — debate with the unions on the provisions of the Bill as well as the broader issues involved.

Do you agree that a rapid increase in money wages, in excess of productivity gains, would be a damaging process at this stage in our economic development, through diminishing the number of jobs available to blacks as a whole?

In principle, we agree. But once you have taken the basic decision to allow unionisation, then you have to go through all the classic steps of collective bargaining, using what powers of persuasion and other powers you possess to persuade unions that increases in wages should be met by increases in productivity and that the country needs to retain and expand labour-intensive industries.

From their side, union leaderships are far less concerned with the welfare of the broad masses than with the narrower concern of raising their members' money wages as quickly as possible. This places management in a very difficult position, because the longer term consequence may be a reduction in the work force. Productivity, of course, may only be capable of substantial increase in the longer term, through factors like better education.

It seems that, part at least, of union militancy relates to the feeling that black workers are entitled to a form of reparation for what they

perceive as historical wrongs. How should management respond?

The answer lies in two parts. Firstly, it is important to accept unionisation and the implication that one deals with the union leadership on a basis of equality, in order to establish the dignity of the individual. Rational debate — as one of the tools of negotiation — has more power when the other party no longer feels itself to be an outsider without power to participate in the system. This approach implies the maximum degree of participation by the union.

But we have to get it across to the union — in the course of precisely that rational debate — that these are hard times in the gold mining industry. We have left behind the heady days of the Sixties and Seventies, when the low price of gold could be matched and more by the richness of the available ore. The industry is now in a mature phase: in the absence of new finds, we are having to mine at greater depths and at poorer grades, while great sums have to be invested in exploration and in new shaft systems even to maintain production.

In any case, it is not historically valid to pretend that the situation could have been totally different at an earlier phase, the wealth of the industry in the Fifties, Sixties and Seventies was never such as to be able to create First World conditions for all.

The profitability of the industry in more recent times has been eroded by rapidly rising costs, which have exceeded the inflation rate in recent years. Wage costs themselves have risen 15-fold since 1974. On one point alone, a shift away from migrant labour to a system of stable labour in a family environment is necessary, but will place a huge burden on the industry's resources.

The way forward, as usual, is to create more wealth to be distributed more widely, through major educational and training programmes, which would increase productivity as well as offer far greater opportunities for promotion.

Concurrently, the imminent gazetting of the Abolition of Scheduled Persons Act should open up new opportunities.

THE ECONOMY Does NUM's militance match its muscle?

A CONFRONTATION between the National Union of Mineworkers (Num) and the mining industry is looming as annual wage talks between the parties, which began last week, show early signs of ending in deadlock.

The union last Friday tabled demands for a 40 percent wage hike, a minimum wage of R350 a month, 44 days of annual leave and a 100 percent holiday leave allowance.

Num also called for June 16 as a paid holiday, an 80-hour fortnight and a provident fund to be negotiated by the mining companies.

The Chamber of Mines, representing the major mining houses, made an offer of a 10,5 percent wage increase across-the-board and said it was prepared to talk about the provident fund outside of the wage negotiations. It made no response to the union's other demands.

At a round of talks this week there was no further movement and both parties agreed to meet again today.

Num assistant general secretary Marcel Golding immediately rejected the Chamber's offer, pointing out that it was less than the inflation rate of 13,5 percent and amounted to an effective wage cut for mineworkers.

He also noted that the Chamber's increase was less than the 12 percent offer it made at last year's negotiations, where deadlock sparked the biggest miners' strike ever in the world, with more than 300 000 workers staying out for over three weeks.

"Our offer was backed by documented evidence of the profitable performance by the mines over the last year and the offer of the Chamber seems to reflect the advice given by State President Botha that wage restraint should be applied in the private sector," said Golding.

The impending wage row comes at a time when the union is still licking the wounds it suffered during last year's strike, which ended with the sacking of about 450 000 miners. Those dismissed included a large proportion of the union's leadership. Some estimates have put the number of shaft stewards lost as high as 4 000.

In the wake of the strike, reports emerged of disaffection within the union as rank-and-file members faced the prospect of unemployment or disagreed with the decision to call off the strike.

Num's West Rand operation was apparently hard-hit by disillusionment after the dismissals; management of the Randfontein Estates gold mine reported that dissident union members threatened physical violence against senior union officials.

Naas Steenkamp, president of the Chamber of Mines, also refers, in an article published in the latest edition of *Inside South Africa*, to Num officials being "unable to resolve their internal conflicts".

Confrontation looms after the miners' rejection of the Chamber wage offer. But can the NUM, still licking its wounds after last year's strike, match its words with tough action?

By EDDIE KOCH

Disillusionment by workers who face sudden unemployment is a common feature of strikes that come close to success but end in mass dismissal.

However, Golding said the disillusionment was not widespread enough to prevent the union from reconsolidating its support so that it could conduct the current dispute with a new mood of confidence.

"The mass dismissals after the strike had the objective of breaking the unity of workers and of trying to rid the mines of the most militant and organised leadership," he says.

"But the union has been in existence for five years and in that period has built a broad layer of leadership that is made up of shaft stewards as well as health and safety stewards and education activists. This depth of leadership enabled us to rebuild our shop steward network very rapidly.

"The quality of this new leadership can be seen in the negotiating team which is handling the current talks which despite its youthfulness has shown itself to be as skilful as last

year's team."

Golding rejected reports of violence being directed at union leaders after the strike but acknowledged that there had been problems in dealing with the frustrations of workers who had just emerged from the bruising battle.

"After any strike, one experiences problems of rebuilding organisation. Many workers have been frustrated in their attempts to get back on to the mines and have been discriminated against because of their role in the strike.

"In addition there are logistical problems in dealing with a migrant work force. The long distances between our offices and the workers' homes in rural areas poses problems in communication and since there is limited rural organisation there is an obvious element of neglect that makes workers frustrated with the union."

Golding points out that although Num has suffered an overall drop in membership from about 270 000 to 210 000, it has expanded on to previously unorganised mines and signed up 15 000 new workers since the strike. Three recognition agreements in the Goldfields group, where the union has failed to make any headway in the past five years, is crucial in this respect.

In April this year the Anglo American Corporation, faced with a supreme court challenge to the dismissals, was forced to accept an out-of-court settlement reinstating 9 000 of the sacked strikers and giving severance pay to the rest.

"Two factors are evident from this settlement," said Golding. "The first is that it is becoming increasingly difficult for employers to use dismissals as a way of dealing with legitimate strike actions — and it is becoming increasingly costly for them.

"The second is that it has been made clear to the mining houses that they are not going to break the union through such dismissals. Despite the sackings, Num members still have enough resilience and confidence to challenge the appalling conditions in the industry."

Estimates of the cost of the settlement to the mining giant range between R30 and R60-million and must be added to the R300-million that some analysts say was lost by the industry during the strike.

During arbitration hearings about the dismissal of 2 000 workers from the Western Deep gold mine, management gave evidence about the long-term disruption caused by the strike, pointing to a range of hidden costs the industry must have suffered.

These factors will obviously strengthen the hand of the union during the current negotiations.

Steenkamp has expressed concern at statements last year from Num that the strike was a dress rehearsal for 1988.

"If this was seriously meant — rather than as a mere rhetorical response to the disappointing culmina-

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How tough's NUM?

From PAGE 7211
tion of the strike — it smacks of a predetermined agenda for confrontation rather than of a genuine intention to bargain in good faith."

Asked if Num was confident and its members militant enough to mount a legal strike on the scale of last year's if the current wage talks end in deadlock, Golding said "The question is premature. We are committed to reaching a settlement with the Chamber of Mines. If this does not happen, then we will consider the options open to us."

But the unpredictable element in the situation is the mood of the workers on the mines. It is arguable that last year's strike, which included many more workers than the union's membership, was driven by the tenacity of the workers and complemented by Num's organisational strength.

If this mood still exists the industry could find itself faced with an explosive situation — regardless of what is happening within the structures of the union.

3-9/6/88 [Signature]

NUM men to sue
Police Minister
for R136 000

By DAN DHLAMINI

THE massive police crackdown on miners who were involved in a legal strike last August, has resulted in 68 NUM members filing a lawsuit for unlawful arrest and detention against the Minister of Police.

Lawyer Igbhal Motala, who is representing the 68 men, said the workers were suing for R136 000.

He said each of the men was suing for R2 000 for having been arrested and

detained for one night before they were granted bail of R1 000 each at the height of the legal strike on August 12 last year.

More than 300 000 mineworkers countrywide were involved in the strike.

NUM had accused the police of taking sides with mine management by harassing the miners who were involved in a legal strike.

On that day, Klerskdorp police pounced on 78 men at NUM's Klerskdorp office while they were holding a meeting concerning the strike.

The State subsequently dropped charges against 68 NUM members and concentrated only on NUM's regional chairman, Moses Gladile, 37, and Vaal Reefs branch chairman Charles Mapeshoane, 39.

Seven months later, after the case had started, Gladile was acquitted and Mapeshoane was convicted on a charge of sabotage and sentenced to five years' imprisonment.

Motala said last week the appeal against the conviction and sentence against Mapeshoane failed in the Transvaal Supreme Court.

Motala said the concerned parties have already received notices of the intended action, but summonses would only be sent after the Gladile court records had been made available.

Shooting on Ciskei border

CISKEI soldiers opened fire on a car that failed to stop at a border post, killing a middle-aged woman and seriously wounding one man.

A relative, who declined to give their name, said Ntombekha Mankahla, 34, was shot at when she failed to stop at the border post near Frankfort. She was a nursing sister at Mount Coke Hospital near Zwelitsha.

The relative said Mankahla was on her way to Transkei with a friend to visit her child, who is at school there.

The man, DV Mavuso, was later admitted to Cecilia Makiwane Hospital. He is the principal of Siseko Secondary School near Middledrift.

Putting the workers in the picture at JCI

(211)

Star 7/16/88

In this two-part article, TEIGUE PAYNE examines the influence of participative management programmes in improving industrial relations, particularly when changes are to be made to existing practices in the workplace.

Prompted by the effects of mechanisation on industrial relations, JCI has implemented a major, and apparently highly successful, participative management programme on its two West Rand gold mines.

JCI was in the vanguard of the mining industry when it took the step of changing to mechanised mining at its Western Areas and Randfontein mines. The switch began in late 1984 and today about 70 percent of the production of both mines is from mechanised mining methods.

Because mechanisation involves reduction in labour, workers at both mines were initially not in favour, despite improved employment opportunities and remuneration and safer working conditions.

In June 1987 an audit of industrial relations on the two mines produced very adverse results particularly because of retrenchments due to mechanisation and strong unionisation. The results prompted JCI's Gold Division chairman Kennedy Maxwell to decide on participative management.

More intensive

The programme which was applied has been both more intensive and much larger in scale than has hitherto been attempted in the mining industry, although most major mining houses are currently examining or implementing participative management programmes.

Historically, mines have generally been paternalistically inclined and have relied on a management style and structure not unlike that of the army. Factors like unionisation and the need to combat rising costs by improving productivity have prompted the rethink among the big houses.

JCI believes its participative management programme has played a major role in gaining workers' acceptance of mechanisation.

Phillip Amm, senior manager, personnel services at JCI said in



Kennedy Maxwell — winning the confidence of employees.

an interview that mechanisation involved a steep learning curve. "Sometimes we fell off the curve, but we are now making very positive progress."

Industrial relations have also definitely improved. We are not out of the woods yet, but we have turned the corner."

Mr Amm says implementation of the system is a massive educational task because it entails a fundamental change in attitude by both management and workers. For management, designing the system is an art rather than an exact science, and requires proactivity and intuition.

Fundamental to JCI's programme has been the formation of Employee Indaba Groups (EIGs), a quality circle-type meeting of people involved together in the work situation.

Members of the groups range from the highest to the lowest ranking employees. When the groups are in session, no seniority exists.

The prime purpose of the groups is to exchange ideas and opinions

with the object of focusing on the problems affecting the production process.

Mr Amm described the implementation of the groups at Western Areas for a mechanised mining core unit involving 120 people, with a production target of 35 000 tons a month.

At the inception of the programme, management held a meeting of the core unit. Senior managers presented an overview of how the mine was performing, with pie charts illustrating the way its revenue was distributed on various cost items like labour, stores, power, water and insurance.

When management was satisfied that the workers understood the concept of participative management, they were split into groups of 10 to 12 and the members were asked what problems they were experiencing in their duties.

A "facilitator" with each group recorded the problems identified and wrote them on a flip chart.

A total of about 400 problems associated with the unit were recorded on the various flip charts.

Credibility

Management divided the problems between large and small issues. It first tackled the problems it could rectify immediately — like expediting stores and spares and organising better availability of artisans to service machinery and thus reduce downtime.

These improvements gained considerable credibility for the process.

For the larger issues, EIGs were formed and problems requiring attention were addressed "with significant results", according to Mr Amm.

EIGs are now formed as and when they are needed, and the objective is that informal EIGs should be formed for specific problems.

Mr Amm says use of EIGs has not declined since the implementation of mechanisation. Management is insistent that participative management must become a way of life on the mines, and by now every employee at both mines is involved in the process.

● The second part of this article will be published tomorrow.

Work grinds to virtual halt at six Transvaal collieries

By Theresa Anders and Adele Baleta

Although gold mines were not affected, a number of the country's largest collieries were hit by absenteeism yesterday.

Six collieries in the Witbank-Middelburg coalfields reported almost 100 percent absenteeism. Many others had partial attendances.

There was only one incidence of violence reported, at Rand Mines' Vandyksdrif section of Douglas Mine.

A worker, Mr Isaac Khundla, lost an eye after being struck by "a rubber stopper" when mine security officials fired on a group of about 60 stick-wielding men trying to prevent workers going on shift.

Mr Khundla is being treated in the Witbank Hospital.

The Anglo American spokesman for the group's gold and uranium division, Mr Michael Spicer, said work continued underground as usual at all mines.

Anglovaal reported full attendance at all mines.

Gencor spokesman Mr Harry Hill said workers at the group's gold mines were at their posts except for the Grootvlei mine, near Springs,

where there was 55 percent absenteeism.

He said two Gencor collieries near Middelburg, Blinkpan and Optimum, reported 90 percent absenteeism.

Rand Mines said there was normal attendance at all group gold mines yesterday.

A spokesman said all collieries were operating with the full staff compliment except for Douglas near Witbank where 50 percent of the workforce were absent.

The spokesman said there was total absenteeism at Vandyksdrif, near Douglas, and Wolwekrans near Witbank except for staffers manning essential services.

Rand Mine employees have been informed that the company would adopt a policy of no work no pay, the spokesman said.

A Goldfields spokesman reported full attendance at all gold mines. He said, however, that there was an 85 percent stayaway at the company's New Clydesdale Colliery at Witbank.

Eskom's public relations officer, Mr Peter Adams, said some power stations in the Transvaal had been hit to a greater or lesser degree.

At two stations, Hendrina and Komati, it is believed there was an almost total stayaway of black staff.

Majority of Anglo workers accept its share offer

Finance Staff

Despite opposition by most trade unions, almost 65 percent of Anglo American employees had taken up the participative share offer, Julian Ogilvie Thompson, chairman of the share scheme's board of trustees, said yesterday.

A positive response has been received from 108,335 employees of the companies participating in the Anglo American Group Employee Shareholder Scheme. The offer to join the scheme has been made to 168,194 eligible employees and the 61.4 percent acceptance is an encouraging reaction to a long-term project," Mr. Ogilvie Thompson said.

Wealth-creating

"Although there are still approximately 26,000 employees in respect of whom the process has yet to be completed, Anglo American now has over 100,000 new shareholders and we hope that, once the benefits of the scheme become apparent, other employees will join the scheme next year," said Mr. Ogilvie Thompson.

Anglo American believes that the scheme involves employees in the wealth-creating process by opening a new avenue of financial participation," said Mr. Ogilvie Thompson.

"In addition, employees will have a stake in the long-term growth and dividend performance of the corporation."

The employee shareholder scheme offers employees with two years' service the opportunity to acquire Anglo American shares.

In the first year of the scheme, each employee was offered five shares, paid for by the participating companies.

The shares are held in trust for the employee for a period of four years.

Thereafter, they can be retained or sold by the employee.

During the four years, all dividends declared will be paid to the employee.

It is hoped that each year further shares will be issued, the amount and value depending upon the performance of the participating companies.

Dramatic change in attitudes of workers

PART II: JCI's development of the participative management system at two of its gold mines has proved invaluable in improving worker-employer relationships. Teigue Payne reports.

JCI's goal is to take the participative management system beyond purely problem solving and use it in, for instance, improving the quality of life in the hostels, says Mr Amm.

A development of the system at the two JCI mines has been letters sent to every black and white worker — about 12 000 on Western Areas and 18 000 on Randfontein — addressed by name, and in the worker's home language

The theme of the first such letter, sent in August last year by Mr Maxwell, was the need to increase the size of the cake so that there would be more to share. Mr Maxwell discussed the need to face up to a number of difficulties which both mines were experiencing, especially the change to trackless mining, the feeling of insecurity which accompanied it and intimidation by radical groups and damage to equipment.

He encouraged the workers to overcome the difficulties and said management was relying on them to think of ways to streamline work practices. Monetary rewards were offered for good ideas

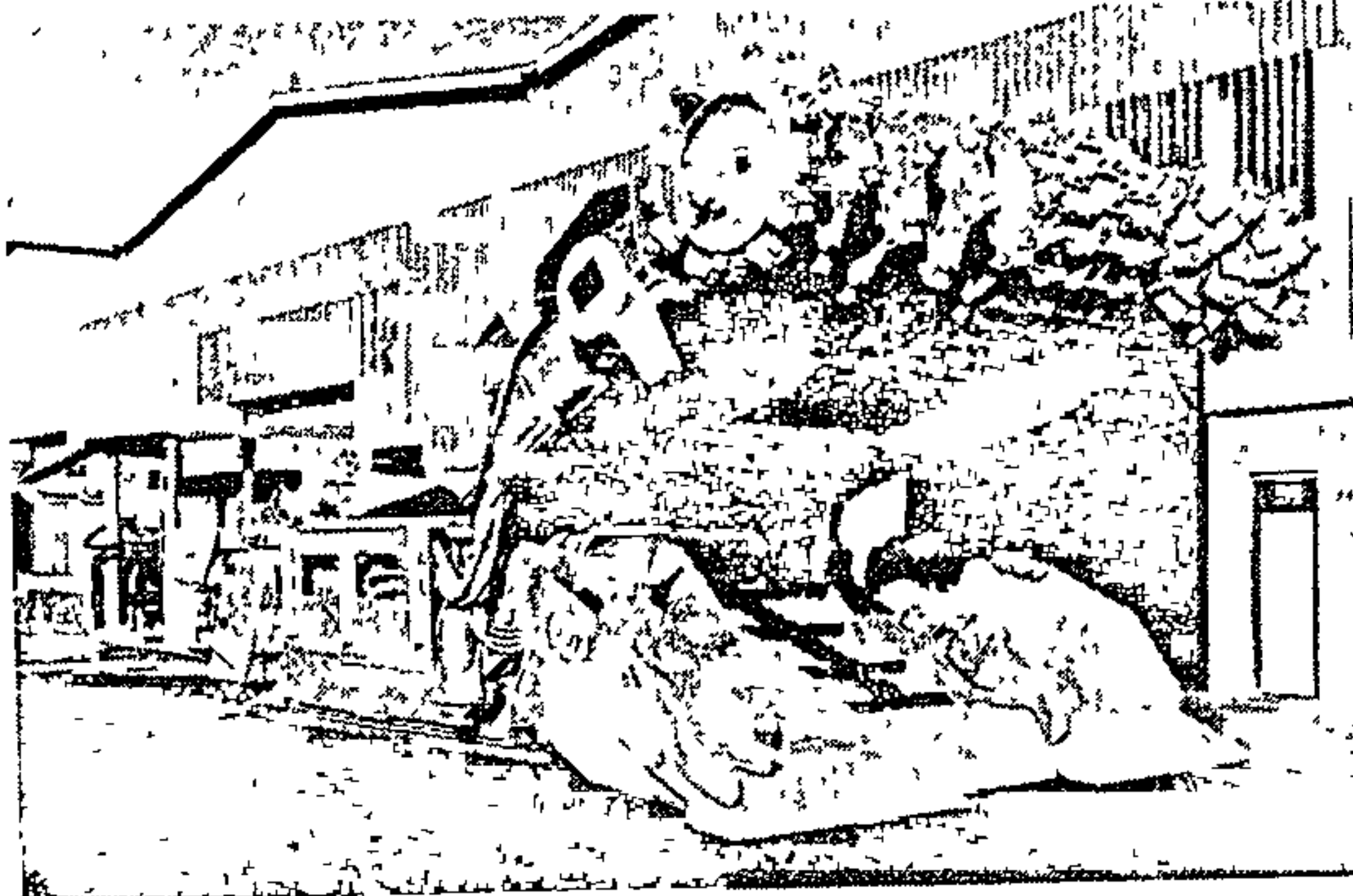
In March this year another letter from the general manager of Western Areas addressed various problems being experienced by the mine. It indicated areas in which progress had been made and asked employees for their continued support

The two letters have drawn hundreds of letters in reply, including many recommendations. Many of the recommendations have been taken further, according to Mr Amm

Another initiative in the participative management programme has been the opening of information centres at each hostel, manned by trained information assistants. Information varies from the mundane to the important — from bus times to advice on Aids and conditions of service and promotional opportunities.

Now a newspaper edited by a black journalist and carrying news from workers rather than management, has been instituted.

Mr Amm says there has been no



The introduction of mechanised mining, such as this massive Joy continuous miner, was initially strongly opposed by the mining unions because it would obviously cost jobs.

significant union reaction to the programme at either mine. He says there would be "no apparent reason" for union objection

Industrial relations workers on both mines say the change in attitude of workers has been dramatic

Among the indicators of the improvement are that absenteeism is down from about four percent at the time of the audit to about 0,5 percent, well below the industry average, according to Mr Amm. The incidence of grievances and complaints has also dropped markedly

Mr Amm comments that an organisation's industrial relations policy generally can only succeed if employees are happy about the way they are treated at work, and if management is able to show that it recognises the value and contribution of the individual

Mr Amm's advice on human resources management to mines which are mechanising is that they

should

- Undertakes precise manpower planning through future labour forecasts of numbers of workers and skills needed
- Institute proper selection techniques for workers required to operate expensive machinery
- Remunerate appropriately, with the rate for the job
- Provide for more sophisticated training arrangements through specialist training people, machinery availability and the general training infrastructure

Fundamental to the success of a participative management programme is whole-hearted belief in the system by senior management, who must be able to demonstrate conclusively that it holds significant benefit for both the company and the employees.

Mr Amm believes the system is appropriate in any industrial organisation and in both mechanised and unmechanised mines. The system is currently being applied at JCI's new Joel mine

Many take up Anglo shares

Star 10/6/88
The Anglo American Group Employee Shareholder Scheme had received a positive response from 108 335 employees, the chairman of the scheme's board of trustees, Mr Julian Ogilvie Thompson, said yesterday. *(27E) (210)*

The scheme offers employees with two years' service the opportunity to acquire Anglo American shares. Mr Thompson said the offer was made to 168 194 employees.

He said Anglo believed the scheme involved employees in the wealth-creating process by opening a new avenue of financial participation.

They would have a stake in the long-term growth and dividend performance of the corporation.

NUM out to uplift working conditions

Sowetan 14/6/85

2-11

By MOKGADI PELA

THE health, safety and compensation units of the National Union of Mineworkers is daily fighting for adequate standards for all their members nationwide to end the average death rate of two people and 34 major injuries a day.

With a membership of 360 000 — the job is not easy. The health, safety and compensation staff say "the conservatism of mine owners made their job more difficult."

Mr Hazy Sibanyoni, who is the health officer for the union, said. "Part of my job includes investigating and doing thorough research on health hazards faced by workers. I also have to look at the effects of noise on the workers."

He said his unit disseminated information to the general membership. That was done either through seminars or leaflets.

Dr Dennis Rubel, the safety officer for the union, said "In uranium plants like Phalaborwa workers have to be informed about the dangers of radiation. People get affected by uranium as it gives off some radiation."

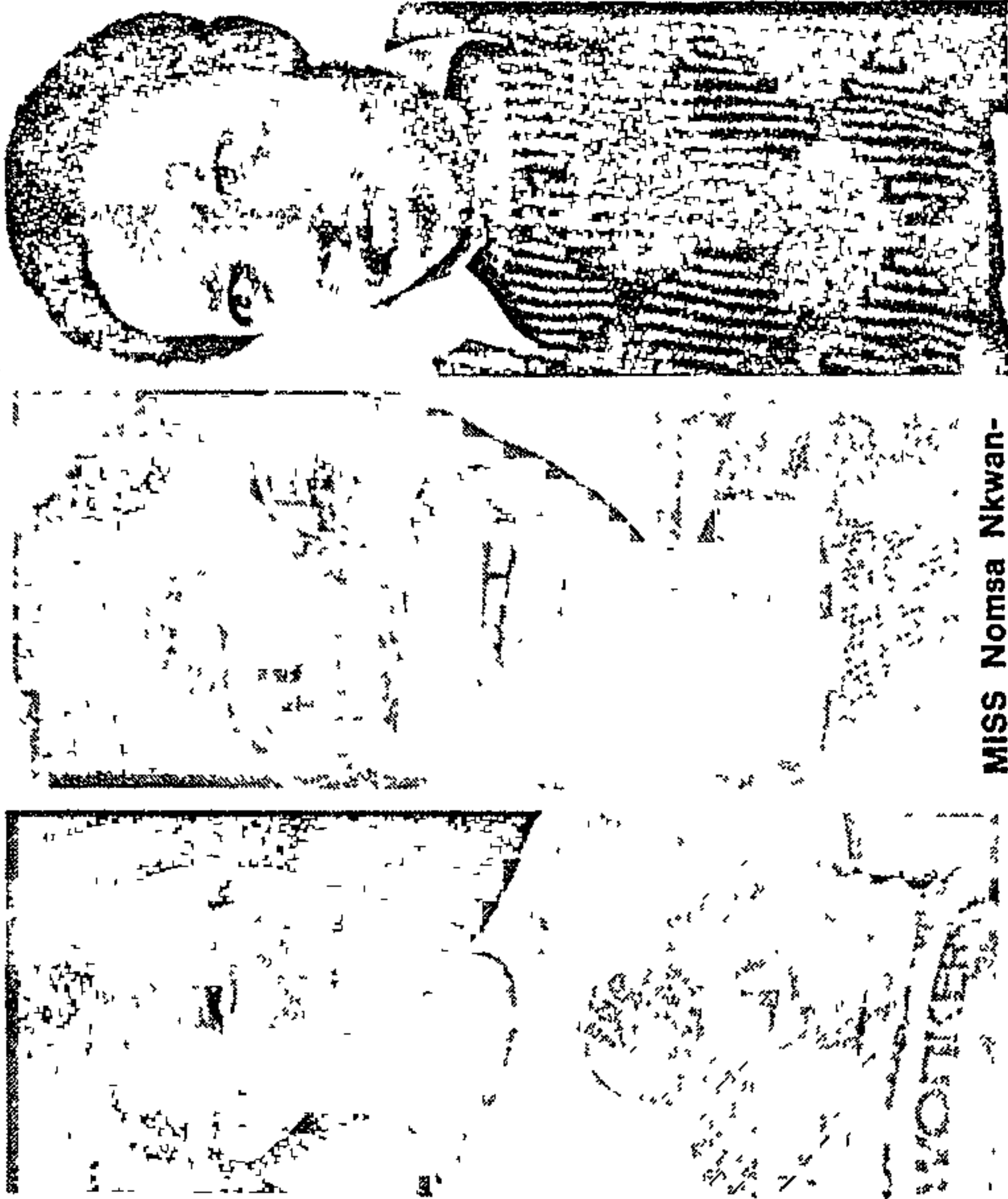
NUM has signed a health and safety agreement with the Phalaborwa Mining Company and officials wished other mining companies to follow that example. Dr Rubel said one other issue that worried NUM as the "medical repatriation." In terms of which a worker who loses a hand is sent back to his place of origin.

Compensation

Then the compensation officer Miss Nomsa Nkwana stepped in to explain how workers were compensated after they sustained injuries at work.

She said: "Compensation varied according to the injury sustained. Payment also depends on the extent of disability. The loss of either two legs or two arms was regarded as 100 percent disability."

"Compensation also depended on the salary one gets, the fact that blacks are paid very low wages means they get almost nothing."



Dr DENNIS Rubel, NUM safety officer.

MISS Nomsa Nkwana, compensation officer for NUM.

Mr HAZZY Sibanyoni, health officer of NUM.

Discrimination to be wiped out, say mines

Star 16/6/88 By Michael Chester (211)

The Chamber of Mines has told international investors that final moves to wipe out the last traces of racial discrimination holding back black workers from any of the 750 000 jobs on South African mines may be imminent.

Mr Tom Main, assistant general manager of the chamber, told the *Financial Times* World Gold Conference in Vienna it was hoped that black miners would soon have the chance of promotions as high as mine managers.

"The South African mining industry prides itself on its commitment to the eradication of racial discrimination, which is in conflict with the most fundamental of business principles," he said.

"The industry has battled for the removal of the 'scheduled person' definition in the Mines and Works Act and is finally nearing the stage where it will be able to employ blacks as rock-breakers, engineers and mine managers.

ADDITIONAL FEATURES

"The legislation making this possible was approved by the State President last year and draft regulations to give effect to the elimination of this last vestige of statutory job reservation were published a few days later.

"The chamber was disappointed in the draft regulations because they did not simply repeal the discriminatory 'scheduled person' definition — but included certain additional features which could have been interpreted as introducing alternative means of discrimination by restricting the employer's choice of candidates for jobs previously reserved for whites.

"The chamber immediately made further representations and hopefully the new regulations will be finalised in the near future to entitle the industry to commence training and employing all races in jobs previously reserved for whites and certain coloureds."

Turning to the controversial new Labour Relations Amendment Bill, he said trade union claims that the proposals would inhibit the right to strike lawfully were "simply not true."

He said the Bill contained a number of valuable provisions on the streamlining of procedures which should improve the collective bargaining system.

It elevated the status of the Industrial Court and its proposal to create a special labour appeal court was also a useful development.



Sof'n'ea

A single line of commuters waits for the few taxis operating at 7.30 am yesterday at the usually busy Baragwanath terminus.

Star 17/6/89 Picture by Alf Kumalo.

3 De Beers mines hit by strike

Labour Reporter

Three mines owned by De Beers Consolidated Mining Ltd, the world's biggest diamond producer, were hit by a legal strike yesterday in support of demands that June 16 be recognised as a holiday

A De Beers spokesman said the response to the call by the National Union of Mineworkers (NUM) for a strike varied between 40 and 100 per cent

He could not give the actual number of workers involved.

At two mines agreement was reached with local union representatives late on Wednesday and the proposed stayaway was called off

At the remaining three mines response to the strike varied between a total stayaway and a 60 percent turnout for work, the spokesman said

The union decided on a strike fol-

lowing negotiations which began last year and the failure of the Minister of Manpower, Mr Pietie du Plessis, to convene a conciliation board.

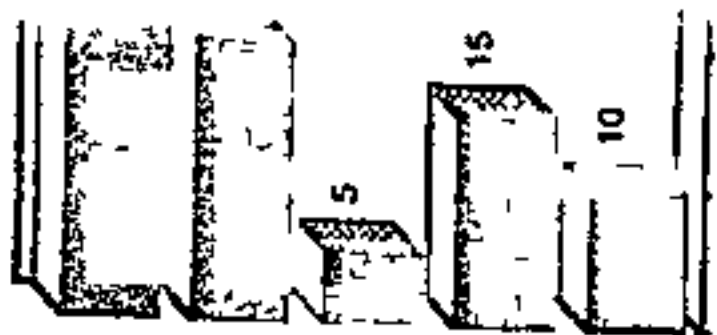
NUM general secretary Mr Cyril Ramaphosa, said the strike "will go on as long as management does not agree to recognise June 16 as an unpaid holiday".

He added that workers had rejected a management proposal that they be allowed a day off yesterday and that the matter be discussed on a yearly basis

The NUM represents 7 000 out of a total of 9 000 eligible employees at the five mines

De Beers appealed to workers on Wednesday not to go on strike

The company said such action was "neither conducive to settling (such) issues, nor is it in the best interest of union members".



briefly marched Police intervened, but Emergency regulations make it illegal to give details of Security Force action

●To PAGE 3

War toys — an Owambo child in Ruacana with an army flare picked up in the veld

Picture: JOHN LIEBENBERG

Thousands of De Beers miners down tools

THOUSANDS of diamond miners in Kimberley chose June 16 as the day to launch a legal strike over the refusal by De Beers to give them the day as an unpaid holiday.

Cyril Ramaphosa, general secretary of the National Union of Mine-workers (Num), yesterday said all 9 000 workers at De Beers' mines had downed tools and would stay out until the company granted the holiday. The workers voted to strike after manpower minister Pietie du Plessis had failed to appoint a conciliation board to resolve the dispute, which arises out of last year's annual wage negotiations.

A statement by De Beers said workers at two of its mines had called off the strike after reaching agreement with management. The extent of the strike on the remaining mines ranged from "about a 60 percent turnout to work to a full stayaway".

W/Mail Weekly Mail Reporter 17-23/6/88

Num said the union had received no reports of mine security or police action during the strike. De Beers and the union have been negotiating for a paid holiday on May 1 and June 16 since last year.

Num applied for a conciliation board after talks deadlocked, and its members downed tools when the minister failed to appoint one.

Num rejected a last-minute offer by management to grant June 16 as an unpaid holiday on condition that the union drop demands made in current wage talks for March 21 and October 1 (Kinross Day) to be made holidays.

De Beers has granted May Day as a paid holiday.

THE CONTENTS OF THIS NEWSPAPER HAVE BEEN RESTRICTED UNDER THE STATE OF EMERGENCY

Apartheid 'a burden for mines'

Star 21/6/88
By Michael Chester

The Government was warned by the Chamber of Mines today that delays in removing the remnants of apartheid laws in job reservation were burdening South African mines with crippling production losses.

Chamber president Mr Naas Steenkamp disclosed that the laws were still holding back hundreds of black workers from filling key jobs where there were critical labour shortages.

He told the annual meeting of the chamber in Johannesburg that the mining industry, with a labour force of more than 750 000, was justified in its impatience with the sluggish pace of government action on changes to job reservation laws.

In particular the industry was

urging the government to give effect to proposed amendments to the Mines and Works Act which would enable people of all races to acquire certificates of competency in various skills.

He said gold mines were suffering substantial production losses because of shortages of several hundred skilled workers holding certificates of competency in such key roles as blasting.

"Able people are waiting in the wings to help redress the shortages," he said. "The significance of the blasting certificates is that it not only opens the door to the job of supervisory miner but to all jobs above that on the production side of mining."

"Thus the removal of the last legal impediments in mining

can come none too soon. We are agreed that we must find an enduring formula for coping with our changing economic and industrial relations environment."

Where the mining industry had been allowed to press ahead with the progressive removal of other discriminatory laws and work practices, more than 5 000 black, coloured and Asian workers had moved into jobs previously reserved for whites only.

Following the President's lead in seeking new solutions to inflation, the mining industry was seeking the support of the trade unions for wage restraint.

"So far, there has been a positive and constructive reaction," he said. "There appears to be an appreciation of the fact that labour costs have a bearing on future job opportunities," he said.

Miners reacting against strikes

Sta 21/6/88 (211)
Mr Naas Steenkamp, president of the Chamber of Mines, said today there were now signs of a "reactionary groundswell" by rank-and-file mine workers to violent strike confrontations and to union support of sanctions and disinvestment.

He told the annual general meeting of the chamber in Johannesburg that resentment had been engendered by

- The loss of jobs resulting from sanctions and the widescale 1987 strike
- The advocacy by the National Union of Mineworkers of further punitive measures
- The often vicious reprisals against individuals who refused to support strike action.

Workers, he said, had signalled increasing indignation at the disruption of their lives via sanctions or strikes.

There may now be grounds for hope that the leadership of the NUM had sensed the mood of reaction prevailing in the workforce — as reflected by the relative peace enjoyed by the mining industry lately and the virtual non-participation in the June stayaways.

Mr Steenkamp said some of the industry's labour problems were directly related to the country's continuing political impasse.

NATIONAL/INTERNATIONAL

Plea to drop job curbs

AA 445
21/6/88

From MICHAEL CHESTER
The Argus Correspondent

711

JOHANNESBURG. — The Chamber of Mines warned the Government today that delays in removing the remnants of job-reservation laws were burdening South African mines with crippling production losses.

The chamber's president, Mr Naas Steenkamp, disclosed that the laws were still holding back hundreds of black workers from filling key jobs where there were critical labour shortages.

He told the annual meeting of the chamber in Johannesburg that the mining industry, with a labour force of more than 750 000, was justified in its impatience with the sluggish pace of Government action on job-reservation laws.

In particular the industry urged the Government to amend the Mines and Works Act to enable all races to acquire certificates of competency that would open promotion opportunities.

Gold mines had substantial production losses because of shortages of several hundred skilled workers in such key roles as blasting.

Changing environment

"Able people are waiting in the wings to help redress the shortages," he said. "The significance of the blasting certificate is that it not only opens the door to the job of supervisory miner but to all jobs above that on the production side of mining.

"Thus the removal of the last legal impediments in mining can come none too soon. We are agreed that we must find an enduring formula for coping with our changing economic and industrial relations environment."

