

MINING — LABOUR

1989

JANUARY —

JULY

Big layoff at West Rand Cons

WEST Rand Consolidated Mines announced on Friday its workforce would be further reduced because of diminishing ore reserves and increased production costs

About 450 miners were laid off in December, representing 11% of the mine's workforce.

West Rand Cons MD Johan Janse van Rensburg said the mine was seeking ministerial consent to retrench more

than the permitted 20% of its labour force

Efforts would be made to find alternative employment for the retrenched employees, and management would consult with employees and their representative bodies before retrenchment commenced. The NUM could not be reached for comment last night.

CHARLOTTE MATHEWS

(211)

8 Day

3/11/87

SA among leaders in mine safety

B/Dan 9/1/89

211

BRONWYN ADAMS

SA BECAME one of the first countries where the appointment of a fulltime safety officer on every mine or works was a statutory requirement, the National Occupational Safety Association (Nosa) said at the weekend.

The requirement for the appointment of at least one safety officer on every mine was stipulated in the amended Mines and Works Act last September.

A National Union of Mineworkers (NUM) representative said the legislation represented a step backwards as it failed to acknowledge the part played by trade unions in safety. She said under the current legislation workers had no right to negotiate safety issues, inspect or monitor locations or have access to

information on safety

She said the law pretended unions did not exist which meant it was not possible for disputes over safety to be worked out within the law. This made for an unsatisfactory situation as far as industrial relations was concerned.

Convention

She said safety officers would be appointed by management and thus not represent workers as was the case overseas.

The Nosa statement said it was devoting much of its time to the training of such officials. To date, 4 359 candi-

dates had completed the Safety Management Training Course.

A national convention organised by Nosa is to be held in the World Trade Centre adjacent to Jan Smuts Airport on May 18-19. At least 2 000 delegates were expected to attend the event, which would be the largest held in the Southern Hemisphere.

The NUM representative said the union had received an invitation to the convention and would be attending. The NUM had been asked to talk on the function of the safety officer but would present a paper on worker representation on the issue of safety and the law.

The Chamber of Mines was unavailable for comment.

January 1989

Police reject union charge

By Mike Siluma, Labour Reporter

The police have rejected an accusation by the National Union of Mineworkers (NUM) that they had handled investigations into last October's Western Deep Levels accident in a "sloppy manner"

The NUM last week accused the SAP of failing to submit a report on their investigations, leading to the postponement of a preliminary hearing into the accident. Proceedings have been set down for February 27.

Reacting to the NUM statement, the SAP public relations division said the NUM statement was "yet another unwarranted and uncalled for propaganda attack on the SA Police. As in the case of all mine accidents, the inquests/accidents are investigated by the Inspector of Mines in terms of Sec-

tion 5 of Act 27/1956 (Mines and Works Act 1956)

"Had the NUM approached the police before their statement to the media, they could have established that the allegations against the SA Police are devoid of all truth"

According to the district magistrate, Mr Jeremy Jansen-van Vuuren, neither the prosecutor in the case, nor the Attorney General had been able to make a decision on the accident because "there was no evidence put before the prosecutor or the magistrate"

"The police are going to investigate the case and then put available evidence before the prosecutor who will (in consultation with the Attorney General) make a decision," said Mr Jansen-van Vuuren

January

1989

ON THE SOUTHERN TIP



**Krisjan
Lemmer**
Krisjan's Diary

YOU KNOW, I think we must thank the joint AWB/Sunday Times production team for brightening up the normally dull Christmas period. I was holidaying, as usual, in Bredasdorp. I can tell you that newspapers were in such demand that Kerneels Venter — who boycotts SATV for its "liberalism" — was seen buying a copy of the *New Nation* in the hope of getting more sordid details on the Paardekaal tryst. And Kerneels was so outraged that Onse Eugene would consort with an *Engelse blondine*, that I'm sure he's responsible for the graffiti which has appeared on Johannesburg's Jan Smuts Avenue. It reads:

"ET is only 3/4 of the man H was"

■ **MORE** bad blood between the National Union of Mineworkers and Anglo American. I'm told the management of Elandsrand Gold Mine was extremely upset when a picture of their mounted security guards appeared on the front page of the December edition of "Num News", depicting "increasing mine repression". The local union committee was called in, and in the course of discussion told management the picture had been taken on Sunday, December 18.

Soon afterwards, a pamphlet was distributed on the mine saying the picture was "a fake". Bemused miners were informed that the horse in the foreground had died at least six months before. No mention was made of how the rider was doing.

■ **DOES** South African Airways know something that we don't about the future of international sanctions? I only ask because a friend has just received SAA's (beautiful) 1989 calendar. It lists all the cities our airline flies to, including New York and Sydney.

■ **ON** the subject of the Antipodes, I must sadly dispel a myth. I'd always been told that Bles Bridges was a big seller down under, but an informant freshly back from koala country says he scoured the continent in vain for a recording of the *Noordelike* nightingale. He had wanted a cassette, though. Perhaps Bles is only available on CD.

■ **NOW** here's a juicy tidbit for all of you who've had expensive experiences with the legal fraternity. I'm told three prominent Jo'burg lawyers recently completed a book. Trouble started as it went to the printers whose name should appear first on the cover?

Well, things got so heated that a noted advocate had to be called in to arbitrate. He ruled that it should be alphabetical. His fee was not disclosed.

■ **WITHOUT** realising it, the SAP might have caused panic among a large section of South Africa's white male community. In their description of one of the men they suspect of having blown up Khotso House, these startling details are revealed: he is of "average mass" and has "normal ears". Which leaves me (with my cauliflowers) and Piet Koornhof as the only two who are beyond suspicion.

■ **THE** many among us who have spent a night or two in the care of the Transkeian police will surely appreciate this most revealing extract from Umtata's Official Tourist Guide:

POLICE

The Transkeian Police feels it is in a favourable position to brag about its fairly distributed and well scattered police stations all over the country which make it very facile for everyone in our country to contact the police in a short time from any point.

There are many police stations scattered all the way towards the Wild Coast.

■ **SEVERAL** 702 listeners have written to me perplexed by a new-found habit of newsreader Garry Edwards. They wonder if there's a politico-religious dimension to his pronunciation of the surname of that well-known Natal sociologist called Fatima. They say he calls her "Meir" — just like the late Golda. Well, Garry?

■ **ON** behalf of the Department of Wishful Thinking, I must commend the *Sunday Star* sub editor who wrote the headline, "At last, Zola lashes out at apartheid" last weekend. On what did he base his gleeful conclusion? Well, Zola had said "Even the State President, Mr PW Botha, has rejected apartheid and I hold the same view."

As Oubaas Mlan always says: There's a thin line between a Irish and a fondle.

LIFE ON THE SOUTHERN TIP, Part 39

"The address 'Whose Funeral is it Anyway?' was given by the Rev A Body at a recent conference of the Institute of Burial and Cremation Administration.

The Rev Body pleads for the families to be allowed to make their own decisions based on their needs. 'Funerals' cannot help but echo the voice of the Rev Body. If the family would prefer 'Love Me Tender', that famous Elvis Presley song, instead of 'Abide with Me', should the organist refuse to play it or should the crematorium rule it inappropriate?

"Whose Funeral is it Anyway?" is surely a question which all the professionals involved with caring for the bereaved should be asking at regular intervals."

— Funerals, Cape Town, December 1988

K. Lemmer.

January 1989

Union wage rises beat inflation

By Dick Usher
CAPE TOWN — Unionised wages, on average increased above the rate of inflation for the second half of 1988, says an analysis by the Labour Research Service

Only 24 companies gave increases below 13 percent, approximately the inflation rate. These included several where wages were already quite high

The average wage agreement was R120,66 a week for labourers

The survey covers agreements negotiated between unions and management, industrial council agreements and wage determinations.

"After a first-half increase of 22,9 percent, the second-half average of 20,6 percent is highly creditable, given poorer economic conditions, tougher bargaining and increased anti-union

activities by employers and government," the survey says

It says the inclusion of mining wage settlements at 16,5 percent contributed to the lower average increase for the second half

Only four of the companies in the survey gave increases lower than 10 percent, 90 awarded 10 to 19 percent, 59 awarded 20 to 29 percent and 18 awarded 30 to 49 percent

There were six companies where wages increased by more than 50 percent

The best increase — nearly 73 percent — was negotiated by the National Union of Mineworkers (NUM) at Cullinan Minerals

But the minimum weekly wage is still only R71,55. At Mintek, NUM negotiated a 72 percent increase to R138,46 E12

Only four companies paid labourers more than R200 a week,

72 paid less than R100 a week, 56 between R100 and R150, and 40 paid between R150 and R200. Of gazetted wages, the Cape clothing industry had the highest percentage increase, negotiated by the Garment & Allied Workers Union at 52,7 percent, bringing the minimum to R113 a week

Bottom of the log was a wage determination for rural labourers, with a 10 percent increase, raising the minimum to R55 a week

Industrial council and wage determination increases were 25,1 percent on average

But many were well over a year old, so these are not comparable with the private sector's average of 20,6 percent over a year

Only nine agreements, of those which provided figures, had a 40-hour week

NUM bid to save 2 from gallows

Star 16/1/89
By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) has launched a campaign to save two members from the gallows.

A union statement said a petition for clemency on behalf of one member, Tyelevuyo Mgedezi, would be handed to the State President, Mr P W Botha, on January 15, while an appeal would be lodged in the case of another member, Lucky Nomganga.

Mgedezi was sentenced to death following violence which broke out at Vaal Reefs Gold Mine in Orkney in February 1986. (1485) (211)

The NUM said while sentence on two counts had been reduced on appeal, Mgedezi still faced the gallows for two murder convictions.

His co-accused, Mr Solomon Nogue and Mr Paulos Tshehlane, were released in September 1988 after suc-

cessfully appealing against their death sentences.

According to the union, a petition for clemency, signed by members on all mines, would be presented to the State President.

Nomganga was sentenced to death last November in the aftermath of a fight over alleged dismissals at the Western Holdings Gold Mine in June 1987. Six workers and two white employees were killed in the violence.

Union lawyers said yesterday that, of the 16 accused, Nomganga, a union leader at the mine, was the only one given the death sentence. The union has petitioned for appeal against the sentence.

● The Commercial, Catering and Allied Workers' Union has launched a petition against the hanging of a former shop steward, William Ntombe-la,

NUM starts talks in move to end strike

Sowetan 10/11/89

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By MANDLA NDLAZI

THE National Union of Mineworkers started talks with management yesterday in an attempt to end the four-day-old strike by 250 Mintek mineworkers, according to a statement by the NUM.

The statement noted that the NUM and management met at a

conciliation board during November and December last year in an attempt to reach an agreement

Management was offering workers 7 percent wage increase with no other improved benefits and NUM

demands a 30 percent wage increase, improved maternity leave, June 16 and May 1

Ballot

The statement added "NUM proposed that since Mintek was a parastatal, it was willing

to have the issue of the wages referred to arbitration or mediation

"After a strike ballot in late December the overwhelming majority of workers voted in support of strike action" Such strike action has now been in progress for

3 days with workers assembling on company premises daily

"The offer of the company is ridiculously low and does not even compensate workers for inflation over the past year. There is also a major discrepancy since state workers have received a 15 percent increase"

Mintek strike in sixth day

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21/10/89

B/day 10/11/89

BRONWYN ADAMS

AT LEAST 250 Council for Mineral Technology (Mintek) employees out of a workforce of 280 enter the sixth day of a wage and working conditions strike today, National Union of Mineworkers general secretary Marcel Golding said yesterday.

He said the strike was declared when management and workers failed to reach any agreement after nine months of negotiation.

The NUM was demanding a 30% wage increase, May 1 and June 16 as paid holidays, transport allowance improvements and four months' maternity leave.

Mintek was offering a 7% increase. As a parastatal, management was obliged not to offer more than this, Min-

tek human resources director Danie van Vuuren said.

Golding said a 7% increase was well below the inflation rate as well as the 15% received by public servants.

He claimed further a number of salary adjustments had already occurred which had exceeded the 7% margin.

Management also offered one month paid, followed by one month unpaid, maternity leave and a guarantee of employment for the third month, Golding said.

Van Vuuren confirmed salary adjustments had been made but refused to indicate the percentages involved.

Negotiations continue today.

NUM SEEKS DISCUSSIONS ON COMPANY'S ANGLO LINKS

By Day 10/11/89

EDYTH BULBRING

THE NUM would approach Anglo American shortly to discuss the corporation's links with the head of Carletonville's CP town council which had re-implemented petty apartheid, general secretary Cyril Ramaphosa said last night.

Ramaphosa was responding to Anglo American's position regarding the corporation's contract with CP management committee chairman Koos Nel.

Nel's company, Mootuin Garden Enterprises, provides gardening services to Anglo's Western Deep Levels

Mine. An Anglo spokesman said at the weekend the corporation was concerned with the practices of local authorities and not with specific individuals serving on the local authorities.

He could not say whether the contract would be reconsidered in the light of the council's return to Verwoerdian apartheid.

Ramaphosa said it was surprising that Anglo appeared to be retaining

its contract with Nel. He said, "Anglo must merge words with deeds if it is to be believed to be the liberal organisation as is publicly projected."

NUM viewed the measures taken by the council in a serious light as it had a large membership in the area. "The municipal facilities must be made available to all communities without discrimination."

Ramaphosa warned the town would cease to exist without the labour of black mine workers — 32 000 blacks and 4 000 whites were employed by Anglo in the area.

Anglo, NUM clash over conditions

ANGLO American and the National Union of Mineworkers (NUM) are to meet on January 19 to discuss differences over conditions on the mines

Anglo industrial relations consultant Bobby Godsell said yesterday that once the two parties had signed a code on conduct, the mechanism would exist for investigating NUM's 94 allegations of assault. The problem could only be solved through joint action, he said.

NUM had not done enough to prevent violence on the mines, Godsell added.

Anglo yesterday released a statement detailing incidents of violence on its mines in a pre-emptive response to a NUM report on conditions on Anglo mines that

BRONWYN ADAMS

was initially due to be released tomorrow. A NUM representative accused Anglo of side-tracking the issue of management coercion on the mines by referring to the completely separate issue of the code of conduct. She said there was no disagreement between Anglo and the NUM on the code, and accused Anglo of negotiating through the media.

The Anglo statement said there had been 80 deaths on its mines, three arson attacks and numerous accounts of assaults and vandalism over a period of 30 months from April 1985 to September 1987.

It outlined what it described as a pattern of violence and coercive behaviour ranging from wildcat strikes, boycotts and kidnapping to public execution.

According to the NUM report, statements about good working conditions on Anglo mines were mere public relations exercises masking practices of arbitrary dismissal and disciplinary charges, physical assaults, police-style room searches and general harassment and intimidation.

Anglo mine managements are in contravention of ILO conventions, the report claims. It notes that while Anglo officials

● To Page 2

Anglo, NUM clash over conditions

attempt to distance themselves from apartheid, racial discrimination remains a central experience for workers on the mines.

The NUM report claims there has been a systematic attack by management on union structures and individual worker rights.

This, it says, resulted in increases in assaults, disciplinary charges and dismissals without the presence of shaft stewards, tighter control over worker movement, illegal searches and the sustained presence of private security forces.

Godsell took issue with what he said were the report's 94 unsubstantiated allegations of assault. He requested a full report.

● From Page 1

Jan 11/1/89

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(Reef)

(Reef)

Anglo American says the following violent incidents occurred at its mines between April 1985 and September 1987

List of violent incidents which occurred at mines

● January to April 1985 At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hoisting leads to the closure of a shaft

● February 1986 At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team leaders are murdered. The leaders are arrested and convicted, and Tyelovuyo Mgedzi is sentenced to death. Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders

● March 1986 At President Brand a senior canteen is disrupted and team leaders are intimidated

● April 1986 Inter-employee conflict at President Steyn.

● June 1986 At Western Holdings mine workers drinking in a tavern are attacked on two occasions following NUM meetings because NUM members object to fellow workers not attending the

meetings

Following wage negotiations at Ergo the Industrial Court Finds that NUM has committed a number of unfair labour practices which includes the failure to take reasonable steps to prevent acts of sabotage and damage

● July 1986 At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott

● September 1986 At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters and is forced to march around the hostel carrying the NUM flag

Employees at Western Holdings refuse to go underground and demand the re-instatement of four employees dismissed for their involvement in the murder that took place in July

● October 1986 At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplines for their involvement in the

assault of a senior black employee

A tavern is petrol-bombed and other taverns are boycotted

● November 1986 At Vaal Reefs East clashes between groups of employees over the tavern boycott result in the death of 13 employees

● December 1986 At Vaal Reefs a further 10 employees die as a consequence of these clashes

The conflict spreads to Vaal Reefs South and an additional nine employees are killed

● January 1987 A group of workers attack a cafe block at Vaal Reefs No 9 Shaft and attempt to burn it down

At President Steyn inter-employee conflicts results in 30 deaths

● February 1987 A supervisor is murdered at Vaal Reefs East

● April 1987 A tavern and a concession store are destroyed by a group of workers at Saaiplaas

NUM actions at Western Deep Levels result in the Industrial court finding that the union had

committed 16 unfair labour practices which include the failure to dissociate itself from threats of murder made by NUM officials

● June 1987 Vaal Reefs No 9 Hostel tavern is petrol-bombed

At Western Holdings eight people are killed in an incident outside the shaft offices. Consequently, a NUM shaft steward is sentenced to death and eight NUM members are convicted of murder with extenuating circumstances and receive jail sentences of up to 10 years

● August 1987 Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court (Bloemfontein) against NUM members and shaft stewards, including the NUM Shaft Committee Chairman and Branch Committee Secretary. This interdict is prompted by the kidnapping and holding hostage of four employees in the union offices at a hostel on August 12 1987

● September 1987 Seven people are killed in inter-employee conflict at New Denmark colliery

At President Brand a team leader is killed and two are seriously injured

Star 11/1/89

NUM's strike unfair, — Mintek

Labour Reporter 211

The Council for Mineral Technology (Mintek) yesterday described a five-day-old strike by members of the National Union of Mineworkers (NUM) as "substantively unfair".