Where the mining industry had been allowed to press ahead with the progressive removal of other discriminatory laws and work practices, more than 5 000 black, coloured and Asian workers had moved into jobs previously reserved for whites.

Following the President's lead in seeking new solutions to inflation, the mining industry was seeking the support of the trade unions for wage restraint.

"So far there has been a positive and constructive reaction," he said. "There appears to be an appreciation of the fact that labour costs have a bearing on future job opportunities."

Miners in dispute over wages

NMSUS 23/6/88
JOHANNESBURG — The National Union of Mineworkers has declared a dispute with the Chamber of Mines over the chamber's refusal to accede to wage demands.

The chamber's offer was unanimously rejected by members on virtually all the mines, a union statement said.

The union will now take the dispute before a conciliation board. If negotiations fail again it will hold a strike ballot.

The 260 000-strong union has

demanding a 22 percent wage increase. The chamber has offered a sliding scale from 16,5 to 13 percent.

The chamber also.

- Refused a demand for a minimum wage of R350,
- Rejected a proposal that June 16 should be a holiday, and
- Rejected demands for 10 days extra leave and that leave allowance be increased to 100 percent. — Sapa.

Southern 23/6/84 (1404)

'Sign of hope'

211

THE virtual non-participation of the mining industry's workforce in the June stayaways signalled mine-workers' increasing indignation at the disruption of their lives, the outgoing president of the Chamber of Mines said this week.

Mr Naas-Steenkamp, addressing the chamber's annual general meeting on Tuesday, said there might be grounds for hope that the leadership of the National Union of Mineworkers (Num) had sensed this mood among the mineworkers.

This mood, he said, was reflected by "the relative peace enjoyed by the industry lately, and particularly the virtual non-participation of the



CHAMBER of Mines president Steenkamp.

mining industry's workforce in the June stayaways."

Mr Steenkamp, who is retiring as head of the employer organisation, said the Num had initiated "a costly three-week strike" last year.

"The industry sought to view and handle the

strike as an industrial dispute, but an evident underlying aim with the strike was to demonstrate wide worker support for an agenda ranging from sanctions to seizure of control of the national economy," the Chamber official said.

Strike

The strike, Mr Steenkamp said, was a setback, too, for the ideal of developing constructive relationship between management and the union.

He said. "Among the negative effects of the strike, the manner in which it was conducted, and its drawn-out aftermath is a hardening of attitudes in the rest of our workforce."

"The philosophy behind sanctions, disinvestment and other forms of punitive action is tortuous at best, but it achieves a height of cynicism when accompanied by demands for greater recognition of and more comprehensive dealings with unions that advocate these measures," he added.

He believed that good-faith bargaining would "win out" this year, because negotiations between the Chamber and Num had so far progressed "on more conventional lines".

CAPL
T.M.S.
23/1/88

NUM declares a dispute

JOHANNESBURG. —
The National Union of
Mineworkers yesterday
declared a dispute with
the Chamber of Mines
over the Chamber's re-
fusal accede to NUM's
wage demands.

The chamber's offer
was unanimously reject-
ed by members on virtu-
ally all the mines, a
statement from NUM
said.

The union will now
take the dispute before a
government-appointed
conciliation board.

The 260 000 strong
union group demanded a
22% wage increase.

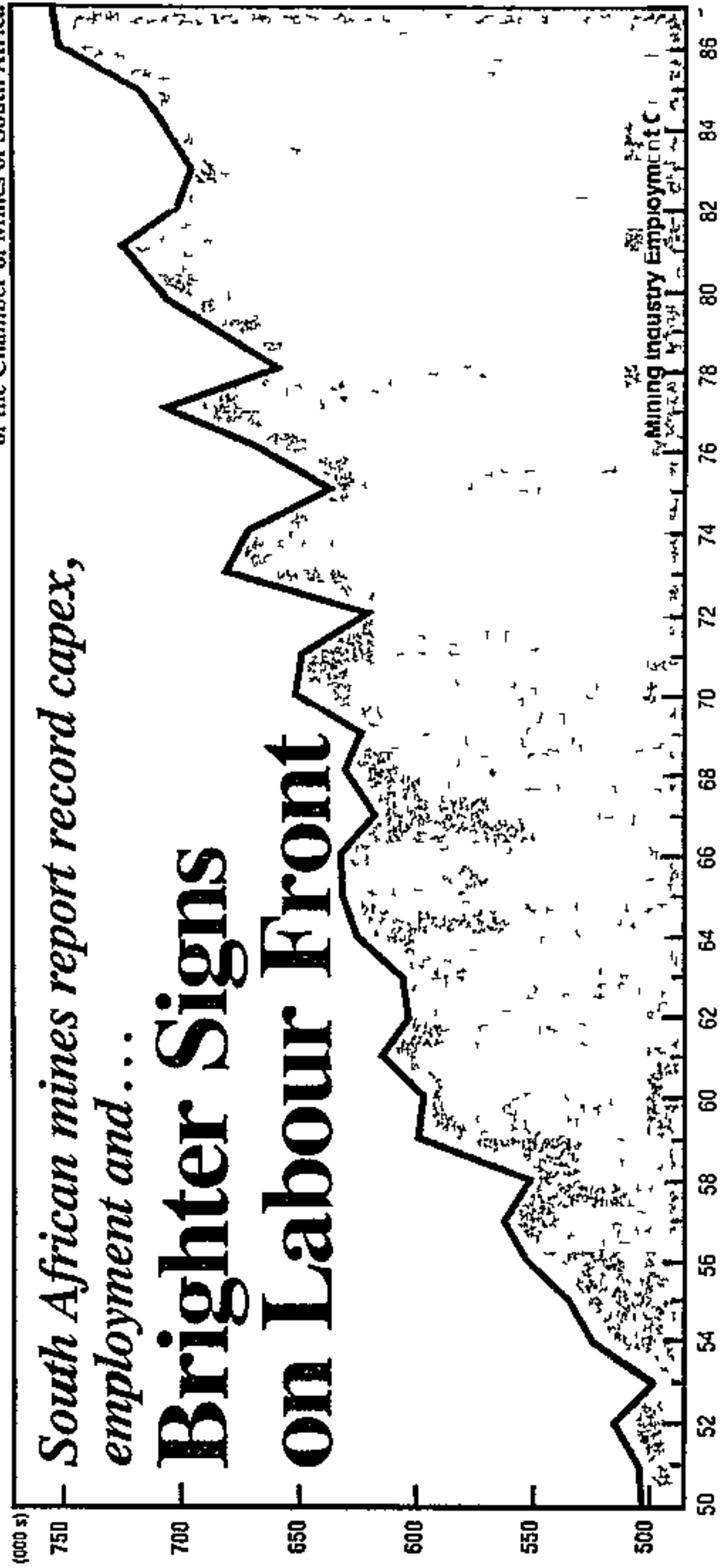
The Chamber said in
an earlier statement it
offered a sliding scale of
wage increases from
16,5% for the lowest paid
to 13% for the highest
paid. — Sapa

15/1/88
15/1/88
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PRESIDENTIAL ADDRESS

South African mines report record capex, employment and... Brighter Signs on Labour Front

98th Annual General Meeting
of the Chamber of Mines of South Africa



This is an abridged version of the address given by Mr Naas Steenkamp at the 98th Annual General Meeting of the Chamber of Mines held in Johannesburg on June 21, 1988.

Despite record capital investment and employment levels the South African mining industry has entered what may prove to be one of the most difficult periods in its history. Its vigour is being tested on a number of fronts.

Persistent double-digit inflation affects all mines, our coal-mining industry has been hit by both a weakening world market and economic sanctions and there was a major strike last year involving many of our mines. For these and other reasons our earnings from mineral sales in 1987 fell - only the second time this has happened in more than four decades of steady earnings growth.

The major mining groups therefore all agree that in the interests of our shareholders, of our employees and of Southern Africa as a whole, we must now gather our forces and strengthen the basis for the long-term survival and

progress of our industry. We are agreed that we must find an enduring formula for coping with our changing economic and industrial relations environment.

First, the high inflation rate which is drawing our mine working costs to uneconomic levels must be reduced. Six of our gold mines, employing some 70 000 people are in a loss situation with working costs per kilogram higher than the prevailing gold price. Inflation also compounds the problems of the coal mines - sanctions, weak world prices and heavily increased domestic rail tariffs - and some can no longer compete in the export market.

We know and we accept that measures to reduce inflation will unavoidably be painful and controversial and will require resolve to implement. The State President Mr P W Botha has taken a courageous lead in this regard at a time when demands on the State are greater than ever before and there is pressure from all sections of the population whose real income have declined as a result of failure to address the problem earlier.

In focussing attention on wage restraint as a major factor in the fight against inflation the State President however also acknowledged the role of collective bargaining in establishing wage levels. This we welcome quite apart from the State President's appeal the mining industry has to contend with cost considerations of its own that in any event had to be taken into account in the wage negotiations. We have therefore sought the support of our unions for such

restraint and I am happy to say that so far there has been a positive and constructive reaction. There appears to be an appreciation of the fact that labour costs have a bearing on future job opportunities.

But then wage increases are only part of the problem of inflation and much more emphasis should be placed on other pertinent factors, in particular expenditure on the huge, often unproductive and inefficient State sector privatisation programmes reflect Government's recognition of this but they are very slow in being implemented.

Moreover, there now appears to be a danger that some of the ultimate benefits may be offset by the new bureaucracies being established to serve complex constitutional designs. This latter area is one which the Government must scrutinise closely with a view to some degree of rationalisation.

For its part the mining industry is applying rigorous controls on expenditure, both on the mines and at head offices, while looking for greater efficiency and productivity through educated and more stable workforce.

The scope for this is considerable, as South Africa's collieries have shown by increasing their productivity by no less than 96 per cent in the period 1978 to 1987 - due almost entirely to a switch from hand-got mining methods to mechanisation.

The potential for productivity gains in gold mining is also substantial.

FINANCIAL MAIL JUNE 24 1988

even though the problems faced in the gold mines are far greater. As an indication, one mining house reported to a conference on trackless mining earlier this year that as a result of the introduction of tyre-mounted equipment for the drilling and transportation of underground rock and material, output by various categories of employees had increased by between 34 per cent and 267 per cent. This had the effect of a reduction in staff but also an increase in the earnings of the people producing the higher output.

Trackless mining and research being conducted into a number of other key areas are steps towards greater efficiency and productivity, so too are moves to utilise people of all races to the best of their ability. The latter has been made possible by the progressive removal of discriminatory laws and work practices.

The practical effect of this is that there are now on the mines over 5 000 blacks, coloureds and Asians employed in jobs previously reserved for whites only. This equates to about 12 per cent of the skilled workforce and 17 per cent of all apprentices in training, and the process is continuing.

Here I must make special mention of amendments made to the Mines and Works Act during the year which will enable people of all races to acquire blasting and certain other certificates of competency, thus overturning a racial prohibition on the acquisition of these certificates which dates back to 1893.

Effect must still be given to the amendments by publication of the regulations prescribing entry requirements for candidates wishing to write examinations for five of the 13 certificates of competency. Publication is said to be imminent and judgement on whether they will enable true non-racial mining on our mines will have to await publication.

In the meantime I believe the industry's impatience with the sluggish pace of these changes is justified. Two years ago the then President of the Chamber said "it is essential that this last remnant of discrimination in South Africa's labour legislation is cleanly excised from the statute book and that there are not perceived to be any strings attached to its repeal. My immediate predecessor, in his address a year ago, said it is up to the Government for its part to show that the controversial new enabling clauses will not be used to block black advancement."

The delay is costly. The gold mines are at present short of several hundred blasting certificate holders, resulting in a substantial production loss. Able people are waiting in the wings to help redress this shortage. But more, the

FINANCIAL MAIL JUNE 24 1988

significance of the blasting certificates is that it not only opens the door to the job of supervisory miner but to all jobs above that on the production side of mining. Thus the removal of the last legal impediment to the employment of people of colour in all jobs in mining can come none too soon.

Last year the NUM initiated a costly three-week strike involving close on 40 per cent of the workforce on the Chamber's member gold and coal mines. The industry sought to view and handle the strike as an industrial dispute, but an evident underlying aim with the strike was to demonstrate wide worker support for an agenda ranging from sanctions to seizure of control of the national economy.

Claims have been made that the scope and duration of the strike proved that this support exists, but such claims must be suspect in the light of the prevalence of coercion, intimidation and violence during the strike, overriding industrial choice whether or not to participate. There was injury and loss of life and far from fostering worker support for self-damaging confrontations there are now signs of a reactionary groundswell. Resentment has been engendered by the loss of jobs resulting from the strike, and from sanctions, by the NUM's advocacy of further punitive measures such as the desire expressed by the NUM president on foreign television to see the country's gold mines closed down, and by the often vicious reprisals against individuals who refused to support the strike - all these have strengthened a counter-reaction with which management must now also deal.

There may be grounds for hope that the union leadership has sensed the mood of reaction prevailing in the workforce, reflected by the relative peace particularly the virtual non-participation of the mining industry's workforce in the June stavays. Our negotiations with the NUM on the 1988 review of wages and other conditions of service have so far also progressed on more conventional lines and I would like to believe that good-faith bargaining will win out this year.

There is hope too in the fact that the NUM has shown willingness to discuss means of addressing the problem of violence during and following the 1987 strike. A number of meetings have been held to discuss this issue with a view to arriving ultimately at an agreed code of conduct setting norms for both parties. Progress has been scant but there is some comfort in the relative decline of acts of violence on our mines.

For our part, we are engaged in these discussions because in our view the NUM cannot shirk accountability for the

needs of its members if it claims to represent them and to be able to mobilise them for action.

The problems on which I have dwelt are of course very much a function of the continuing impasse in our national politics. It is very disappointing that the past year saw no significant progress towards an accommodation, it would seem instead that a defiant introversion has developed in all quarters and that the parties who must ultimately devise a national conciliation are unable to come to terms with the necessity of at least initiating the process. Against this rather sombre backdrop some encouragement must be derived from the willingness of the Government and the Congress of South African Trade Unions to enter into consultation on the intended amendments to the labour legislation.

The mining industry remains a major provider of work and income for the people of the sub-continent. During 1987 the size of the total workforce in the South African mining industry grew to 759 000, an increase of 3 000 over 1986 and an all-time high for the industry. Its worth for the people of Southern Africa is evident from the more than R2 billion that finds its way back to the source communities.

Capital expenditure is running at record levels, reaching R4.9 billion last year. That represents 15 per cent of total gross domestic investment. In the period under review some 16 gold and six new platinum ventures of varying sizes have come into production or have been approved. Between now and the end of 1990 capital investment in gold mining alone has been estimated to total R13 billion. This must be seen against the decline over the past four years of real investment in the South African economy, whilst mining has registered a real increase of some 31 per cent.

It is clear that South Africa will continue to rely on mining as the major generator of wealth. However, if it is to attract the further investment so vital to our future - tomorrow's economic cake depends on today's investment decisions - there must be a tax structure that will give individuals and institutions the confidence to continue investing their capital in an essentially high-risk venture such as mining.



The full text of this address is available from The General Manager Chamber of Mines of South Africa P O Box 809 Johannesburg, 2000

W/Mail 24-30/6/88

211
~~W/Mail~~
~~W/Mail~~

THE ECONOMY

Mine deadlock. But is a strike likely?

By EDDIE KOCH

WAGE talks between the Chamber of Mines and the National Union of Mineworkers (Num) deadlocked this week, opening the possibility of a national legal strike in the industry.

The union reports it has rejected a Chamber offer of wage increases ranging between 13 and 16,5 percent on behalf of its 200 000 members. Num's demand at the time of deadlock was for a 22 percent hike across the board.

Num now plans to take the dispute before a conciliation board. If this fails, the way is open for the union to ballot its members for a legal strike.

Observers believe the union is still trying to rebuild its strength in the wake of the mass dismissal of 40 000 members, including thousands of shop stewards, after the marathon stoppage by 300 000 miners last year and is reluctant to get embroiled in another damaging strike.

Chamber of Mines president Naas Steenkamp has also claimed recently that black miners have become indignant at disruption to their lives caused by strikes and disinvestment. He pointed to low numbers of black miners who took part in the recent three-

day stayaway.

However Num's assistant general secretary recently told the *Weekly Mail* his union has already managed to repair the damage caused by the dismissals and union members were displaying a new mood of militancy and self confidence.

Num also tabled demands for a minimum wage of R350; June 16 to be granted as a paid holiday; an increase in annual leave and in leave pay and for the establishment of a provident fund.

The talks deadlocked on every point. The union rejected a Chamber offer to hold separate talks about the provident fund and insisted the rules of and contributions to such a fund should be settled immediately.

Num said the Chamber had indicated it would grant managements' increases only to non-union members if agreement was not reached. "Punishing union members in such a way would be a recipe for uncontrolled spontaneous conflict," the union said.

KENSINGTON 11 719 11
R350 per month Available 15/

Union Wins Recognition

Sowetan 24/6/88

THE Federated Mining Union has concluded a recognition agreement with Samancor-controlled Mooi Nooi Mine, a spokesman for the union said.

Mr Bennett Afrika, a FMU official, said the union represented 80 percent of the workforce at the chrome mine.

Meanwhile the FMU workers in the lowest and the mine's management resumed wage negotiations this week with the union proposing 40 percent increases for March 21 and June 16 as paid holidays. Management, he said, had so far agreed to recognise May 1 as a holiday in spite of the State-proclaimed first Friday of May.



Mine dispute finding due in two weeks

ALAN FINE

THE arbitration finding involving R10m, arising out of the dismissal settlement between Anglo American and the National Union of Mineworkers, was expected within two weeks, Anglo spokesman Michael Spicer said yesterday.

The private arbitration before Advocate William Schreiner followed a settlement in terms of which 9 000 miners dismissed during August's strike would be re-employed with financial compensation, and a similar number would receive at least 18 weeks' notice, severance and compensation pay.

The dispute arose over the definition of "pay", with the NUM claiming it included fringe benefits (valued at the time at R164 a month), while Anglo argued it referred only to the cash wage.

Spicer said the arbitration hearings were concluded last week.

Arbitration over the fairness of the dismissal of another 2 500 miners at Western Deep Levels, after they staged an underground sit-in during the strike is due to begin next week.

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Miners win

A UNIQUE system of selling goods to Mozambican miners working in South Africa and then delivering them in Mozambique has been pioneered by a South African company.

The system, run by Premier International, could mean the end of decades of misery suffered by the miners trying to take home the

rewards of their work, but who have been easy prey for corrupt custom officials and armed thieves on both sides of the border.

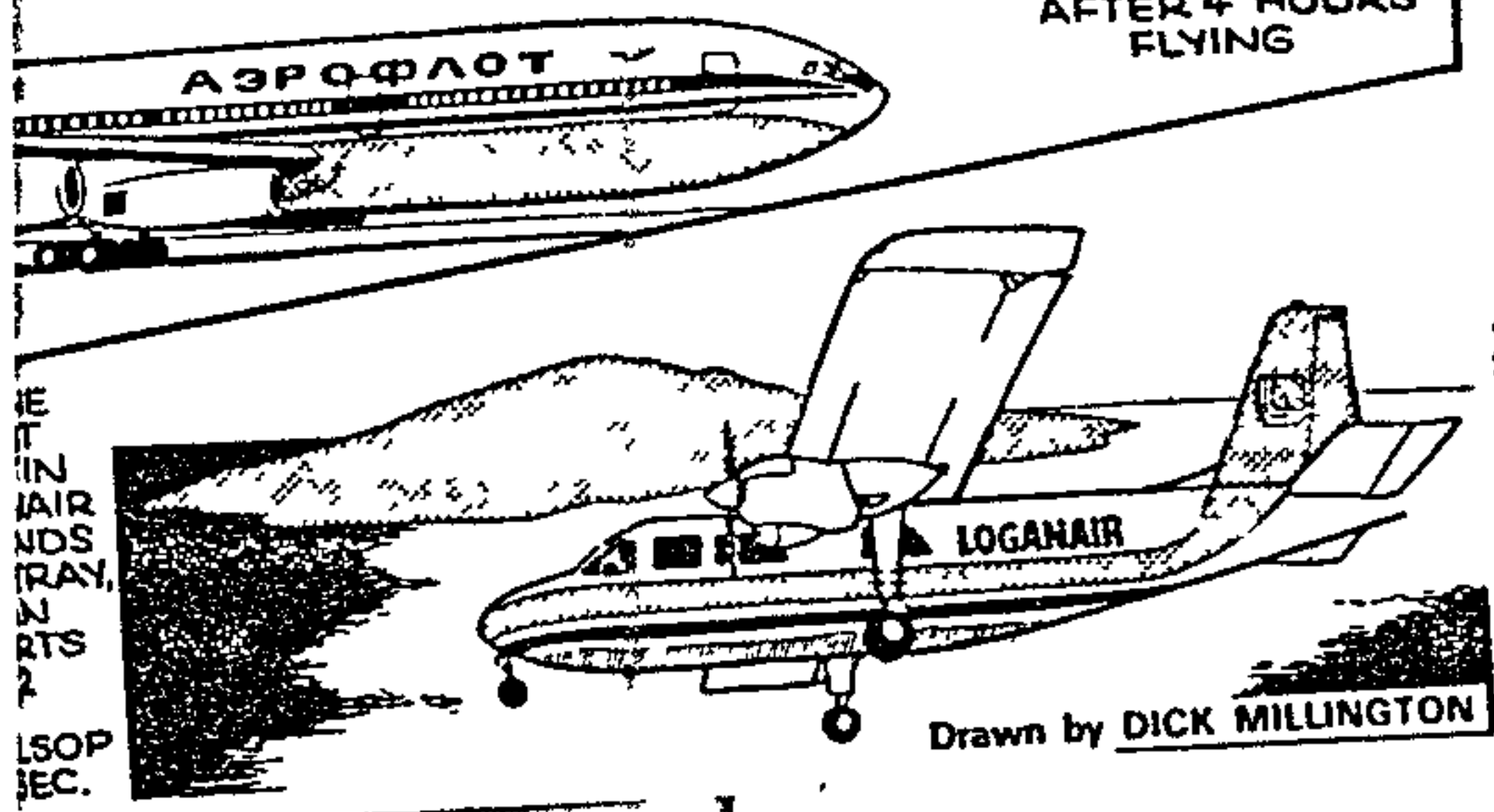
Under the scheme, supported by most of the top mining houses, Mozambican miners select goods, mainly food items but also hardware items such as door and window frames, timber,

cement etc., and pay a Premier representative on the spot at the mines.

They are given a receipt and a copy of their purchases and either elect to retrieve the goods themselves in Mozambique at the end of their contract or opt to allow members of their families to pick up the goods for them.

by Norris McWhirter

LARGEST AIRLINE IN THE WORLD IS THE USSR STATE AIRLINE AEROFLOT, WITH 1300 AIRCRAFT, 500,000 STAFF AND 112 MILLION PASSENGERS IN 1984. MOST LUGGAGE IS 'SELF HANDLED' AND SMOKING IS ALLOWED ONLY AFTER 4 HOURS FLYING



THE HIGHEST AIRPORT IN THE WORLD IS LA SA (LHASA) AIRPORT, TIBET AT 14,315 ft (4363 m).



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© Guinness Superlatives Ltd. 1987

Trade plan cheer for miners

By Ken Vernon,
The Star's Africa News Service

A unique system of selling goods to Mozambican miners working in South Africa and then delivering them in Mozambique has been pioneered by a South African company.

Under the scheme, which is being run by Premier International with the support of most of the top mining houses, Mozambican miners select goods, mainly food items but also hardware items such as timber and cement, and pay a Premier representative at the mine.

They are given a receipt and a list of their purchases, and can either re-

trieve the goods themselves in Mozambique at the end of their contract or allow members of their families to pick up the goods for them.

Premier operates the only bonded warehouses in Mozambique at Maputo, Xai Xai and Maxixe, where goods are received from South Africa and from where the miners' purchases can be retrieved.

The role of the Mozambican government was crucial in allowing the creation of the bonded warehouses and the selling of food to the miners duty free on the grounds that they are not resident in Mozambique at the time of their purchases

News in Brief

Mine wage agreement

RM 7/10/88 211

JOHANNESBURG — Five mines in the Rand Mines Group had reached settlement on wage increases of 12% to 14% with employee representatives that included the National Union of Mineworkers and mine councils, an RM statement said. All five mines are not members of the Chamber of Mines.

CAPE TIMES 5/7/88

Mine dispute settled

JOHANNESBURG — The Chamber of Mines and the National Union of Mineworkers (NUM) reached agreement on the 1988 review of wages and other conditions of employment, a Chamber spokesman announced last night

He said differences with the union, which led to the breakdown of negotiations on June 22, had been resolved without any changes in the 13% to 16,5% wage increases tabled by the

chamber. At the end of the June 22 meeting, the NUM declared a dispute and announced it would be seeking the appointment of a conciliation board

The chamber spokesman said that after the breakdown of the negotiations, attention was focused on the NUM's provident fund demands.

Chamber negotiators submitted an offer which was accepted by the union

Chamber and NUM agree on wages

ALAN FINE (211) 8/10/82
5/31/82

THE National Union of Mineworkers (NUM) and the Chamber of Mines last night reached agreement on improvements to wages and working conditions for 1988.

It is the first time since 1983 that settlement has been reached in time to be implemented as from the traditional July 1 date.

The settlement came when the NUM notified the chamber of its acceptance of a revised employer offer made last week, which included a detailed chamber proposal on contributions to a provident fund, which had already been accepted in principle.

The chamber's offer of wage increases ranging from 13% to 16.5% — which were on the table when deadlock was reached 13 days ago — remained unchanged.

Provident fund rules will be negotiated over the next few months, and any points of disagreement as at November 15 will be referred for arbitration.

NUM general secretary Cyril Ramaphosa said while he and NUM members were not entirely satisfied with the wage increases, the chamber's decision to move on the provident-fund issue had made settlement possible.

"Now we no longer have to live with the unacceptable situation where workers have no retirement benefits." It was thus incorrect to ascribe the early settlement to weakness on the union's part.

A chamber spokesman said employers were pleased at the settlement "because bargaining in good faith is so much more satisfactory than industrial action".

BLACK pupils flocked by
classes in Durban

Mines' sober settlement

6/2/88

Alan Fine

A STRIKE can be a very sobering and cleansing experience. Nowhere is this better reflected than in Monday's mining industry wage settlement. Not since 1983, when the Chamber of Mines pushed through an agreement with the then infant National Union of Mineworkers (NUM), had these two adversaries reached settlement before the eleventh hour. Last year this was achieved only three weeks later.

The 1988 talks, which lasted just six weeks, were marked by a low-profile approach by both sides, with each apparently cognate of the other's concerns and limitations, and steadily closing the initial gap between them.

In many respects the contrast between the last two sets of mining sector negotiations is a microcosm of trends in commerce and industry as a whole.

After the record year for mandates lost through industrial action in 1987, this year has been notable so far for the absence of any major wage confrontations. The journal, "Work, in

Progress", estimates the number of workers who participated in strikes in the first five months of 1988 at just over 20% of the figure for the same period last year.

But if surveys by bodies like the Bureau for Economic Research, which suggests average wage increases for the year are likely to be around 15% and thus a couple of percentage points above the inflation rate, are correct, this suggests the softening up process of last year has worked both ways.

The mine settlement was the culmination of remarkable flexibility by the NUM and the chamber. NUM general secretary Cyril Ramaphosa conceded the 13% to 16.5% wage increases were lower than hoped for and below the levels of previous years although, he said, they were on a higher base.

Further, the NUM dropped at the

benefit scheme specialists," he said. He added that recognition agreements between the NUM and the Rand Mutual Hospital, and for hospital staff on mines, provided for arbitration in the settlement of disputes.

It is expected each side will appoint an actuary to assist in negotiations on the rules of the fund which are to be conducted between now and November.

While the agreement officially applies to only 160 000 NUM members on 29 gold mines and 22 collieries, it is normally extended to cover employees on all chamber mines, and comes into effect from July 1.

In the chamber's view, the settlement means a healthier basis for the future relationship between the two.

Liebenberg said he believed both sides realised a strike would be a costly affair and aimed at avoiding it if possible.

Both sides saw and experienced the value of good faith bargaining. Hopefully, building on this, future negotiations will be based on this experience.

employers then decided to concentrate on it, while withdrawing offers which partially met union demands for improvements to annual leave conditions and the leave bonus.

The fund will be established early next year. It will initially be funded by equal contributions from employers and employees of 1.5% of earnings. This will increase to 3% for the year from July 1, 1989 and to 5% thereafter.

Significantly, the chamber — often reluctant to put its fate in the hands of an outsider — has agreed to arbitration in the event of a failure to reach agreement over the rules of the fund.

Liebenberg said the difference was that any dispute here would be of a technical nature.

"We both want the fund established and it has been agreed that the arbitration will be conducted by

last moment base demands for a R350 monthly minimum wage, paid leave on June 16, improvements to annual leave and the leave allowance. But the new aspects of the chamber's offer made settlement possible.

The chamber, for its part, did a quick turnaround on its refusal to commit itself on details of the proposed provident fund. It is understood the Anglo group, still most vulnerable to strikes in the industry, was prominent in pushing this review through.

Chamber industrial relations adviser Johann Liebenberg explained that the shift came when the NUM sent signals that the provident fund matter was the most critical Em-

REVIEWS

CAP 7/788

Discrimination on mines

Own Correspondent
JOHANNESBURG. — The Mine Surface Officials Association (MSOA) yesterday launched an industrial court action against Chamber of Mines collieries, alleging racial discrimination in pay and working conditions.

pointment of blacks, coloured people and Asians at lower rates of pay and inferior conditions of employment in the same occupations threatened the job security of white members.

In papers before the court, the 18 900-member MSOA asked that this be declared an unfair labour practice, and that the court order the immediate termination and eradication of the practice.

The MSOA's case is based on a statement by the chamber's industrial relations adviser, Mr Johann Liebenberg, at a conciliation board meeting in June 1987 where he said: "We don't deny that there are different conditions of employment between blacks, Asians and coloureds doing the same jobs."

The association also said the ap-

MINE WAGES

A deal is struck

The effective non-participation in last month's three-day work stayaway by members of the National Union of Mineworkers (NUM) seems, with hindsight, to reflect the generally less militant mood which enabled the union and the Chamber of Mines to clinch a wage settlement for 1988

NUM's acceptance on Monday of the chamber's revised offer — which brought forward proposals to introduce a provident fund for workers (and which may also have been the union's face-saving device) — appears to vindicate last month's observations on mine labour relations by outgoing chamber president Naas Steenkamp. He detected "grounds for hope that the union leadership has sensed the mood of reaction prevailing in the work force, reflected by the relative peace enjoyed by the industry latterly." Steenkamp also observed that negotiations with NUM on the 1988 review of wages and conditions had "progressed on more conventional lines." Welcoming the deal, the chamber said. "Bargaining in good faith is so much more satisfactory than industrial action. This gives us a healthier basis for the future."

Happily, the threat by NUM's Cyril Ramaphosa that last August's mine strike was a "dress rehearsal" for this year proved to be merely rhetorical. After the protracted strike, which left workers no better off financially, the appetite for another was lost.

Differences with the union, which led to NUM declaring a dispute on June 22 and applying for a conciliation board, were resolved without any changes to the chamber's wage offer of increases of between 13% for higher grades and 16,5% for lower-paid workers.

According to the chamber, acceptance of the union's demand for a provident fund will



**Ramaphosa . . .
proved merely rhetorical**

8/7/88
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PM

mean the phased introduction of a contributory scheme over the next three years. Contributions to the provident fund would be made by the employer and employees. In the first year, the chamber proposes, both would contribute 1,5% of the wage earned, increasing to 3% in the second year and 5% in the third. However, details of the fund are to be negotiated, with arbitrators brought in if necessary.

NUM originally demanded a 40% wage increase, while the chamber offered 10,5%. The union had dropped its demand to 22% when a dispute was declared. NUM also sought a minimum wage of R350 (rejected); June 16 as a holiday (rejected), 10 additional days' leave (the chamber offered to increase only certain surface workers' leave by seven days), holiday leave allowance increased by 100% (only 10% offered); and the establishment of a provident fund for all workers — which emerged as the bargaining chip that saved the day. ■

Anglo wins in R10m dispute

AN arbitrator has ruled that payments to about 20 000 Anglo American miners who were dismissed during the August 1987 wage strike should be based on basic wages rather than the value of wages plus fringe benefits.

The case, heard by Advocate William Schreiner, arose from a dispute over the interpretation of a settlement reached last March in terms of which the employees, 9 000 of whom are in the process of being reinstated, were to receive various compensation, severance and

notice payments.

The value of the payments in Anglo's estimation was about R40m. Had the National Union of Mineworkers' view been upheld, about R10m would have been added to the settlement bill.

Anglo spokesman Michael Spicer said Schreiner had concluded the clear division in service contracts between cash earnings and fringe benefits meant the word "pay" referred only to the former.

ALAN FINE

Stacey

8/7/88

Strike off with new pay deal

CP Reporter

A REPEAT of last year's mineworkers' strike was averted this week when the National Union of Mineworkers accepted the Chamber of Mines' revised offer.

NUM had declared a dispute with the Chamber after attempts to reach agreement over improved wages and working conditions reached a deadlock.

However, the Chamber then revised its position, on a provident fund, and the NUM accepted the package.

The Chamber's initial wage offer of increases ranging from 13 to 16,5 percent remained unchanged.

Union spokesmen have indicated that, while they were not entirely happy with the wage offers, the establishment of a provident fund represented a significant improvement.

Political comment and Newsbills by K Sibhaya and ZB Molefe, Headlines and sub-editing by F Alberts, all of 204 Eloff Street Ext, Johannesburg.

211

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Sheep

12/7/78

Govt still to repatriate half of Mozambican miners

The Star's Africa News Service

211

Despite the recent improvement of relations with Mozambique, South Africa still intends to repatriate about half of the 50 000 Mozambicans employed by the South African mines, according to a Chamber of Mines spokesman. *Star 11/7/88*

However, informed sources said there had been a slowdown in the repatriation since last year.

In Maputo, Mozambique's Labour Minister said the government was now having trouble in finding jobs for unemployed miners.

The repatriation of Mozambican workers was ordered in October 1986 following a landmine explosion near the Mozambique border in which six South African soldiers were injured.

However, in January last year the Chamber of Mines held negotiations with the Government and it was agreed then that about 30 000 of the then estimated 66 000 Mozambican mineworkers would be allowed to stay.

Miners rate
SA above
East Germany

Blow
11/7/88

211

Own Correspondent

LONDON — Thousands of Mozambican miners forced to leave the SA coalfields are rebelling against their new jobs in East Germany.

About 8 000 miners were sent from Mozambique to dig for brown coal in open cast pits north-east of Leipzig after an informal agreement between the two countries last year.

Western diplomats who have been monitoring this unusual labour deal say the Africans loathe the East European climate, resent the racism of the local population and, above all, complain bitterly that they are not paid as well as they were in SA.

There have been several clashes between the Mozambicans and members of the mining communities, causing casualties on both sides. One reason for the local hostility to the African "guest workers" is the fear that they might spread the AIDS virus.

Ironically the restless and homesick Mozambicans have petitioned their government not only to return home but also, in many cases, to go back to work in South African mines.

Mozambique has for generations supplied labour to the coal and gold fields in SA. But due to recent tension between the two countries the number of these workers has been reduced — from a peak of 120 000 to the current level of 50 000.

The cutbacks involved a large loss of foreign exchange for Mozambique as SA paid a proportion of miners' wages to Maputo in hard currency.

It was to make up the financial loss and pre-empt the possible recruitment of the unemployed miners by rebels that Mozambique discreetly struck a deal with East Germany last year.

Both Mozambique and its workers in East Germany are receiving only a fraction of their previous SA earnings according to diplomatic sources.

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New regulations on miners' competency

NEW regulations laying down eligibility requirements for people applying for certificates of competency in five major mining occupations, and opening the way for blacks to do these jobs, were published in the Government Gazette on Friday.

Mining industry sources said, however, that while there were certain improvements on the controversial draft regulations published last September, a number of negative features remained.

The industry and the National Union of Mineworkers previously described

these provisions as likely to have the effect of retaining job reservation through the back door.

The most notable change is that the provision barring non-SA and TBVC citizens from eligibility has been dropped. This would have effectively prevented about 40% of the black workforce from applying for certificates.

However, the requirement that applicants must be able to communicate orally and in writing in one of the official

languages remains.

The regulations no longer specify that a Standard 8 education is necessary, but the advisory committees have been given the power to recommend to the relevant minister a minimum educational requirement.

A further clause likely to cause concern to management and black labour is that these committees are empowered to make recommendations on the need

● To Page 2 →

Regulations on mine labour gazetted

for competent persons, "having regard to proven labour needs".

This originally provoked fears that labour organisations representing existing competent persons would use such legislation to block black advancement and maintain labour shortages.

There will be four advisory committees — one each for winding-engine drivers, locomotive-engine drivers, blasting certificate holders and onsetters.

Each committee will comprise the government mining engineer (the chair-

man), and his deputy, a Manpower Department official, two employer representatives, two representatives of persons holding the relevant certificate, and two other persons who, in the opinion of the GME, have a "direct interest in the practising" of the relevant occupation.