Mintek's assistant director of human resources, Mr D W J van Vuuren, said most weekly wage employees — 210 out of a total complement of 822 — had been on strike since Thursday last week.

Although the strike was conducted in "a very disciplined and peaceful manner", Mintek viewed it as "substantively unfair" because the council did not have the freedom to adjust salaries and wages annually at its sole discretion.

Meetings with the union were continuing.

NUM spokesman Mr Marcel Golding said the workers, numbering more than 250, were demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

The company offered a seven percent raise.

Mr Golding said Mintek, a parastatal, was making an offer out of step with the 15 percent increase awarded public servants.

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'Whites only' war rages between Anglo and CP

By Esmaré van der Merwe, Political Reporter

The reintroduction of "whites only" signs in three municipal parks in Carletonville has led to a war of words between Anglo American Corporation, a major employer in the area, and the chairman of the town's Conservative Party-controlled management committee, Mr Koos Nel

The National Union of Mineworkers (NUM) has also entered the row, challenging Anglo to cut ties with Mr Nel who has a large business contract with an Anglo mine in the area

A spokesman for Anglo yesterday said it was considering having talks with the town council

CHALLENGED

He could not say whether the contract with Mr Nel would be reconsidered in the light of the town's return to petty apartheid. He said the Corporation would rather take up the issue with a town council than with individuals

Mr Nel lashed back and chal-

lenged Anglo to put a stop to discriminatory practices at its two mines in the area, Western Deep Levels and Elandsrand

NUM general-secretary Mr Cyril Ramaphosa said the union would approach Anglo shortly to discuss the corporation's links with Mr Nel

Anglo says:

Anglo American Corporation and its associates are committed to equal opportunity in the workplace. For this to be meaningful, it must be accompanied by a move away from racial discrimination in the communities in which employees live

The Corporation will continue to use all avenues of constructive influence to assist local authorities, irrespective of their political persuasions, to continue to move in this direction

Where local authorities appeal to the Corporation for assistance and support, the Corporation requires that such assistance and support be applied in a non-discriminatory way.

Non-racialism can only be partly effective if it is practised in a community free of racial

discrimination

The Corporation will sit down and talk with local authorities with which it has a problem. Discussions concerning Carletonville's town council's retrogressive move are about to be considered

As far as the NUM is concerned, we are more than prepared to hold discussions with the union regarding the interests of our employees

Mr Nel says:

Anglo should practise what it preaches. Discrimination is rife at the Corporation's two mines in the area, Western Deep Levels and Elandsrand

It has built a wall around the white residential area on Western Deep Levels Mine to keep the black mineworkers out

At Elandsrand, security gates have been installed for the same purpose — to prevent blacks living in the hostels from entering white residential areas

And why does Anglo not act against the Government whose policies differ enormously from its own?

The white residents of Carletonville are happy about the

measures the council has taken at three municipal parks where littering and vagrancy have been reported before. That situation has been rectified, much to the satisfaction of the residents

Carletonville's residents voted in the present council by a two-thirds majority. All the candidates stood under the official CP banner, and we have to fulfil our promises to the electorate

Anglo does not govern Carletonville, but the council is prepared to discuss the issues with Anglo

NUM says:

It is surprising that Anglo appears to be retaining its contract with Mr Koos Nel

Anglo must merge words with deeds if it is to be believed to be the liberal organisation as is publicly projected

The NUM views the measures taken by Carletonville's council in a serious light as it has a large membership in the area

The municipal facilities must be made available to all communities without discrimination.

Carletonville will cease to exist without the labour of black mineworkers

Deaths

Deaths

Funeral Notices

and the executive must

Assocom chief slams Carletonville statement

By Esmaré van der Merwe,
Political Reporter

A statement by the acting chairman of Carletonville's Chamber of Commerce and Industry, Mr Rodney Lochenberg — who said the mining town's black community "needed the kind of discipline" meted out by the Conservative Party-controlled town council — has been strongly

condemned by Assocom president Mr Sidney Matus.

Mr Lochenberg's remarks, made to The Star this week in an interview following the town council's reintroduction of "whites only" signs in three municipal parks, were "completely out of order", Mr Matus said.

He said Assocom, the umbrella organisation of all chambers of commerce and industry, was totally opposed to racial discrimination.

Mr Matus said the organisation had had talks with the CP about its apartheid policies and had urged the Government to scrap the Reservation of Separate Amenities Act.

'BARBARIC'

Mr Lochenberg told The Star earlier. "People must understand that most of the blacks here work on the mines. They come from the homelands and are still pretty barbaric."

Commenting on the town council's reintroduction of Verwoerdian apartheid, he said: "The blacks here need that kind of discipline."

Mr Lochenberg yesterday telephoned The Star to say he had meant blacks who come from the homelands were still "taamlik rou" (pretty uneducated) in matters of finance and South African laws.

Driver finds hanged man

West Rand Bureau

A 39-year old Mohlakeng man driving to Krugersdorp's Bird Park in Rant-en-Dal found the body of an unidentified man, aged about 43, who had apparently hanged himself.

A West Rand police spokesman said the man saw a white Toyota Corolla standing next to the road at 8.30 am on Tuesday.

When he investigated, the Mohlakeng man noticed someone apparently standing next to a tree. Drawing closer, he found the man had a white nylon rope round his neck. He appeared to have hanged himself.

The man who made the discovery contacted the police who are investigating.

No names have been released.

FAMILY ANNOUNCEMENTS

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Code of conduct the hub of Anglo, NUM dispute

A code of conduct proposed by the Anglo American Corporation (AAC) is threatening relations between the giant mining house and the National Union of Mine-workers (NUM). Anglo says the code would provide the most constructive mechanism by which investigations could be carried out by joint AAC/NUM committees, while the NUM accuses management of attempting to roll back gains made by the union.

Anglo says:

In its statement, Anglo says it has proposed a code of conduct which will regulate the behaviour of management, the National Union of Mine Workers (NUM) and employees, to eliminate violence. The statement says despite the existence of channels and procedures to resolve differences, violence and conflict have occurred in certain instances.

The principles of the code, it says, are to hold parties to the agreement accountable and responsible for the actions of their officials, representatives and members.

It will also ensure all steps available, individually and collectively, will be taken to ensure that all persons acted at all times in the interests of industrial peace.

Other principles of the code are:

- Parties will at all times seek to uphold and protect the individual rights of workers, including freedom of association and the individual's freedom to work either when a strike may have been called, or to take part peacefully in a lawful strike.
- Parties will not promote or support the use of unlawful actions including threats or any form of violence, coercion or intimidation. Both parties will work constantly to prevent the occurrence of any such act.
- The parties acknowledge that in the event of a lawful strike, lock-out or any other form of industrial action, management,

employees and union representatives should ensure certain facilities, such as hostels and canteens, are maintained.

NUM says:

The National Union of Mine-workers (NUM) has released the results of a survey carried out on 13 gold and nine coal mines administered by Anglo American, which, the union says "unmasks Anglo's claims to be a model of civilised labour practices".

The union said the report showed that despite the continued existence of "limited collective bargaining processes, workers were experiencing a climate of repression and control so severe that, in many respects, conditions are as bad, or even worse than in the period prior to unionisation".

"Workers question Anglo American's projected image of itself as a model for future negotiated reform in South Africa. While Anglo at both local and national level will deny its in-

attention is to destroy the NUM, it is clear the union is being restricted and repressed," the NUM said in a statement yesterday.

In the latest issue of NUM News, the NUM says the survey revealed "widespread complaints by black mineworkers" at Anglo mines. The feeling of workers, says the NUM, was that "good industrial relations ended with the 1987 strike". The union adds that at Anglo mines "the very survival of the NUM is threatened".

In an article headlined "How Anglo Rules The Mines", the NUM accuses the mining giant of practices including mass retrenchments, assaults of workers by mine security, the banning of union meetings, forcing workers to work in unsafe places, the derecognition of the NUM, barring union officials from mine premises, the proscription of "workers' songs" and housing workers in overcrowded compounds.

Tighter restrictions had allegedly also been placed on workers' movements in and out of hostels.

Star 11/1/89 (211)

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) yesterday accused Anglo American Corporation of "sidelining" the issue of worker repression by blaming workers for mine violence.

The union was reacting to a statement by Anglo, detailing incidents of violence on group mines over a 30-month period from April 1985, which claimed 80 lives.

Anglo said the step was taken after the union made allegations that management was placing unreasonable restrictions on activities

The corporation called on the NUM to accept a proposed code of conduct

Anglo is 'sidelining' issue of worker repression — NUM

drawn up by it after the 1987 strike. The code of conduct provided "the most constructive mechanism by which (the union's) unsubstantiated allegations can be investigated", said Anglo

Rejecting Anglo's stance, the NUM said Anglo was negotiating "through the press by releasing the contents of the code before a meeting planned for February"

"The issue of violence has to be seen against the larger context of apartheid. Migrant labour is a form of institutionalised violence," said the NUM

Simultaneously, the NUM released to the media the findings of a survey it carried out at 13 gold and nine coal mines administered by Anglo, titled "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression?"

The survey, the NUM said, found that control on Anglo mines had been intensified since the 1987 wage strike.

"The rights to representation won by the union prior to the strike have been systematically reduced."

Anglo's industrial relations and public affairs consultant, Mr Bobby Godsell, said "The allegations are based on statements by workers which have not been substantiated. It will be a problem to respond to some of the allegations when no time or place is given."

Mr Godsell said a full response would be given to the NUM at the meeting on January 19

● See Page 5.

Anglo refers to code of conduct

South African
11/1/87
211

ANGLO American yesterday responded to National Union of Mineworkers' allegations of "repression" by AAC by referring to a code of conduct which had been proposed to NUM.

Anglo's response follows a 178-page "research report" conducted by NUM which reveals alleged reports of "intensified repression" on the company mines

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating union members"

It also argues racism and job reservation "remain a central experience of the corporation's employees"

An Anglo Press statement — issued ahead of a Press briefing to be held the corporation yesterday — refers to a set of rules proposed by the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence".

• In the post-strike agreement signed in March 1988, both AAC and NUM, undertook to negotiate a code of conduct to achieve this purpose

Cape Times 11/1/87

Code: Anglo replies to NUM

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JOHANNESBURG — Anglo American yesterday responded to National Union of Mineworkers allegations of "repression" by referring to a code of conduct which had been proposed to NUM

Anglo's response follows a 178-page "research report" conducted by the NUM which reveals alleged reports of "intensified repression" on its mines

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating union members"

It also argues that racism and job reservation "remain a central experience of the corporation's employees"

An Anglo press statement refers to a set of rules proposed by

the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence"

"In the post-strike agreement signed in March 1988, both AAC and NUM undertook to negotiate a code of conduct to achieve this purpose"

"Towards the end of last year the Corporation proposed the wording for such a code"

"More recently NUM has accused mine management of placing unreasonable restrictions on union activities. The proposed code of conduct provides the most constructive mechanism by which these presently unsubstantiated allegations can be investigated by the joint AAC/NUM committees the code proposes to create at mine level"

"AAC believes that all workers

have the right to join or form unions of their choice and to bargain collectively and to strike peacefully," the statement said

The statement also referred to violence involving NUM members on mines from April 1985 to September 1987 where "a pattern of violence and coercive behaviour developed on mines associated with the corporation"

The proposed code of conduct has been submitted to the NUM, Anglo said

● Representatives of the NUM and officials of the Council for Mineral Technology (Mintek) were locked in talks yesterday in a bid to end a three-day-old wage strike by more than 250 workers

The NUM assistant secretary-general, Mr Marcel Golding, said the outcome of the meeting would be known today — Sapa

Argus

NUM

(21) (28)

11/89

Mine deaths: Anglo reveals the figures

EIGHTY employees of the Anglo American Corporation and associated mines lost their lives over a period of 30 months from April 1985 to September 1987 during incidents which included wildcat strikes, boycotts, kidnapping and assault.

This was revealed in a statement by the corporation in response to the National Union of Mineworkers' (NUM) allegations of repression

In a statement, the corporation said it believed that all workers had the right to join or form unions of their choice, to bargain collectively and to strike peacefully.

The events listed by the Corporation were:

● January to April 1985 At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hoisting leads to the closure of a shaft.

● February 1986 At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team

**From
The Argus
Correspondent,
Johannesburg**

leaders are murdered. The leaders are arrested and convicted, and Tyelovuyo Mgedezi is sentenced to death. Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders.

● March 1986 At President Brand a canteen is disrupted and team leaders are intimidated.

● April 1986 Inter-employee conflict at President Steyn.

● June 1986 At Western Holdings mine workers drinking in a tavern are attacked twice following NUM meetings.

● July 1986 At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott.

● September 1986 At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters.

● October 1986 At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplined for their involvement in the assault of a senior black employee. A tavern is petrol bombed.

● November 1986 At Vaal Reefs East clashes between groups of employees over the tavern boycott result in the death of 13 employees.

● December 1986 At Vaal Reefs a further 10 employees die as a consequence of these clashes.

The conflict spreads to Vaal Reefs South and an additional nine employees are killed.

● January 1987 A group of workers attack a cafe block at Vaal Reefs No 9 Shaft and attempt to burn it down.

At President Steyn inter-employee conflicts result in 30 deaths.

● February 1987 A supervisor is murdered at Vaal Reefs East.

● April 1987. A tavern and a concession store are destroyed by a group of workers at Saaiplaas.

● June 1987 Vaal Reefs No 9 hostel tavern is petrol bombed.

At Western Holdings eight people are killed in an incident, consequently, a NUM shaft steward is sentenced to death and eight other NUM members are convicted of murder.

● August 1987 Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court against NUM members and office-bearers. This follows kidnapping of four employees.

● September 1987 Seven people are killed in inter-employee conflict at New Denmark colliery.

ANGLO American, acknowledged, yesterday its mines had

Anglo admits meetings banned

B / Day 12/1/89

banned some union meetings and videotaped or recorded others, restricted union facilities and searched hostels for illegal firearms

The company was reacting to the National Union of Mineworkers' (NUM) challenge to Anglo to respond to this week's NUM report on conditions on Anglo mines

NUM spokesman Marcel Golding accused Anglo of trying to cast a smokescreen over the "real" issues of its "repressive" labour relations practises by holding a Press conference two days ago on the joint code of

BRONWYN ADAMS

conduct for Anglo mines — a matter that was not in contention.

An Anglo spokesman said some union meetings were banned or taped as management had reason to believe emotive language would be used and issues raised leading to possible violence

He said union facilities had been reduced as Anglo's laissez-faire approach had been abused

Golding challenged Anglo to respond to the report's allegation of

assaults on workers by management, together with widespread restrictions on union activities, which had resulted in the de-recognition of the NUM on at least five Anglo mines

The Anglo spokesman denied the NUM had been de-recognised

He responded to the allegations of assaults by challenging the union to provide details

Golding said the code of conduct was not in contention as the union had agreed after the 1987 strike to negotiate a code

Anglo details mine violence

ANGLO American yesterday released further information on 80 deaths and incidents of vandalism and arson documented on its mines between April 1985 and September 1987.

Anglo was elaborating on allegations detailed in its statement released at the beginning of the week as a pre-emptive response to claims made in the National Union of Mineworkers' (NUM) recent research report on conditions on Anglo mines.

No arrests had been made in connection with 10 of the incidents, which involved 62 deaths, as well four cases of arson and a kidnapping.

An Anglo representative gave the following details:

□ In September 1987, seven people were killed during inter-employee conflict at New Denmark colliery. Of the 60 people arrested, 10 were later convicted of public violence;

□ In the same month a team leader was killed and two others seriously injured at President Brand. The NUM branch chairman was convicted of culpable homicide and sentenced to three years by the Bloemfontein Supreme Court.

BRONWYN ADAMS

□ In February 1987, a supervisor was murdered at Vaal Reefs East. Ten arrests followed and the employees concerned are awaiting trial, Anglo said.

□ In July 1986, four team leaders were publicly executed after a NUM-led underground sit-in at Western Holdings. Despite the fact that the executions occurred before 2 000 people, police obtained insufficient evidence to bring charges.

Dismissal

A commission of inquiry followed, resulting in the suspension of four shaft stewards suspected by management of being involved in the incident. Their subsequent dismissal was upheld by an independent senior counsel who had been chosen by both management and the NUM.

□ A kidnapping and holding hostage of four employees in NUM offices in August 1987 at Vaal Reefs resulted in a Supreme Court interdict against shaft stewards.

The interdict was unopposed by the NUM.

□ In June 1987, eight people were killed at Western Holdings. A NUM shaft steward was sentenced to death and eight other union members were convicted of murder with extenuating circumstances.

They received jail sentences of up to 10 years each.

□ In April 1987, NUM actions at Western Deep Levels resulted in an Industrial Court finding that the union had committed 16 unfair labour practices which included its failure to dissociate itself from threats of murder made by NUM officials.

□ Following wage negotiations at Ergo in June 1986, the Industrial Court found the NUM had committed 13 unfair labour practices.

These included the NUM's failure to take reasonable steps to prevent acts of sabotage and damage, failure to ensure the maintenance of industrial peace and the failure to prevent union members from behaving in an unruly manner and from carrying weapons or damaging property.

Why the AAC restricted meetings

Anglo American Corporation outlines its reasons for imposing conditions on the holding of National Union of Mineworkers meetings on Anglo premises.