An employer source said the latter might be an opening for representatives of black labour to have a say

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9937	12,15	1150,4	2058,6	1890

Alan Fine 11/7/88

From Page 1 11/7/88

(10) 211 8/20/78 (2/7/78)

THE new Mines and Works Act regulations, which mark the end of mining job reservation, have been criticised by labour representatives and employers

A Chamber of Mines spokesman said the chamber could not support the provision that the Government Mining Engineer should take into account the views of advisory committees on the mines' "proven labour needs" before admitting a candidate for the relevant certificate of competency.

New mining regulations slammed

ALAN FINE

This, he said, infringed on management prerogative and could be seen as indirectly retaining racial discrimination. He said the industry intended to make the regulations work so as to achieve their desired result.

National Union of

Mineworkers (NUM) assistant general secretary Marcel Golding said his union would comment later. But previous NUM objections still stood.

The union objected to provisions which made proficiency in one of the official languages, and a formal educational qualification, a prerequisite for eligibility

for acquiring certificates of competency. It saw these as a hidden form of racial discrimination, particularly since they had not previously applied.

A spokesman for the whites-only Mineworkers' Union (MWU) — which has vigorously resisted the removal of job reservation — said it was "disgusted" at the regulations.

imately the responsibility of the State, he said

211 (11) (12) (13)

Illness not grounds for dismissal

SKW 13/7/85

A worker cannot legally be dismissed for being an Aids carrier, according to a labour lawyer, Mr Rod Harper.

Speaking at the "Aids at Work" conference in Johannesburg yesterday, he said illness was not a basis for dismissal but had to be seen in the context of an infected worker's productivity

Mr Harper said that although workers could be dismissed on the grounds of incapacity, the principle required was that the employer acted fairly

This meant looking at all possibilities, such as transfer, before resorting to dismissal.

An Aids carrier could be transferred if there were medical grounds for the move.

An example was a nurse who worked with blood samples, Mr Harper said.

There was no obligation in law to force an employee to undergo a medical examination although there was provision in health legislation for a State doctor to conduct examinations, he said.

NO

Mines have little to cheer over new job regulations

Cape Times 12/17/84

211

Own Correspondent

JOHANNESBURG — Representatives of black and white labour, and of employers, have expressed reservations about the new regulations to the Mines and Works Act which formally mark the end of job reservation on the mines.

The regulations were published on Friday

A Chamber of Mines spokesman said the chamber could not support the provision that the Government Mining Engineer should take into account the views of advisory committees on the "proven labour needs" of the mines before admitting a candidate for certificates of competency

He said this infringed on proper management prerogative and might be seen as securing indirectly the retention of racial discrimination. Further, it could be beyond the minister's powers to impose these measures

But it was the industry's intention to make the regulations achieve their desired result in practice, he said.

There was an estimated shortfall

of 600 blasting certificate holders.

National Union of Mineworkers' assistant general secretary Mr Marcel Golding said his union would comment in detail later. However he believed previous NUM objections still stood

The union objected to provisions in the draft, published last year, which made proficiency in one of the official languages, and a formal educational qualification, a prerequisite for eligibility for acquiring certificates of competency. It saw these as a hidden form of racial discrimination

The former remains, while the regulations give to the four advisory committees the power to make recommendations on the specifics of the latter

The government has dropped the ban on non-SA and TBVC citizens acquiring certificates of competency

A spokesman for the whites-only Mineworkers' Union (MWU) — which has vigorously resisted the removal of job reservation — said it was "disgusted" at the regulations

A detailed response would be made later this week.

Mines to act soon on black advancement

211 ~~12/1~~ 13/7/88
ALAN FINE

MAJOR mining houses said yesterday they planned to proceed as soon as possible with putting forward black candidates for certificates of competency for four key mining occupations.

However, they said it was premature to estimate how rapidly black advancement to the jobs would occur. "Delicate" talks were under way with interested parties, including the all-white Mineworkers' Union, and there was uncertainty as to the effect of the proposed advisory committees on this process.

A Rand Mines spokesman said he expected the first black miner to qualify within a few months.

A Gencor spokesman said this would occur within whatever time it would take for a suitably qualified person to pass certification.

He said the aim was to fill vacancies with the best candidates, but it was guesswork to talk of numbers until the effect of new "pre-qualifications" had been established.

Anglo American gold and uranium division spokesman Michael Spicer said implementation would be as soon as possible, apparently after the advisory committees had been appointed.

Anglovaal had already begun identifying candidates, a spokesman said.

Changes to Mines Act criticised

(211)

St. J. 4/7/58

By Adele Baleta

The mining industry has warned that new provisions of the Mines and Works Act infringed on management's prerogative on job appointments.

A Chamber of Mines spokesman said the mining industry was committed to apply in good faith the amended regulations to ensure an end to job discrimination.

However, he added that the industry could not support provisions that the Government Mining Engineer should take into account the proven labour needs of the mines, and the advice of an advisory committee, before admitting a candidate for the relevant certificate of competency.

The spokesman said the Chamber believed this made inroads into management's rights regarding appointments.

"The measures might be seen as securing indirectly the retention of racial discrimination."

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Chit Trip 15/7/88 (21)

Miners agree on wages

JOHANNESBURG — De Beers Consolidated Mines and the Council of Mining Union had reached agreement on wages in their annual negotiations, De Beers announced yesterday

LABOUR
UPDATE

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De Beers

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DE Beers Consolidated Mines and the Council of Mining Union reached agreement on wages in their annual negotiations, De Beers announced yesterday.

"Negotiations on a number of fringe benefits will continue, but agreement was reached on an increase of 12 percent for CMU's members," a De Beers statement said.

The CMU represents members of several unions on De Beers mines. — Sapa

Cashing in on free share offer ~~(2)~~

By Derek Tommey
The 110 000 Anglo American group employees who earlier this year accepted the corporation's free offer of five Anglo American shares are about to receive something more tangible

On August 2 each of the 110 000 will receive a dividend cheque for R8,12 — the first to be paid on their five shares. Accompanying the dividend will be a brochure about Anglo American and the share issue.

"They can also get a copy of the annual report

if they want," a senior Anglo American official said today.

They can also expect another dividend cheque on January 20, next year, when the interim payment for 1989 will be made.

The shares were offered to Anglo American's employees as part of an employee participation programme. The offer was accepted by 66 percent. However, those who did not take up the shares will get another chance. The corporation will be offer-

ing further free shares to its employees again next year.

The August 2 dividend will cost Anglo American R893 000. The group's total dividend bill for 1987-88 was R516 million.

5 Feb 21/71 88

(21)

'Mine had reason not to reinstate workers'

By Lloyd Coultis
2-21-78

Allegations that mine management at the Western Deep Levels had forced workers underground in August last year were unfounded, an independent adjudicator appointed by Anglo American and the National Union of Mine-workers has ruled.

Mr Jules Browde, SC, found on July 18 that the mine's reasons for dismissing 1974 workers from No 66 Level were well-founded.

Mine management alleged workers had done considerable damage to mine property underground, armed themselves with home-made weapons and threatened to kill white mine workers.

The mine was justified in not reinstating the 1974 workers.

No evidence was led by any of the miners to disprove their actions or justify them, apart from Mr Ben Felanto, a union official.

These workers would not be entitled to any compensation in terms of an agreement between Anglo and the NUM.

MISCONDUCT

In the case of 427 miners at 100 Level, the misconduct had not warranted their dismissal and it was therefore unfair not to reinstate them, Mr Browde found. These miners would be eligible for retrenchment benefits.

Anglo American said the judgment laid to rest irresponsible allegations given wide publicity last year that the company had driven workers underground.

On August 18 1987, Western Deep Levels dismissed 2401 workers for sitting in underground, for malicious damage to property, for arming themselves and threatening to kill white miners.

The statement said NUM leaders repeatedly asserted these charges and had been driven underground at gunpoint by mine security.

These workers were not reinstated or re-employed with other workers who had been dismissed as a result of the strike.

Fired miners fairly sacked, says Browde

BY EDDIE KOCH

ABOUT 2 000 workers from Anglo's Western Deep Levels gold mine were legitimately dismissed during the miner's strike last year, an independent arbitrator has found

About 2 400 workers were fired from the mine during the strike after staging a sit-in underground

Advocate Jules Browde, who headed an inquiry into the incident, ruled this week that about 2 000 of the workers had not been forced underground and were fairly dismissed.

The National Union of Mineworkers (Num) claimed at the time that the workers were protesting at being part of a 6 000-strong group forced underground at gunpoint by mine security. Anglo American rejected the allegation and said the strikers had caused R65 000 worth of damage to underground equipment during the sit-in.

Num and Anglo agreed to refer the dispute to arbitration to decide whether the 2 400 miners should qualify for compensation that Anglo has agreed to pay to most of the 40 000 workers it sacked during the strike.

Browde ruled that only 400 workers who had been at a deeper level of the mine during the sit-in were unfairly dismissed and therefore qualify for compensation.

"Senior officials on the mine gave evidence before me and it is clear from that evidence that they .. were unaware of any intention by management to force people to go to work."

Browde acknowledged that rubber bullets had been fired by mine security at strikers on the mine that afternoon and that some workers had been injured.

"While there may have been some instances of aggressive behaviour by security personnel, this was not, on the evidence, sufficient to have driven underground 6 000 workers."

Anglo representative Michael Spicer said in a statement that the ruling "lays to rest what we always regarded as an irresponsible and unfounded allegation that Anglo American managers and security had forced workers underground."

"The union should be more careful in future before releasing such claims and the media has a duty to submit such allegations to close scrutiny before publishing them."

Num representatives were not available for comment at the time of going to press.

22-287/88 w/maid
211

Fired miners fairly sacked, says Browde

BY EDDIE KOCH

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Num representatives were not available for comment at the time of going to press.

(17)

22-28/88 w/Mane

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88/6/92
B/elay

Relly attacks govt's tardiness on racism

THE tortuous process whereby statutory racial discrimination in the mining industry was being removed reflected little credit on the legislature, Anglo American chairman Gavin Relly said yesterday

The mining industry was short of qualified people with blasting certificates and the setting of black men on this important rung of the ladder of promotion was essential in terms of equity and to ensure increasing production efficiencies

Mining societies were made up of people who shared the dangers of mining and the responsibilities of keeping those dangers to a minimum. This structure would not sustain itself if the discrepancies in privilege between races which were disappear-

ing underground remained blatant on the surface and off the mine

"It must become possible for people of all colours on the mines (as indeed elsewhere in the country) to have equal freedom of choice, to live where they wish, play sport where they wish, school their children where they wish and take holidays where they wish — in short to live normal lives and not have these things dictated to them by rules and regulations based on race"

He believed that mining and industrial interests in SA, while rightly urging the authorities to take more forthright steps to end apartheid, could and should spend more time putting their own houses in order — Sapa

Miners in R450 000 Sowetan venture

(211)

28/7/88

SIX black mineworkers have decided to put together R450 000 to challenge white owned concession stores on West Rand mines.

Co-ordinator of the group, Mr Jabulani Nqai, yesterday said they would build a supermarket, fast food outlets and other stores near Carletonville.

Their decision comes after negotiations with Anglo American and white businesses because of problems miners encountered in the area.

They managed to raise R150 000 and received a

loan of R250 000 from a bank.

Mr Nqai said the establishment of the businesses would create jobs for many unemployed blacks.

The six partners are Mr Nqai, Mr Paul Sethati, Mr John Lelaka, Mr Frank Manthutle, Mr Ivan Sehume and Mr Elijah Sibiya, who are all members of the National Union of Mineworkers.

Mr Nqai said building of the stores was complete and it was expected they would start trading next month.

my life as a MINER

By MZIMKULU MALUNGA

SITTING in front of the coal stove at home in Soweto this month, I looked down at my legs. There were deep, clear horizontal marks on my calves.

The weals are all that remain of the life I led until six months ago. The lines were made by the gumboots I wore every day to go underground.

I was a miner for 18 months, living in a single-sex, tribally-segregated compound. It was a very different life to any other in South Africa.

I did not choose the mines. I just had no option. I had no job after school, and in the first months of 1986 the envelope in which I kept rejection slips was beginning to bulge.

I tried the next step for township job-hunters "marketing". This means going to town every day and knocking on doors, asking for work. It is even more saddening than having written applications rejected.

One Friday afternoon in June I came home from another unsuccessful day's "marketing". I found my Uncle Hoenene sitting on the sofa reading a newspaper. "You look tired my boy," he said. "What is wrong?" I shrugged. "This job-seeking business is getting on my nerves."

"Then why don't you go to the mines?" He had been a miner for 10 years, before he retired.

"Who me? To the mines? That is one of the last places I would consider working."

"I know you young chaps from the townships think people working on the mines are stupid. But it is different these days."

"My problem would be staying in the compound," I said. I had heard stories about people having to spend most of their time at work, having no time off and no relaxation. I did not like the idea of living only with men. I had also read in newspapers that there were jobs that black people were not allowed to do on the mines, and I had read of the many accidents. I feared going underground and didn't like what I was told about miners' earnings.

My uncle brushed this off — things are beginning to change on the mines, he said. "It is no different from the boarding school you went to, except that you will go to work instead of class."

I was not convinced but he said he would talk to my father about it. "I am not forcing you. Keep trying to find work, but I think you will find your way to the mines."

He was proved right two months later, when all my efforts were exhausted. I was heading for the compound life.

But he was wrong on what it was like. It would be worse than I had imagined. I was to discover that there were still some jobs blacks were not allowed to do, there were still horrifying accidents underground (stretchers could be seen coming from the shaft almost daily, carrying seriously injured people).

I would also learn just how unpleasant the compound was. I had two months of frequent stomach ache before I got used to the food, and the dressing station (or medical station) would

This is a story about life in single-sex compounds, about the fear of descending into the depths of the earth, about watching stretchers emerge from the shafts with injured miners, about tribalism, about labour disputes, about drinking mqombothi. It is a vivid first-hand account by a man who was, until just a few months ago, a miner himself.

simply give me purgatives to deal with it, the beds were uncomfortable — it was like sleeping on a plank with just a thin mattress.

My life on the mines began on Wednesday morning, July 25 1986, when I turned up at East Driefontein gold mine outside Johannesburg. (My uncle had worked there and still knew people.) The officials agreed to hire me, and gave me a letter of appointment. I was to earn R44,88 a week.

But first I had to go to "Mzilikazi", the Chamber of Mines administration offices at Oberholzer in Carletonville. This is phase one in a miner's life, where you receive a contract, give all your personal particulars, have your photograph taken, give fingerprints and have blood tests.

The mine bus arrived back at "East" about 1pm. It stopped in front of the mine. Another bus was offloading miners and I got my first close look at the sort of men I would be working with.

To my surprise, they all looked fat. I soon realised they were wearing at least two jerseys under their overalls. Their faces were covered with white mud.

A tough, tall, well-built man travelling with us saw my confusion. "Yena lo mechafo lo wena buka yena qokile lo maringi mpahla kan-

Now a reporter on the *Weekly Mail*, Mzimkulu Malunga poses in borrowed mining gear. His own underground clothing was somewhat less sparkling clean.

jane? Ndaba yena banda lapa ndao yena jopa" (These are the shaft sinkers. Why do you think they are wearing a lot of clothes? It is because it is cold in their work place.)

The miners walked proudly, some walked as though they would fly before the eyes of the many women who were gathered at the bus stop.

Some women were conversing with obviously excited miners while others waited impatiently to see their husbands or, more likely, lovers. They were a mixed lot, some good-looking and others ugly, with faces covered by Eskamel skin lightener.

We followed the bus driver to the "stable" where all new recruits assembled just in front

I had read of accidents and I feared going underground. My uncle brushed this off. 'It is no different from boarding school,' he said



Pictures ANNA ZIEMINSKI, Afrapix

of the compound office. Our finger-printed contract sheets went through a thorough check by the clerks inside the office.

As we waited, we were teased by the experienced miners, all grey faced after a shift in the stomach of the earth. Their noisy boots shook the pavement as they made their way to number two compound. "Noko wena pekile lanyane wena a tyaze enzu fokol, nyewane, thina se debana lapa kalo matje," they shouted. (Even if you look at me like that you are not going to do anything, newcomer. We shall meet among the stones.)

After two hours I was very hungry. Then the mabalane (clerk) appeared and called out our names. One by one we had to take our *dompas* from the mabalane's hands and queue for our "clocking in" identity card. Those, like us, without supervisory powers were called *malarshas*.

The IDs were being issued by a short, beefy dark-complexioned man with a big stomach and a hoarse voice. His eyes reflected a heavy intake of "holy waters", as liquor was referred to.

● To next page

Continued from previous page

Then it was time for us to see the compounds — already "home" to 13 000 miners

They were surrounded by a high security fence No 2 compound, where I was to end up, was more spacious than the older No 1 Still, there were as many as 20 people in each room The atmosphere in No 2 was quieter with the outside walls of each block painted in a variety of colours — from maroon, to light green, to cream white

Muddy boots and slimy overalls were piled in front of the rooms and made No 1 compound stuffy Dirty water could be seen running down an open drain to the gate where it was swallowed by a covered drain

The No 2 rooms had three open compartments housing steel bunks Four three-quarter size walls separated the sleeping and eating areas But the sleeping area was still visible from the table in the "kitchen", and sleep was easily disturbed

At No 1, triple bunks surrounded the table — there was no separate kitchen area Lockers were placed in a small room about three metres square Clothes hung on the wall, with hangers crammed precariously on to a sling hammered into the wall

The walls were white and stark Windows at one end of the room allowed little natural light to filter through but fluorescent strip lights made for an uncomfortable brightness

At No 2, clothes hung from an iron clothes horse between the bunks The rusty lockers occupying part of the "kitchen" were no good for clothing not only were they too narrow but they were also a cockroach's paradise (I was

Even though you look at me like that, you can do nothing, newcomer. We shall meet among the stones ...

told it was no surprise to open a locker and find one or two cockroaches sitting on a piece of bread bought from the "machonisa", shops outside the compound)

We had to go to No 1 to apply for a transfer to No 2 There I was first asked the famous company question "E ne lo mhlobo ka wena?" (Which tribal group do you belong to?)

We answered, and were directed to "tribal representatives" according to our home languages These were to be important men in our lives "Are you Sesotho speaking?" asked Seisa, my "tribal rep", looking at my *dompas* "Yes," I replied

"With a Zulu name?" he asked "There are many people who are Sesotho speaking but have Zulu names," I said

"Take him to KK7," said Seisa to a young man who was looking curiously at me

He took me to this room and introduced me to an *isibonda* (the man in charge of the room) called Chaka, who in turn showed me a top bunk, opposite the doorway

"You shall sleep here," said Chaka I thought he looked very gentle, but this changed as soon as I told him I came from the township "Seisa

my life as a MINER

o re tselutse isotsi banna! he said (Seisa has brought us a *tsotsi!*) I broke a grim smile, pretending not to be hurt

The top bunks were kept for new recruits who had no choice but to put up with the brightness and heat of the lights Also, the older men felt it would be undignified for them to have to jump down to get dressed for a shift

I could not sleep on that first night, listening attentively to any movement I jumped when the miners fell asleep and started dreaming out loud in *Fanakalo* From all the corners of the dark room I heard voices *He wena! He! Pa sopa lo mahovane wena he!* (Hey you! Hey! Beware of the scraper!) *O pe lo baas boy? Tjela yena buya lupa lo ndawo lo vena mube!* (Where is the team leader? Tell him to come here, this place is dangerous)

The alarm rang at 2 30am with a shrill cry and then there was a second one Workers started jumping out of their bunks — some with their eyes still shut — and dressed for underground According to agreements made in different rooms, some lights stayed on for the whole night In ours they were switched off as early as 8 30pm

The following evening I learned the rules of the room from *Ntate* (father) Chaka "This is how we go about it," he said 'We fetch *mqombothu* (sorghum beer) from the kitchen on rotational basis So you will also be expected to bring us beer when your turn does come

"If you fail to fulfil your turn, this nation (his term for the people of the room) will not be happy And they will give you an appropriate sentence for instance they can sentence you to fetch the beer alone for the whole week"

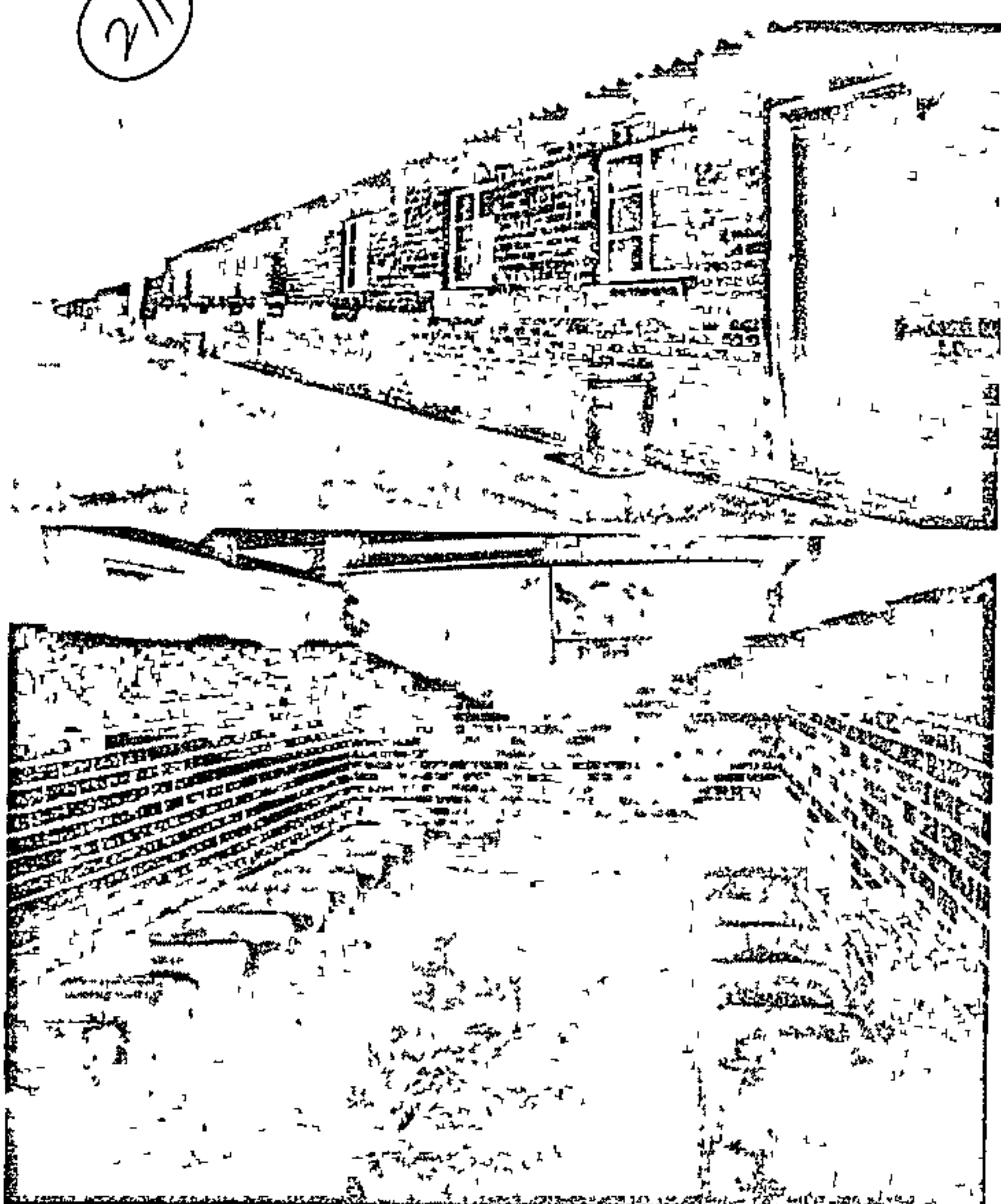
He continued "As for polishing we do it every Sunday morning at 5am" Suddenly a short, tough looking bearded man, wearing a green vest, shouted at me "If you refuse to wake up — like others have done in the past — you will be required to polish this house alone" This was the assistant *isibonda*, called "Mashori" because of his small stature

"You are also required to make up your bed with *metjeka* (sheets which workers bought from the *machonisa* to cover their bunks) after your first month's pay," he said

I was told other things about life in the rooms There was some theft, especially from those workers who didn't keep their steel chests locked They complained — loudly — that their items had "grown feet"

Later I got used to living like this and discovered there were home-grown ways of dealing with such occurrences A sort of "people's court" would deal with crimes like theft on a Wednesday afternoon This was regarded as an appropriate time for hearings, meetings and complaints because it was the only weekday on which miners were given raw meat from the kitchen

We waited patiently for meat each Wednesday and Sunday If you came up late from the shaft, then you would miss your share and



have to wait another three days to see some meat The meat was cooked on the two-plate stoves in all rooms in the compounds

On Wednesday afternoons everybody would rush straight to the rooms after "knock off", hoping to get first choice of the meat If there was a case to be heard, though, the meat feast had to wait, and nobody was allowed to leave the room (except to go to the toilet) until the matter was solved

To break these rules was serious — it consti-

thought were very ruthless Waiting for mine nervously, I asked one of the younger-looking *mabalanes* what it was for "That is none of your business," he said and his small smooth face decorated itself with ugly frowns

Soon after, I was taken to the *induna* (in charge of two whole blocks) for the *mihetho ka lo kompon* — the law of the compound

"I am sure the 'police' (as we referred to the tribal rep) has told you dangerous weapons are not allowed in this place, so you must have left your *okapi* (knife) at home," said the gentle-looking, beefy man seriously as he made himself comfortable on a sofa

His room, like those of tribal reps and *indunas*, was situated at the corner of the "JJ" block But unlike the rooms of mere 'police', his had a kitchen, sitting room, bedroom and bathroom He also had two or three people working for him, normally young men who would act as messengers, maintain the cleanliness of the room, fetch food and even cook for him Most of the *indunas* — officially referred to as "administrative officers" — were fat, with big stomachs

The *induna*, Ntate Mohapeloa, said "This place is far different from the township, but if you are patient and prepared to follow instructions, it will soon be like heaven to you

"Others from the townships came here," he went on, "but they could not cope But there are those who remained, and they are gentlemen today You will see them as you walk around"

Every new recruit had to go via the 'skool

Nervously, I asked one of the younger mabalanes what the injection was for. 'That is none of your business' he said

tuted undermining the "court", and many people fell foul of the unwritten regulations The most common trick was to pretend to go to the toilet and then not come back

The day after my room introduction, we were queuing at the medical station for health checks The worst part was an injection in the chest, mercilessly pumped in by nurses I

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Once you had eaten, the machine would show a red light rather than the normal green. However on Thursdays, when the menu was dominated by chicken, the machine was often mysteriously sabotaged. I discovered the favourite method was to urinate on the clocking in ID cards. The machine was immediately put out of action.

Team leaders and *mabalanes* also called the "monthly paid", were served their meal separately in the "kraal". They received at least two pieces of fish, and could have more if they wanted. If ordinary workers were still hungry, they could only get porridge, beans and soup.

They enjoyed many other advantages. For example, they were housed in the "CC" block in No 2 compound. It was much more comfortable. There were only about eight beds per room. The beds were actually chopped up bunks and one could trace their origins through the saw marks on their legs.

Each resident had a wardrobe next to his bed and there were extra lockers which we all thought were underutilised. The *mabalanes* also got more raw meat than we did.

In the afternoons, their rooms were usually empty. Most went to the bar while others sat outside the compound next to the *machhutsa* in a place called the "chain arc". This was a large chain surrounding the church on which the *mabalanes* would sit and chat.

They had more informal freedoms, too. Very few bothered to wear their armbands as we were required to. The tribal representatives and control guards at the clocking machines never queried the *mabalanes*, but would come down on us hard.

The *mabalanes* were able to feel more settled. Unlike in the lines — their term for our blocks — their beds were kept open for them when they went on leave. In the lines you were very lucky if you returned to your previous room. Some *mabalanes* had stayed in the same room for as long as five years, whereas someone in the lines would have changed many, many times.

For me, the ups and downs of the training centre lasted two weeks. With four other new recruits, I was allocated to a timber shaft sec-

6 We were greeted by the roar of the 'pig machines'. A wind blew cement dust into our faces on each, a look of horror 9

tion at Number Four shaft. This was not yet underground work, as we worked on the shaft bank. The workers were constructing a rail line for the locomotives.

We entered at noon with our hard hats covering our skulls, and were greeted by the roaring sounds of "pig machines" — the boring machines fitted with sharp chisels. A gentle wind from the south blew cement dust into our faces, which all showed looks of horror.

We followed our guide quietly. As we reached a group of "pig machiners" at work, a big dark man, dust-covered, marched in our direction. He was wearing an orange hard hat and red overalls. Tied to his left bicep was a badge with two stars on it, and the words "section team leader".

Studying us one by one, from the tops of our heads to the tips of our toes, he asked our guide "Upi wena thola yena to montu lo?" (Where do you get these people?) "Yena phuma Skool Mine, yena buya jopa lapa". (They are coming from the training centre and are going to work here.) Then the leader asked each one of us "E ne lo mhlobo ka wena?" The same question — from which tribal group are you?

From there we were on our way to the "masiza's" — a clerk in charge of the whole section. In the office we were confronted by a seemingly rude man in white overalls.

His badge had only one star and gleamed in the shiny winter sun. His name was Samson but everyone called him "Come To See" because of his famous tendency to report people to the *mlungu*. He too asked the tribal question, before announcing that we would work for seven days a week, and warning us to be obedient and follow instructions.

This was the end of training to work on the mines. From now it was to be just work.

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 EAST DISTRICT GOLD MINE

A world of their own
 Isolated from the cities, the compounds are a world of their own. Top left A stark line of brick barracks. Below, the open latrines, still to be found in many mine compounds. Top right Home, sweet home a miner on his bunk, decorated with girly pictures from magazines. Left Job ticket. Mzimkulu Malunga's mine identity card. Pictures ANNA ZIEMINSKI, Afrapix

"mine" training centre. Here we were to learn *makhulu mthetho na lo mthetho kalo job* — major mine policy and the laws governing all jobs of the parent company, Goldfields. Even longstanding miners returning from leave had to go back to the centre. Only the *mabalanes* were excused — they just reported to the compound office and went for ear and eye tests at the medical station.

We arrived at 5.45am. By 6am the clocking room was filled with bleeps as the trainees checked in. We were then grouped separately, with new recruits in their own class and the "refreshers" elsewhere.

Surface workers did not have to wear hard hats at the centre, but for those of us whose contracts pointed underground, the hats and the

"*madolo*" (rubber which covered the knees and calves) were compulsory. At knock-off people removed them as fast as possible.

The instructor would stand in front of the class, and recite the rules — which we would have to repeat out loud. "*Lo makhulu ento lapa kalo job zonke yena lo ku vala lo ngozi*," he would say. (The important thing in all jobs is to prevent accidents.) We would all chant it out together.

We were still reciting the *makhulu mthetho* when two young white men barged into the classroom. They looked at the instructor, who seemed a little stunned. Then one of them said "*Albino! kanjane?*" (How is it?) "*Mohle baas, kanjane*" (All right boss, how is it?) "*Mina funa lo three muntus yena buya enza sgulam*

lapa First Aid" (I want three black men to come and be patients in the First Aid room).

"*Wena na wena na wena buya lapa ka mina*." (You and you and you, come here.) The other man pointed to the three of us sitting in front.

He was already going out but we did not move. The instructor shouted at us to follow the *mlungu* (white man).

In the First Aid room there was a group of white officials, one of whom said to me "*Kom Long-One, lala phantsi*" (Come tall one, lie down.) I looked at him with disapproval and slowly lay down. A man was reciting types of accidents likely to occur at the mine, both on the surface and down below.

I ached, a drowsy numb pain as a bandage bit into my right bicep. I could see the face of the person tying it turning red — he was making sure that it hurt. I raised my head to protest but he pushed me down, saying "*Wena gula maan lala phantsi*" (You are sick, man, lie down). For two hours I did my best to be a good "patient". When I finally left I had a blinding headache. Life on the mines is hard, I thought, and then realised that it was just beginning — I had not even been underground.

On my way to the compound I passed a stream of workers coming up from the shafts. I had now got used to the grey faces. Their boots were also covered with grey mud and there were spots of slime on some of their hard hats. Very few smiled.

"*Lo menejere yena qashshule lo manangi matsotsi ka lapa Khutsong*," said one man as I passed him. (The manager has hired many *tsotsis* from Khutsong.)

All that was on offer for lunch at the training centre was "*phuzo mandla*" (brewed maize-meal porridge), which was available as early as 10am. No trainee was allowed to leave the premises during lunch time. Only instructors and clerks working at the centre could go to lunch in the compound. We had to wait until 3pm, normal knock off time.

At the compound entrance we were asked to produce our armbands, which we did not have. Back we went to the compound office to have them re-issued. "*Lo skhathie nuna ayikona fukile lo manomor ka nuna, nina se thola to matyala*," said an office clerk. (If you do not wear your armbands, you will face disciplinary action.)

I was welcomed "home" by the smell of badly-cooked cabbage and fish from the kitchen. Inside, people were queuing for this, as well as beans and soup made of variety of foodstuffs. Some carried their own dishes, others used the compartmentalised basins supplied in the kitchen. Tribal reps stamped our tickets — one had to be sure to clock in before a piece of fish would be thrown into the dish.

The clocking-in was a system designed to stop workers from getting second helpings.

The SACHED Trust, an independent educational organisation committed to a unitary democratic South Africa, is looking for an

Administrative Assistant

to take charge of both the narrative and financial reporting to SACHED's numerous funding partners.

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Applications are invited from men and women of all races. Salary will be commensurate with education and experience. Pension fund and medical aid are available. Written applications including a CV should be sent to Staff Development and Training Co-ordinator PO Box 11350 Johannesburg Closing date for applications 15 August 1988

NEXT WEEK: Going underground

Union stops court action, says Ergo

Star 29/7/80
By Mike Siluma, Labour Reporter

The all-white Mine Workers' Union (MWU) has withdrawn its industrial court action over recognition against the East Rand Gold and Uranium Company (Ergo), a company spokesman said.

According to the spokesman, the MWU had taken Ergo to the industrial court after the failure of a conciliation board in May to resolve the dispute. The union had accused Ergo of committing an unfair labour practice by refusing to negotiate on substantive issues until recognition had been concluded.

However, the general-secretary of the MWU Mr Peet Ungerer denied the union had withdrawn its application. "The fact of the matter is that we had an executive committee meeting (on Wednesday) to discuss very urgent matters. I asked the registrar of the industrial court not to withdraw the case but to temporarily remove it from the court roll."

"We have now asked the court to place the case on the roll again," said Mr Ungerer.

The Ergo spokesman said the union had declared a dispute when the company insisted on clarification of the following points prior to recognition of the MWU.

- The conflict of the MWU's constitution with Ergo's non-racial employment policy and equal opportunity philosophy
- The MWU's rejection of joint bargaining with other unions and the implications of the MWU's recognition for black employees who would be excluded

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MINERS could get themselves into all sorts of trouble on the weekends and a lot of it had to do with drinking

Much of the drinking would happen within East Driefontein's compounds, or just outside. But many miners would travel to faraway townships

Everybody who used the 'holy waters' to help them forget about the gruelling week that had just passed had a favourite place. They would argue furiously about which was best

Of those who stayed around the compound, some liked the mine bar — it was convenient and safe. Others braved the more mysterious 'skopong' or the 'mkhukhu'

A few who had suffered the effects of weekends of "overdrinking" would even volunteer to go underground to resist the temptation

One of the most dangerous places to imbibe was the *skopong*, on the south eastern side of the compound. The *skopong* was an open field with a few scraggly trees outside the compound perimeter. There workers bought beer for R3 a bottle and women sold their bodies for R5 and upwards

The name originated from the stipes. *Skopong* designated the stipes' heading, where horrifying accidents often occurred. The drink *skopong* was also the scene of many mishaps

There was loud music there, usually the latest township hits of Chicco, Brenda Fassie and Yvonne Chaka Chaka. But the sounds weren't the biggest attraction. The real drawcards were the "cold ones" and the "hot ones"

A "cold one" was a beer which, everyone said, tasted much better than those from the mine liquor outlet. Miners often complained the beer they drank in the compound bar was a "reject". They had to drink too much of it before getting drunk, they explained

"In the location (township)," said Ntate David, who slept in the bunk below mine, "when

Part III in our series of vivid first-person accounts of the life of a black mine worker. This week: After hours, brews, booze and...

SPIRIT OF THE HOLY WATERS

BY MAMKULU MALUNGA

I drink two beers, I am already drunk. But here in the bar I drink tins and tins before feeling the effect."