Reacting to the NUM report, an Anglo American Corporation spokesman confirmed that there had been a "general tightening up on conditions governing the holding of meetings by the union on AAC premises"

He said this had been because at a number of meetings things had been discussed in "provocative language" that had served to divide employees, sometimes violently

This was also why union meetings were video recorded and photographed

AAC felt it had the responsibility to protect all employees living and working on its premises. If the union had problems with specific actions taken it should document these in some detail, where they took place when and by whom, etc. These could be discussed jointly in terms of an agreed code of conduct

He said the NUM had only been de-recognised at the President Brand mine, after the whole branch committee was found guilty of culpable homicide and imprisoned for the killing of a team leader, following the 1987 strike. Even then, he said, the de-recognition of the committee "was not tantamount to the de-recognition of the union". The union had subsequently been recognised again at the mine

Shaft stewards had also only been de-recognised at President Brand

Allegations of victimisation of former shaft-stewards and union members, including assaults

Star 13/1/89
by superiors, were unsubstantiated and unattributed, said the spokesman. The same applied to claims that workers had been threatened with physical violence and dismissal

AAC was willing to investigate and discuss specific incidents with the NUM in accordance with an agreed code of conduct, if the union could provide details.

While it was not common practice to ban meetings, this would have been done where "management had good reason to believe that matters for discussion, and the terms in which they were to be discussed, could divide employees, possibly violently"

Denying that union office facilities were removed, the spokesman said these had, in some cases, been re-located outside hostels because there had been cases "where office facilities inside the hostels had compromised order and the safety of residents"

Kangaroo court

For example, at Vaal Reefs No 8 during the strike, the union office was used for kangaroo court action against employees"

On allegations that workers were discouraged from NUM membership, the spokesman called on the NUM to provide details of specific instances, which would be investigated

General security had been tightened up "to ensure the safety of all employees in the face of a pattern of violence prevailing between 1985 and 1987," said the spokesman

He referred to a statement released by the corporation earlier this week, in which AAC stated its belief "that all workers have the right to join or form unions of their choice, to bargain collectively and to strike peacefully"

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AAC

Dismal portrait of relations at post-strike Anglo

Star 13/11/89

A new research report released by the National Union of Mineworkers (NUM) paints a gloomy industrial relations atmosphere on Anglo American mines in the post-1987 strike period. The report blames this on "management's desire to repress and restrict the union".

The report, titled "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression?" and released this week, accuses Anglo mine management of a series of steps taken against the union since the strike, which violate industrial relations guidelines laid down by the International Labour Organisation (ILO).

The investigation was carried out by the union's research department and the academic research group, the Community Resource and Information Centre, at nine coal and 13 gold mines owned by Anglo. All the gold mines had taken part in the strike, while collieries had participated to varying degrees. The union was recognised at all the mines.

Shopfloor relations 'worse'

The results of the survey suggest a dramatic deterioration of shopfloor relations between the union and management in the aftermath of the strike.

According to the report, Anglo mine management has, since the strike, withdrawn recognition at five of the gold mines concerned. This had led to:

- Prevention of shaft stewards representing workers in dismissal and grievance cases
- Intense levels of victimisation of union members and former shaft stewards.
- The intimidation of members through threats of physical violence and dismissal
- A refusal to allow union branches to hold membership meetings
- The prevention of shop stewards from visiting living quarters to recruit members

A report released by the National Union of Mineworkers (NUM) this week points to a marked deterioration in relations between the union and Anglo American management in the wake of the 1987 wage strike.
Labour Reporter MIKE SILUMA reports

- The tightening of security measures and controls on workers movements in living quarters
- The withdrawal of union office facilities (in violation of ILO Convention 135, which requires that such facilities be made available to worker representatives). On the collieries, only one colliery was found to have withdrawn such facilities. At another six mines telephones had been removed from offices.

In addition, researchers found that shaft stewards had been de-recognised at five gold mines, with stewards being given only "observer status" at another two.

The recognition of shaft stewards had also been withdrawn at three collieries, while restrictions were placed on stewards at four coal mines.

According to the report, gold mine managements were now actively involved in discouraging workers from joining the NUM by intimidating them with mine security forces, distributing anti-union pamphlets and urging workers to resign from the NUM. (This violated ILO Convention 87, providing for freedom of association).

Even where the union had not been de-recognised, workers' meetings were closely monitored.

The report concludes that "while Anglo management would deny that their intention is to destroy the NUM, it is clear that the union is being restricted and repressed . . . to regain the uncontested control over the mines which (managements) enjoyed before the union emerged".

THE ANGLO RESPONSE: 'RACIAL HATRED AT UNION MEETINGS'

By EDDIE KOCH

COMPOUND conditions on South Africa's gold mines lie at the centre of the fierce debate between Anglo and NUM over the high incidence of physical violence in the industry.

Anglo's labour relations chief, Bobby Godsell, told a mid-week conference that 80 people had been murdered in violence between workers from April 1985 to September 1987.

The corporation was hoping to set up a union/management code of conduct to control such levels of physical conflict. The code would include a joint monitoring committee to investigate incidents of violence.

NUM has responded by saying it is prepared to consider such a code of conduct but believes the main causes of mine violence are structural conditions at work and in compounds.

Godsell acknowledged the need to address the long-term factors promoting internecine violence on the mines but said it was also crucial to address the immediate causes of violence.

"You can't explain the public execution of four people who were charged with being management *impimpis* (spies) in terms of hostel accommodation," he said. "It is unacceptable stretching the migrant labour system and hostel system ... to explain the particular instance of people being kidnapped, attacked and executed."

A press release distributed by Anglo at the press conference listed details of the attacks in which miners had been murdered in the 30 months before miner's strike of 1987. Major events include:

● The murder of four team leaders at the Vaal Reefs mine in February 1986. A union shaft steward was subsequently sentenced to death for his role in the killings.

● A supervisor murdered at Vaal Reefs in February 1987.

● Eight people killed in violence at Western Holdings. A NUM shaft steward was convicted of murder and eight union members convicted of murder with extenuating circumstances for their part in the attacks.

● A team leader killed at the President Brand mine. The NUM branch chairman and others were convicted of culpable homicide and sentenced to three years by the Bloemfontein Supreme Court.

"We don't attribute the violence to NUM," said Godsell. "However NUM's actions have been ineffective in causing violence to stop."

His explanations for the violence related were excessive behaviour by some individuals, the use of emotive language and the incitement of racial hatred during union meetings.

Godsell said Anglo had made a major effort to improve conditions in its hostels and was pursuing "a programme of further improvement". The corporation believed migrants should have the choice of living in compounds or of bringing their families to live with them in the cities.

He said security and other regulations in the compounds had been tightened up but that this was necessary to ensure the safety of individual workers in the face of the kinds of violence outlined in the press release.

"We make no apologies about using our own security personnel and calling in police to secure personal safety," he said.

Responding to other aspects of NUM's report, Godsell said many of the allegations were vague and unsubstantiated. He said the joint monitoring procedures laid out in the Anglo's proposed code of conduct would provide the means to investigate charges and urged the union to accept the code.

NUM's response to Anglo's press release said the union was "being asked to address the symptoms of a much larger problem and leave the problem unresolved ... It is within the larger context of an apartheid system that violence on the mines has to be situated. The mining industry is defined by the migrant labour system which is in itself a form of institutionalised violence."

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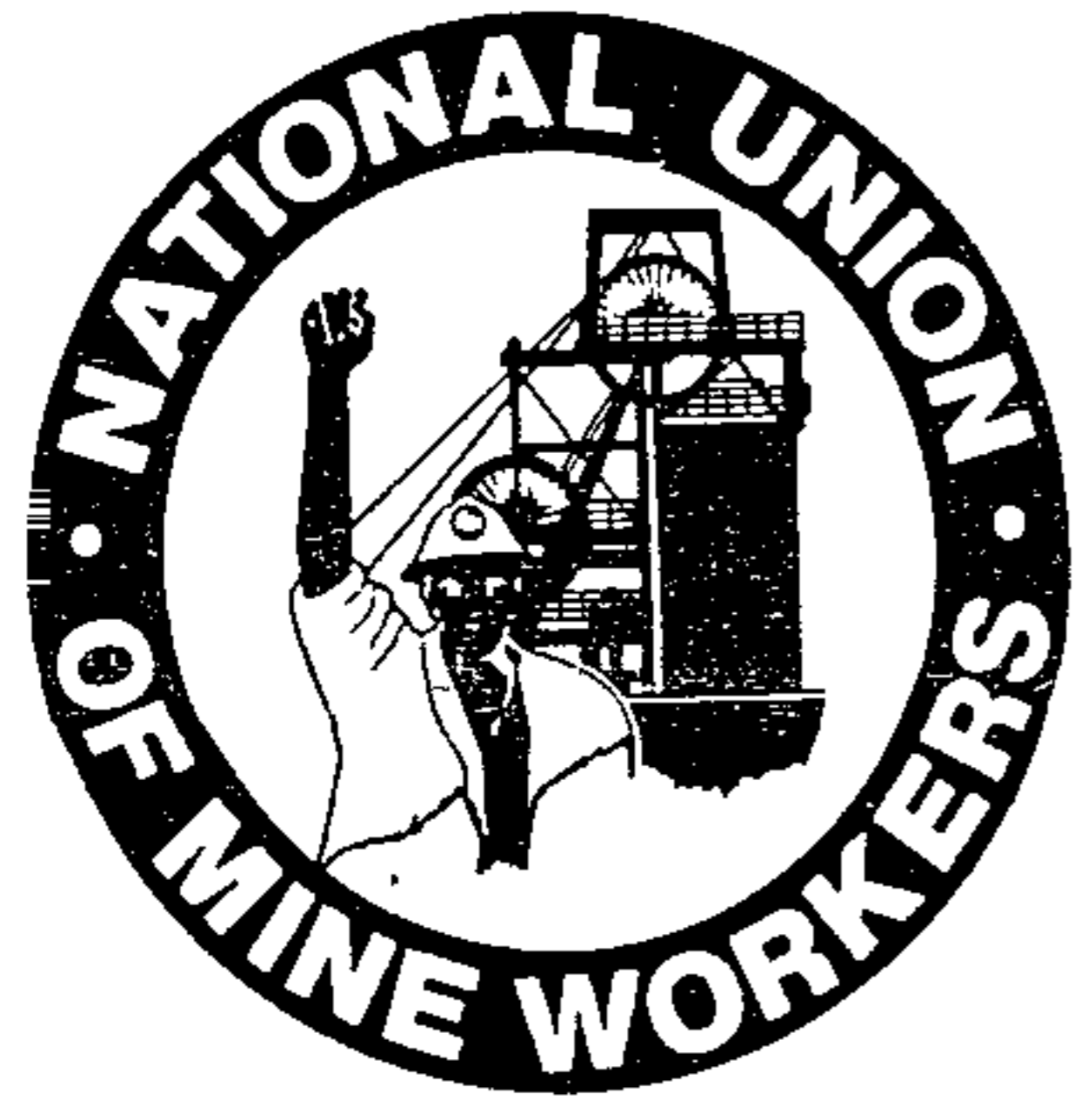


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to reply
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ANGLO!

PUT YOUR MOUTH WHERE YOUR MONEY IS!



Behind its public facade of reform and good labour relations, Anglo American Corporation has acted to the detriment of the National Union of Mineworkers. Anglo has proposed a code of conduct. It says:

"The parties will at all times seek to protect and uphold the individual rights of workers, including freedom of association and the individual's freedom either to work when a strike may have been called or to participate peacefully in a lawful strike."

NUM research conducted in October and November last year and published in its report "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression" shows that the reality on Anglo's mines since the August 1987 strike is:

...Individual rights of workers...

- Racial segregation
- Workers cannot refuse to work in unsafe places
- Dismissals have risen
- Arbitrary disciplinary charges have increased
- More assaults by white miners, shift and mineoverseers
- Hostels are surrounded by security fences and barbed wire
- Workers are denied privacy
- More paramilitary vehicles, horse and dog squads
- Rooms are searched while workers are underground

...Freedom of association...

- Withdrawal of union recognition from several mines
- Victimisation and harrasment of shaft stewards and union members
- Union meetings not allowed, or agendas censored
- Union office facilities withdrawn
- Shaft stewards not permitted to represent workers in hearings
- Mine management actively discourages union member-

ship

- Union meetings are video taped and recorded
- Employment sometimes subject to workers renouncing NUM membership
- Workers cannot choose who they live with, and are housed on an ethnic basis
- Family visitors are not permitted
- Union official cannot visit without prior permission
- Movements between hostels is controlled
- Singing and the wearing of union T-shirts is forbidden

... the right to strike...

- Anglo refuses to sign an undertaking to ignore the most vicious anti-strike sections of the Labour Relations Act
- 50 000 workers fired in the August 1987 legal strike
- Union officials denied access to premises
- Mobilisation of mine security
- SAP called onto mine premises
- Lockouts of strikers

MINE LABOUR RELATIONS

Bad blood

Anglo American and the National Union of Mineworkers (NUM) must come to grips with an escalation of bad feeling which has plagued the mining industry since the strike of 1987. The NUM this week released the findings of a "scientific" survey it conducted on 22 Anglo American gold and coal mines last October/November, lambasting the company's "repressive" labour relations practices ever since the NUM's unsuccessful legal strike in 1987.

Anglo labour relations consultant Bobby Godsell was due to respond to the NUM's charges as the *FM* went to press.

The 178-page survey, conducted by the union and "an academic research organisation" was administered to "every branch committee" at 13 gold mines and nine collieries.

According to the union, "the survey results say that since NUM's first national legal strike in August 1987, during which 50 000 workers lost their jobs, Anglo has embarked on a systematic campaign of retarding the union and intimidating union members. It also argues that racism and job reservation remain a central experience of the corporation's employees."

"Today, despite the continued existence of a limited collective bargaining process, workers experience a climate of repression and control on the mines so severe that conditions are in many respects as bad as or even worse than in the period prior to unionisation."

Well, that's quite a mouthful. An Anglo spokesman says the survey contains a number of unsubstantiated allegations, which the group hopes to discuss once its proposed code of conduct is in place.

In the post-strike agreement signed in March 1988 both Anglo and the NUM undertook to negotiate a code of conduct protecting worker and management rights and preventing violence. The union now has before it the proposed code, and Anglo is await-

ing a response.

No doubt also up for discussion will be the allegations of "violence and coercive behaviour" detailed by Anglo as supporting documentation to the draft code. Going back to April 1985 the corporation traces a spate of incidents including kidnapping, assault, petrol bombings, attacks on mine taverns and the public execution of four team leaders at Western Holdings. It lists 89 employee deaths in incidents of violence and 13 NUM members who were convicted of murder over this period up to the strike. The NUM claims Anglo is attempting to defuse the real question of its "systematic" attack on the union following the strike because all the incidents cited occurred before August 1987.

The set of principles drafted by Anglo involve an acceptance of responsibility by both sides for the actions of their members, and urge that action at all times be in the interests of industrial peace. The parties are asked to recognise the individual rights of workers, including that to work in defiance of a strike call. Threats, violence, coercion and intimidation are emphasised as "unlawful action."

Provision is made for the maintenance of mine and hostel facilities by management in the event of industrial action, and for the maintenance of normal access to the workplace for those who choose to work during such action.

The practical implementation of the code is to be negotiated at appropriate mine level, and it is proposed that joint monitoring committees be set up to oversee it. Disputes concerning implementation of the code are to be referred to a joint monitoring committee at head office level, failing which it might go to arbitration.

Anglo is hoping to meet NUM representatives on January 19, and has urged the union to agree to the code as a step towards a "relationship of mutual trust."



Anglo's Godsell . . . rejecting NUM's charges

fm/ml 13/1/89

Fear stalks the compound. But, who's to blame?

PARAMILITARY patrols by mounted security men, armoured vehicles and dog squads around mine compounds owned by the Anglo American Corporation have been stepped up in the wake of the marathon miners' strike in 1987

Many of the corporation's hostels, surrounded by high walls and rolls of razor wire, are now sealed off to visitors from the outside and can only be entered by miners in possession of electronic identity cards

Inside the compounds, mine police often erect impromptu roadblocks, make video recordings of trade union meetings and stage surprise searches of miners' rooms and possessions while the workers are on shift underground

Anglo says these extraordinary security measures have been implemented as part of a general campaign to contain acute levels of physical violence among its black mine employees

The National Union of Mineworkers (NUM), on the other hand, charges that these measures are part of a wider campaign to emasculate the union, which staged the three-week strike by up to 300 000 mineworkers in 1987

"The use of paramilitary vehicles, dog squads and, at one mine, horse patrols, represents an even tighter repressive control within the confines of the compound than that which characterises the national state of emergency," says the NUM in a report entitled "Collective bargaining at Anglo mines: a model for reform or repression?"

The report, released to the media this week, is based on interviews with union members at all Anglo gold mines and collieries and was supervised by academics at the University of the Witwatersrand

One out of every two miners interviewed indicated that women permitted to visit their husbands or relatives in the compound were harassed by mine officials, says the report. Access to hostels was relatively unrestricted prior to the 1987 strike, but has since been dramatically tightened

"At all except two of the gold mines, workers are now compelled to show an ID/clock-in card prior to being admitted to the compounds. In many instances the clock-in card is a magnetic strip card which empowers mine management to effectively monitor the movements of any worker"

Union organisers are barred from

Neither unionists nor management deny the atmosphere of fear in the mine compounds mounted patrols, razor wires, murders, kidnaps

The dispute is over which side to blame

EDDIE KOCH reports

the compounds unless they have prior permission, while on some mines, workers from the same mine who live in different compounds are not allowed to visit each other, the report claims. At one mine, workers have to be back in their compound by 6pm on weekends

Two gold mines are reported to have reintroduced the practice of dividing hostels according to the ethnic origins of the inmates. Most Anglo mines maintain strict residential separation between unskilled workers and supervisory staff such as team leaders and clerical staff

Miners interviewed indicated that this practice was linked to a management strategy of employing more Zulu workers, who are seen to be less interested in trade unionism. "They are discriminating a lot," says one miner. "In most cases Xhosa are dismissed because they are seen as instigating strikes. They are 'Mandela's children', according to management."