The "hot ones" were the women who sold sex to the miners. I heard stories of more than 20 workers at a time queuing up for the attentions of one *skopong* lady. There was no privacy, either they would just scurry off into the bushes surrounding the *skopong*

"Don't ever play around that area," Ntate Mashort the assistant room *isibonda* warned me, "or you will be tempted into joining the line one day"

There was also a big group of people who avoided the *skopong* because they weren't interested in the "hot one". Unlike *skopong* patrons they didn't mind the "cold ones" of the bar and would pass the whole weekend without leaving the compounds

Many of these people were called *mafamo* or "men who wanted to turn other men into women" by having sexual intercourse with them. Their pleasure was called the "hard one"

There were two types of *mafamo*. The "real ones", who openly said they had no alternative but homosexuality, had young lovers called the *bafana*

The other group, the "vultures", practised homosexual sex in secret and hated to be associated publicly with it. They would often move in on youngsters when they were fast asleep. Others would invite a young man to the bar, buy him a lot of liquor, and then take him to the yard behind the blocks — where very few people passed by at night

Sometimes a "vulture" would steal the *mfama* of one of the real *mafamo* and a vicious quarrel would break out

The tribal reps, particularly the old guard, kept a low profile when these quarrels broke out as they didn't want them to reach the ears of the top management officials

There were rumours that most of the tribal reps were *mafamo* themselves, but people remained tight-lipped about it. There was also a strong belief among some workers that a person could not be a strong team leader, tribal rep or *induna* if he was not a *lefamo* — the singular for *mafamo*

On many occasions the quarrels turned into physical fights and the reps had no alternative but to take the matter to the assistant compound manager. Fighting was prohibited in the compound and it was difficult to hide it

Some of the quarrellers were expelled from the mine, others received "final warnings". This had little effect. The *mafamo* continued to

exist and the "vultures" preyed on the sleeping. In my room there were no real *mafamo*, but plenty of vultures

There were, I was told former *mafamo* who had retired from the game and now hated it. These were the old guard

Jack, a young man from Zola in Soweto, was known to everybody as *Mfama se Zola*. He enjoyed drinking in the bar and afterwards would go to his bunk where the "vultures" joined him for the rest of the night

The following day the "people's court" would sit trying to establish who had "polluted Jack's binkets. All known "vultures" would just look at the floor

If they could not have *Mfama se Zola* or someone else, the "vultures" would settle for "Sparks", a typical *Pantsula* (as trendy township youngsters were known). But he, like me, was skinny — and therefore unattractive to them

Though I was probably the youngest in the room no "vultures" came for me. I kept on getting assurances from the old guard that I would be left alone because I was so thin. Still, I kept a knife under my pillow every Saturday night

Saturday was the main "hunting" night for the vultures. It was a strain for another reason: the drunkards used to urinate on other people's beds mistaking them for the toilet

Then there were the noise makers. Once these men had filled their stomachs with *mqombothu* they had no interest in sleeping. They preferred to sit at the table in the room, talking and shouting until three in the morning

Ntate Moketa, from our room, was one of these. His name meant "thin". He came from Qacha's Nek in the gullies of the Drakensberg, and spoke Sesotho while sober. But after some sips of Carling Black Label beer and a bit of *mqombothu*, he switched to Xhosa

Every Saturday night after drinking — even

They said I would be left alone because I was so thin. But still, I kept a knife under my pillow every weekend

when it was extremely cold — he would strip down to his trousers and challenge everybody, including the *isibonda*, to make him go to sleep. I had never seen him actually fighting, but was told he was a good puncher

"Chaka!" shouted Moketa one Saturday, "You always talk too much, bragging that you used to beat people when you were young. Come! Show me!" Ntate Chaka tried to ignore him, but it was no good

Eventually he responded "Hey, Moketa! I don't want my children to starve because of you. I will kill you right now." With that he seized his *knobkierie* from under his mattress and advanced on Moketa, who was standing with his fists firmly clenched

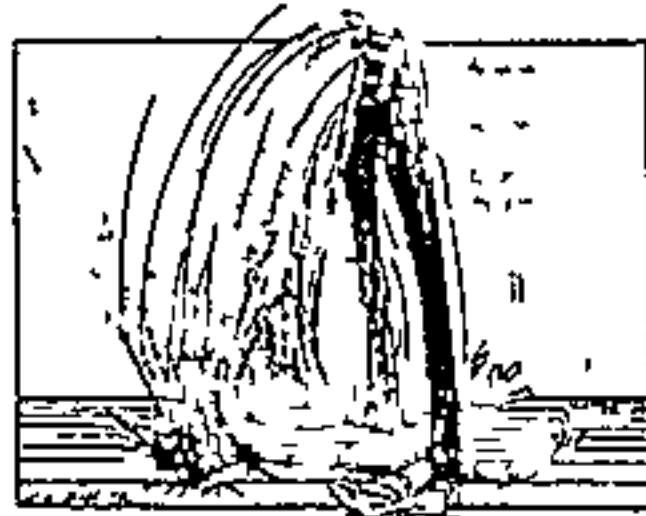
Like a buck, Ntate Mashort jumped from the far corner of the room and grabbed the weapon from Ntate Chaka

"Leave him, Mashort!" yelled Moketa, moving toward Chaka. Suddenly, the door opened. There was silence

It was the tribal rep Komako, called "Busumane" (Bushman), and he was one of the strictest men around. "What's the noise?"

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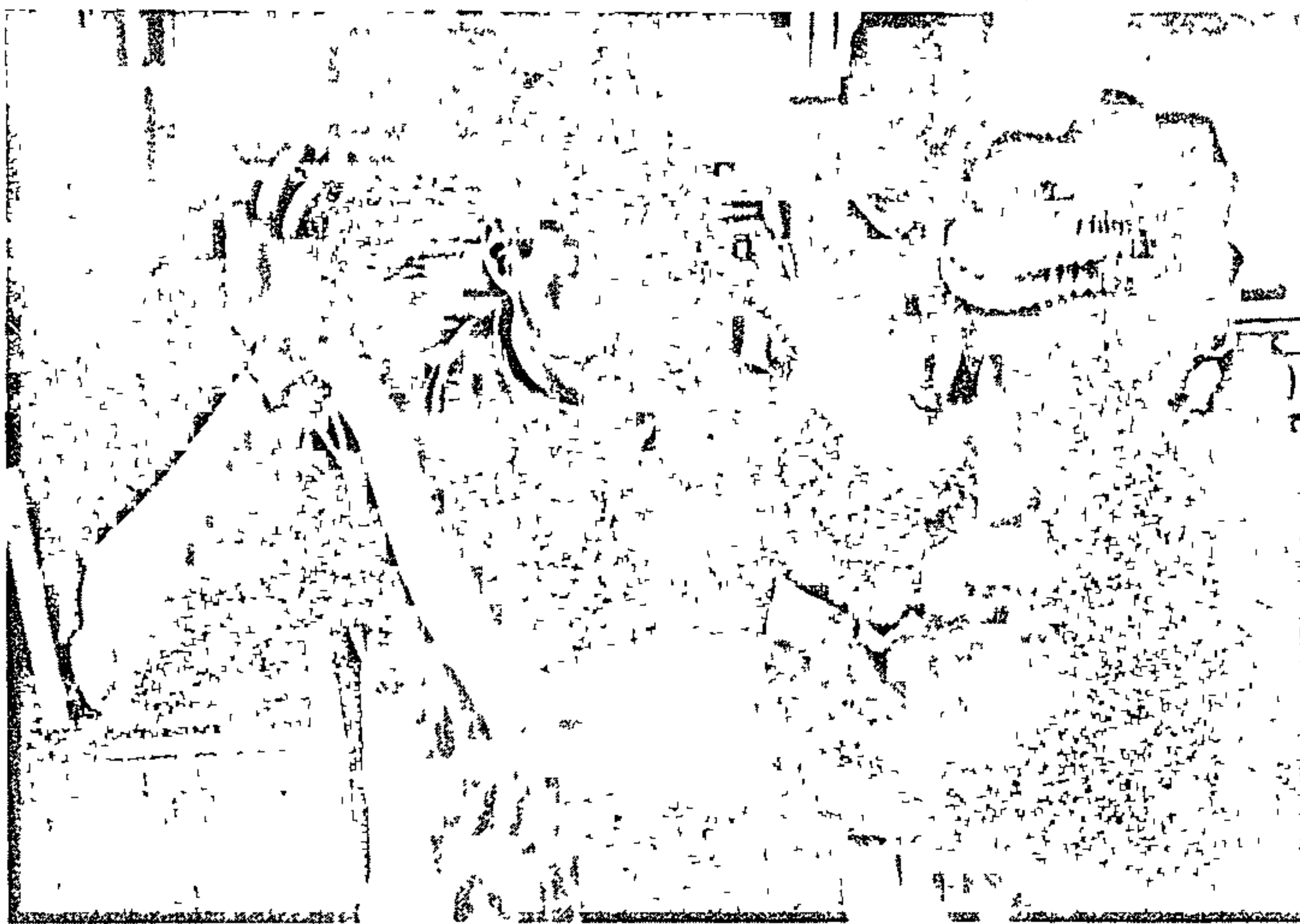


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Unlike the 'vultures' who practise their sexual preferences on the quiet, the compound's mafamo are less inhibited
Picture BEN MACLENNAN

he said *Ntate* Chaka had to start explaining to his senior

By now Moketa was under his blankets, snoring. When he was ordered out to explain himself, he stretched his arms like someone just woken from a deep, long sleep. Asked what had happened he looked amazed and said innocently "What are you talking about?"

"Don't ask me what I am talking about! You know what I am talking about!" said *Busumane* indignantly.

"I was sleeping. I did not see anything," said Moketa slowly. He repeated the answer after every question.

Busumane was now seething with anger and the rest of us were trying to curb our laughter. Eventually it just burst out, and *Busumane* ended up laughing himself. Then he shook his head and left.

After he had left, we couldn't believe Moketa's luck — *Busumane* was famed for taking people to "*menjere*" (manager). But after the laughing was over the "people's court" had to sit urgently to discipline him.

Fighting wasn't the only way miners got exercise. Spending a weekend in the compound early on during my time at "East", I noticed a group of Basotho men performing *mohobelo* — the Basotho *Ndlamu* (traditional dance).

They all wore black and white shoes, white vests and black trousers and held sticks tightly in their hands. They danced, whistled and sang "*lithoko*" — oral Sesotho poetry.

While I was engrossed in watching the traditional side of life on the mines, a tall, light-complexioned and soft-spoken young man came to stand next to me. "How is it, Com?" said David gently.

He was wearing a red T-shirt bearing the slogan "One Country, One Federation", and a Congress of South African Trade Unions (Cosatu) badge was buttoned to the wool hat covering his head.

"I saw you at our meeting on Thursday and noticed that you are staying here," he said. "What is your name?" Then he asked where I worked and where I came from.

"I also stay in Soweto," he said when I had told him. Before we could continue, there was a sudden quietness between us.

We heard a different kind of singing, and it overwhelmed the sound of the *lihoba*. On the southern side, a large group wearing the uniform of the Zionist Christian Church marched down towards the gate.

A man was leading them in a hymn, which they sang lustily as they passed through the *lihoba* on the way to the gate. As they drew level, they began to perform a jumping motion, causing a loud, rhythmic noise.

"*Ba etsang baa!*" (What are these people doing?) asked one man from the watching group, imitated "*Ba batla ho oitla*" (They want to be beaten) came the answer from a man wearing a

blanket and a hard hat. The marchers stopped their song and passed quietly, restarting about fifty metres away.

"You see, this is what we are trying to prevent," said David, "the clashes between workers because of tribal dances and tribally-segregated blocks."

"Why can't we stay together in the same rooms? We manage to work together without problems. What's stopping us from staying together?" After some thought he added "Things like this give the management a grip, and they keep us separated." That was my introduction to the influence of the unions on the mines — about which I would discover much more.

Later on in my stay I began to find out about one of the other main pursuits of the miners on the weekends. These were visits to the *mkhukhu*, squatter camps adjoining the compounds.

I heard about the *mkhukhu* one Saturday morning while I was sitting in my room. People were occupied doing various things. Some were ironing, while others hungrily ate white

The bed belonged to Piet, who did not sleep there, because he had a girlfriend in the white employees' quarters

bread with peanut butter and jam (only supplied on Saturdays).

"I am going to the *mkhukhu* now," *Ntate* Moiloa said suddenly. "What?" said Mashort, "Are you tired of living? The other day I saw a man being butchered to death. You will never see me in the *mkhukhu* again!"

"Yes," replied Moiloa, "people like you who don't know what they are doing will always spend their weekends frustrated in this compound. We have been going to the *mkhukhu* for a long time, and we have no problem."

Mashort explained to me the *mkhukhu* were a haphazard range of shacks where miners went to drink beer and meet women. Some of the women came from the rural areas, others from nearby townships. All of them were there to try to make some money.

The most famous *mkhukhu* was called *Ha Matekwane* (*Dagga* Place) and was the nearest to the compounds. It was situated to the south, and one could see its biggest shack beyond the *skopong* as one walked to No 5 shaft.

Ntate Mashort said the *mkhukhu* had everything there was on offer at the *skopong*, but there was also a roof over your head. "There are 'hot ones', 'cold ones' and music," he said, "ranging from this *tsotso* *tsotso* you young boys like, to our traditional music."

"But," he said, "there is a problem — the Russians."

Ntate Mahlomola chimed in "Those people are making life very difficult for us." (The

"Russians" were a *knobkierie*-wielding gang. You could identify them because they all wore blankets and spoke only southern Sesotho. Some were miners, others lived in the *mkhukhu*. They controlled the area.)

Everyone began to debate the merits of the *mkhukhu*. "Eat fast man, it's after two — the bar has opened," said someone to Mashort. "If I drink without eating, I get overdrunk," answered Mashort. "It is better to get drunk in the compound, rather than where the *tsotsis* (gangsters) and women empty your pockets," said someone else.

While all this shouting was going on, a cassette player was blaring *Tau Ea Matsekha's* music. This was very popular in the compounds. It was not clear to me whether everyone was shouting because of the music, or if they had just got used to doing so by working underground.

One man was dancing and whistling to the music, quite enraptured. "*Nka tlhoha ka oela monyako ha lilla ka mokhoa ona!*" he shouted (I can fall through the doorway when the music plays like this!)

The debate was soon resolved when some of the men in the room went off to the *mkhukhu*.

Mashort invited me to go to the bar with him and those that were left.

I would love it. I replied.

Before being allowed into the bar we had to undergo a thorough search by big belted tribal reps, sitting on plastic chairs. They were hesitant to allow me in, asking "Are you working here?"

Lo muntu lo yena fika lapa muna hlaha na yena lapa 7 lapa kalo KK. Juthu yena ayikona yaze lo Fanakalo — interjected Mashort (This man is new here — we are staying together with him at KK7 — he does not know *Fanakalo*).

Inside the bar tins of beer were scattered underfoot. It was much noisier than the room — I had to scream to be heard.

Queues at the five 'selling' windows never got shorter. There were special windows for *mqombothu* — beer and spirits. People tended to gravitate into their regular drinking groups, made up of people from their own area or "homeboys".

"When did you come back from leave?" a man asked Mashort. On Monday he replied "And how are my children?" Fine, but the young one was down with flu when I left, said Mashort.

"What about the cattle, are they in good condition?" They looked very good.

Other miners hung around the big gate separating this bar from No 1 compound and they talked to colleagues through the wire. The gate was always closed while the bar was open.

Nearby there was another drinking place, but of a different sort. This was called "The Lounge" and was reserved for those people on the mine who wore ties. The tribal reps outside were very strict even to have someone called from inside one had to be wearing a tie!

When we finally left the bar the members of Mashort's group were all mumbling to themselves and struggling to walk properly. Most dashed to the *machonisa* (shops next to the compound) to buy meat for supper.

The room was filled with cigarette smoke and the noise was louder than when we left. There were vacant beds — the occupants were at the *mkhukhu* or in the townships.

There was another bed that had been empty ever since I had moved in. I plucked up the courage to ask Mashort who it belonged to. He was full of beer, and obliged "It belongs to Piet," he said, "but he does not sleep in the compound. He sleeps in the Quarters (the white employees' residence). He has a girlfriend that side and only comes here once a month to collect his pay."

This was the "leisure" side of weekend life on the mines. There were other aspects, of course, like getting up at 5am on Sundays to be sure of getting a good meat ration, and incessant polishing of floors. There were those who played sport as well, if they had avoided or at least survived the *skopong* or *mkhukhu*.

But for most, the weekend was ruled by the spirit of the holy waters.

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Next week: Worlds Apart. Labour and management, the generation gap and tribal rivalries

De Beers and mineworkers agree on wages

The National Union of Mineworkers (NUM) and the world's biggest diamond producer, De Beers Consolidated Mines, have reached a wage agreement for 1988, a mine spokesman announced yesterday.

The spokesman said

both parties had agreed on a 15 percent wage increase for the NUM—represented categories on De Beers' South African mines and in its geology department

In terms of the agreement, the minimum pay

of an unskilled employee would be R553 a month

The final NUM demand before declaring a dispute was 20 percent across-the-board

The agreement also provided for improved benefits, including a paid holiday on May 1 and an

unpaid holiday on June 16, the spokesman said

“Although both parties had applied for the establishment of a conciliation board following the declaration of a dispute, the agreement now reached makes the board unnecessary,” he added

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12/18/88

12/18/88
B10ay (211) ~~322~~

Miners paid off

Own Correspondent

MARITZBURG — About 500 mineworkers had been paid off after a Dundee coalmine, Talana Anthracite, closed down this week, senior inspector of mines in Dundee Clarence Russell said yesterday.

Russell said he understood the white staff — believed to number about 50 — had been absorbed by other mines in the area. He did not know what arrangements had been made for black miners.

Attempts to contact the mine — owned by Anglo-Belgian Coal — were unsuccessful yesterday.

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11/11/88

De Beers, NUM reach agreement

The Argus *Argus 12/8/88*

Correspondent

JOHANNESBURG —
The National Union of
Mineworkers (NUM) and
De Beers Consolidated
Mines have reached a
wage agreement for
1988, a mine spokesman
has announced.

The agreement will
affect at least 8 000
workers.

In a statement the
spokesman said both
parties had agreed on a
15 percent wage in-
crease for the NUM-rep-
resented categories on
De Beers' South African
mines and Geology De-
partment.

In terms of the agree-
ment the minimum pay
of an unskilled employee
would be R553 a month.

The agreement also
provided for improved
benefits, including a
paid holiday on May 1
and an unpaid holiday
on June 16.

The NUM was un-
available for comment
at the time of going to
press.

Eleanor and Elizabeth

Jan 15 12 1888 in
Indian engineer

JOHANNESBURG. — Mr Mahomed Seedat has become the first non-white electrical engineer in the mining industry, following the scrapping of discriminatory legislation last month. He passed the examinations six years ago — Reuter

NUM accepts
**NUM accepts
govt invitation**

Own Correspondent

JOHANNESBURG. —
The National Union of Mineworkers (NUM) has accepted invitations to sit on committees established to advise the Minister of Economic Affairs and Technology on matters related to the abolition of job reservation in the industry.

The four committees are to advise the minister on the "proven labour needs" of the industry with regard to blasting certificate holders, onsetters, locomotive engine drivers and winding engine drivers respectively.

(scribble)

211

388 211

WOMANPOWER COULD EASE MINE LABOUR SHORTAGE

THE greater use of female labour on the mines could alleviate shortages of skilled labour in the industry, Gencor OFS and Evander gold mines MD Gary Maude said yesterday.

He noted the liberalisation of the mines, giving black workers access to more skilled work, had not extended to women, leaving discrimination against them in force.

Maude said in terms of the law,

BRONWYN ADAMS

women were not allowed underground or on a mine at night unless they had obtained an exemption from the relevant Minister.

Government Mining Engineer Jan Raath said although a number of exemptions had been applied for, none had been granted.

He said SA was a signatory to an

International Labour Organisation agreement recommending woman did not work underground.

Raath said several informal representations had been made by the mining industry requesting the scrapping of the law, especially where it affected specialised posts.

Maud said the Act prevented women doing certain technical jobs that the US experience showed they were physically capable of.



Laid-off miners get work prospect

CP Correspondent

21/19/81
open

1/2

A SELF-HELP project has been launched in Transkei by the National Union of Mineworkers. The project - known as the Mineworkers Co-operative Project - is aimed at creating jobs for gold-miners who have been retrenched over the past few years.

Present at the launch were Num executive members - general secretary Cyril Ramaphosa, president James Mahlati and vice-president Elijah Barayi. Num has set aside R15 million to provide for such self-help projects. Other similar projects are already operating in Bophuthatane and in Lesotho.

The projects involve setting up small farms, brick-yards, fowl runs, and tile manufacturing and fence-making works.

It is expected that such projects will help 6 400 retrenched miners.

They will run the projects themselves under expert co-ordination.

Office bearers for the Transkei branch were elected at the close of the three-day conference, held in Umtata.

They are chairman, Elliot Bala, vice-chairman Ndo-diphela Kiyet, secretary, Sonwabo Msezeli, assistant secretary Zwelinzima Mamkela and treasurer Binisile Rhala.

Bala told *City Press* the Transkei authorities had welcomed the idea of self-help projects and the Transkei Development Corporation had already donated land in Umtata and Flagstaff.

Hostel system rethink

211
Secretary
16/9/88

THE link between the migratory labour system and prostitution has prompted the Black Allied Mining and Construction Workers' Union to call for the replacement of hostel accommodation system with more decent housing.

In line with their recent congress decision, the demand has already been tabled to various companies in the mining sector. According to the union, unmarried people would have flats built for them while married men would expect normal houses.

"At first, this may appear to be an unreasonable demand, but if we look at white mineworkers, we will realise that not a single one lives in a hostel. They constitute what is called a

By MOKGADI PELA

mining community," the publicity secretary of Bamcwu, Mr Mbulelo Rakwena, said in an interview.

The provision of decent housing by mining companies is found throughout the world. According to Mr Rakwena, the inviolability of a family unit is upheld all over the world except when it comes to black workers in South Africa.

He however said their demand was starting to bear fruits. In the Northern Cape, which is one of Bamcwu's strongholds, Anglo Alpha Mining group has begun with structures at the Ulco Mine and the

Daniel's Kuit Mine near Kuruman in accordance with Bamcwu's demands.

Among the reasons that led to their resolution on the matter were

- (1) When one moves around the mining compounds, they resemble Nazi concentration camps,
- (2) By their very nature, hostels breed violence because men were by themselves,
- (3) Health hazards created by prostitution such as the spread of the killer disease, Aids,
- (4) And the increase in the number of illegitimate children.

He cited Spain as an example of this matter because of the rate of prostitution which was very high.

If the union's demands were met, it would bring long train-like structures to an end. Normally such a structure would be

subdivided into various dormitories.

It is not unheard of to find as many as 20 people sharing a room.

The floors are uncarpeted, there are no ceilings and concrete slabs which are built on to walls serve as beds where a thin layer of sponge would be a mattress. Communal toilettes with very little privacy, if any, are a common sight in any township.

Mr Rakwena believes that it is possible for the mining companies to erect those structures demanded by the workers. He said "Contrary to the mouthings of large companies which advocate for a normal society on the one hand, they are keeping clear situations of discrimination at their backyards."

He dismissed the companies' plea of poverty as a lame excuse which should be laughed at.



Mr. MBULELO Rakwena . . . Bamcwu's publicity secretary.

211 27/7/88

Judgment outlaws disparities in mining

BY ADELE BALETA

An important court ruling puts the final nail in the coffin of discrimination in the mining industry.

Racial discrimination in the training of miners will be regarded as an unfair labour practice following an unprecedented Industrial Court judgment.

The court ruled that the all-white Mineworkers' Union (MWU) was guilty of an unfair labour practice by refusing to allow its members to train coloureds for a job normally held by whites.

As accepted "scheduled person" in terms of the Mines and Works Act, coloureds were legally permitted to apply for a winding engine driver's certificate of competency. But the MWU had refused to allow its members to assist in training coloureds for this position. The judgment ruled that practice as unfair.

However, labour experts say the judgment has a significantly wider interpretation.

With job reservation being scrapped by the repeal of the "scheduled persons" definition in July, experts say the MWU would also be found guilty of an unfair practice should it attempt to refuse to allow its members to train and employ not only coloured workers but black and Indians as well.

The Industrial Court ruling was the culmination of a dispute declared by the Chamber of Mines in 1986 when the MWU said it would not permit its members to assist in the training of coloured scheduled persons as winding engine drivers.

The court said it could not accept the MWU's refusal to train coloureds was justified in terms of the 1937 Closed Shop Agreement.

Closed shop

The MWU argued it had a closed-shop agreement with employees and because coloureds did not fall within the agreement they did not have the protection of a minimum wage.

And the mining industry could employ coloured miners at a lower rate which would threaten the job security of their white counterparts.

Professor G C Kachelhoffer, who presided in the case, replied in his ruling that "One race, in this case, the coloured scheduled persons, cannot be totally excluded from training because another race group fears that it would result in the supply exceeding the demand in the two occupations."

The court contended that protection of workers was present in the mining industry's security of employment agreement which the MWU had failed to sign.

In terms of this agreement white workers were afforded protection not only against overtraining and oversupply, but also against lower rates of pay for blacks which could prejudice white workers.

Professor Kachelhoffer said the union should have negotiated with the Chamber of Mines on the security of employment agreement "if it had genuine fears about its members' work security."

The court ordered that the MWU permit its members to assist in the training of coloured scheduled persons in the same manner as it helped in the training of whites.

● The Chamber of Mines and the South African Technical Officials' Association (Safota) recently signed an agreement stipulating that black, coloured and Indian winding engine drivers may be employed from October 1.

Mines sports club may be open to all

Star 11/10/88 By Joe Openshaw

(211)

The Chamber of Mines can no longer subsidise its employees' sports club at Richmond to the tune of R1.7 million a year and the club's 2 000 members are being asked to consider "opening" it to outsiders with an increased yearly subscription of R240 instead of the nominal R50

The Chamber of Mines Sports Club is due to take a final decision at a special general meeting soon and the executive committee has circularised members with recommendations regarding the club's future.

"The nominal R50—a-year fee has been a 'perk' which members enjoyed for more than 40 years, but, in view of the low subscription and lower profit margins on food and beverages, the situation has to be revised," said Mr Bill Emmett, club chairman.

Recommendations put forward by the executive are that

- The club be "opened" and not confined to employees of the group head offices and the chamber
- The subscription be brought into line with those of other clubs

Profit margins be brought into line with other

ppages idents

By Mike Siluma and Sally Sealey (21)

Miners throughout the country are considering stopping work every time a miner dies in an accident, the National Union of Mineworkers (NUM) general secretary, Mr Cyril Ramaphosa, said in Johannesburg at the weekend

Addressing a memorial service to commemorate the death of 177 miners in the Kinross disaster of September 1986, Mr Ramaphosa said "the time has come for the union to show management that safety comes before profits".

Mr Ramaphosa said workers at every mine with a union presence would discuss a proposal that the death of every miner be "mourned in the same way that we mourned the victims of Kinross"

Thousands of mineworkers stopped work on October 1 1988 to commemorate the Kinross dead

Mr Ramaphosa said this proposal was made after workers realised that "the lives of the men who died at Kinross were worth R100". 3/10/88 star

Mr Ramaphosa said the court proceedings, where mine officials were accused of culpable homicide achieved little more than fining a welder R100.

"If you divide that R100 by 177 the resultant figure shows you just how much our lives are valued at

Each miner's life was worth the "millions of rands" the mines made in a day, he said, calling for October 1 to be recognised as Health and Safety Day

NUM's chairman of the Health and Safety Committee in the Witwatersrand region, Mr Obed Maila, said that for years management argued health and safety was their prerogative.

"In our view it is this attitude which has killed so many of our workers. Many of these accidents take place in the rush for higher production

"Since the Hlobane disaster in 1983, health and safety has been on NUM's agenda. It was after this disaster that the introduction of self-rescuers (an oxygen apparatus) became mandatory, but this law has not been enforced by the Government," he said

Mr Maila said that the union had already signed two health and safety agreements with management, however many mines had refused to negotiate.

"We are now appointing our own shop stewards to monitor the situation"

Rand Mines leads way in houses for colliery workers

By Norman Chandler

Rand Mines, one of the country's biggest mining based conglomerates, has taken a dramatic lead in the industry by providing home ownership facilities to its colliery workers

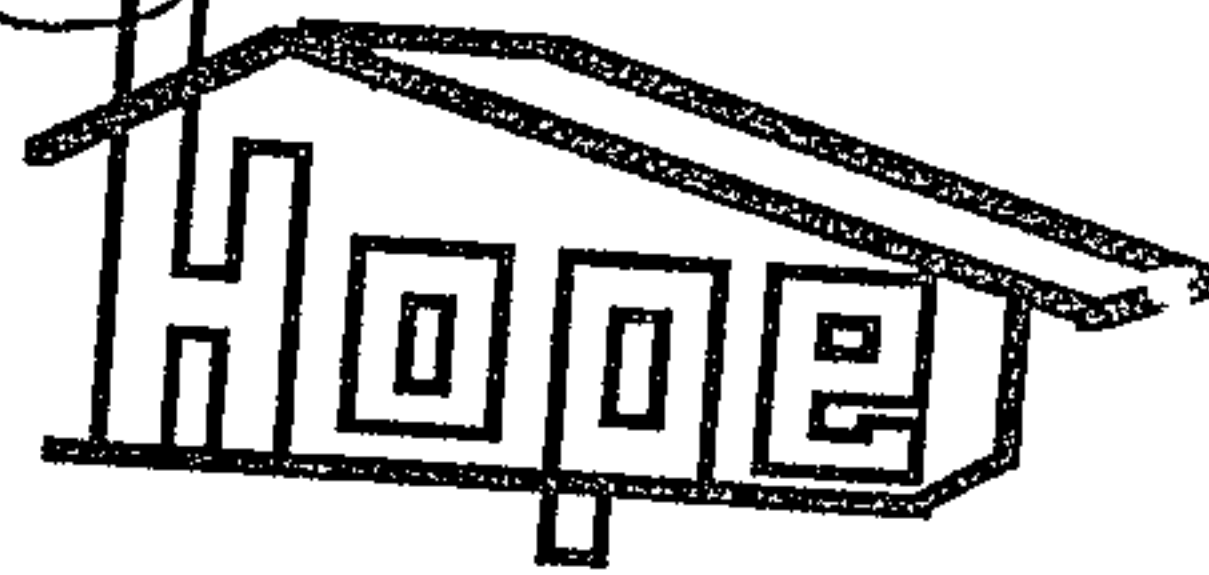
The scheme is described by Rand Mines' deputy chairman, Mr Allen Sealey, as "a decisive departure from tied housing and hostel paternalism" which has for years characterised mining operations in South Africa.

It is also seen as a move away from migratory labour as "the scheme is designed to encourage and speed up realistic alternatives to the migratory labour system and to enable employees to live with their families in a locality of their choice", Mr Sealey said in an interview.

Hundreds of stands in eastern Transvaal towns have already been allocated to employees of all races

At kwaGugqa, near Witbank, they are available to Duvha opencast mine workers at below the market value and dozens of homes are being built at Phola (near Ogies), Reyno Ridge (near Witbank) and at Mhluzi (near Middelburg)

A number of private sector building companies, such as FHA Homes, Time Housing and Goede Homes, are now involved in developing township extensions



Agreements have been reached with four major financial institutions to provide 95 percent housing loans, with the remainder of the financing arrangements being negotiated through the State's first-time home ownership scheme and company guarantees

Employees will be able to rent, buy or build, although existing mine housing will continue to be available for purchase by employees where mine-owned housing is within local authority jurisdiction

If an employee chooses not to acquire a house and instead to live in company accommodation, he will be required to pay a market-related rental but will be compensated by receiving higher earnings

Rand Mines said the scheme is designed to give employees the "same freedom of housing choice and the same economic clout in the market as their counterparts in other private enterprise operations".

It also represents a move towards paying market and skills-related wages, the group calls it "clean wages" — to mine employees

Mr Sealey told The Star: "The shackles which made miners less mobile have been removed.

"No one is any longer tied to the company. If they leave the company, they could, if they so wish, still rent the house

"We decided that we did not want a situation which would tie a man to the company. It was a fear when this scheme was first devised that such a situation could arise — it would have been a shackle on the worker, and also smacked of paternalism"

He said that forward planners in the group's coal, gold and base minerals divisions had discussed the need for "a radical new approach to mine housing" and the job of pioneering it had gone to the coal division because of special circumstances which favoured its immediate implementation

● See Page 7M.

Mines sports club may be open to all

Star 11/10/88 By Joe Openshaw

(21)

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Recommendations put forward by the executive are that:

- The club be "opened" and not confined to employees of the group head offices and the chamber.
- The subscription be brought into line with those of other clubs
- Profit margins be brought into line with other clubs.
- Staffing be completely reorganised to match other Johannesburg clubs and the catering industry
- The club receive reduced financial support in the first year or so until it is self-sufficient.

"We have already started with a refurbishing programme to improve facilities at Richmond and are spending an initial R100 000 on the reception area, the two main halls and the Landau al la carte restaurant.

"We expect to lose 'sleeping' members — employees who paid their annual sub but never used the facilities — and hope to replace them with active members," Mr Emmett said.

The club is multiracial and facilities include eight squash courts, five tennis courts, two bowling greens and a swimming pool.

Remove flammable material

— NUM

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM) has called for the immediate removal of polyurethane from South African mines after the death yesterday of seven miners in an underground fire at the Western Deep Levels gold mine

The fire occurred yesterday morning at about 2 800 m in the mine's No 3 shaft

A mine spokesman said today that of the 43 workers admitted to hospital, 39 were still there for observation. Four were undergoing intensive treatment.

The fire, whose cause is unknown, ignited a number of materials, including polyurethane. Management said polyurethane was used for insulation.

Burning polyurethane caused the death of 177 miners at the Kinross mine in 1986.

A NUM spokesman, Mr Marcel Golding, said the death of seven miners and the injuries to 43 others "is one of the biggest crimes committed against workers in the industry".

REPEATED CALLS

At Western Deep Levels, workers had repeatedly, in meetings with management, called for the removal of polyurethane, "but management had refused to do this".

"We want to know why the mine continued to use polyurethane when its dangers are well known. We demand a full list of all mines where the substance is used so that it can be removed immediately," said Mr Golding.

The union also called for the establishment of a relief fund for the injured and for the families of the dead miners.

It attacked the Government's "unwillingness" to appoint a full inquiry into mine disasters though it did so for all accidents.

Anglo American, which has launched an investigation into the accident, said yesterday that polyurethane was being used where there was no substitute.

● A rockfall caused by a "seismic event" killed six people at Western Deep last month.

Fatal accident could have been prevented, court told

Union blames 'slapdash managers' for mine deaths

st 14/10/88

211

By Therese Anders, Highveld Bureau

Ermelo Mine, where 35 men died last year in a methane explosion, had a "slapdash" system of management which disregarded some safety requirements that could have prevented the fatal accident, an inquest court was told yesterday

Advocate Edwin Cameron, for the National Union of Mine-workers, was presenting argument on the final day of the case

He said a finding of culpable homicide should be made on the part of the mine itself and on the part of those management officials who had been responsible for ventilation, testing and management supervision at the mine

Ermelo Mine is part of Trans

Natal, Gencor's coal mine operation

The joint inquest-inquiry was presided over by Ermelo's chief magistrate, Mr J V Marais, with the assistant Government Mining Engineer, Mr Errol de Wet, as an assessor

"Air quantities and velocity fell grossly short of what a reasonable mine official would have ensured for the working area," Mr Cameron said

"Particularly so in the light that Ermelo Mine was known as a gassy mine and that there had been four previous fatal accidents since 1982"

He said the last methane test

conducted in the panel where the explosion occurred was 15 days before the accident

The last test in the returning airways was conducted nine days before, and two days before testing was done in a nearby unworked area

"It appears to be a haphazard pattern of testing," said Mr Cameron

The pattern indicated that there was no realistic appreciation of the danger which lay in the under-ventilation of a temporarily unworked coal mining area

Gencor's legal representative,

Mr E Joubert, said the ventilation at the accident site had not been a "lucky dip" situation

The air velocity had been a calculation based on the known facts

He said that tests done in the area for a year before the accident had only twice shown any methane present

No culpability

Mr Joubert said that in the absence of any other evidence it appeared that the explosion took place after holing (ventilation short-circuiting) which rocked the balance of the reticulation

He said there was no culpability of any nature as the event could not have been foreseen

Mr Marais will give his findings on November 25

MINING

5111
 6/20/88
 18/10/88

Pay rises at Rand Mines hit profits

THE full impact of pay hikes in May, June and July is reflected in the September quarter results of Rand Mines' gold producers.

These show a combined taxed profit of R12.5m — a massive 49.5% down on the previous quarter.

The leap in labour costs dwarfed slight improvements in the average gold prices received by the four producers — Harmony, Blyvooruitzicht, Durban Roodepoort, Deep and East Rand Proprietary Mines (ERPMA).

Total tonnage milled by the mines rose by 174 000 tons, to 43.5-million tons, but generally lower grades diluted the benefits so that gold production was only marginally better at 13 805kg against 13 643kg the previous quarter.

The output was sold at an average of R33 328/kg (R32 095/kg)

Group unit costs rose from R100,80 to R105,39 a ton to underline the effects of pay increases.

Capex at the four mines was R42,1m — about R8,4m down on the June quarter.

The June quarter turnaround at Harmony was sustained in the latest quarter with a sharp increase in production more than offsetting higher costs to put an additional R3,3m on bottom-line profits.

Chairman Clive Knobbs said improvement in grade and tonnage mined continued into October.

At Blyvoor, a 10 000-ton drop in tonnage milled, and grade down to 4,20g/t (4,66g/t), caused gold production to drop from 2 696/kg to 2 390/kg.

Knobbs said "A number of high-grade stopes traversing dykes caused grade to fall to lower-than-expected levels but this should be rectified by the end of the next

RAND MINES Sep Quarter	Tons milled 000's	Yield g/ton	Gold produced kg	Costs per ton milled R	Costs per kg gold produced R	Price received R/kg	Net profit R000's	Profit after capex R000's	EPS after capex cents
Harmony	2 435	2,95	7 175	90	30 624	33 576	25 122	15 694	58
June	2 324	2,87	6 679	87	30 383	32 311	21 784	13 352	50
ERPMA	657**	3,35**	2 204**	144**	40 089	32 937	(18 919)	(44 950)	(264)
June	569**	3,80**	2 160**	148**	35 753	31 536	(10 072)	(42 917)	(258)
Durban Deep	629	2,89	1 816	101	34 895	32 277	(4 046)	(5 841)	(251)
June	588	3,14	1 845	105	33 517	31 833	(819)	(4 543)	(195)
Blyvooruitzicht	569	4,20	2 390	124	29 563	33 781	10 342	3 533	15
June	579	4,66	2 697	112	24 115	32 238	13 837	7 336	31

** excludes sand treatment

quarter "

Costs rose by R5,6m to R70,7m, equivalent to R124,19 a ton (R112,21) This left working profit at R10,1m (R21,9m).