One out of every three gold mines in the Anglo group maintains armoured vehicles, at seven mines in the group white mineworkers are active members of the mine security force, and roadblocks within mine property, sometimes manned by members of the South African Police, have become a regular feature of compound life, the report says

Numerous interviewees said their rooms and private belongings were subjected to searches by mine security, sometimes late at night and sometimes while workers were on shift

"There have been so many searches that we have lost count," says one miner. "Shaft stewards are targeted. Their method of searching is haphazard, but if you are blacklisted, like, say, a shaft steward, they may come five days in succession"

Miners make frequent reference in the report to the video and tape recording of trade union meetings. They also say that on some mines,



Anglo American's paramilitary forces guard the entrance to the Elandsrand mine

union officials were required to agree to this before permission for meetings was granted

According to the NUM report, these restrictions and controls suggest that Anglo American is contravening the specifics and spirit of ILO conventions and recommendations on basic worker rights

Anglo representative James Duncan confirmed that security at Anglo hostels had intensified during the strike but denied that this was part of a programme to undermine the union. "We have tightened up on a lot of these areas out of concern for orderly conduct and personal safety," he said

Armoured vehicles, razor wire around compounds, room searches, horse and motorcycle patrols, as well as tight controls on access to hostels were part of Anglo policy because of the need to contain extensive violence that erupted on the mines before and during the 1987 strike, he said. However, it was strict policy that Anglo compounds should not be divided along ethnic lines

Rejecting the Anglo explanation for the controls, NUM assistant general secretary Marcel Golding said the corporation's allegations of violent incidents on its mines, which listed 80 murders, referred to a period of 30 months between April 1985 and September 1987. There had been a relative decline in violence since the strike and Anglo was using the issue to divert attention away from the NUM's report, he said

In its report, the NUM listed other

measures allegedly used by management to undermine the union since the strike as

- Harassment of shaft stewards. The report cites numerous shaft stewards as saying they have been prohibited from talking about the union on hostel premises and from representing union members in disciplinary cases

- Removal of union offices from mines and of union officials' access to telephones

- Banning of union meetings on mine property and of the singing of militant songs

- The distribution of thousands of smear pamphlets and the mysterious monthly publication, *SA Trade Union Monthly Tibus*, aimed at discrediting

the union and its leadership

- The use of radio and public address systems on the mines to spread anti-union propaganda. In one bizarre case, a union member claimed that an internal radio programme at the Vaal Reefs mine called "Radio Reef" was beamed at workers while they were working underground

"It says NUM misled the workers and this resulted in strikes and dismissals," said the worker

NUM's report has sparked a war of words between Anglo and the union, with claims and counter-claims being made daily in press conferences and media releases. Competing advertisements have also appeared in the press, as each side seeks to promote its views

THE ANGLO RESPONSE: 'RACIAL HATRED AT UNION MEETINGS'

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The corporation was hoping to set up a union/management code of conduct to control such levels of physical conflict. The code would include a joint monitoring committee to investigate incidents of violence.

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South African Institute of Race Relations Survey Researchers/Writers

The South African Institute of Race Relations is looking for researchers to write certain chapters of its most prestigious publication, the annual *Race Relations Survey*

Survey researchers are required to monitor developments in the fields assigned to them, and also to obtain relevant statistical and other information from government and other sources. It is essential that they have the ability to read newspaper reports critically and analytically and have the aptitude to assess the relative importance of different events. Vacancies exist at present in the fields of politics, education, health and welfare

An honours degree will be a strong recommendation, as will previous journalistic and/or research experience (preferably all three)

The Institute offers a competitive salary for these positions as well as the normal fringe benefits. Successful applicants must be available to start work as soon as possible. Applications must be made in writing to:

The Executive Director
South African Institute of Race Relations
PO Box 31044

2017 BRAAMFONTEIN and MUST include the following: An NUM 1 The names, addresses and telephone numbers of two referees 2 Full CV, including particulars of previous experience and of any formal training you have received, along with copies of educational certificates 3. Examples of recent work.

Closing date for applications: 25 January 1989

Friday January 13 to Thursday January 19

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Cambodia: Hopeful new signs of peace

By NICHOLAS CUMMING-BRUCE

A SETTLEMENT to the conflict in Kampuchea appeared closer this week when Vietnamese Foreign Minister Nguyen Co Thach announced agreement with Thailand on international aspects of the issue and on a new compromise formula.

"There is no gap between Vietnam and Thailand on the Cambodian question and we are in agreement on the international aspect," Thach declared after talks in Hanoi with his Thai counterpart, Siddhi Savetsila. "There is no disagreement between us," said Siddhi, who in the past has been deeply mistrustful of Vietnam's intentions.

Thailand's main concern is to establish a timetable for withdrawal of Vietnam's troops from Kampuchea and to gain acceptance for an international peace-keeping force there to help maintain any settlement.

Vietnam and its allies in Kampuchea have been pressing for agreement by those backing the Khmer resistance to suspend aid and the use of sanctuaries along the

Thailand-Kampuchea border.

Siddhi's visit, the first by a Thai foreign minister since the two countries established diplomatic relations 12 years ago, is something of a breakthrough for Hanoi. Thailand has been, after China, the most hard-line country on the Kampuchean issue.

His trip is indicative of the more flexible approach of Thai Prime Minister Chatichai Choonhavan who, within hours of taking office six months ago, expressed his desire to convert the battlefields of Indochina into markets for Thai goods.

Sixty Thai businessmen are accompanying the foreign minister and approaching a thousand have visited Vietnam in the past year.

Alluding to Hanoi's recent proposal to complete withdrawal of its troops from Kampuchea by the end of September if a politi-

cal settlement has been reached, Thach said "Peace will be at hand in the first six months of 1989."

The announcement was welcomed by Moscow, which is keen to remove the obstacle which Kampuchea poses to improved relations with China.

Significantly it was also welcomed by Peking, which has treated previous Vietnamese proposals with icy disdain. There is speculation that China may drop its refusal to engage in direct negotiations.

But the narrowing of differences between the big powers and governments of the region has yet to be matched by the Hanoi-backed regime in Phnom Penh on the one side and the three factions of the Kampuchean resistance coalition on the other.

Resistance leader Prince Norodom Sihanouk has called for indefinite suspension of informal peace talks, hosted by Indonesia, accusing Phnom Penh of inflexibility. — The Guardian

World pilots attack sliding safety standards

By OWEN BOWCOTT

COMMERCIAL pressures and greater international competition are endangering civil aviation safety standards, the UK-based International Federation of Airline Pilots Associations (Ifalpa) claimed this week.

The maintenance and overhaul of passenger jets is also being reduced, according to the Manufacturing, Science and Finance Union (MSF), which represents thousands of airline staff in Britain.

With three apparent double engine failures in Boeing 737s in the last 18 months, Ifalpa said it wanted a review of operating standards of long-haul flights.

"This has highlighted the problem of extended-range operation in twin-engine aircraft," said Terry Middleton, the association's executive administrator.

"There used to be a '90-minute rule' — that twin-engined were supposed to be over water for no more than 90 minutes, in case one engine failed. That has been stretched to 180 minutes in some cases."

"The industry has been drawn by commercial motives to reduce the crew on flights, with two pilots and sometimes no engineers."

Middleton said Ifalpa was unhappy with the engine reliability monitoring programme being undertaken by the International Civil Aviation Organisation in Montreal which, he said, was underestimating engine failures by excluding precautionary shut-downs.

The trend towards two-engined, as opposed to four-engined, aircraft using less fuel and carrying smaller crews would only lower safety standards further, he said.

Bob Elliott, MSF regional officer, who represents 6 000 airline staff in south-east England, said there was growing pressure on ground support staff to carry out maintenance on aircraft as quickly as possible. — The Guardian, London

As Hirohito dies, not everyone's mourning

By MARGARET SHAPIRO

JAPANESE portrayals of the late Emperor Hirohito as a man of peace who opposed Japan's World War II actions have stirred old angers abroad that many Japanese hoped would vanish with his death.