In line with the lower profits, tax was only R855 000 (R9,5m), which left the bottom line on R11,2m (R23,3m). Grade problems made for another unhappy quarter at Durban Roodepoort Deep.

Knobbs said, however, the underground cutback announced in August, coupled with the decision to treat

surface material, would start to yield positive results from the current quarter onwards.

Grade slipped from 3,14g/t to 2,89g/t, which more than offset the increase in tonnage milled from 588 000 tons to 629 000.

Gold production was accordingly lower by 29kg to 1 816kg. The working loss rose to R4,7m (R3,1m).

With no state aid, the loss on the bottom line was R4m (R819 000). Problems in the metallurgical plant were the main cause of the

sharp drop in grade at ERPMA and gold production was only 45kg higher at 2 204kg.

Costs rose by more than R10m to produce a net loss of R18,9m.

The newcomer to the stable, Barbrook, reported total underground development of 2 744m for the quarter, of which 1 049m were on reef. In the June quarter, development totalled 2 384m (1 132 on Reef).

Capex commitments are R32,3m and estimates for the rest of the year are just under R70m — Sapa.

more awaiting
body awaits more awaiting

EXPLORES AND FRAYS: BOOST WITH: YANKS
 CONTINUED improvement in the coal

Miners appeal to new court

THE first Labour Appeal Court case has been filed by the Mineworkers' Union in a job-reservation dispute.

General secretary Peet Ungerer also said yesterday in an angry attack on the Chamber of Mines that it was undermining white job security.

The court was established under the Labour Relations Amendment Act on September 1.

The MWU is appealing against an Industrial Court ruling last month that the union had committed an unfair labour

practice by refusing to allow its members to train coloured people as winding engine drivers.

ALAN FINE

It is not clear when the case will be heard because the court has not been physically established.

An Industrial Court spokesman said Labour Appeal Court rules had not been finalised; the six Supreme Court divisions had not appointed judges to it; and it had not been determined which department — Manpower or Justice — would administer the court.

Ungerer said until the appeal had been finalised the union would not have

● To Page 2

Miners' appeal to new court in limbo

to carry out the terms of the Industrial Court determination

Ungerer — whose union has been fighting to retain the whites-only status of skilled mining occupations — also accused the chamber of trying to pressure the Economic Affairs and Technology Minister into abandoning what limited protection remained for white job security.

Ungerer warned that "should confrontation be sought the white

mineworker would accept the challenge to protect his survival".

A chamber spokesman questioned the motives of the MWU statement, saying it followed protracted negotiations on how to allay MWU members' fears regarding the abolition of job reservation.

He said the MWU had recently shown no inclination to reach a security of employment agreement and used delaying tactics.

● From Page 1

B/accy
25/10/88

211 B/day 4/11/88

White union awaits chamber response

THE whites-only Mineworkers' Union (MWU) is awaiting a crucial response from the Chamber of Mines to union proposals on safeguards for white miners to accompany the elimination of job reservation.

A meeting on Tuesday followed a slanging match last week in which MWU general secretary Peet Ungerer accused the chamber of trying to persuade the Minister of Economic Affairs and Technology to abandon the remain-

ALAN FINE

ing statutory safeguards for whites

These include the appointment of tripartite advisory committees empowered to determine the labour needs of the industry. Employers believe such decisions should be their prerogative and, the MWU says, have considered legal action to have these regulations declared *ultra vires*.

The chamber, in turn, accused the

union of stalling the talks which began in 1981. It concluded a security of employment agreement with nine other unions in July.

Johann Liebenberg, senior external relations GM of the chamber, said employers had offered the MWU a similar, comprehensive, security of employment agreement. But the MWU saw this as supplementary to statutory provisions.

JCI: shooting death not on mine property

AN INCIDENT near Randfontein Estates' Cooke No 2 shaft in which police shot and killed one man and injured three others on Wednesday had occurred off mine property, a JCI representative said yesterday

She said a storekeeper unconnected with the mine had called police to complain about trading outside his shop JCI

211 8/10/88 ALAN FINE 11/10/88
was unaware whether the casualties or any of the crowd were mine employees

The police unrest report said a mob had refused to disperse and had stoned and fired shots at police. "Tearsmoke, rubber bullets and shotgun fire" were used to disperse the group.

First blacks to sit blasting tests

MINING employers and the right-wing Mineworkers' Union (MWU) are headed for a major clash if, as seems likely, they are unable to agree soon on terms for the entry of blacks into hitherto whites-only occupations.

A mining industry source said yesterday the industry intended to go ahead and place blacks in positions once they had passed the necessary examinations.

Moreover, government mining engineer Jan Raath confirmed the first group of black candidates were to sit for blasting certificate examinations — planned for the first week of December.

The Chamber of Mines had reached "job security agreements" with all unions representing white labour except the MWU, whose 20 000 members included all the industry's key blasting certificate holders and onsets.

16/11/88

ALAN FINE

(211) B/daw

Senior chamber GM (external relations) Johann Liebenberg said he regretted no agreement had been reached. He hoped the talks, the first stage of which began in 1982, would lead to settlement.

"But we hope they will respond positively and speedily to our proposals, as there is a limit to anyone's patience."

Raath said advisory committees, established in terms of regulations in the 1987 legislation abolishing the racially defined "competent person", had recommended required educational levels of standards 8 and 7 respectively.

An Anglo American spokesman said following Ministerial acceptance of these standards, the corporation had

● To Page 2

First blacks to sit blasting examinations

submitted applications for four black Vaal Reefs employees who had the qualifications to sit for examinations.

He declined to say whether Anglo was planning to place them in positions before an agreement with the MWU had been reached.

Other mining groups which could be contacted said they had identified potential candidates, although no formal applications had yet been submitted.

MWU resisted the chamber's job security proposals, as it believed them

inadequate for the protection of members' interests, and was seeking further statutory and contractual safeguards.

The proposals included work standards should be maintained, all certificated workers should be required to achieve the same levels of proficiency; equal pay for equal work, changes should be negotiated, job security assurances should be given; and protection against racial victimisation for all population groups.

16/11/88



● From Page 1

B/daw

(211)

Chamber ⁹⁷⁷
'spying' ^{Times}
on NUM ^{23/11/88}
— claims ⁽²⁷⁾
⁽²¹¹⁾

Own Correspondent

JOHANNESBURG. —
The National Union of
Mineworkers has ac-
cused the Chamber of
Mines of conducting se-
curity police-type spying
operations against the
union.

The latest edition of a
publication, Update,
produced by the union's
collective bargaining de-
partment, has repro-
duced extracts from "se-
cret" chamber circulars.
The extracts refer to
union meetings and, in
some cases, community
activities in mining re-
gions. The union alleges
that the regional head-
quarters of the cham-
ber's spying network are
the offices of the Em-
ployment Bureau of
Africa (TEBA) — the
chamber's recruiting
arm. TEBA agents, it
says, submit monthly re-
ports to the chamber.

A chamber spokesman
yesterday denied that
the organisation spied
on the union.

Mines chamber wins conciliation appeal

Star 24/11/86
(21) Pretoria Correspondent

The Chamber of Mines yesterday won an application setting aside a decision by the Minister of Manpower that refused a proposal by the Chamber for the establishment of a conciliation board.

The Chamber asked that a board be established to settle a dispute arising from a refusal by the Council of Mining Unions to admit blacks as members of the Mine Employees' Pension Fund.

Mr Justice Weyers ordered in the Pretoria Supreme Court that the Minister of Manpower establish a conciliation board.

On December 3 1986, the Chamber of Mines appealed for the appointment of a conciliation board to settle the dispute of this allegedly unfair labour practice, but the recommendation was turned down by the Minister.

The Council of Mining Unions has until now refused to allow black, coloured and Asian employees to join the pension fund, which is jointly controlled by the Chamber and the council, thus precluding them from benefiting from the fund like their white colleagues, who perform the same work.

9/11/1948
Court rules in
favour of unions

JOHANNESBURG —
The Industrial Court has
rejected an urgent appli-
cation by the De Beers
Premier Mine for a dec-
laration that the refusal
of two unions and 1 133
employees to work over-
time on Saturdays repre-
sents an unfair labour
practice

The court also refused
to direct the employees
to work overtime on a
reasonable and fair ba-
sis requested by the
mine.

copy Times 26/11/88 (211)

Court: Mine to blame for 35 deaths

ERMELO. — Gencor's Ermelo Mine and five of the mine's former officials have been found responsible for the deaths of 35 coal miners in a methane gas explosion last year, an inquest court found yesterday.

Ermelo magistrate Mr Johan Marais made a finding of "homicidal death". He found their deaths had been caused by carbon monoxide poisoning after an underground explosion at the mine on April 9 last year.

All but one of the 35 men died on the day of the explosion. Tractor driver Mr Louis Makinooa, 41, died of his injuries a week after the accident.

The Ermelo Mine employees named in the inquest finding as being responsible for the deaths were: Mr C J Els, Mr F P J Snyman, Mr J F van Wyk, Mr A van Aardt and Mr A Cilliers.

The finding will now be forwarded to the attorney-general for a decision on possible charges.

Ermelo Mine is a joint venture between Usutu Mining (owned by Transnata, Gencor's coal mining arm), Total, and British Petroleum SA.

The National Union of Mineworkers said from Johannesburg yesterday the inquest results confirmed that safety in the mining industry was unsatisfactory — especially in ventilation.

NUM general-secretary Mr Marcel Golding said the NUM would file for increased compensation for the dependants of the deceased. The NUM hoped there would "be an immediate prosecution".

"In the last five years there have been five major mine disasters in which more than 30 people were killed — yet only two have had inquiries in which the union was represented," Mr Golding said.

In the two worst — at the Kinross Gold Mine where 177 people died and at the St Helena gold mine where 60 people were killed in a lift — the union was not allowed representation.

"The attitude of the Government Mining Engineer in preventing the union from addressing questions or limiting participation has the effect of ensuring that a thorough examination by a group with a material interest in the safety of the mine is not being fully addressed," he said. — Sapa

211

Black miners licensed to blast

JOHANNESBURG — A milestone in South African mining labour relations has been achieved with the granting of blasting certificates to blacks

Three miners at Blyvooruitzicht gold mine, part of the Rand Mines group, received blasting certificates, while one black miner of the Anglo American group is being trained

The Chamber of Mines chief labour relations adviser, Mr Johan Liebenberg, said yesterday that the step would help to address the shortage of skilled manpower in the mining industry.

The granting of these certificates comes in the wake of strong resistance from the white mineworkers' union. — Sapa

S Times 4/12/88 (211)

Drop in strikes hailed as more sophisticated approach by unionists

THE year 1988 has been hailed by labour experts as the year in which unions showed signs of maturing, strikes dropped and the scene was set for an even better 1989.

An overview of the past year, however, is much easier than a prediction of the coming one. At the beginning of this year, for example, two industrial relations experts were dismally wrong in their forecasts.

Andrew Levy & Associates said "increasing and longer strikes in support of wage demands are likely to occur this year" and the Institute for Industrial Relations (IIR) noted that "industrial conflict is set to increase in 1988".

Apart from these two mis takes however they did suggest that there would be greater Government intervention in labour matters and that employers would be more willing to make use of the Industrial Court and collective bargaining procedures all of which came true.

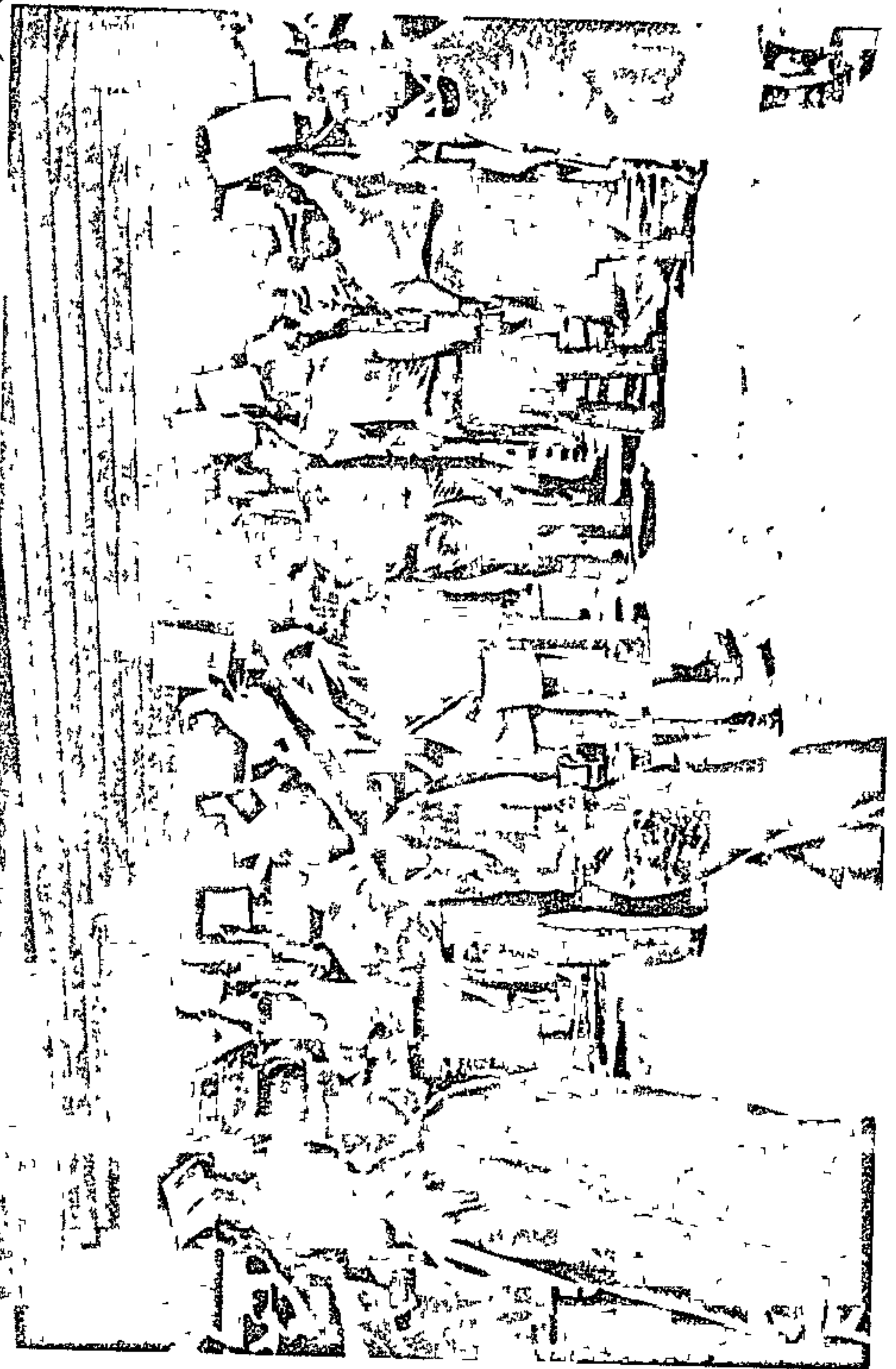
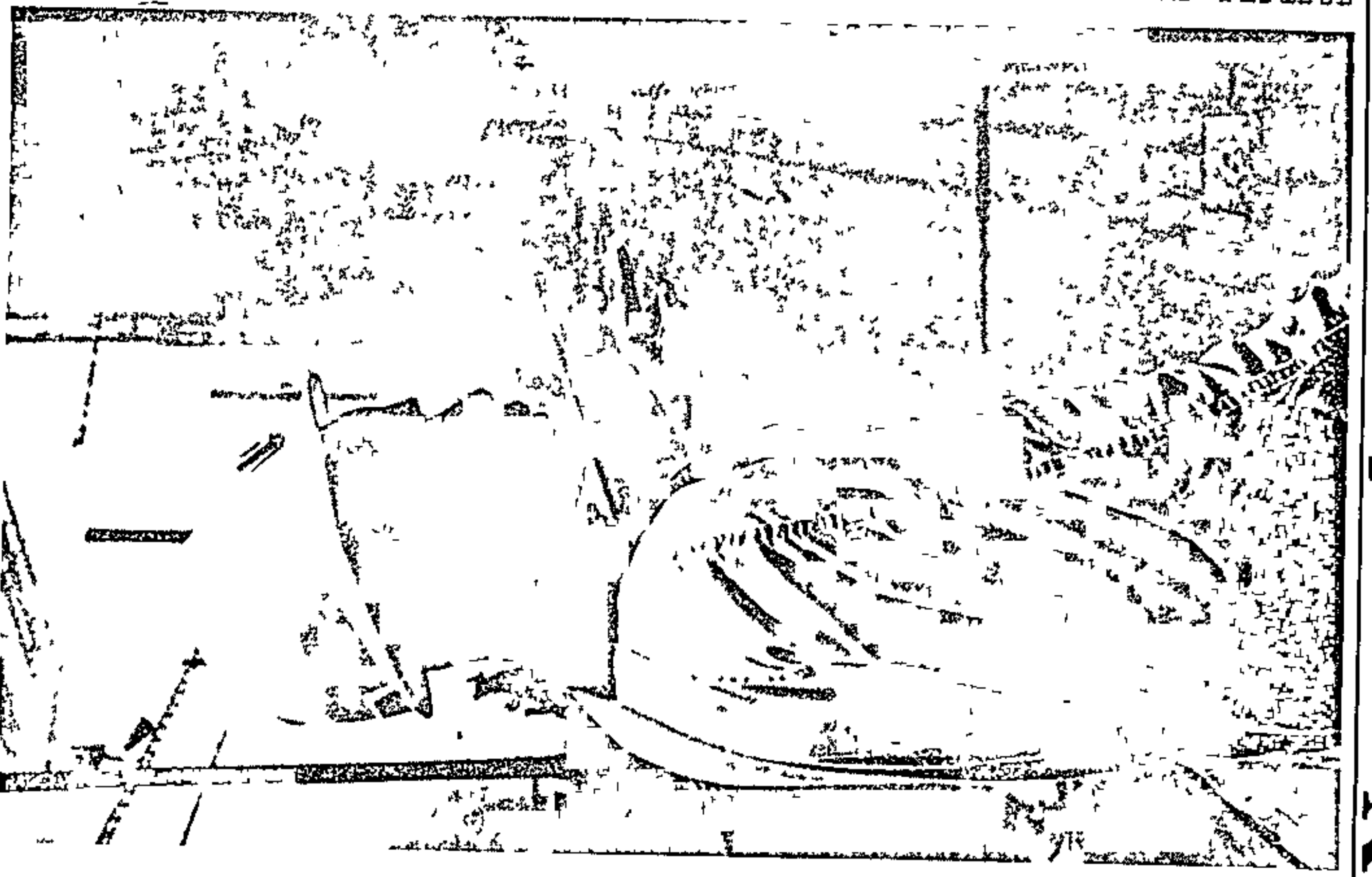
At a glance 1988 produced some surprises. Possibly the most important was the introduction and promulgation of the amended Labour Relations Act.

Stayaway

This resulted in extensive meetings between employer organisations under the auspices of the SA Consultative Committee on Labour Affairs (Saccola) and the two biggest union organisations, Cosatu and Nactu - communication on a national basis which had never been seen before.

Out of this came the three-day stayaway in protest at the new Act. Hundreds of thousands of members supported their unions and emptied the streets.

The main reason why many industrial relations practitioners have praised unions for showing signs of great maturity during 1988 is the huge drop in the number of strikes and subsequently the number of mandays lost.



which in some circles is described as increased maturity or a more sophisticated approach is seen in others as a weakening in the unions.

Andrew Levy director Gavin Brown traces this phenomenon back to 1987.

It became increasingly apparent during the course of this year that 1987 represented something of a high water mark in our IR history and that the events of last year did and will continue to influence our IR for some years to come.

Apathy

It was a year in which the highest-ever levels of strike action coincided with a white general election that called for a course correction to the right and a peaking in the black townships unrest which had commenced in September 1984.

We also saw a peaking in the degree of cohesion between the labour movement

and various blocs of anti-apartheid organisations a downward spiral in the value of our currency the increasing reality of sanctions and of course the stock market crash of October.

The result of all this has been the retreat of Cosatu to the House in Johannesburg at the height of the Sats strike marked the beginning of a traumatic period for the confederation - major losses in membership an increase in apathy from both the rank and file and the slenching of Cosatu in terms of the emergency regulations earlier this year.

Opinion seems to be that 1988 has resulted in an altogether more sophisticated and politically well considered approach from unions which has less to do with political agendas and more to do with advancing the economic interests of membership.

Looking towards 1989 IR practitioners are cautiously optimistic

Dr Van der Merwe believes that sound labour relations is one of the biggest challenges to be faced next year.

The Government can and has provided a statutory framework for assisting employers and employees in resolving disputes that inevitably arise in the workplace.

Decisive

Management and trade unions more than anyone else have a crucial role to play in the maintenance of sound labour relations.

Frank Memphrey secretary of Cosatu today more than ever is poised to play a decisive role in the transition of a democratic non-racial SA that ensures peace and well-being for all.

He argues that on the broad IR front the initiative remains with the increasingly powerful trade unions, and that more mandays have been lost through strikes and stoppages than official status-

tics suggest. Mr Liebenberg believes the time has arrived for unions to re-think their public support of sanctions.

The intellectual bottom has fallen out of the sanctions bucket and even in the US the campaign is losing its intellectual following although there is still a lot of heat in the debate.

Sanctions are not producing the results the union strategists anticipated and I am led to believe that privately there are a growing number of them that realise this.

Mr Brown believes the legal environment facing SA is one in which the law will play a bigger and bigger role rather than the reverse that is being seen by the exponents of the social contract.

As far as labour relations are concerned the big bang of wage increases averaging 10-15 points above the annualised inflation rate appear to be ending.

Although the costs of la-

bour may at this stage still only be nudging investors towards a shift to the capital side of the labour/capital mix there is ample evidence of employers adopting alternative strategies to counter the rate of increases in real wages, such as sub-contracting.

Mr Brown believes the skills gap in labour relations is disappearing - that labour negotiations in which all the skill lies on the union side are becoming more scarce.

Crucial

"If management is feeling any greater sense of security in labour relations it is crucial to remember the part played by the State of Emergency. One small turn in the political wheel will generate several revolutions in the IR cog."

The recent interest rate increases hold the possibility of a new round of insolvencies and a wave of retrenchments which cast a shadow over the IR environment."

ment could be...

— UPI

CAF - Times 5/2/88

211

White miners slam blacks' licence to blast

[scribble]

Own Correspondent

[scribble]

JOHANNESBURG —

The white Mine Workers' Union (MWU) did not accept the granting of blasting certificates to four black miners last week and would be seriously considering retaliatory action during meetings this week, MWU general secretary Mr Peet Ungerer said at the weekend.

He said his union suspected that the Chamber of Mines had created an artificial skills shortage to advance blacks into these positions.

Divers risk death for seabed stones

By KAREN STANDER, Staff Reporter

DIAMONDS are forever, or so they say.

But why do men risk death or serious injury every working day to lift these sparkling stones from the bottom of the ocean? What motivates the tough, hard-drinking diamond-divers of Port Nolloth?

"Adventure!" cried Keith Kleinsmidt, eyes flashing

During a recent visit to Port Nolloth, an Argus team found a group of diamond divers in their favourite place — the local pub — and asked them about their work and what keeps them going out every day in spite of the obvious physical danger involved

If the sea is flat, Keith and his friends Preston Arendse, Ronald Coraizin and Alvin Williams

will be found at sea, where they stay for five days at a stretch without seeing their families

If conditions stay calm, the boats head out again the following day, for another five-day stint or until the wind whips up the surf and makes working impossible

Eight divers work from a 15m fibreglass boat, four diving together for shifts of two or three hours from 7am to 7pm

Working at enormous depths, the hated decompression chamber is as much part of life as the diving-suits which offer scant protection from the icy Atlantic waters

Using an air-line — which also serves as a life-line — from the compressor on the boat, the divers use vacuum pipes to suction sand, gravel — and hopefully diamonds — from the sea bed

On the boat, only one man who has a precious "digger's certificate" is allowed to handle the haul, which is put through a "classifier" machine sorting the diamonds from the rubble

"Work dangerous"

"The work is dangerous," Keith admitted "Most of the time you don't think about it, but every day you risk the bends and you could end up crippled or mentally disabled Or dead

"But on the other hand I love it With the basic salary and commission, most divers earn a minimum of R30 000 a year If you hit the jackpot you might earn R20 000 in a single day

"But, what is R100 000 or even R200 000 if you are crippled? That's the risk you take every day-

"The money is not as much as it sounds when you think that there's no pension scheme, no insurance and you have to provide your own equipment, including the diving suits which are very expensive and last only about a year

"Like me, many youngsters come here seeking adventure, easy money Everyone has to sign a 12-month contract, but some don't last even two weeks. Some stay a few years and then leave to do something else, somewhere else

"Port Nolloth doesn't offer very much, but to me diving is a career I'm not qualified to do anything else and I couldn't possibly earn as much if I had to go back to Cape Town What would I do?

"I don't think the claims will ever be worked out, but the day might come when it becomes just too expensive to make it worth the while for the companies Then they will have to close

"A few divers have managed to buy their own boats and are sub-contracted, but not everyone can do that

"Sometimes I look at what I am doing and it seems absurd to me — moving a rock weighing several tons to take out a tiny, *minute*, little stone That's ridiculous"

Pictures LEON MULLER, The Argus

WINDSWEPT: Port Nolloth, a grey, windswept village. "It doesn't offer much"



FAMILY PORTRAIT:

Diamond-diver Keith Kleinsmidt and his family, Lorica, 7, Lorraine and Abigail, 4



HEADING TO SEA:

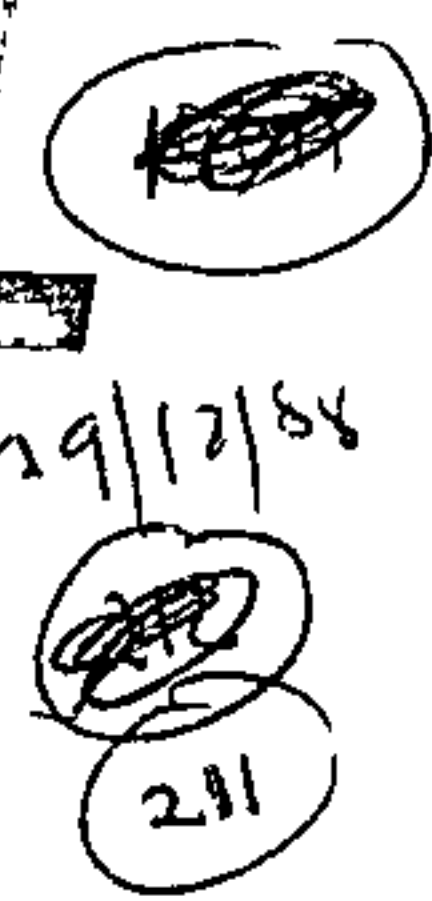
Diamond boats trailing vacuum pipes head out to sea from the harbour

WRECKED: A fisherman and his dog examine the remains of a fishing boat which was wrecked on the rocks near the harbour



BAN MATERIAL NUM PLEADS

Sowetan 9/12/88



ALMOST 200 people have been killed by fires connected to polyurethane during the past 11 years in South African mines.

This was revealed by a National Union of Mineworkers safety officer, Mr Hazy Sibanyoni, at a Press conference called by the Polyurethane Association of South Africa in Johannesburg this week

The association called the conference to respond to calls for the withdrawal of polyurethane in the gold mines. The director of PASAF, Mr Brend Becker, said the NUM had in the past called for the banning of polyurethane from the mines

The latest NUM call was after the recent Western Deep Level accident where several black workers lost their lives. This also followed vigorous campaigns by the union to have the organic

By MOKGADI PELA

material banned completely, especially after the Kinross mine disaster where 177 black miners lost their lives

An independent observer at the conference, Mr Hans Dannenfeldt, said polyurethane was more inflammable than a car tyre

PASAF attributed the accident rate in the mines to the incorrect use of the material "Everybody

dealing with the substance has to have knowledge about its proper use," a spokesman for PASAF went on

Polyurethane is used to insulate pipes underground and according to PASAF, it is also the most efficient material available

The NUM held the view that other inorganic substances could be used as alternatives and because of their safety

rates, the number of deaths could be reduced

NUM also maintained that all combustible materials should be removed from underground

PASAF said its recommendations to the mining industry would be that polyurethane be removed from any ignitable source and that inorganic substances be used to cover it, but it would not like to see the material banned because no material matched it in terms of efficiency

available?

Sowetan 9/12/88

NUM renews ban call

BRENT MELVILLE

THE NUM has reiterated its call for a total ban on polyurethane in mines.

The plea comes in the wake of news this week that the ban, originally announced by Government Mining Engineer Jan Raath, was not total and applied only to polyurethane foams.

NUM health and safety chief Mavis

8/dec 21 To Page 2 30/12 88

NUM renews polyurethane ban call

Hermanus said yesterday "Time and time again the department (GME) has demonstrated its unwillingness to stand above the interests of the mining and manufacturing sector"

She added miners' lives would be put at risk if the GME failed to follow the findings of internationally recognised experts on the subject

The NUM attributes 200 deaths over the past two years to the use of highly flammable and toxic polyurethane

8/dec 21 30/12/88 ← From Page 211

The NUM praised companies, such as Anglo American, for reverting to flame-retardant and non-gaseous glass-fibre for refrigeration pipes and tunnel walls

Hermanus said the NUM also called for a widening of the polyurethane ban to include other applications which represent a hazard such as polyurethane-filled tyres in trackless mining

NUM describes Kinross judgment as scandalous

THE National Union of Mineworkers (NUM) has described as "scandalous" yesterday's court judgment in which Kinross mine and five employees were acquitted on all charges relating to the September 1986 disaster

One accused, welder Frederik Viviers, was fined R50 on each of two charges of contravening mining regulations

But NUM general secretary Cyril Ramaphosa said the union would send Viviers a R100 cheque to pay the fine, as his actions had nothing to do with the fire in which 177 miners died. The fire, he said, was the responsibility of management

He said the NUM would request the attorney-general to appeal

Ramaphosa said the facts were that the fire had been caused by the application of polyurethane foam under-

ALAN FINE
ground — a practice banned in the UK and North America

Even if, as the magistrate found, the mine had been incorrectly supplied by a contractor with polyurethane rather than polyisocyanurate, there was no conclusive evidence to suggest the outcome would have been different

Ramaphosa said polyisocyanurate was also banned for underground application abroad. But Gencor had successfully shifted responsibility to the supplier of the material

An NUM legal representative said the union planned to go ahead with civil claims on behalf of members' dependants. He said he understood the Government Mining Engineer was now planning an official inquiry

Mine fire: acquittals

ALAN FINE

ONE man was yesterday fined R100, and Kinross mine and five other accused acquitted on all charges related to the September 1986 Kinross disaster in which 177 people died

Frederick Viviers was fined R50 for each of two contraventions of mining regulations in that he had failed to test for gas and had failed to get written permission before carrying out a welding job which caused the fire

Magistrate J V R Pietersen said in his judgment, however, that Viviers bore no responsibility for the loss of life, as he could not have foreseen a fire of that nature

All seven accused were acquitted on charges of culpable homicide

PARLIAMENT

LONDON —
The SA govern-
ment and min-
ing houses were
y e s t e r d a y
sharply criti-
cised by the
Conservative
Daily Tele-

(212) B/Am 3/9/87

SA mine safety record slammed

graph for their "poor" safety record.

An editorial said that as a post-script to the long and damaging strike the tragedy at St Helena mine, Welkom, had focused attention on "the appalling accident record in South African mines".

The Daily Telegraph said that while SA had many deep level mines the tally of 800 deaths last year and 8 000 in the decade — most of them blacks — "suggest that the government and mining companies have little regard for the safety of those who dig out South Africa's immense underground wealth".

It added: "The finger of criticism points in particular at Gencor, at whose gold mines this week's disaster and one last September, in which 177 people died, occurred."

The newspaper said the government should ensure a tightening of safety regulations in mines.

HELENA PATTEN reports that a spokesman for the Chamber of Mines said last night the SA mining industry was obviously concerned about deaths and a "tremendous amount" was being done to enhance safety.

Of the R57m budget of the cham-

IAN HOBBS

ber's research organisation this year, R45m was being spent directly on safety-related issues, while the whole mining industry spent R1,6bn a year on safety or safety-related areas, he said.

"It is all very well to bandy statistics about without recognition of the depth and number of our mines. Some mines are approaching 4km in depth, while the hardness of the rock makes mechanisation difficult." He said death and injury rates had declined on both gold and coal mines. Compared with a 1973 fatality rate of 1,41 per 1 000 employees in service on gold mines, the first six months of this year showed an improvement to 1,02.

In coal mines, there had been a dramatic decline in the death rate — from 1,32 in 1973, to 0,33 in 1986. This compared favourably with 1986 rates for the US of 0,48, for West Germany of 0,24 and for Britain of 0,18.

Reportable injuries in gold mines had declined by 55% in the last decade, and by 71% in coal mines, he said.

Gencor spokesmen could not be reached for comment last night.

A blast, fire, a rush of wind... then darkness

I WAS at the pump station when I heard the explosion. It was followed by fire, strong winds and darkness. I lost consciousness. When I fully recovered I saw bodies sprawled around me. I saw a torchlight 12 hours later and shouted for help. I was rescued after I thought I was going to die."

This is a brief account of South Africa's latest mining disaster — probably caused by a methane gas explosion — from one of five survivors, 38-year-old Mlamh Mavi.

The horrible death of the 62 miners at the St Helena gold mine in the Free State are presumed to have suffered when their lift cage plunged to the bottom of the shaft, 1 300m from the surface, and their burial under tons of rubble will never be told.

In all likelihood, the names of the black victims will not even be published. Although the names of the five white miners believed dead have already been released, mine owners say they must wait till the next of kin are informed before they release the names of the black migrant workers. It could take weeks to contact their families in the rural "homelands" and neighbouring states of Lesotho and Mozambique.

In fact, it took more than two days for the St Helena gold mine authorities to realise that there were an extra 12 black contract workers in the doomed lift cage. The contract workers brought the total of those dead or presumed dead to 62.

Monday's accident at the Welkom gold mine was the third serious disaster at a mine administered by the General Mining Union Corporation in a year.

At its Kinross mine in the Eastern Transvaal, 177 miners died in an underground fire last September. The blast was caused by a welding accident which set fire to a highly-inflammable polyurethane sealing foam which has been taken off the market in other Western countries because it gives off deadly toxic fumes.

In April this year, a methane gas explosion killed 34 miners at Gencor's Ermelo coal mine — the same mine where 11 workers were killed in a similar explosion in 1982.

The National Union of Mineworkers has described Gencor mines as "deathtraps" and said the St Helena accident confirmed the union's view that South Africa's mines were the most unsafe in the world.

These claims were refuted by the mining houses, which point out their mines are graded according to inter-

Hardly had the mine strike ended, when crisis struck the industry again: 62 miners died a grisly death in a trapped lift cage.
By JO-ANN BEKKER

national safety standards. Gencor said it was "deeply concerned" about the St Helena accident. It was determined "to eradicate the cause of this type of accident as soon as it can be established," Bruce Evans, chief executive of the corporation's gold and uranium division said. "Several further precautions have already been taken on our mines to add to the large number of safety steps and procedures which are already in force."

Jean Leger, a University of the Witwatersrand researcher and mine safety expert, said the fatality rate on South African coal mines was eight times higher than on the United Kingdom's mines, four times higher than mines in all European Commission Countries, and twice as high as on coal mines in the United States.

While South Africa's coal mines were shallow, the country's gold mines were the deepest and hottest in the world, Leger said. "The deeper the mine, the greater the risk of rock falls and rock bursts." He said the average depth for a gold mine in South Africa was 1 600m although some mines reached 3 500m underground. "Very few mines in the rest of the world are as deep as 1 600 metres, so comparisons are pretty meaningless," Leger added.

He said 170 workers had died in gas explosions since 1981, excluding the St Helena victims.

Although methane gas, a by-product of coal which is one part carbon and four parts hydrogen (CH₄), is found mainly in collieries, South Africa's Free State gold mines also have a number of coal seams near the surface. If found in a concentration of about four to 12 percent in air, the gas becomes explosive if exposed to a spark or another source of ignition.

Methane explosions can be prevented, according to Leger, by adequate ventilation — to bring the methane gas concentration below danger level. In addition there should not be any source of ignition and the air should be tested regularly for a build-up of the gas.

NUM estimates 600 to 800 mineworkers die every year in underground accidents and hundreds more are permanently disabled.

Yet no concrete improvements ap-



The scene of Gencor's latest mining disaster: Rescue workers leave the No 10 shaft at St Helena gold mine where at least 62 miners died in an explosion this week.

pear to be taking place.

After most accidents the Government Mining Engineer launches an official investigation to determine the cause of the individual accident. But NUM's calls for a government commission of inquiry into safety in the mining industry as a whole have been ignored.

The union, moreover, is unhappy with the government's decision to prosecute Kinross mine management alone with charges of culpable homicide and contravening the Mines and Work Act safety regulations, arising out of last year's accident. It says the authorities will now not conduct a full-scale investigation into the corporation which could put Gencor itself in the dock for its poor safety performance.

In 1983, after 68 mineworkers died

in an underground methane gas explosion at the Hlobane coal mine in Northern Natal, the owners — a subsidiary of the parastatal Iron and Steel Corporation — were prosecuted and fined R400 for contravening the Mines and Works Act.

The inquiry revealed, however, that 14 machines underground were not flameproof and could have sparked an explosion. No proper testing had been done for methane gas on the morning of the explosion. The ventilation system, which should have dispersed any build-up of methane gas, had never worked properly and a repair operation a few days before had short-circuited it. Yet the mine continued to boast a four-star safety rating, even after the accident.

As yet, there is little public pressure on the government to investigate mine

safety. Serious accidents, like Kinross and St Helena, attract considerable media attention but there is barely a record of the daily occurrence of deaths on the mines.

Cyril Ramaphosa, general secretary of NUM, has vowed to change this. The union has brought out a book called *A Thousand Ways to Die* taken from an old miner's saying: "there are a thousand ways to die in a gold mine."

The union demands, *inter alia*, the right to elect safety stewards, refuse dangerous work, receive proper health and safety training and the right to protection from punishment when demanding these rights.

"We will not rest as long as people are dying underground," Ramaphosa said. "For us, every death is one too many."

Picture: TREVOR SAMSON, AFP

No fire extinguishers at scene of Kinross blaze, miners tell court

2/2
9/10/87

By Therese Anders,

WITBANK — Three Kinross miners, including an underground manager, yesterday said there were no fire extinguishers available at the scene of the fire in which 177 men died underground on September 16 last year

One of the witnesses said there was no safety lamp at the disaster site and another said he did not know what a safety lamp was

The men were giving evidence on the fourth day of the Kinross mine disaster hearing in the Witbank Regional Court

Seven men have pleaded not guilty to culpable homicide, alternatively 13 charges under the Mines and Works Act and Mining Regulations under which they face respective charges

NO SAFETY LAMP

Underground manager Mr David Uys van Niekerk said in evidence that he had not seen a fire extinguisher at the scene of the fire

Earlier Mr Ishmael Sepeng, a worker on the 15th level where the fire broke out, said there was no fire extinguisher where he was working

However, evidence was led that a fire extinguisher was available 400 m from where the fire started

Another witness, Mr Kapoyi Mncambeni, said there was no safety lamp at the site and he did not know what a safety lamp was used for.

Mr Sepeng said he had been called to the fire by labour gang leader Mr Kisisi Mbuthuma.

Mr Mbuthuma had unsuccessfully attempted to turn off the gas cylinder from which the flame was burning by using a key Mr Sepeng then tried but was also unsuccessful

When asked in cross-examination by Advocate Hennie de Vos what the accused Mr Frederick

Christoffel Viviers did at the time Mr Sepeng said "He did nothing"

When asked if the situation at the time was too *deurmekaar* (confused) to tell what was happening, Mr Sepeng said "Yes, it was *deurmekaar*"

Underground manager Mr van Niekerk told the court he was alerted to the fire while he was on his way to another section of the mine

Two workers, labour gang leader Mr Mbuthuma and another man, came running towards him They told him of the fire and he followed them.

At the scene, he saw flames all over the tunnel with bits of burning foam falling to the ground

He said he could not see far into the tunnel because of the fire He could not believe the extent of the burning as the tunnel was lined with foam and he did not think the foam could burn.

Mr van Niekerk said men had to run 600 m to 800 m to get hosepipes These had to be modified and coupled

It had taken up to three hours to extinguish the fire

The accused are Mr John Henry James Burke, who represents Kinross mines, of which he is a director, the general manager at the time of the accident Mr Jacobus Ignatius Olivier, subordinate manager Mr Daniel Johannes Bothma, underground manager Mr Johannes Albertus Louw, Mr Donovan John Browne, Mr Thomas Joseph Coombe, and Mr Frederick Christoffel Viviers

Mr J W R Pietersen is on the Bench

The prosecutor is Advocate Louw Pienaar Advocate C Plewman SC appears for Mr Burke, Mr Olivier, Mr Louw and Mr Bothma, while Mr John Bird appears for Mr Coombe and Mr Browne Advocate Hennie de Vos appears for Mr Viviers

The hearing continues

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October 20 1987

20/10/87 SPM

Kinross: lack of 'costly' safeguards

Tests on fire gear at SA mines not up to scratch — magistrate

By Duncan Guy

WITBANK — Fire testing of equipment for underground mining conditions seems to be done in a haphazard and non-scientific way, regional magistrate Mr J W R Pietersen remarked yesterday during the trial of seven Gencor employees following the Kinross mine disaster in September last year in which 177 miners died.

This was after evidence by State witness Mr Hans Theo Horst Vannenveld, senior engineer in the Fire Engineering section of the South African Bureau of Standards (SABS).

Mr Vannenveld said that while such tests were carried out in underground tunnels in overseas countries they were not generally practised in South Africa.

LABORATORY TESTS 'LIMITED'

He said, however, that only one mine in South Africa, near Krugersdorp, had such facilities in the form of an unused mine shaft stope.

"It is a cumbersome and costly method of testing. It requires frequent cleaning-up to return conditions to normal and it is also time consuming."

Mr Vannenveld added that the laboratory testing of how equipment would cope with fire under-

ground, which was done, only gave "small scale results".

He further testified that in Germany and the United States, it was compulsory for fire extinguishers to be present in mines where foam had been applied to the walls.

NO EXTINGUISHERS AT FIRE

The court has heard that no extinguishers were known to be available nearby when the foam caught fire after one of the accused, Mr Fredrick Christoffel Viviers, was using a cutting torch, 1 000 m underground shortly before a tunnel set alight.

Mr Vannenveld said that, in his opinion, if such work was done near foam, a screen made of non-combustible materials should have been used to shelter the foam.

The seven accused pleaded not guilty to culpable homicide, alternatively 13 charges under the Mines and Works Act and Mining Regulations.

The hearing continues.

● Fire extinguishers are now in place along the underground haulage where the fire broke out

This emerges from the notes of magistrate Mr J W R Pietersen who conducted an inspection in loco at Kinross Mine last week. The Star was barred from the inspection.

UK expert a surprise witness at Kinross mine disaster trial

23/10/87

By Therese Anders,
Highveld Bureau

(2/12) MS

The State called a surprise witness, a British mining safety expert, Dr Herbert Sigmund Eisner, in the Kinross mine disaster trial in Witbank yesterday. He had been brought to the trial by the National Union of Mineworkers.

Dr Eisner's name had not been on the witness list, said Mr C Plewman, counsel for the mine.

Dr Eisner told the court that polyurethane foam had been "completely banned" underground on United Kingdom mines immediately after the Michael Colliery fire disaster in 1967 in which nine people died.

He showed the court a dramatic video of underground tests on polyurethane foam in the British government research centre which he headed until 1981.

Before the Michael Colliery disaster it had been believed that polyurethane was self-extinguishing.

Dr Eisner's film showed the research tunnel polyurethane lining, ignited by burning oil, burning uncontrollably and spreading through the tunnel at a rate of half a metre a second.

Dr Eisner said the tests showed that polyurethane foam would not stay alight in the open air, but underground "it will burn fiercely".

The results of the tests had been published internationally and presented at conferences where South Africa was usually represented, he said.

Seven Gencor employees have pleaded not guilty to culpable homicide and 13 alternative charges.

The case was adjourned yesterday until March 14 next year. The accused were released on warning.

2/12 21/10/87

Engineer warned mine 6 years ago, disaster trial told

By Therese Anders
and Duncan Guy

WITBANK — A Gencor Group ventilation engineer, Mr Henry James Miller Rose, warned six years ago that if underground polyurethane foam at Kinross mine caught fire it would expose many people to noxious gasses

Mr Rose was testifying in the Kinross mine disaster trial, a sequel to the death of 177 miners following a fire which, the court has heard, spread through tunnels lined with polyurethane foam on September 16 last year

Mr Rose told the then manager of Kinross mine in 1981 to take out the underground foam as it was "a fire hazard"

He said it had caused two mine fire disasters overseas.

His evidence was described by the magistrate as "crucial"

Seven Gencor employees have pleaded not guilty to culpable homicide, alternatively 13 charges under the Mines Works Act and Mining Regulations

Mr Rose said he verbally advised the general manager's supervisors, top Union Corporation officials, to have the polyurethane removed. (Union Corporation later merged with General Mining to form Gencor)

However, Mr Rose told the court, he had no authority to tell "anyone to take anything out, I could only advise"

Mr Rose was reading documents found in a file in a Kinross mine office during investigations by an assistant Government mining engineer after the disaster

The documents were minutes of a meeting held in 1981 by group ventilation officials

Mr Rose was minuted as asking a ventilation superintendent, a Mr Murray, to address the meeting on the polyurethane foam used at Kinross mine.

The documents outlined that it had been considered necessary by Kinross management to cover the tunnel surface of 15 level to seal the exposed rock

In the documents, Mr Rose was quoted as saying "it was alarming that a major intake airway was being lined with the material"

The implications were that many people would be exposed to noxious gasses in the event of the foam catching fire.

Under cross-examination, Mr Rose said he believed the South African Bureau of Standards tests on the foam were unsatisfactory as "the SABS do tests which do not simulate mine conditions"

ARGUS 1/9/87 (212)

Shock figures on gold mine fatalities

The Argus Correspondent
Dateline: JOHANNESBURG

IN the past year a staggering 800 workers died on mines in South Africa — 702 of these on gold mines, and this does not include yesterday's disaster at St Helena mine in Welkom in which 42 miners are feared dead

The toll for coal mines during the year was 66, while other mines accounted for 32 deaths

The death rate on gold mines is rising and the average black stope miner will have a one-in-six chance of dying in a rockfall during a 30-year spell in mines

According to consultant mine engineer Mr Jack Curtis this means fatalities inside South African gold mines are about on a par with trench warfare during the two World Wars

Engineer shortage

Mr Curtis blames the rising death rate on the shortage of qualified mining engineers both in the Government inspectorate and in the mines

He says in earlier days inspectors made unannounced safety inspection visits two or three times a year. Now they only inspect after accidents

The worst mining disaster in South African history happened in January 1960 when 438 miners died after being trapped alive 200m below ground at the Coalbrook coal mine. Rescue teams battled for two weeks to reach the trapped men, sinking boreholes and microphones in vain

The total deaths on mines in 1985 was 706

Between 1973 and 1983 more than 8 500 miners died in mine accidents, according to government statistics

In a mine disaster at the beginning of the century, 152 workers

drowned in a flood in a South African mine

An accident at Buffelsfontein gold mine in 1969 left 60 dead and three years later, 427 men were killed at the Wankie Colliery in Rhodesia (Zimbabwe)

Blyvooruitzicht gold mine lost 32 men in 1977 in a single disaster, 41 died in an underground fire in Vaal Reefs gold mine in 1978 and 31 men lost their lives in a lift cage fall at the same mine in 1980

A methane gas explosion in Hlobane Colliery claimed the lives of 69 people

In another methane explosion, at Secunda's Middelbult colliery in August 1985, 30 workers were killed and 29 injured, while 17 men were killed and 22 injured in a rock fall at the ERPM gold mine near Boksburg a month later

177 miners die

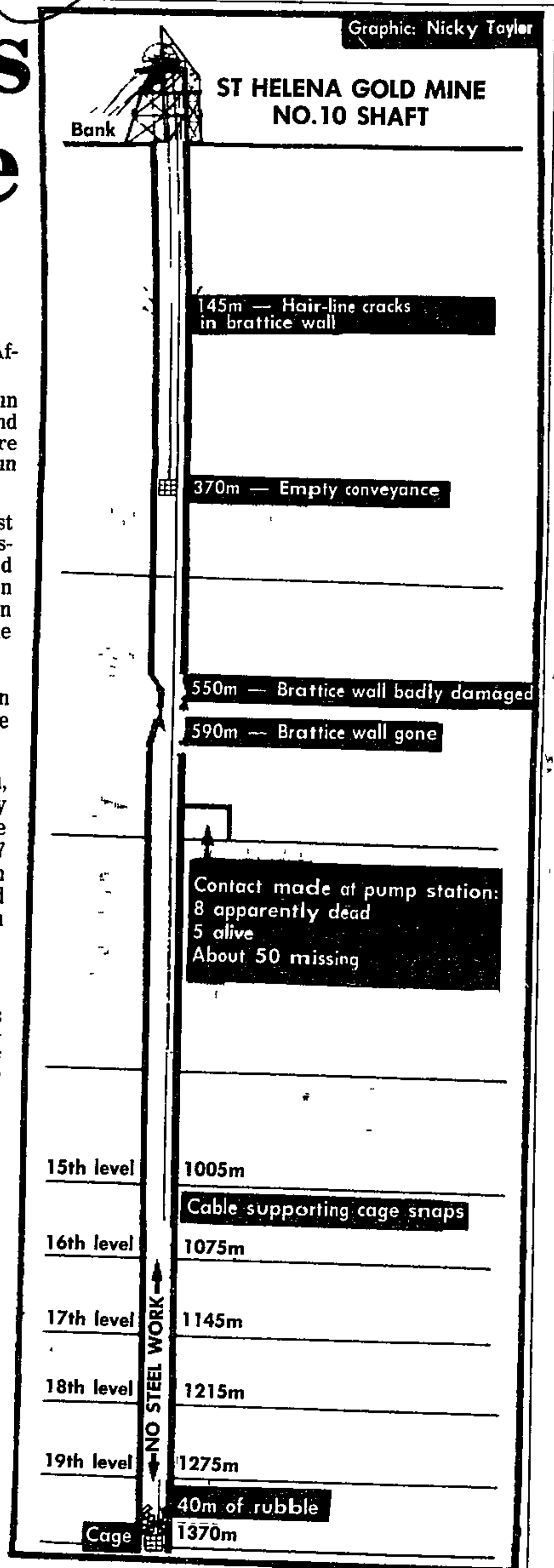
For 1985 the Chamber of Mines announced a new low fatality rate for mines, with the rate of coal mines less than half that of gold mines (0,42 per 1 000 miners for coal mines compared to 1,03 in gold mines)

But in September 1986, 177 miners died in the Kinross mine disaster in an underground fire. The disaster pushed the official gold mine fatality rate for 1986 up to 1,28 per 1 000 workers. The rate for coal mines dropped further to 0,33/1 000

At Ermelo Mines in April this year, 34 miners were killed and 16 injured in a methane gas explosion

The biggest mining disaster this century happened in China in 1942 when 1 572 people died in a coal dust explosion at the Honkeiko coal mine

Graphic: Nicky Taylor



'Bosun's chair' used in dramatic rescue

The Argus Correspondent
Dateline: WELKOM

IN yesterday's dramatic rescue of five miners trapped 695m below the surface of the St Helena Gold Mine, rescuers reached the victims by taking a service lift to within 30m of a pump station, and then lowering a "bosun's chair" to reach the injured

The painstaking effort required im-

mense patience on the part of the rescue team

Mr Gary Maude, General Manager of Operations, said it took the team three hours to go down the first 350m

After finally coming close to the pump station where the injured were lying, it took the team 30 minutes to hoist one person at a time to a temporary pump station 235m above

Five miners were finally found and were brought to the surface suffering from burn wounds

Other rescue teams were trying to work up from the mine's 16 level at 10 754.

Teams were hindered by possible danger in the damaged shaft where there was a possibility of more rubble falling

Kinross mine to face culpable homicide charge

KINROSS gold mine and two individuals would face charges of culpable homicide arising from the disaster in which 177 miners died last September, Transvaal Attorney General Donald Brunette said yesterday.

The two were Kinross director Hugh Smith and mine employee Ignatius Olivier. The case would be heard in the Witbank Regional Court on a date still to be decided.

ALAN FINE

Brunette said he did not expect the hearing to begin before May or June.

The three men accused also face alternative charges related to contraventions of Mines and Works Act safety regulations.

Four additional Kinross employees would be charged with contravening the regulations.

Brunette said the 14-page indictment was served "a few days ago".

Brunette said the decision to prosecute obviated the need for an official inquiry in terms of the Mines and Works Act.

This week the National Union of Mineworkers (NUM) expressed suspicions that such an outcome could mean that details of the accident would not become public, especially if the accused pleaded guilty.

Responding to these fears, Brunette said evidence necessary to prove the charges would have to be led in addition, the accused would have to make certain admissions should they plead guilty.

Statements made after the accident by Gencor and experts called in by the NUM said most deaths were due to asphyxia caused by fumes from polyurethane foam which caught alight during mining operations.

12 day 19/12/87

Asbestos is now a dying threat

RENOWNED for its non-flammable properties, it's ironic that asbestos has been instrumental in fanning the emotive fires of public health debate over the past 10 years.

The first half of the Eighties saw the asbestos/health question rage across the world. Medical and scientific researchers bandied terms such as "threshold level" and "dose-response relationships" while housewives worried about the use of fibre-cement products in their homes.

Rural communities discovered themselves to be living on asbestos mine dumps, labour unions campaigned for an outright ban on the material and mesothelioma victims encouraged the media to regard their slow and agonising deaths.

While spraying the bulkheads of ships being built during the Second World War with asbestos as insulation, workers were not given respiratory protection — with the result asbestos dust accumulated in the lungs of shipbuilders, laying dormant for as long as 30 years.

There followed an outbreak of asbestosis, lung cancer and mesothelioma — termed asbestos-related diseases (ARDs). In the Fifties and Sixties evidence began to build that it was not even necessary for workers to be exposed to the high concentration of the shipyards for ARDs to manifest themselves.

In some isolated cases, relatively low exposure of just a few years was enough to initiate a problem.

A reluctance on the part of mining and manufacturing concerns to make known the full extent of asbestos hazards saw bitter debates waged between worried health authorities and commercial interests.

"We thought it was our problem to solve and resented outside intrusion," says an executive of Everite — a company which manufactures fibre-cement building materials and pipes.

One of the key decisions by the company in the early Eighties was



□ Parents help demolish a school at Krommelenboog to rebuild it away from an asbestos mine

of-the-art-of knowledge-and-control," Everite management says. All 264 worksites at the company's factories in Kliprivier, Brackenfell and East London are below the recently-introduced statutory exposure limit of one fibre per millilitre (f/ml). Despite this, face masks are compulsory.

As a demonstration of its new policy, the company has opened its books and says in the time it has been active in SA (since 1942) 25 000 employees have been engaged.

"As of April 1987, 178 people (or 0.7%) have contracted ARDs, 21 employees have died as a result of these diseases. Health records at Turnall, recently acquired by Everite, show a further 34 ARDs."

The company has now implemented a disability pension plan which allows those certified as being unable to work because of an asbestos-related disease to take early retirement and to receive a full salary (with increments) up to age 65, after which they enjoy normal pension benefits.

While there is some anecdotal evidence to suggest that environmental exposure to asbestos can cause ARDs, there is no scientific evidence as yet.

Measurement across a broad spectrum of metropolitan environments show low asbestos readings. A report by the Health Department of the Federal Republic of Germany states "Basing all relevant calculations on very conservative suppositions and calculations, the cancer risk incurred with a permanent (24 hours) and lifelong exposure to 1 000f/ml is in the same order of magnitude as the cancer risk from smoking two cigarettes a year."

Readings taken in Johannesburg and central Soweto were found to be between 0.001f/ml and 0.001f/ml, or similar to the values found in studies in Switzerland the US and Austria.

The statistics prove South Africans not to be at risk — but the asbestos debate, although dying, lingers on.

uneconomic mines as market conditions required, but they could be brought back into production without incurring additional capital costs.

But asbestos comprised only 3.5% of Gencor's income in 1984. Between 1960 and 1980, production of asbestos fibres increased by 74% but production rates declined in keeping with reduced world demand for fibres.

"The number of mines in operation has decreased from 43 in 1972 to seven in 1983, and the labour employed from 21 324 to 5 664," the UCT report says.

Late starter

In 1984, only 7.5% of the total production in SA was used locally and the bulk exported, and local sales dropped by 56% between 1981 and 1984.

"There seem to be too many unfavourable factors currently and potentially influencing the SA asbestos industry to anticipate a return to the productive apex of 1977, even in the long-term."

While Gencor is the major mining concern, Everite — as the largest manufacturer — was a late starter at winning credibility.

"What progress has been made has been due to control of the facts — including acknowledgement of the uncomfortable facts — an open door policy and absolute determination to stay abreast of the state-

MICK COLLINS

ed among those who lived close to mines and were exposed to abnormally high concentrations of asbestos dust.

According to the mines, this situation no longer exists and environmental dust concentrations are at acceptable levels.

A study recently published by the University of Cape Town's Southern Africa Labour and Development Research Unit (Saldru), says one company — Gencor — has a monopoly of South African-produced asbestos and controls significant sectors of its mining through two partly-owned subsidiaries. The controlling shareholder of Gencor is Santiam, through Federale Mynbou.

The two UCT researchers responsible for the study, Janine Aron and Dr Jonny Myers, say there are too many unfavourable factors for the asbestos industry to return to its productive apex in 1977, even in the long-term.

"Since the amalgamation of the two major asbestos producers in 1981, substantial cost savings have been achieved through the rationalisation of operations and through production exploration and sales rationalisation, the researchers say.

This resulted in the closing of

to try to repair the historical perception that executives had deliberately down-played the risks and were indifferent to occupational health hazards.

"I guess we were not very good at communicating our concern or our achievements to the outside world. Perhaps it was anxiety about the future of our business that caused us to be less than cooperative with outsiders," he says.

After a period of intense self-examination, and having the advantage of seeing the inevitable progress of the debate overseas, Everite agreed to regard all criticism as important and adopt an open door policy.

Strategy

"In short, the industry decided to recognise anybody with even the vaguest interest in asbestos, particularly fibre-cement, as a potential partner in solving the problem."

The strategy has not only resulted in former adversaries being seen as constructive critics but helped the industry to come to terms with the inescapable fact that the future of one of its important raw materials was uncertain.

But what of the mining of asbestos in SA? A peculiar "environmental exposure" condition exists in SA, where ARDs have been record-

Safety award for Kinross mine

Kinross Gold Mine, in which 177 miners died after an underground explosion in September last year, this week received the Chamber of Mines Millionaire Shield for having recorded a million fatality-free shifts

Kinross Mine chairman, Mr Colin Officer, said a new health and safety services division had been established and a multi-disciplinary safety review system had been launched.

"This could not have been timed more appropriately — in the season in which we wish each other peace and goodwill," said Mr Colin Fenton, chairman of the Chamber of Mines' Mine Safety Division.

MS 78/1/42

19/1/87
212 SPM

Mining safety is congress keynote

Medical Reporter

South Africa's largest mine safety and health congress opens at the Carlton Hotel in Johannesburg today.

Mine managers, specialists in the medical field, experts in categories such as mine fires, rock pressure and environmental control, and the National Union of Mineworkers will present papers.

The congress is under the auspices of the Chamber of Mines. About 400 delegates are expected.

Among the 45 speakers is Dr Alan Roberts, director of the Explosion and Flame Laboratory in Britain and a leading authority on mine fires.

A chamber spokesman said "This congress comes in the wake of a most baffling period in mine accident prevention in South Africa since the mining industry got seriously to grips with accidents in 1913.

"While strenuous safety efforts have resulted in a rapid decline in the number of accidents, an unprecedented number of disasters during the past year have prevented a corresponding decline in fatalities."

The spokesman said Chamber of Mines senior officials hoped the congress would help find answers to this.

Mr David Gaynor, technical adviser to the chamber, said "We expect the congress will break many logjams in current thinking on mine safety and have a measurable effect on the future safety and performance of our mines."

Mr Anthony Gill, manager of the chamber's Mine Safety Division which is organising the congress, said "We need to identify our difficulties to provide solutions."

A near-empty court hears how 177 miners died

TWO partly rusted gas cylinders next to the witness box in Witbank's Regional Court serve as a grim reminder of the deaths of 177 miners in an underground fire at Kinross last year.

The court has been virtually empty throughout the trial — in which seven men are pleading not guilty to culpable homicide and 13 alternative charges under the Mines Works Act and

SEFAKO NYAKA reports on the Kinross deaths case

fives of the victims from the public gallery.

On only one day was the courtroom half-filled — last Thursday, when British mining expert Herbert Eisner gave evidence. Eisner, a surprise witness whose name had not appeared on the witness

list, showed the court a video recording which graphically depicted the dangers of polyurethane foam in mine fires.

The video was made during tests at Britain's Buxton mining research centre

According to Eisner's evidence, until 1966 most people believed that polyurethane foam was self-extinguishing.

However, following the Michael Colliery fire in the United Kingdom in 1967 — in which nine people died — further tests were conducted

A mine-ventilated underground roadway was sprayed with polyurethane foam, and ignited from a tray of mineral oil.

"The flames spread very quickly downwind and enveloped the whole of the polyurethane surface at something of the order of 0.5m per second," said Eisner. "The temperature downwind was also very high, sometimes up to 1 400 degrees centigrade"

The results of the tests, which were widely published and discussed at conferences usually attended by South African representatives, led the British Coal Board to ban the use of the foam in UK mines in 1968

In earlier evidence a senior engineer of the South African Bureau of Standards, Hans Vannenveld, told the court that while fire-testing of such equipment was carried out in underground tunnels in overseas countries, this was not the general practice in South Africa. Only one South African mine — in Krugersdorp — had the proper facilities

"It is a cumbersome and costly method of testing," said Vannenveld. "It requires frequent cleaning-up to return conditions to normal and it is also time consuming"

He added that laboratory tests of the effects of fire on underground equipment produced only "small scale results"

Fire extinguishers are compulsory in mines in Germany and the United States where the foam has been applied to walls

The Witbank court heard that no extinguishers were known to be readily available at Kinross after the foam caught fire, following the use of a cutting torch 1 000m underground by one of the accused, Frederick Vijers.

Gencor manager Richard Sizer told the court he had sent a covering letter with documents from Aerofoam Industries to the Kinross mine on April 13, 1981. In it he had said that current information supported the comments made by group ventilation engineer Henry Rose that "large quantities of foam were not desirable underground"

In his own evidence, Rose said he was given a verbal mandate by an official of Union Corporation (which later merged with General Mining to form Gencor), to tell Kinross Mine to have the polyurethane foam removed as it was a "fire hazard"

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Creeping killer. strikes

Asbestos, used extensively between 1950 and 1975, is beginning to take its toll, says a Giesen (West Germany) University medical specialist.

It will be a killer avalanche of cancer caused by asbestos dust. It is still in its early days and nowhere near its peak.

The alarm has been sounded by Professor H. Weitowitz, a specialist in labour and social medicine.

As a malignant tumour can lie dormant in the chest for up to 30 years, he feels a massive increase in deaths due to a malignant mesothelioma, or chest cancer, is imminent.

He says doctors must always consider the possibility of a tumour in unexplained cases of fluid between the diaphragm and the lung in patients who have come into contact with asbestos at work.

This tumour is a variety that is rare among the general public but 100 times more common among patients who have been exposed to asbestos dust.

They include an enormous range of trades: tilers, bricklayers, plasterers, plumbers, pipelayers and ventilation workers, auto mechanics, carpet-layers and workers in trades exposed to heat, such as welders, insulators, electricians, shipyard carpenters and chemical workers.

The risk extends to members of their households who wash overalls containing asbestos dust, for instance.

"The only effective precaution, apart from dust control," Professor Weitowitz says, "is the total replacement of asbestos by harmless substances."

Beyond bargaining: A broader look at labour issues

BLACK mineworkers describe the "talking rocks" which warn of impending rockfalls — warnings which, if taken seriously, could prevent deaths underground, many of which are due to rockfalls.

But the "pit sense" which these miners develop through years spent underground tends not to be recognised by employers, who retain their control of health and safety issues on the mines rather than approaching these as issues for labour-management co-operation, based on the skills workers have built up.

Said one miner "You hear sounds, fine stuff falls and the whole place becomes dusty. When the supports

also bend — that is a sign of a rockfall. Once that sound 'kwoe' happens, once or twice, after that sound there is just a minute or less, then there's going to be a rockfall. I tell my workers to run out."

The worker was quoted in a paper by Wits University researchers Jean Leger and Monyola Motubela, delivered to the second Labour Studies Workshop organised by the sociology department's Sociology of Work Programme.

Worker control and worker knowledge, particularly over the issue of health and safety, was at the centre of Leger and Motubela's paper on the "pit sense" of black mineworkers.

Before an underground rock fall happens, the earth's murmurings will warn the ears of an experienced miner. A conference on labour issues argues in favour of 'co-operative safety'. HILARY JOFFE reports

Leger said although mine managements publicly espouse a co-operative approach to mine safety, in practice safety was seen as an issue for managerial control and was often dealt with in a conflictual manner. With the rise of the NUM, there

have been changes over the past two years. In contrast to interviews with black workers in the past, many of those Leger spoke to this year said white miners did respond to requests to inspect when black workers expressed concern about dangerous conditions, and fewer workers said they had been forced to work in such conditions. Union organisation had been a major factor in mineworkers gaining a greater say, but management were still in control, Leger said.

He suggested the skills workers possessed, such as pit sense, could provide a basis for co-operation between management and labour on health and safety issues under-

ground.

The workshop brought together academics, service organisations and trade unionists. Participants in this workshop share a broad approach to research which one academic has described as the new 'labour studies'.

Today's unions organise and negotiate around wages and working on the shop floor and, given the peculiarities of apartheid, their struggle to improve workers' living conditions takes them beyond the workplace to address community and political issues such as housing, education or transport.

The labour researchers also addressed issues about the macro-economy, conditions in the workers' communities, organisations based in those communities, and relationships between unions and the unemployed.

The structure of employment and responses to unemployment were themes in some of the conference sessions — but the issues were examined not simply with reference to the numbers but in relation to working class communities and political organisation.

Wits sociology lecturer Jonathan Hyslop looked at struggles in black schools as shaped by the changing structure of employment and occupations since the Seventies.

In this he linked up with a paper by sociology graduate student Owen Crankshaw, who argued that a process of "de-industrialisation" was taking place. The number of jobs in manufacturing industry was shrinking relative to employment in the service sector. In all the major industrial sectors except mining the number of unskilled workers was decreasing while employment of semi-skilled workers was increasing.

Hyslop's paper focussed on those who have no chance of getting jobs, despite their education, and the way in which this has been the basis for youth and student movements of the Seventies and Eighties.

Since the Seventies employment opportunities for blacks had virtually stagnated but the numbers of black youth passing through the school system had roughly doubled in the last decade, while the numbers in secondary school had almost quadrupled, Hyslop said.

Unions, he said, had direct experience of the link between education and employment and were in a position to develop demands for change in education which addressed issues of job creation and training.

Georgina Jaffee examined the experience of unemployed people in Brits who started a co-operative project after they were retrenched or dismissed.

The co-op, which includes sewing, fencing and brickmaking units, was "a survival strategy for workers who had no prospects of finding new work in the area" and was set up in 1984 in the context of unionisation and worker resistance in the area.

The Brits co-op has been a failure in many ways, Jaffee said. Many of its members left and it has not been financially viable enough to provide its members with much income. It has also experienced marketing and production problems.

But Jaffee argued it should not be judged on financial criteria alone. Members have stayed in the co-op because they have a degree of control over their work which they did not have in factories. They learnt new skills and women members could structure working hours to fit with domestic commitments.

Despite the talk, Reagan will let the dollar dwindle

WASHINGTON — With the US dollar dropping to record lows against the yen and the Deutsche mark, there were conflicting signals from Washington this week about the currency's future.

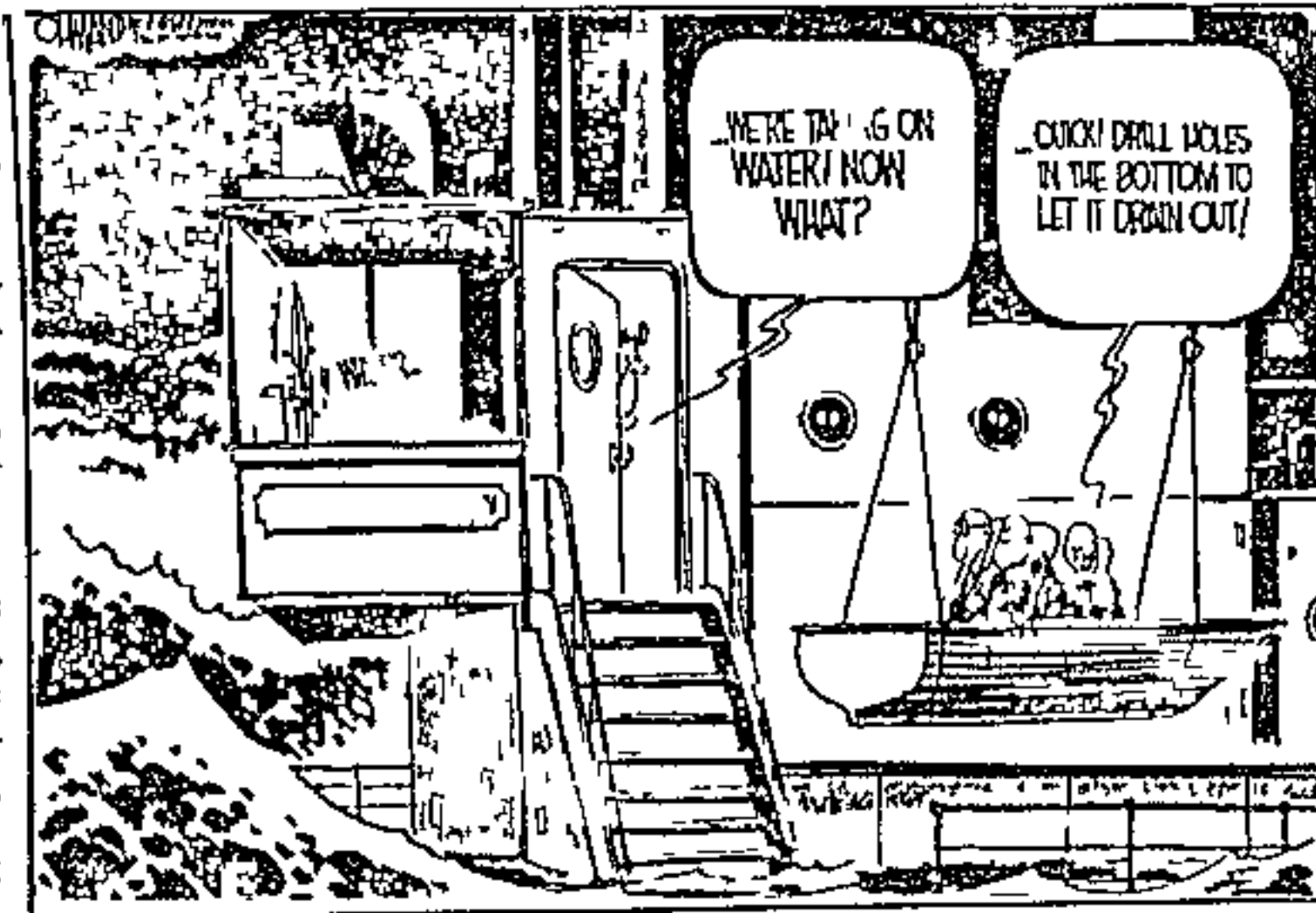
President Ronald Reagan called for a halt to the dollar's decline earlier this week but his remarks failed to dispel suspicions that Washington is willing to let the currency fall further until it can forge a new international economic package.

Some US officials played down the significance of Reagan's remarks, saying there was no change to the strategy outlined last week by Treasury Secretary James Baker of allowing the dollar to drift down rather than keeping interest rates high to prop it up.

A falling dollar would have advantages in making US exports more competitive thus helping to lessen the trade deficit. But it could also have inflationary effects on the US economy, by making imports more expensive, and could scare away foreign investors needed to finance the US trade and budget deficits.

But the stock market crash on October 19 presented the greater risk of a recession in an election year.

What the Americans will be hoping for now is that they can persuade the Japanese and the West Germans to stimulate their economies so as to create a greater market for US exports. Baker is widely expected to call a meeting with the finance ministers of the major industrial countries at which the US would make a fresh commitment to stabilise the dollar, but would try to persuade its trading



partners to expand their economies.

But America's allies have made it clear that no economic package is possible without a convincing cut in the US budget deficit, which most economists see as the root cause of the world's economic imbalances.

Investors too are waiting for signs that something will be done to sort out the US economy.

After two weeks of haggling, budget negotiators for congress and the US administration have still not come up with a package to reduce the deficit, although they said this week that they were making progress.

What worries those who are still looking for a strong signal from Washington are signs that a smaller deficit cut is on the cards, and that some of it may be achieved with smoke and mirrors.

It is also notable that the economic

arguments against spending cuts and tax increases are beginning to surface with some ferocity.

There are clearly dangers in raising taxes, or cutting spending, of going into an economic slowdown. The higher taxes will generally reduce disposable income and consumer spending power at a time when confidence has already been hit by the crash. This could in turn weaken the fiscal base of the economy in that tax revenues sink in hard times.

Indeed, under such circumstances it might seem wise to follow Keynesian advice and raise public spending rather than cut it. In preparation for any coming recession it does not seem wise to chop away at agricultural subsidies, student grants and even defence as the budget negotiators are preparing to do.

But given market psychology there

seems little choice. Inaction now will be seen as a leadership vacuum and failure to work on the US budget will almost certainly mean an end to the Louvre Accord on economic co-operation between the Group of Seven industrial countries, threatened by the dollar's steep decline. Such a failure would generate great instability in exchange rates and in financial markets generally.

Indeed, there must be questions as to whether the minimum cuts of \$23 billion (about R46 billion) required by the Gramm-Rudman Hollings balanced budget act — will prove enough. The markets know that even if the White House and congressional negotiators do nothing this minimum package of cuts will happen anyway under the automatic sequester process on November 20.

But the budget deficit is forecast to widen to about \$180 billion this fiscal year from \$148.6 billion in the year that ended in September. So for the markets to be impressed, negotiators will probably have to come up with much deeper cuts than the \$23-billion required by law and with details of a long term programme.

This makes it all the more imperative that the budget savings proposed are genuine. Asset sales, such as the BP privatisation issue in Britain, can only be counted on during strong bull markets.

Similarly, the kind of tax increases included in the budget package have to be watched closely. A tax increase is seen as symbolically essential if only to demonstrate Reagan's good faith. — Sapa

Seifsa report spells out huge job losses

HEAVY retrenchments resulted in 124 000 jobs being lost in the metal industries between November 1981 and February this year.

Employers do not expect job opportunities to increase much during the remainder of this year.

According to the recently-published mid-year review of the Steel and Engineering Industries Federation of South Africa, employment in metals

has stabilised at about 330 000 workers.

For the economy as a whole, predictions of a growth rate of three or more percent for this year proved too optimistic and most economists have revised their forecasts down to two percent or less. The recovery of the

latter half of 1986 faltered in 1987.

And production in the metal and engineering industries has been particularly slow to improve. This is not surprising these industries are involved in supplying heavy capital goods and real levels of fixed investment in new factories and machines have been declining this year.

The level of manufacturing production for South African industry as a whole was 3.3 percent higher in the first half of this year than in the same period in 1986. But the metal and engineering industries lagged behind production volumes were no higher in the first half of this year than they were last year.

Figures for the second quarter of this year were, however, better than in the first.

But Seifsa's analysts do expect some improvement. 47 percent of the companies they surveyed in the first half of this year reported higher levels of new orders.

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Social control aiding mine safety

By Teigue Payne

Managerial control in the underground mine workplace is changing from a system of racial despotism to one of bureaucratic control, according to a report to the Mine Safety and Health Congress held in Johannesburg last week.

A paper, presented to

the congress by two re-

searchers of the Sociology Department of the Witwatersrand, Mr J Leger and Mr M Muthibeli, concludes that since 1984 there has been a relatively fast change in safety management underground.

New practices and rules have curbed the earlier arbitrary actions and instructions of the white miner — actions which, according to black miners, had frequently led to neglect of safety precautions.

RESULTS

The two researchers undertook one study in 1984, and compared the results with those of a similar study done early this year.

In yet another study by Mr Leger, it was argued that conflict in the relations between black miners and their supervisors had, led to the neglect of safety precau-

tions.

The researchers say that in the United States control of a despotic and arbitrary nature has been shown to be counterproductive and a source of worker unrest.

Bureaucratic control, with company rules as the basis for control, does not have this effect.

According to findings of a Chamber of Mines researcher in 1974, the onus for perceiving warnings of danger underground was primarily with supervisory people — team leaders and above.

In that research, it was concluded that ground fall accidents (which account for slightly more than half of all gold mine fatalities) were generally preceded by warning signals and that many could be avoided if these signals were perceived and acted on.

The research raised the question of why the

signals were not acted on or were under-estimated.

The summation of the 1974 study of Leger and Muthibeli was that usually the stope worker would report a warning signal to the team leader, who might take action himself.

Sometimes the matter would be reported to the white miner, but often the white miner ignored the warning because he wanted production.

Most team leaders interviewed were dissatisfied with the white miner's inspections and most workers were dissatisfied with the action taken generally.

INSPECTION

Regulations applying to the Mines and Works Act provide for inspection and withdrawal of workers from a workplace when a worker complains of danger.

However, in practice, if workers were unwilling

to enter workplaces which they considered unsafe, they were often charged or dismissed.

The researchers say that there has been phenomenal growth of the black National Union of Mineworkers (NUM) since its formation in 1982 and that the union has consistently argued that members should refuse to undertake dangerous work.

NUM has particularly pursued its members' interests related to safety.

In the 1987 study, 66 percent of workers interviewed said unionisation had brought improvements to the safety situation.

Generally, a much higher proportion of workers were happier with actions taken by team leaders and white miners when danger signals were reported.

There was more willingness to listen to worker reports of danger sig-

nals and to withdraw them from the affected areas.

In contrast to the 1984 accounts of work first, complain later, many workers commented on their superiors' performances in relation to the safety standards required by the mine rules.

The researchers say that their results were limited to a relatively small sample at unionised mines.

SIGNIFICANT

They say new forms of social control in the workplace should be significant in shaping the situations within which accidents occur.

"The prevention of rockfalls and rockburst accidents is not merely a matter of technical developments and engineering control, but also a sociological question of how work is controlled," they say.

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Trying to clear the record

Fate seems to have singled out Gencor for disaster. As it is, there are doubts about the safety record of SA's mines as a whole — and Gencor in particular. Following after the tragic accident at its St Helena gold mine, which claimed 62 lives, the company's Kinross mine management will soon be in the dock for last September's disaster. It was the worst in South African mining history, and claimed the lives of 177 miners, with 200 injured.

Charges by the Government Mining Engineer (GME) include culpable homicide, plus various transgressions of the Mines and Works Act at Kinross. And in April a methane explosion at Gencor's Ermelo colliery killed 34 miners.

Full of contrition, the company has, not surprisingly, been soul-searching under this uncomfortable confluence of events.

Accidents will, of course, happen. And a distinction needs to be made between the normal run of industrial mishaps (a hand caught in a machine, say), which make up about 80% of accidents, and "force of nature" ones, such as pressure bursts. Further, as the Chamber of Mines always points out, South African gold mining conditions are uniquely hazardous because of the depths plumbed (research is now concerned with improving conditions four km below the surface), hardness of rock, narrow seams, heat and pressure.

In the wake of the Kinross and St Helena disasters, the mining industry and the unionised labour force are aware as never before of safety requirements. Tragedy is not simply being shrugged off.

However, the problem is that neither the Kinross nor St Helena disasters seem to have much to do with depth and related conditions. Indeed, such questions "are to an extent overplayed — other factors come into play," concedes Steve Ellis, Gencor's executive director (mining).

The explosion at St Helena appears to have resulted from methane ignition. The National Union of Mineworkers (NUM) points out that the GME noted in a recent loss control report that he has found more methane in the gold mines around Welkom than in SA's collieries. Precautions should therefore have been taken, says NUM safety officer Hazy Sibanyoni.

Methane, Sibanyoni notes, can be detected and eliminated. Therefore the accident was preventable, he maintains, adding that perhaps the company's "attitude" to safety is questionable — a charge that may, in the popular mind, look sustainable given Gencor's run of disasters. But the company is sincerely "distressed by this severe setback."

After Kinross, Gencor executive chairman Derek Keys said last year "We owe it to the living to critically re-examine our existing procedures and materials throughout the group with a view to ensuring as far as humanly possible that such a tragic occurrence — on any scale — cannot occur again."

To Sibanyoni, who reiterates the union's charge that Gencor mines are "death-traps," it seems as though the company is simply "not learning from the major accidents that have occurred at its mines."

The charge is emphatically denied by Gencor. Ellis tells the *FM* that since Kinross the company has been taking a "major new look" at safety on all its mines, and is trying to establish whether the two accidents were mere coincidence or not. While details of the matters are *sub judice*, he does believe they were coincidences "to a large extent," and amount to statistical warps in an otherwise improving record. By last November, for example, when Gencor's Unicef and Stilfontein won in their respective classes the chamber's quarterly safety competition, Gencor had won it 53 times out of the 105 times it had been held.

Ellis also points to the "human factor," explaining that "sometimes individuals don't take advice further down the line." This ties in with the chamber's observation that "within the framework of the Mines and

GETTING SAFER

Works Act the actual methods used by each mine to promote safety are the responsibility of the mine manager, and safety and loss control organisation can therefore vary considerably from mine to mine."

Ellis says the company's mines "are to a certain extent" using the various latest technological advances, such as methanometers developed by the chamber. However, "none of our mines is fully equipped to detect methane on a total system" basis, although within a mine there are such instruments. "Whether they are fully equipped or not is debatable," he admits.

At the beginning of the year, Ellis established safety review teams which visit, for a week at a time, all Gencor mines to "investigate a new way of thinking safety." This innovation, says Ellis, is based on the premise that "accidents are avoidable." Before the St Helena explosion, he set up a new department of health and safety which has been consolidated into the mining division. The motto Ellis is trying to instil in Gencor staff is "Danger lurks until I have ensured that it is safe."

The chamber, whose member mines represent 90% of SA's mining industry and employ 700 000 workers who last year produced R28,9 billion of metals and minerals, points to a "very considerable" reduction in fatalities and injuries in the last 10 years as a result of the industry's efforts to improve safety (see chart).

Because of the particularly hazardous conditions of South African gold mining, the chamber says, comparing death and accident rates with other countries is not realistic. A comparison with colliery safety levels elsewhere can be made. SA's record in coal mining safety lags behind West Germany and the UK, though it is much better than the US's — even though it has a higher rate of intrinsically safer open-cast mines (About the Soviet Union's mining experiences the world knows precious little.)

Chamber spokesman Reinoud Boers maintains that safety has always been a top priority of the industry. "In fact, (it) does not see safety as being distinct from the production process, but as an integral part thereof, and it is official policy that in the case of conflict, safety will receive prior consideration. Each fatality is cause for concern and each incident is carefully examined to find ways of preventing similar events from recurring."

But for the Kinross disaster, last year's fatality rate for gold mines would have been the lowest in their history, at 0,95 per thou-

Compared with mining overseas (collieries)

Country	Number of employees	Fatalities	Fatality rate per 1 000 at work pa	Period
USA	171 000	83	0,485*	1986
West Germany	170 000	43	0,24	1986
Britain	154 800	27	0,18	July 1985 - June 1986
South Africa	72 453	24	0,33	1986

* Preliminary statistics

Death and reportable injury rates

Per 1 000 employees in service per annum (1977-1986)

Year	Death rates per 1 000 pa			Reportable injury rates per 1 000 pa		
	Gold	Coal	Others	Gold	Coal	Others
1977	1,41	1,32	0,73	47,56	29,69	21,19
1978	1,48	1,08	0,55	47,47	21,64	20,28
1979	1,28	1,11	0,67	42,66	14,98	17,62
1980	1,32	0,94	0,47	37,66	12,46	12,80
1981	1,26	1,06	0,60	32,42	11,61	11,64
1982	1,25	0,99	0,65	32,00	8,66	8,33
1983	1,30	1,40	0,27	29,93	8,97	9,79
1984	1,18	0,67	0,38	27,06	7,81	9,22
1985	1,03	0,63	0,38	25,08	7,06	10,75
1986	1,28	0,33	0,37	21,29	6,79	9,22
1987*	1,02					

* Six months January to June 1987
Source: Chamber of Mines

sand Kinross pushed the rate up to 1,28 per thousand people in service — the highest since 1983. This year, again, the rate (1,02) for gold mines for the first six months indicated a downward trend — until St Helena.

The chamber also says the reduction in casualties must be seen in the light of the considerable increase in mining production over the past 10 years. Between 1975 and 1985 production on all South African coal mines increased by an average 8,9% a year in terms of tons per production worker per month, to 325,4 t/worker/month. Chamber gold mines have increased production by 35% from 1977 to 1986, or from 97 Mt to 130,6 Mt.

The reason that accident rates at collieries are significantly lower compared to the gold mines is due largely to mechanisation, according to the chamber. However, the potential for increased mechanisation on gold mines is limited because of the depths worked, the hardest and most abrasive rock encountered in this type of mining, and the narrowness of ore bodies. Safety is also affected by the scale and labour intensiveness of the operation. However, says the chamber, better organisation, management and discipline have led to a "breakthrough" in gold mining safety, particularly regarding injuries. Various technological improvements by chamber researchers have also had an impact.

The chamber's Mine Safety Division is engaged in various areas such as implementing the Mine Safety Management System, education and training, and a number of safety competitions.

On a macro-scale, says the chamber, the

gold mining industry spends some R1,6 billion a year on a number of areas that intrinsically involve safety. This amounts to 34% of last year's total working profits after tax. The money is spent on support for underground workings, R650m, environment control, R720m, training, R200m, research, R42m, and protective clothing, R10m.

Developing new mining methods and equipment has been shown by international experience to be the most effective way of improving mining

safety, the chamber says. To this end, the chamber's Research Organisation, with a budget of R57m for this year, is the largest privately funded mining research concern in the world.

Much of the effort of a current R16m research programme is geared at changing basic mining technology and increased mechanisation in the long term — R11m/year alone is spent

tackling high rock pressure problems. Other research areas include novel underground cooling methods and various environmental improvements, extreme caution with hazardous materials (especially after Kinross), and development of self-contained self-rescuers in the event of fires and explosions. These became compulsory on collieries last year. An investigation is under way to formulate a methane emission index that will give the expected rate of emission from different coal seams.

In April the chamber presented draft regulations to the GME on worker-union participation in mine safety. These make provision for "the statutory appointment of safety officers, the designation of safety representatives and the constitution of safety committees."

The NUM, says Sibanyoni, is not quite happy with the chamber's draft regulations.

Sibanyoni says the union would prefer to have its own "democratically elected" representatives on such committees, with the legal right, as in the UK and US, to close down any section of the mine thought to be unsafe.

Current worker participation on the chamber's Prevention of Accidents Committee, the union feels, is at a rather "technical level, and too removed from what happens on the ground." In any case, the union feels the GME tends to look at things through the eyes of the mines' loss control officers.

Whatever the case, the will certainly exists on the part of Gencor and the chamber to improve things. No one benefits from tragedy — and suggestions that anyone does, in the "interests" of increased production or simple neglect, are false and irresponsible. ■

The mines' safety measures increase, but so do fatalities

THE fatality rate on gold and coal mines has risen over the last two years.

"We appear to have reached an impasse in our drive for greater safety," said Chamber of Mines vice-president CT Fenton recently while opening a Mine Health and Safety Congress.

The congress, the largest and most comprehensive of its kind ever held in South Africa, dealt with ways to break through the impasse. Under discussion were the need for worker co-operation, technical problems of health and safety protection for mine-workers and engineering the mines to prevent heat, noise, rockbursts, explosions and fires underground.

The 550 delegates included executive directors of mining corporations, mine managers and senior officials as well as mine medical officers, academics, personnel managers and foremen.

The congress came in the context of recent trade union initiatives on health and safety issues and the high public profile of the big mine disasters of the last four years: at Hlobane Colliery in 1983, where 68 miners died, at Middelbult Colliery in 1985 (30 deaths), the world's worst gold mine disaster at Kinross last year, where 177 miners died and the Ermelo Colliery this year (34 deaths).

According to Fenton, the overall annual fatality rate for all Chamber of Mines members for the first nine months of this year was 1,29 per thousand workers — no improvement on the rate in the same period last year. He said he hoped the congress would help counter a situation which was of considerable concern.

Fenton said a number of developments would have a beneficial effect on mine safety: the chamber's recent resignation from the International Safety Rating Council and the introduction of its own mine safety management system, for example, research developments and statutory changes.

"Measures to improve safety do not necessarily increase overall operating costs," he said, "since they often result in higher productivity."

A conference on mine safety probes why deaths have risen despite tighter safety measures

Weekly Mail Reporter

Health and safety would become central issues in the industrial relations arena, said Chamber of Mines research director Dr Horst Wagner. "Unavoidable accidents will focus the public eye on the industry," he said, arguing it was essential that the mines adopt a long-term safety strategy, going beyond "the pure management approach" to address all aspects of health and safety.

Three basic elements needed, he said, were management, protection and engineering, but "for a safety management system to be fully effective there is a need for greater worker participation. This aspect will require considerable attention by industry"

In a paper on South African gold miners' perception of safety, Jean Leger of the Wits University Sociology of Work Project said social relations between underground workers and their supervisors around safety questions had improved over the last two years.

The arbitrary power of the white miner had come under some restraint and fewer of the workers surveyed reported being forced to work in dangerous conditions.

In another paper, Leger and HS Eisner, a retired director of the UK Health and Safety Executive, attributed the bad accident rate of South African mines compared with Europe and America to two factors — the relative inexperience of underground supervisory staff and the inadequacy of the mines inspectorate.

One way in which the government mining engineer, GP Badenhorst, intends to overcome the shortage of inspectors is through changes in legislation, which he announced at the congress, providing for the appointment of safety officers and safety representatives to evaluate and monitor safety standards, report and investigate accidents.

W/ Mail
4-10/12/87

Poison Gases Kills

34 in mine

McGuis
10/14/02
212

The Argus Correspondent

Na S. Do Bl Do Do Ea Na S. Mi Na Wo Na S. S. S. H

JOHANNESBURG. — At least 34 miners died and 16 were injured in a methane gas explosion which ripped through the Ermelo Mine in the Eastern Transvaal.

Employees claim that 18 miners are missing but this has been denied by a Gencor spokesman.

Last night's blast was the worst mine accident since the Kinross mine disaster in September, and the second methane gas explosion this week.

On Tuesday, 16 people were injured at Sasol's Bospesspruit colliery at Secunda in the Eastern Transvaal in what was also believed to be a methane gas explosion.

The accident was announced by the mine owners, Transvaal Coal Corporation, a part of the Gencor group, this morning, nearly 12 hours after the accident happened.

The names of three of the dead have been released. They are a fitter, Mr Abel Erasmus, 28, an electrician, Mr Petrus Pieterse, 24, and Mr Andre Veldsman.

Pregnant wife

The names of the other victims — all black miners — will be announced as soon as their relatives have been notified.

Mr Pieterse is survived by his pregnant wife Mr Erasmus is survived by his wife and two children.

Proto teams brought the last of the bodies to the surface this morning.

A spokesman for the Ermelo Provincial Hospital confirmed the injured had been admitted, but would give no further details.

Seriously injured

Twelve of the seriously injured men were ferried by three ambulances from the Ermelo Hospital to the Chamber of Mines Hospital in Johannesburg, Gencor said.

Gencor spokesman, Mr Harry Hill, said the company had no more information on the accident and would release details as they became available.

In its initial statement announcing the accident, Gencor said the miners had apparently been overcome by carbon monoxide fumes after a methane gas explosion about 110m underground in the Tafelkop area of the mine, 27km from Ermelo.

The rest of the 700 night-shift employees returned to the surface safely. The mine employs 2 500 workers.

In September, 177 miners were killed by toxic fumes after an underground fire at the Kinross Gold Mine.

10/4/82

Coal mine disaster claims 34 lives

JOHANNESBURG— The accident at Ermelo Mines which left 34 coal miners dead and 16 injured yesterday was "suspected" to have involved methane gas, but the cause was still under investigation, Gencor, owners of the mine, said today

In their latest statement management said it was also not yet certain to what extent the mine's "self-rescue apparatus" had been used

In an earlier statement they said the miners had been "overcome by carbon monoxide fumes following a methane gas explosion".

While the scene of the accident has been cleared of noxious fumes, normal operations have not been fully resumed

The accident occurred at about 6.15pm All the bodies were brought to the surface early today

Sixteen injured miners had been admitted to hospital, and 10 of those in the Ermelo Hospital were reported to be in a satisfactory condition The other six were transferred to the Rand Mutual Hospital in Johannesburg and details on their condition were not immediately available

Three of the victims, whose next of kin have been informed, were named as Mr Abel Erasmus, 28, Mr Petrus Pieterse, 24, and Mr Andre Veltman, 32.

The names of 31 black miners who died are being withheld until their next of kin have been notified

In reacting today the National Union of Mineworkers said methane gas explosions were caused by human error and there was no evidence to indicate otherwise.

NUM general secretary Mr Cyril Ramaphosa said 11 miners died at the same mine in 1982.

EMB Times 11/4/87 212

Lightning theory in death-mine explosion

Own Correspondent

JOHANNESBURG — The gas explosion in an Ermelo coal mine which killed 34 men and injured 16 may have been caused by an electrical storm, according to a senior management official of the owners.

The Gencor Coal Division chief executive, Mr Graham Thompson, said yesterday it was suspected that the explosion had been caused by a methane-gas explosion and may have been sparked by an electrical storm which hit the area on Thursday night.

He said this would only be positively known once an investigation had been completed. The investigation could not begin until ventilation systems in the affected part of the mine had been restored.

Asked how a methane-gas explosion could have occurred, Mr Thompson said under all normal circumstances methane gas, which is always emitted in coal mines, cannot accumulate to an extent where it becomes inflammable. The Mines and Works Act regulations specify a large

number of procedures designed to prevent such accidents.

Mr Thompson said no open flames were used in the mine and electrical fittings were insulated. However there had been incidents in the Ermelo area where methane has been ignited during an electrical storm. On those occasions nobody had been injured or killed.

"Electricity may be conducted along pipes or cables. But this phenomenon has never been satisfactorily explained despite intensive research by the CSIR and others," he said.

He said mines in the area had lightning warning devices.

Mr Thompson also said that "the possibility of human error cannot be ruled out".

The National Union of Mineworkers will meet on Monday to discuss further responses to the explosion.

The deaths and injuries were caused by the inhalation of carbon monoxide fumes.

The general-secretary of the union, Mr Cyril Ramaphosa, said yesterday the agenda would include discussions on the possi-

bility of calling for a day of mourning in the industry.

In the aftermath of last September's Kinross disaster up to 300 000 miners stayed away from work for a day.

Mr Ramaphosa accused Ermelo and Kinross owners Gencor of becoming the "butchers" of the mining industry. He said there had been a resurgence of methane-gas explosions. He said four had happened since 1982, including one at Ermelo that year in which 11 men had died.

He accused the mining industry of failing to learn from past mistakes.

Pointing out that no inquiry had yet been held into the Kinross disaster, and that the government mining engineer seemed unwilling to hold one, he said his union would agitate for timeous inquiries into all mining accidents.

He also said that almost all such explosions throughout the world were the results of human errors.

The chairman of the Trans-Natal Coal Corporation, Mr Steve Ellis, sent a message to the next-of-kin of the dead saying "My colleagues and I are distressed and

grieved at (the) event which has resulted in the loss of life of valued fellow workers. We share in your sense of shock and loss."

Asked to respond to Mr Ramaphosa's statement about Gencor, Mr Ellis said "We are deeply grieved at the tragic loss of fellow workers and do not propose to respond to such tasteless allegations."

The names of three miners, whose next of kin have been informed, were given. They are Mr Abel Erasmus, 28, a fitter, who was married with two children, Mr Petrus Pieterse, 24, an electrician, whose wife is expecting their first child, and Mr Andre Veltman, 32, a miner.

The names of 31 other miners are being withheld until their next of kin have been notified.

□ Picture — Page 5

2/2

THE key question about Thursday's mine disaster at Ermelo Colliery is: How could a methane gas explosion — if that is in fact what it was — have occurred?

Gencor coal division CE Graham Thompson said it was suspected the explosion had been caused by a methane gas explosion. He said the explosion could have been sparked by an electrical storm that hit the area on Thursday evening.

However, this would be determined only through the investigation that could not begin until ventilation systems in the affected part of the mine had been re-stored some time this week.

Asked how a methane gas explosion could have occurred, Thompson said under all normal circumstances methane gas, which was always emitted in coal mines, could not accumulate to an extent where it became inflammable. The Mines and Works Act regulations specified a large number of procedures designed to prevent such accidents.

The gas was usually dispersed by the mine's ventilation system. Also, levels of gas were constantly monitored during

Ermelo blast causes a puzzle

ALAN FINE

operations.

Thompson said: "Before an explosion occurs something has to ignite the gas. No open flames are supposed to be used, and electrical fittings are insulated."

However, there had been a number of incidents in the Ermelo area where methane had been ignited during an electrical storm. On those occasions nobody had been injured or killed.

"Electricity may be conducted along pipes or cables. But this phenomenon has never been satisfactorily explained despite intensive research by the CSIR and others."

Thompson said mines in the area had lightning warning devices to warn management when lightning strikes came particularly close. When that occurred, additional vigilance had to be exercised.

Miners 'were within reach of safety kits'

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SMR
14/4/87

By Rob Nuttall

The 36 Ermelo miners who suffocated after a methane gas explosion on Thursday, died within 30 m of a cache of self-rescue emergency breathing kits, according to the mine's chief executive.

As an investigating team waits for the go-ahead to enter the area where the explosion took place, widespread concern is being expressed about safety standards in South African mines

But TransNatal Coal Corporation managing director Mr Graham Thompson says the Ermelo Mine's safety record has improved dramatically during the past three years — and says a voluntary decision by the mine to install self-rescue kits last June probably saved many lives in last week's accident

It became compulsory for mines to equip themselves with self-rescue kits at the beginning of this year

Mr Thompson said "The self-rescuers are cached at strategic positions underground, but never more than 20 m to 30 m away from any miner. We reckon there were 170 miners in the area affected by the blast. Of those, about 50 were in the immediate vicinity of the explosion, and the rest in ventilation areas which became contamin-

Seven die, three hurt in third mine accident this week

By Glen Elsas

Seven miners were killed and three were injured in a groundfall on level 106 at the Cooke Three shaft of the Randfontein Estates Gold Mine at about 10.30 am yesterday.

The groundfall — the third mining accident in South Africa in one week — occurred 860 m below the surface when 10 machine operators were drilling holes to enforce the support in an underground workshop excavation.

The bodies of the seven who were killed were all recovered yesterday. The three survivors suffered various injuries including arm lacerations, leg injuries and contusion of the back and pelvis.

Last Thursday 34 miners were

ated. It is our belief that the majority escaped because they got to the self-rescuers."

Mr Thompson said mine officials were doing a thorough analysis to establish how many men reached their self-rescuers and used them to escape the deadly carbon monoxide fumes caused after the explosion, how many reached their kits but did not put them on, and how many put them on but did not activate them.

He said the cause of the explosion would be investigated tomorrow or on Thursday. The proto teams had made the affected area safe enough for inspection, but the Government Mining Engineer had ordered that nobody other than the proto teams enter the area unless accompanied by his staff.

Reacting to criticism about the presence of methane gas in the mine, Mr Thompson said methane gas should be swept away by the ventilation system. "But it can go undetected between inspections, it can be released into the air by rock falls, or it can be released during controlled collapses.

"Even then there is no immediate problem unless you have a spark, and that can be caused by faulty electrical equipment or even by falling rock.

"We do not believe it was caused by faulty electrical equipment in this case. However, we have ordered that no mobile electrical equipment be moved until it has been examined and tested."

The Ermelo Mine had a fatality free operation during 1986, Mr Thompson said.

Mr David Gaynor, technical adviser at the Chamber of Mines, said he believed sufficient safety precautions could be taken to prevent major mining accidents. "But at the same time, it must be remembered that the human factor plays a vital role. You can have all the safety equipment and the highest safety standards possible, but if at the end of the line a man who must translate that into action slips up, your effort is wasted."

He said figures showed that last year fatalities in South African coal mines stood at 0,33/1 000. This was not as good as the record in Britain, but comparable to United States mines.

Mr Gaynor said there was a great commitment to safety among mine managers. Safety was an integral part of mining production and it was generally accepted that it was counterproductive not to introduce necessary safety systems.

Reborn bites tourist

Man with toy gun

NUM plans ~~USA~~ court action to force ^{W/Mail} 16-23/4/87 mine inquiry ^(2/2)

By PHILLIP VAN NIEKERK

THE death of 34 miners in a methane gas explosion at Gencor's Ermelo mine last week has further added to the dramatic increase during the Eighties in the number of South African miners dying in gas explosions

In a week in which four mine accidents have cost the lives of a number of workers, the National Union of Mineworkers (NUM) has questioned the Government Mining Engineer's commitment to establishing the cause of the disasters.

In one specific instance, NUM general secretary Cyril Ramaphosa said that the NUM would be taking the GME to the Supreme Court to insist that an inquiry be held in terms of the Mines and Works Act into last year's Kinross disaster where 160 workers died.

A prosecution has been instituted against Kinross mine management, thus doing away with the need for a full-scale investigation in which the NUM could put Gencor and the mining industry in the dock for their safety performance

At the last major inquiry into a mine disaster — the methane explosion at Hlobane which killed 68 workers — a crack NUM team of legal and safety experts severely embarrassed mine management

Ramaphosa pointed out that there had been no inquiry yet into the methane blast at Sasol's Middelbult colliery near Secunda which cost the lives of 30 workers more than 18 months ago.

The failure to hold an inquiry into the Middelbult disaster is particularly disturbing, given the increase in the number of methane explosions in the past few years.

Jean Leger, a University of the Witwatersrand researcher and mine safety expert, said 42 workers had died in gas explosions during the Seventies compared to 170 since 1981

These have included an explosion at the same Ermelo mine in 1982, where 11 workers were killed, as well as the Hlobane and Middelbult disasters

He said this startling increase could be linked to increased production but that ironically it occurred at the same time as an overall decrease in the number of fatalities on coal mines.

Ramaphosa said it was "most disturbing" that the GME — who was supposed to investigate the cause of disasters — had neglected to hold inquiries for three years

FURTHER proof of the groups confidence in the market is a record of R9.3 million

ECONOMIC GROWTH - 200%

ATTACHED

Gencor developing self-rescuer units for mines

By Teigue Payne

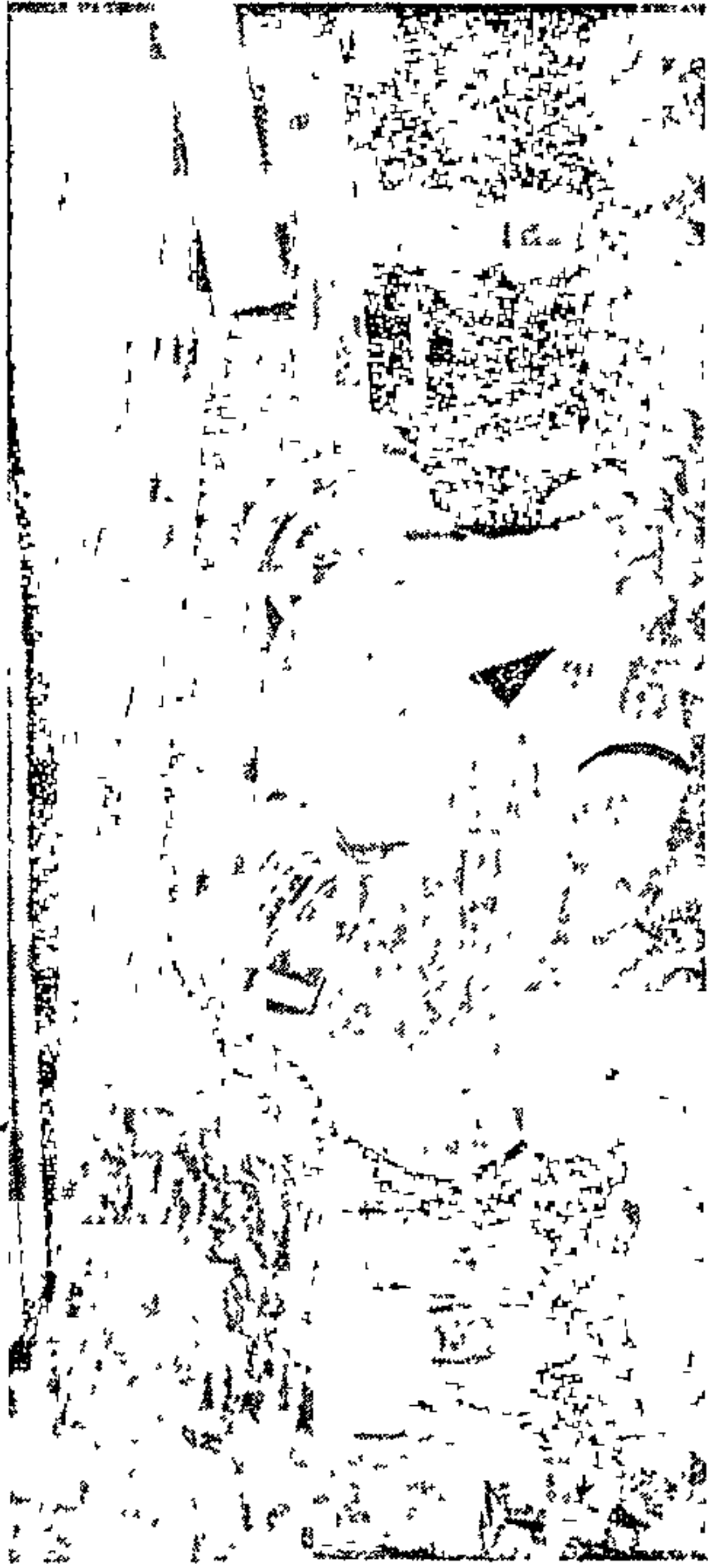
It is estimated that the new legal requirements for greater mine safety, especially in the form of self-rescue units, will cost the mining industry over two billion rand over the next few years. But the development may result in the establishment of a multi-million rand industry to manufacture the units.

The self-rescuer units provide oxygen for workers for a minimum 30 minutes to allow them to escape disaster situations. Originally, the units were to have been introduced by the end of 1985, but because of research and production constrictions, the programme had to be delayed.

Now, the programme is that by the end of this year, all people (including visitors) proceeding underground on coal mines will have to carry the units, and mines will have to apply to all gold mines by the end of 1988, and to all other mines by the end of 1989.

Concerned about safety and health, and in anticipation of the regulations, Gencor in 1985 trained and equipped all underground workers on two of its coal mines, Usutu and Ermelo Mine Services, with units imported from the United States. To date, these two Gencor mines are still the only mines in South Africa using the units.

With the extended deadline drawing close, three imported brands of the self-rescuer units have now been, or are about to be, approved for use on South African mines. However, Gencor's early concern for safety prompted two of its engineers, Dr Con Fauconier, group senior manager technical services, and Harry Rose, group environmental engineer, to investigate local



The compact self-rescuer unit fits snugly to the miner's body and does not impede his movements.

Picture: Chamber of Mines.

Since he estimates that up to 500 000 of the units would eventually be required by the industry, the savings to the mining industry could be enormous.

The benefits in savings in forex, and creation of employment in what could become a multi million rand industry, are obvious. A considerable export market could be tapped because, all experts concur, the South African units are being watched overseas, and if they are successful in practice, would be used there.

Background to this is that self-rescuer units used in the United States and elsewhere were too heavy. They were not carried by miners, and, during disasters, were generally not picked up or used.

The South African regulations seek to limit the weight of the units so that they can

be carried on the miner's belt - a reduction which can only be brought about by miniaturising the unit and cutting the amount of chemical used to produce the oxygen necessary for escape.

The units of the three companies which have so far been approved for use in South Africa - Dragar and MSA from West Germany and Fenzy from France - all weigh around two kilograms. Mr Rose says, however, that the Gencor unit will be closer to one kilogram. This vital mass saving has been achieved, he says, through improving the chemistry of the unit and the materials used.

If Gencor succeeds in producing a practical unit at this weight and cost, the imported units will obviously face very stiff competition. However, the importers are sceptical of Gencor's claims.

They say their three competing research teams have worked for three years on the project and their companies have a combined background of 200 years in the field.

They say it is reported that Gencor has spent R5 million in its research into the units. While they admit that this is a massive commitment for one company, they say it cannot match the input of their teams.

Mr Roly Nyman, technical manager of PMIE Systems, which supplies Dragar units, says in the unlikely event that Gencor has in fact produced a unique system which will work in the rugged conditions underground, it will in any case take at least another year to undergo the stringent testing required and place the unit on the market. Meanwhile the imported units already have approval and are on the market.

Handwritten notes and signatures at the bottom right of the page, including a date '14/3/87' and a circled number '212'.

~~1/18/87~~ B/day 18/3/87 (2/2)

Toxic gases: a potential killer



BURNING wood produces carbon monoxide and carbon dioxide — and toxic gases like these are potential killers underground.

A recent Council for Scientific Research (CSIR) National Building Research Institute survey on behalf of Hickson Timber Preservation, indicates that treating wood with fire-retardant sees a significant lessening of this danger.

The investigation compared the carbon monoxide content of combustion gases in normal timber with that of timber treated with fire retardants.

Two formulations were compared with untreated samples — Pyrolith MA (high sulphate content) and Pyrolith KJ (equal phosphate and sulphate ratios)

The survey involved the burning of samples under controlled conditions and the analyses of combustion gases.

Both untreated samples flamed immediately when exposed to an identical radiant heat intensity of 25kW/m² and continued to flame for about four to five minutes, at which stage they were practically consumed. Treated samples showed only limited flaming and flamed sporadically for about five to six minutes with samples almost fully charred, but not consumed.

Both Pyrolith-treated samples performed significantly better than untreated timber when it came to the release of carbon monoxide gases.

NUM calls for change in favour of human life

WHILE there has been some improvement in mine safety, the National Union of Mineworkers (NUM) safety officer Hazy Sibanyoni says there has been little general improvement.

Sibanyoni's comment refers to mine management attitudes, which he says are still biased towards production rather than human life.

Sibanyoni indicates that instead of mine safety being regarded as essential to preserve human life, it is instead thought of as a way of decreasing production and increasing production.

Sibanyoni would like to see the emphasis shift from production towards human life.

He says it is essential to involve workers in any safety programme.

The NUM has proposed the appointment of safety stewards among workers. Their task, Sibanyoni says, would be to advise management when safety standards were not being met.

He also suggests the stewards should have the power to withdraw workers from an area they consider unsafe.

Chamber of Mines technical adviser, David Gaynor, agrees greater worker involvement is needed, but says safety stewards are not the answer.

Gaynor points out there are many different unions operating on the mines, and the appointment of such stewards would be difficult.

Manager of the Chamber's safety division, Anthony Gill, says the process of involving workers in mine safety is already well underway.

Gill says team leaders have a real role to play in project teams addressing particular problems, and that workers are already sitting in on loss control meetings.

Five-star safety

A change in policy is due with regard to the International Safety Rating (ISR) programme, Gill says. This programme is administered by the CM and is not essentially a competition between mines, but more a management operating procedure.

Mines are scored on a star-system, grading their safety level, with a five-star ceiling.

"It has been a weakness in the past there has been no worker participation in the programme on a formal basis. This will change and the contribution made to the programme by workers will be placed on a formal footing," says Gill.

Gaynor believes the single greatest factor affecting a mine's safety record is the attitude of the mine management.

"If the manager has a commitment to safety then the mines record will soon show an improvement. This is the prime factor which we must strive to achieve, we cannot condone poor safety measures.

"The various competitions run by the CM play an important role in increasing management awareness of safety. In addition, the managers' associations are totally involved in safety.

"They provide us with the feedback we need, telling us where we can help, if there are additional safety programmes and courses we should be developing, as well as encouraging their own membership to think about safety," says Gaynor.

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Num backs A-Gs move on Gencor gold mine 2/2

THE National Union of Mineworkers yesterday endorsed the Attorney-General's decision to prosecute the management of Gencor's Kinross gold Mine but said an official inquiry was needed to raise broader safety issues involved.

"The union accepts that the criminal prosecution is the forum for determining the guilt or otherwise of the mine's management. However, there are wider safety issues involved in the Kinross accident that need to be canvassed and debated in a public forum," said Num's safety officer, Mr Hazy Sibanyoni.

He said the Government's mining engineer should call an inquiry into the cause of the accident in terms of Section 5 of the Mines and Works Act as soon as possible.

"The union further hopes that the decision to institute criminal pro-

ceedings will in no way be used to relieve the mines inspectorate of its obligation to hold an inquiry — a forum the union believes will help to unravel all the facts of the accidents."

Health and safety

The union believed a commission of inquiry should be appointed to investigate questions of health and safety in the mining industry.

Mr Sibanyoni noted proceedings have not yet started in a case involving the death of 30 people in an accident at Middlebult Colliery even though a decision has been made to prosecute the mine's management.

"Delays in the prosecution and enquiries do not promote the cause of safety in the industry," he said. — Sapa.

w/maill 11-17/3/88 (2/2)

The Kinross blaze may not have claimed its last victim

THE underground fire that killed 177 workers at the Kinross Gold Mine in September 1986 may not have claimed its last victims.

Workers who survived the disaster may lose 10 to 15 years of their lives because of damage to their lungs caused by gases from the flaming polyurethane in the tunnel where the fire started

A preliminary survey of the effects of the fire on the health of workers who survived the accident, conducted by the Health and Safety Department of the National Union of Mineworkers (NUM), has found that a significant number of the survivors may develop emphysema-type diseases.

Concerned by the results of the survey, unique in that it was administered by workers from Kinross themselves, the NUM has demanded that a full-scale survey of the effects of the fire on workers' health be conducted and financed by Gencor, owners of the mine.

Dr Dennis Rubel, who works in the NUM's Health and Safety Department, told the *Weekly Mail* the survey was conducted in November and December last year on 192 workers out of 334 hospitalised for more than two days after the fire

Five teams of workers from the mine volunteered for training to measure the ability of survivors' lungs to function; procedures included height/weight questionnaires and measurements of lung capacity on a peak flow metre.

The results were collated and, says Rubel, "it was found that a significant number of those who spent two days and more in-hospital had low chest performance measured on peak flow metre, as compared with those who spent a shorter time in hospital.

"This seems to suggest that workers who inhaled more gas spent more time in hospital and a year after the disaster had indications of poorer

A medical survey commissioned by the mine union reveals that a significant number of Kinross disaster survivors suffer from lung diseases. EDDIE KOCH reports

chest function"

He said the results were cause for alarm as medical literature on the effects of iso-cyanate gas given off by burning polyurethane indicated that, apart from immediate death by asphyxiation, it can cause emphysema-type diseases.

"If it is true we are picking up pathology after one year, then it could mean the whole sample will show fall-off after 15 or 20 years."

The union is also worried that its survey missed workers who may have retired to their rural homes because they are already suffering the effects of damaged lungs

"These men could die in remote areas without ever being diagnosed as having a disease that qualifies them for compensation," says Rubel "And those that do manage to get compensation will, under the present system, walk away with about R2 000 — for a disease that could cost them 15 years of their life."

This amounts to one-tenth of the compensation that a white miner with the same condition would get.

"It is for this reason that the NUM has demanded a survey of the health of all workers at Kinross which will involve full spirometry and other more sophisticated techniques for measuring lung function," says Rubel. "Any worker found to be suffering from disease as the result of the fire should qualify to claim increased compensation from the disaster fund set up by Gencor for the families of Kinross victims"

The results of such a survey could

be used to back civil claims for damages, depending on the outcome of the court case in which Kinross officials are being charged for negligence in using polyurethane as lining for underground tunnels despite well-known evidence of its dangers

The union has also demanded the right from Gencor to explain its study and to discuss the implications of exposure to iso-cyanate gas at a mass meeting of the Kinross workers.

Asked to comment on the survey, a spokesman for the Kinross mine said "A written agreement was entered in 1987 between Kinross management and the NUM that a lung study would be conducted under the auspices of the Medical Bureau for Occupational Diseases (MBOD). Subsequently Kinross management was informed by the NUM that they had conducted a preliminary investigation into the health of a few of the employees who had worked at Number Two shaft at Kinross. The NUM had not involved either Kinross or the MBOD in this.

"Discussions between Kinross and the NUM are currently proceeding in order to get the agreed study started as soon as possible.

"Kinross management wishes to reiterate its desire for an unbiased study to be completed as fully as possible and will provide all the assistance necessary."

Rubel says a major lesson from the survey is that NUM safety stewards "can and should be involved in assessing the effects of accident preventive procedures on the mines. We can no longer stand by and accept management arguments that such work can only be carried out by experts.

"Our survey and the demands around it will also fuel the union's determination to fight for a compensation system that adequately compensates workers who are the victims of mine accidents."

Kinross trial ends: judgment next week

By Therese Anders
Highveld Bureau

WITBANK — A former senior Gencor official yesterday denied in the Witbank Magistrate's Court having given the group's ventilation engineer Mr Henry Rose a mandate in 1981 to tell the general manager of Kinross Mine to take out the underground foam.

Mr Carl Ronald Netscher — who at the time was the group's chief consulting engineer — said it would have been impossible for him to give Mr Rose that instruction as Mr Rose was a consultant and not a line manager.

"The whole line of authority does not work like that," said Mr Netscher.

He added "I can't fathom out why he (Mr Rose) would have said that."

In earlier evidence, Mr Rose had said that Mr Netscher had given a verbal instruction for the underground polyurethane foam to be taken out

after Mr Rose had alerted Mr Netscher in a letter to the material's dangers.

In previous evidence Mr Rose said he had passed on the instruction to Kinross's general manager, but it was never carried out.

Mr Netscher was giving evidence on the 16th and last day of the Kinross Mine disaster case.

Seven Gencor employees have pleaded not guilty to culpable homicide and 13 alternative charges under the Mines and Works Act or mining regulations.

The accused are Mr John Henry James Burke, a director of Kinross Mines Limited, Mr Jacobus Egnasius Olivier, general manager at the time of the accident, subordinate manager Mr Daniel Johannes Bothma, underground manager Mr Johannes Albertus Louw, Mr Donovan John Browne, Mr Thomas Joseph Coombe and Mr Frederick Christoffel Viviers.

Mr Burke is representing Kinross Mines Limited. The others are charged in their professional and private capacities.

A total of 177 men died in the Kinross fire on September 16, 1986.

On Wednesday the State dropped several charges against the accused. The defence team then applied — unsuccessfully — for the accused to be discharged on most of the other charges.

In his judgment on the application, magistrate Mr J.V.R. Pietersen said the court found it "most astounding" that the research done by a British mining safety expert, Dr Eisner, had not resulted in the immediate banning of polyurethane for underground mining use in South Africa.

Defence witness Mr Herbert Nadeau, an American fire science and polyurethane expert brought to South Africa by Gencor for the case said he believed that if the mine had been supplied with fire retardant polyisocyanurate, as it had ordered, instead of pure polyurethane, then the disaster may not have occurred, and if it had, there would have been less loss of life.

Judgment will be given on March 24.

12/10/86

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SUNTIMES

By Udo Rypstra

Kinross spurs work safety

THE Kinross mining disaster, which is going to cost the insurance industry R5-million in material and consequential losses, and the State Accident Fund another fortune to compensate the injured and dependants of the 177 dead, has spurred at least two more organisations into action.

First, the National Occupational Safety Association of South Africa (Nosa), which has declared 1987 the Year of Occupational Safety, and intends starting a publicity drive to get the small-business sector more involved in occupational safety and health practices.

Secondly, the country's largest insurance broking group, Priceforbes Federale Volkas (PFV), has called on companies with questionable occupational safety and health records to clean up their act.

Safest

More prosecutions for violations of the statutory provisions of the Machinery and Occupational Safety Act (Mosact) can be expected, PFV has warned.

Apart from opencast mines such as Foskor and Rossing Uranium, which are among the world's safest, Nosa has no "jurisdiction"

over underground mines, and has so far refused to comment on safety programmes run by the safety division of the Chamber of Mines.

But being involved with only 6 000 of South Africa's estimated 37 000 registered factories — effectively covering most of the South African labour force — Nosa is obviously concerned about South Africa's international reputation as a safe working environment.

Insurance spokesmen say that foreign reinsurers, who have suffered major losses from their South African involvement during recent years, are now also looking at occupational safety factors as result of the Kinross disaster.

Ironically, the South African industry in general is one of the safest in the world,

with only 2% of the workforce being injured annually. This compares with 3,4% for the US, 6,3% for Canada and 10% for Australia.

Australia has recently adopted Nosa's safety programmes on a nationwide scale to bring its injury frequency rate down.

Nosa managing director Bunny Matthysen says that, with 300 000 people suffering a disabling injury in South Africa every year, there is no room for complacency. He is particularly worried about small industrial concerns which his organisation cannot reach on a person-to-person basis because of the manpower this would require.

Regulations

"Big industry has set the example, but there are still a lot of small businesses around breaking the rules," he says.

Ian Douglas, chairman of PFV's specialist company, Corporate Risk Management (CRM), agrees, but adds that it is the promulgation of new regulations which is making it difficult for the average businessman to keep track of developments.

He confirms that an increase in prosecutions is taking place in South Africa with summonses for minor transgressions of some of the more obscure regulations.

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TUESDAY

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Ventilation changes due at Kinross after disaster

VENTILATION changes involving capital spending on shaft sinking are likely at Kinross mine where 177 men were killed by noxious fumes during an underground fire last month.

Better ventilation will be obtained with the sinking of another surface shaft which Gencor was considering for production reasons before the disaster.

Increased development is taking place in the higher-grade northern sector of the lease area and Gencor says that eventually, a new shaft will have to be sunk to exploit this area fully.

In an examination of the ventilation network after the disaster, London stockbrokers James Capel say the noxious fumes emanating

ADAM PAYNE

from the fire on September 16 were swept down No 2 Shaft by the ventilation flow, which incasts along 15 level from No 1 Shaft. No 1 and No 2 shafts are about 3,9 km apart.

Below the 15 level connection, there is no second exit at No 2 Shaft other than via the reef horizon. No 2 Shaft is a bratticed shaft, hoisting rock for transfer on 15 level.

Capel says: "Although the 4 000 tons a day production at No 2 Shaft has been restored, we are certain that Gencor and the Mining Inspectorate will now be looking closely at the ventilation

"It may well be decided that a separate ventilation district is required to exploit the reef below 15

Level Planners must focus on a new surface shaft for Kinross to alleviate the problems associated with No 2 Shaft

"The new shaft, designated No 3 Shaft, may well be positioned outside the existing north-west boundary of the lease area. While an increase in capital spending will be incurred, such an announcement would help to calm the tense situation and could provide incremental tonnage at Kinross at an earlier date than might otherwise have been expected."

A borehole in the north-west of the lease area recently gave results ranging up to a satisfactory 1 506cm (10,8 g/t at a stoping width of 140cm) and Kinross also extended its prospecting rights in the area

Mines to spend R1,6-bn on safety

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The gold mining industry is to spend, on a macro scale, about R1,6 billion on safety and safety-related activities this year, said the President of the Chamber of Mines, Mr Peter Gush last night.

Addressing the annual meeting of the Association of Mine Managers, Mr Gush said

Pointing out that this was equivalent to 34 per cent of total working profits after tax Mr Gush itemised some of the areas in which the money would be spent. They included:

- "Support of underground workings R650 million;
- "Environmental control: R720 million,
- "Training: R200 million,
- "Clothing: R10 million,
- "Research (short and long-term implementation): R42 million.

Mr Gush pointed out that the Chamber of Mines Research Organisation, with a total budget this year of R55 million is the largest privately-funded mining research establishment in the world.

He added that the mining industry is embarking on a programme to introduce self-rescue equipment underground at a cost of more than R1 billion.

"Dr Horst Wagner, head of the Chamber's Research Organisation, points out that international mining experience shows that the development of new mining methods and equipment is the most effective approach to improving safety in underground mines.

"In this regard it is interesting to look at the history of safety in other mining industries. The British coal industry is a good example and shows that while or when it was labour intensive the fatality rate was comparable to what ours is now — despite our severe physical conditions. It was only when large scale mechanisation took

place that their fatality rate dropped significantly.

"The experience in our South African coal industry — where mechanisation has been significant — is very similar.

"Our breakthrough in safety in the gold mines has, however, come through better organisational management and discipline and the downward trend has been encouraging. But following the results in coal the Chamber's research programme is also very much aimed at improving gold mining technology.

RESEARCH

"At present about R16 million is spent on research which has a long-term impact on the mining industry and in particular, safety. Much of this effort is devoted to changing basic mining technology and increasing the level of mechanisation," Mr Gush said.

"In addition about R11 million a year is spent on research aimed at overcoming the problems caused by the high rock pressures which exist in the very deep South African gold mines by way of better mine design and better mine support systems.

"A further R5 million a year is spent on improving environmental conditions in deep mines.

"Other research in this area is aimed at overcoming the physiological effects of heat and noise and most importantly we are, post-Kinross, investigating the risks associated with the use of various materials in mines through the newly formed hazardous materials unit.

"There are other projects in the pipeline including a review of the role and functions of the Prevention of Accidents Committee and a more formal system of worker representation in safety at the work place as well as at industry level." — Sapa

Research of R46, 7m to help upgrade industry

LAST year the Chamber of Mines (CM) spent R467m on research — of which R36m was related to health and safety work.

And, after the Kinross disaster, the CM's Research Organisation established a small unit to examine the use and risk factor of various materials used in mines.

With a staff of more than 200 professionals, the CM's Research Organisation is well placed to conduct fundamental research, leaving mining houses free to concentrate on more applied research.

Overseas findings and regulations are presently being investigated. Materials under the spotlight include polyurethane — which recently came to the fore — but virtually any combustible substance is hazardous underground. Nearly all substances produce carbon dioxide and carbon monoxide when

burning. The CM Research Organisation's director-general, Dr Horst Wagner says it is in the process of building an underground fire tunnel, which will provide a near-to-reality testing situation. It is hoped the tunnel will be complete by next April.

Deep mine workings require large amounts of chilled water to cool the naturally hot environment. To prevent water heating while being transported, pipes are insulated. The snag is that insulation material is inflammable.

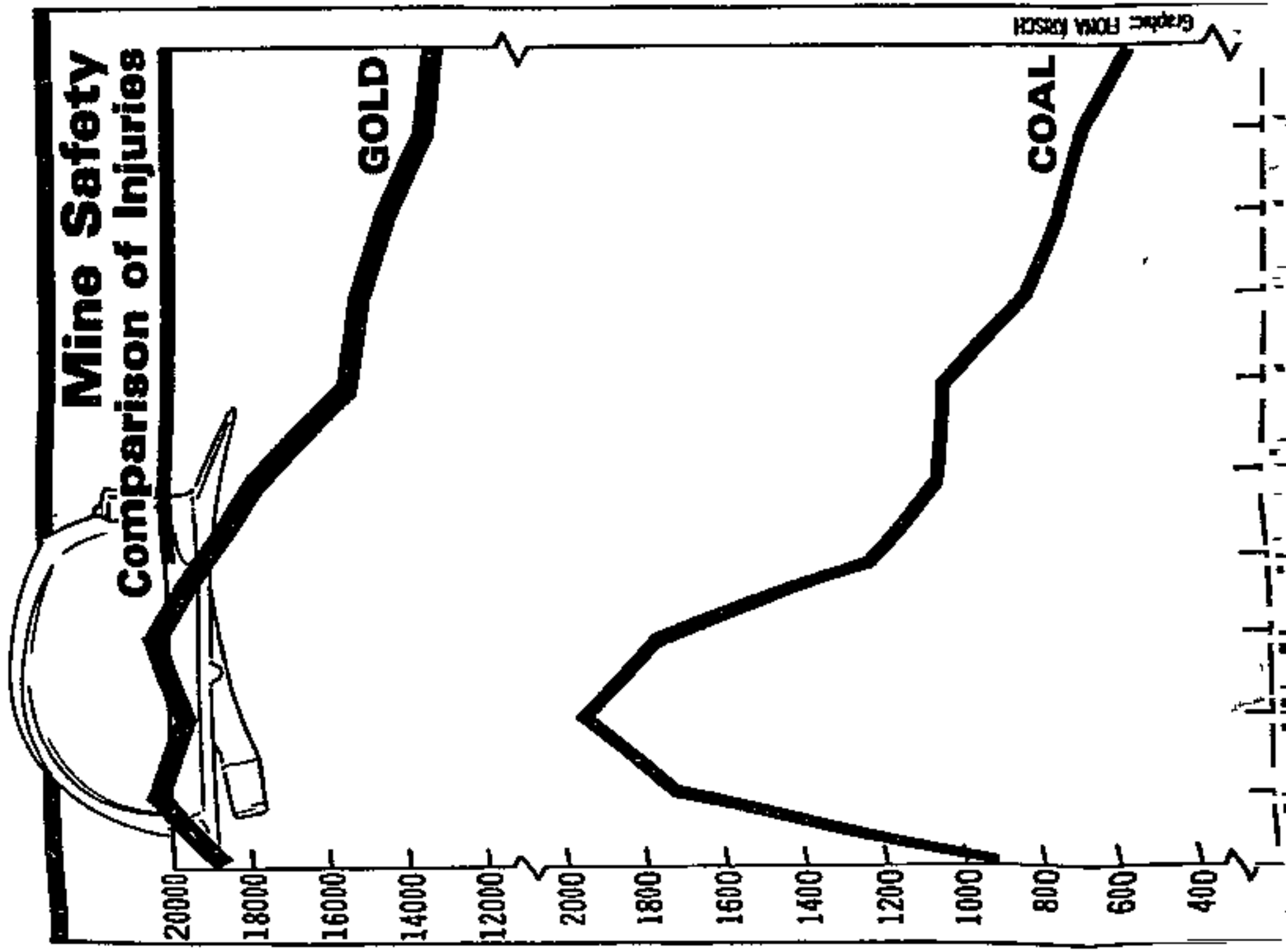
To reduce risk, fire breaks are established — but the more fire breaks, the more the water heats. It is the balance between the number of fire breaks and the heat gained in these non-insulated sections — and insulation materials used — that Wagner's team is

examining. The tunnel will also help assess potential hazardous timber props. Here, danger is related to the size of the timber pack and its spacing. The closer the packs, the easier the fire can spread. Various methods of treating timber are also being examined.

Huge seismic networks cover most SA mines. These help locate where a rock fall or pressure burst has taken place. In advance of this, the CM has a project that is being conducted in co-operation with a mine to predict events before they occur, consisting of a sophisticated sensor device, which can register minute sounds in the rock — called rock talk.

Sensor data obtained is fed through a computer and build-up of micro-seismic activity can be ascertained.

Figures show fewer injuries



THE SA mining industry has an improving safety record as a whole.

Deaths in the coal mining sector fell from 0,43/1 000 employees in 1985 to 0,33/1 000 in 1986. The industry has set itself a target of 0,25/1 000 for 1987.

Gold mining has a far higher accident rate than the coal industry, as conditions are considerably more hazardous.

Deaths in the gold mining industry were up to 1,28/1 000 in 1986 from 1,03/1 000 in 1985. However, industry members say this was due to the Kinross disaster, and if Kinross figures were taken out of the 1986 total the rate would drop to 0,95/1 000.

The trend for both fatalities and injuries is on the decline within both the gold and coal mining industries.

The mining industry is spending increased amounts to upgrade safety standards. New regulations, which will make the wearing of self-rescuers compulsory for anyone going underground, are being hailed as a major step forward.

Self-rescuers (self-contained breathing units) are expected to cost the industry about R450m. The figure could rise to R1bn if the cost of safety bays is included.

And US figures indicate replacement costs for self-rescuers damaged during the

Mine safety improves — but Kinross inhibits 1986 figures

Written by
ANDREW GILLINGHAM

tions under which the miner has to travel. And Jones believes the the biggest challenge will be training.

"If the miner doesn't know how to use the unit, it won't save his life. Most of the suppliers are providing training for the initial installation.

"However, the training will need reinforcing and only experience will tell just how often this will need to be done," he says.

Jones says MSA will be moving into local manufacture of the units as soon as the market has stabilised and the company is able to accurately determine demand.

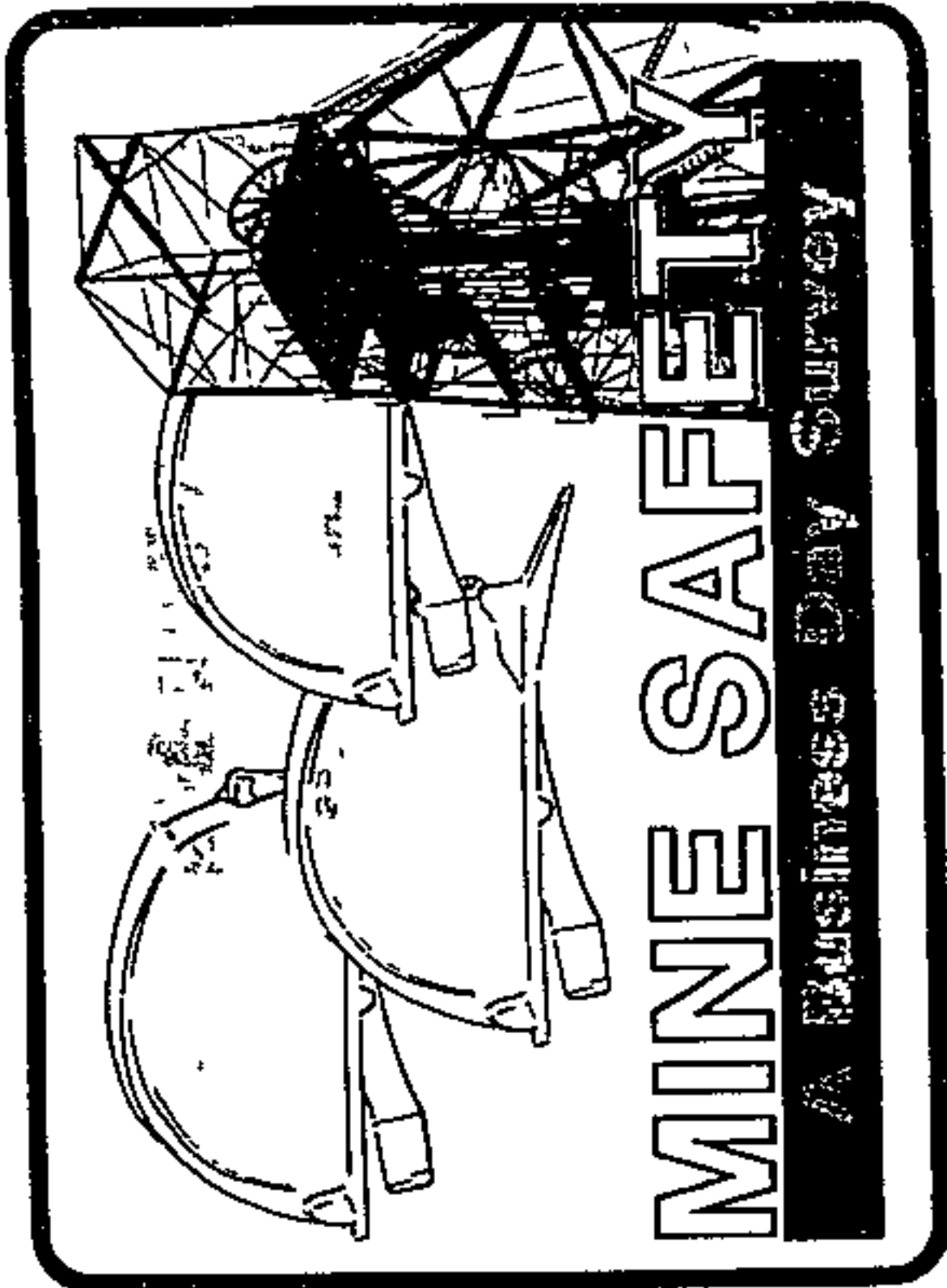
The cost of safety to the industry is difficult to quantify in global terms, as there are many areas not directly related to safety, but which have an impact on it.

One example is timber packs used as props in the mines.

Many mines choose timber treated with fire retardants — used to support the mine workings and commonly regarded as a cost of production.

Yet treating timber cuts risks of both fire and toxic gases and therefore increases safety.

Similarly, many other safety costs are difficult to separate from the overall costs of mining operations.



Fire: the major danger

FIRE is a major danger in any industry, but particularly so in mining. The industry estimates expenditure on fire protection in excess of R25m each year.

Danger points include surface electrical switching gear, timber yards, computer rooms, underground drilling and welding areas.

Throughout a mine there is a network of smoke detectors. Fixed systems are used in special areas that will flood the area with CO₂, halon 1301 gas, dry chemical powder or foam, depending on the risk.

Most mine working areas cannot be protected with fixed installations, and the first line of defence is portable extinguishers. Some mines have as many as 3 500 portable extinguishers underground.

Chubb Fire Security MD, Robert Dickerson, says: "These units are only useful for putting out small fires. If the fire gets too large, workers must be evacuated and proto teams called in. If the fire becomes too deeply rooted, the area might have to be sealed off. Some fires, particularly in coal mines, can burn for months."

MINE safety is a subject of both debate and criticism. Detractors suggest SA mines are not as safe as they could be and that they do not measure up to world standards.

Two University of the Witwatersrand Department of Business Economics lecturers, Americans Michael Polonsky and Hugh High, are addressing this question through ongoing research, analysing trends in the gold and coal mines of SA between 1975 and 1985, using data supplied by the Chamber of Mines's "Death and Injury Tables".

Gold mining industry injuries during this period have been falling. Deaths, on the other hand, show no particular pattern. The trend is an injuries decline at a rate of 785,64/year from a high of 20 664 in 1978. A similar trend analysis for deaths in gold mines gives statistically insufficient results.

There appears to be no relationship over the years between deaths and injuries.

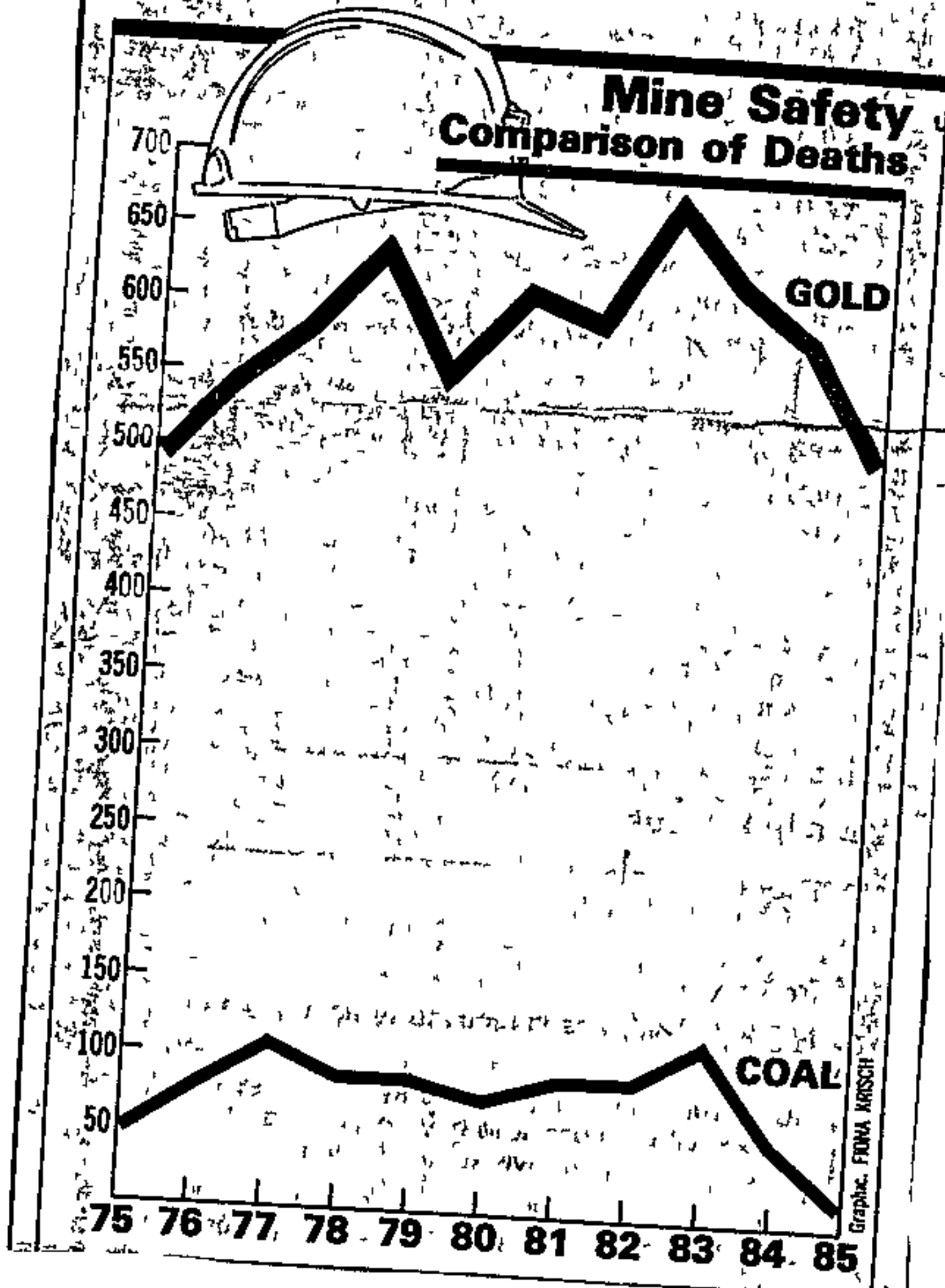
The coal industry also shows a declining injuries trend. Coal mines death figures are not as high as gold mine death figures. The trend line for injuries implies a fall of 109,34/year from a base of 1 960 in 1977. If statistics for deaths in the coal industry are forced to fit a trend line they show a decrease, but this should not be taken as being a real trend.

Comparison between the gold and coal mining industries shows there has been a decline in the number of injuries in both. The gold industry injury level has declined more rapidly, simply due to the fact it employs more people.

The death rate on both types of mines has varied through time. This implies it is not easy to control deaths due to accidents.

The mines implement safety programs that reduce the general injury rate. Thus major accidents do not greatly affect the over-all rate.

Deaths, on the other hand, are most often caused by major accidents. Thus, the only way to lower the death rate is to lower the number of major accidents, and it is more difficult to prevent major accidents than to prevent injuries.



8 500 die in SA mines over a decade

2/2

11/9/87

The biggest mining disaster in South African history happened in January 1960 when 438 miners died after being trapped alive 200 m below ground at the Coalbrook coal mine

Rescue teams battled for two weeks to reach the trapped men, sinking boreholes and microphones in vain

Last year, 800 workers died on mines in South Africa — 702 on gold mines.

The toll for coal mines was 66, while the rest — 32 — died on other mines

The total deaths on mines in 1985 was 706.

Between 1973 and 1983, more than 8 500 miners died in mine accidents, government statistics show.

In a mine disaster at the beginning of the century, 152 workers drowned in a flood in a South African mine.

An accident at Buffelsfontein gold mine in 1969 left 60 dead and three years later, 427 men were killed at the Wankie Colliery in what was then Rhodesia

EXPLOSION

Blyvooruitzicht gold mine lost 32 men in 1977 in a single disaster, 41 died in an underground fire at the Vaal Reefs gold mine in 1978 and 31 men lost their lives in a lift cage fall at the same mine in 1980.

A methane gas explosion at the Hlobane Colliery in 1983 claimed the lives of 69 people.

In another methane explosion, at Secunda's Middelbult colliery in August 1985, 30 workers were killed and 29 injured, while 17 men were killed and 22 injured in a rock fall at the ERPM gold mine near Boksburg a month later.

In 1985, the Chamber of Mines announced a new low fatality rate for mines, with the rate of coal mines less than half that of gold mines (0,42 per 1 000 miners for coal mines compared to 1,03 in gold mines).

105
206
11/9/87

KINROSS

But last September, 177 miners died in an underground fire in the Kinross mine disaster.

This pushed the official gold mine fatality rate for 1986 up to 1,28 per 1 000 workers. The rate for coal mines dropped further to 0,33/1 000

At Ermelo Mines in April, 34 miners were killed and 16 injured in a methane gas explosion

The biggest mining disaster this century happened in China in 1942 when 1 572 people died in a coal dust explosion at the Honkeiko coal mine

Also abroad, 452 people were killed in a methane gas explosion in the Japanese coal mine Mitsui Muke near the port of Umuta, Kyushu, in 1963 and 93 died in a similar way on the island of Hokkaido in 1981.

In 1979, a South Korean coal mine was swept by fire, killing 42 people.

27/3/88
Issues
Impala
Tribes
Impala

Tribes

Legal proceedings have been instituted in the Botswana Supreme Court against the South African controlled mine, Impala Platinum, by the Bafokeng tribe

The tribe is beneficial owner of part of the land Impala is working

President Lucas Mangope, registered owner of the land and trustee on behalf of the Bafokeng, is being cited as a co-respondent, along with his government and the Registrar-General of Deeds

The action has arisen out of a dispute over demands by the Bafokeng tribe that Impala Platinum furnish "certain information of a confidential nature" on the company's mining operations, the company said in a statement yesterday

The statement says the Bafokeng claim they are entitled to receive the information in terms of a cession agreement between the company and President Mangope, who is, since independence, the registered owner

One of the accused fined R50

Kinross disaster: Seven acquitted

By Therese Anders, Highveld Bureau

WITBANK — Seven Gencor employees were acquitted in the Witbank Regional Court yesterday, of culpable homicide and related charges arising out of the Kinross Mine disaster in 1986 in which 177 men died.

However, one of the accused, miner Frederick Christoffel Vivers, was found guilty of two contraventions under the Mines and Works Act — failing to test for gas and failing to get written permission before doing welding work underground

The magistrate, Mr J V R Pieterse, said the State had failed to prove that the accused could have reasonably foreseen the "catastrophic situation" that occurred after a defective acetylene tank set fire to a foam wall underground.

He said Kinross Mine had been misled into believing that fire-retardant polyisocyanurate foam — which it had contracted for — had been supplied, when in fact the more flammable polyurethane had been installed

DANGER NOT PROVED

It had not been proved that polyisocyanurate, if it had been used, would have constituted a danger.

At the time of the installation in 1981, fears had been expressed about the safety of using the foam underground as there had been a mining disaster overseas after foam lining had caught alight

Mr Pieterse said Kinross Mine "did not rest on its laurels".

Tests had been conducted from samples, and re-

suits had given no reason for concern

He said in the absence of evidence to the contrary the court accepted that it was not known that the foam would behave differently in an underground environment than in tests done on surface.

In acquitting the accused on alternative charges under the Mines and Works Act and under Mining Regulations, Mr Pieterse said the State had not convinced the court beyond a reasonable doubt that the means available within relatively easy reach were not adequate in normal circumstances.

RELATIVELY SAFE

There was no basis for believing that a fire extinguisher was an essential piece of equipment to have immediately at hand in the relatively safe circumstances that were believed to exist at the time

There had been at least 400 m of hose pipe near the scene of the fire with a water source of sufficient quantity and pressure only 170 m away.

There was no evidence that there would have been any undue delay in getting water to deal with any foreseeable emergency, Mr Pieterse said.

In mitigation, Mr Henne de Vos said Mr Vivers had suffered torment as a result of his role. He and his wife had received threatening telephone calls and his children had been taunted that their father was a murderer

He had been subject to so much hostility underground that the mine had to stop him working there at one stage. Mr Pieterse fined Mr Vivers R50 on each of the two charges of contravening the Mines and Works Act

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