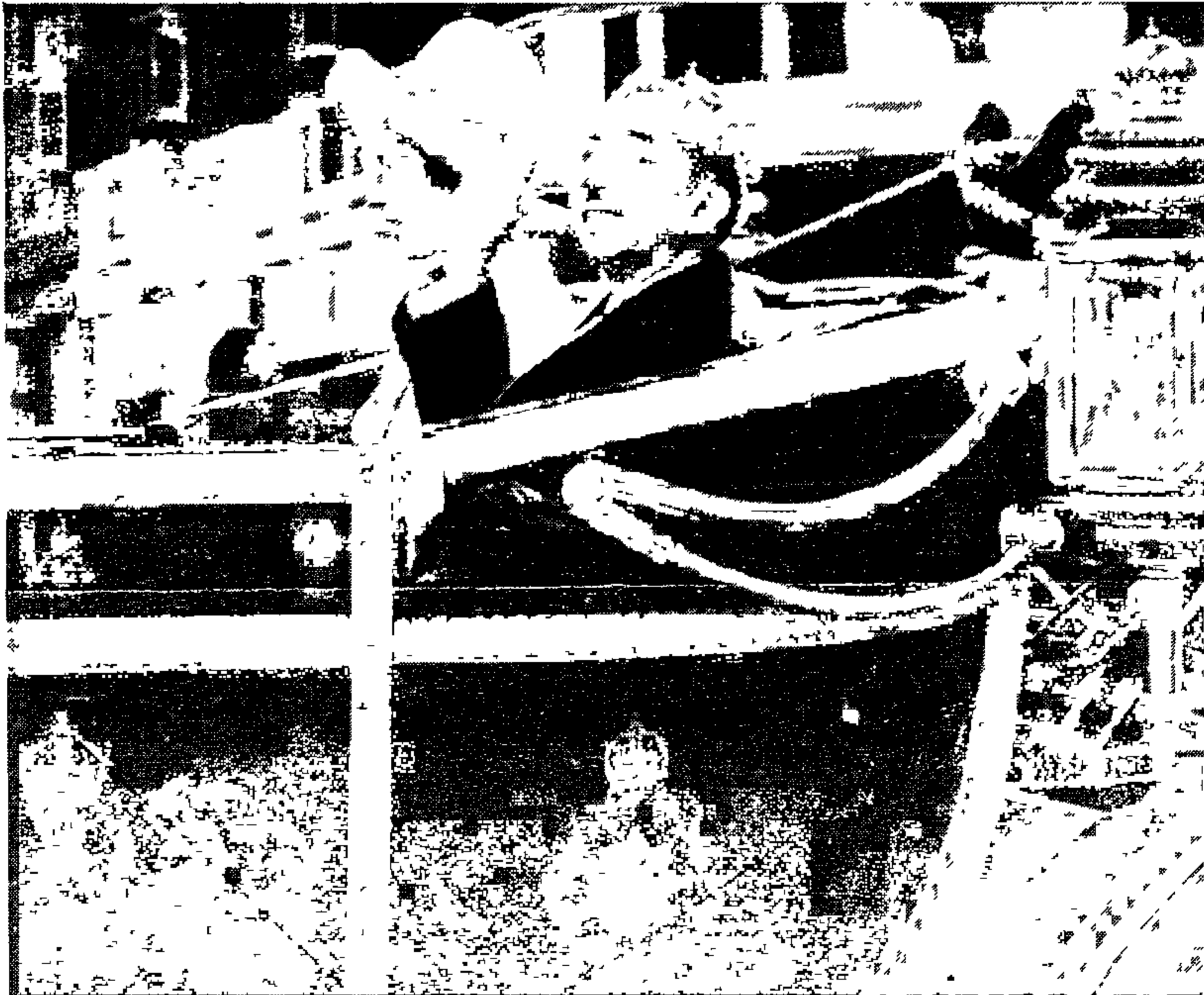
While indications that President-elect George Bush plans to attend Hirohito's funeral on February 24 have aroused little opposition in the United States, leaders of other wartime allies have run into political trouble for suggesting they might attend.

Japanese Prime Minister Noboru Takeshita said Hirohito had "ardently wished for world peace and the well-being of his people. He resolutely brought to an end the war that had broken out in spite of his wishes."

But the New Zealand Defence Minister, Bob Tizzard, said Hirohito "should have been shot or publicly chopped up at the end of the war."

Tizzard said he was reacting to "unctuous" eulogies of Hirohito who died last year at 87 after 62 years as emperor. He said Hirohito should be held responsible for "a few hundred of my friends and thousands of others who were butchered by the Japanese after being taken prisoner."

New Zealand Prime Minister David Lange disavowed the comments of his defence minister but refrained from offering condolences to Japan or its imperial family.



Japanese Emperor Hirohito, who visited Britain as crown prince, returns decades later for a state visit and drives in an open carriage through Victoria with the Queen

In Australia, which lost thousands of servicemen in Japanese prisoner of war camps, one veterans' group compared Hirohito to Germany's Adolf Hitler. Prime Minister Bob Hawke, after indicating he might attend Hirohito's funeral, said he would not.

The royal family of the Netherlands, which lost its South East Asian empire and 20 000 people during the war, announced it would send

no representative to the funeral either.

The British family drew a storm of protest when it was revealed that Queen Elizabeth might send her heir, Prince Charles, to the funeral. It was later announced that her husband, Prince Philip, would attend.

In September, when Hirohito fell ill, one British tabloid wrote that "hell's waiting for this truly evil emperor."

Reaction in the United States, which was attacked by Japan during the war, has been very different. Newspaper editorials focused on his postwar role inspiring Japan to rebuild. And President Reagan lauded Hirohito for having played a "truly heroic role" in bringing about Japan's surrender. — The Washington Post

● See also PAGE 21

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THE WORLD

This time, the US won't shake Khadaffi

By TIMOTHY PHELPS

LIBYAN leader Muammar Khadaffi is in a far better political position to face a hostile United States than he was three years ago.

When the US bombed Tripoli in April 1986, Khadaffi was vulnerable internally and at odds with his neighbours.

Meat and staples like sugar and flour were extremely scarce, shops were shuttered and most construction projects were stalled in 1986 when the US retaliated for alleged Libyan support of attacks against Americans.

At the time, Libya was fighting a war with Chad, and its relations with Egypt, Morocco and Algeria were strained or broken.

American officials said at the time they hoped the bombing attack would be a means to capitalise on Khadaffi's unpopularity and could provide an opportunity for his opponents to seize power. Although there are some indications that there was a feeble attempt against him, there have been no serious challenges to his power.

Since then, Khadaffi has greatly boosted his popularity at home and with neighbouring leaders.

The biggest change was the signing of a truce with Chad 18 months ago. The pact ended fighting that many Libyans thought was senseless. The fact that Chad was winning the unpopular war over a remote border area was beginning to threaten the foundations of Khadaffi's power.

In March, Khadaffi began a radical change in the economy by loosening socialist restrictions and curtailed the power of the "popular committees" that had been arresting civilians and putting them on trial for alleged political deviations.

The political situation is "more relaxed, much better, there is



Reagan and Khadaffi ... more than a war of words

more freedom in the air", said a European diplomat, adding that the popular committee had been "cut down to size".

The trend toward socialism that had led to the nationalisation of all but the smallest shops also was reversed. Entrepreneurs were not only allowed back in business, they were encouraged to get rich. Scarce food items and consumer goods began to reappear and 30 major state concerns were sold to their employees.

Neighbouring countries like Tunisia and Algeria are now being courted. Khadaffi opened the frontier with Tunisia, bulldozing a border post, so that most Libyans have access to an easy, if brief, escape from their spartan life within a few hours' drive.

Khadaffi has moderated his personal style as well as his image in the region. He is less likely to wear his various decorated military uniforms, going back to traditional wool kaftans. And he is less flamboyant, finally adopting the role of the elder statesman at

the age of 47, after 19 years in power.

"Khadaffi was a young revolutionary, but it was getting pretty ridiculous and tiresome to run around with teenagers chanting slogans all the time," a diplomat said. "He's trying to grow into the role of a real statesman. He wants to be a teacher and a patriarch."

Those in the West who dismiss Khadaffi as a madman forget that with the help of the country's oil wealth he has transformed the life of his people, spending the money not on palaces for himself but on housing, hospitals and shopping centres for his desert people.

"People seem to like Khadaffi," said Dirk Vandewalle, a professor at Dartmouth College who recently spent several months travelling around Libya. "If you were here 20 years ago, before Khadaffi, everyone lived in tents in the desert. He got them houses. This is very much an egalitarian society." — Newsday, New York

Who leads in nerve gas research? Those who shout loudest

THE United States, which has expressed horror over the use of poison gas in the Iran-Iraq war and fears that Libya is gearing up to make such gases, is itself a leader in chemical warfare research and development.

The US government allocated \$1.55-billion for chemical warfare research and development between 1980 and 1987, arguing that such weapons are needed to deter chemical attacks by others. And the country continues to produce the chemicals needed for such weapons, to conduct research and to build delivery systems

Tons of nerve gases and skin-blistering agents remain stored in nine US military depots, while a factory in Pine Bluff, Arkansas, cranks out 155-mm artillery shells designed to deliver lethal doses to the enemy. Research is under way on "Bigeye", a large bomb meant to dispense deadly clouds of nerve gas wherever it's dropped

Critics say that some of the older chemical agents now in storage are dangerous to nearby communities. Some of the old containers have leaked. The army plans to destroy obsolete agents, replacing them with new, safer-to-store, easier-to-handle chemicals

The US chemical weapons programme has been enmeshed in controversy since President Richard Nixon's 1969 decision to halt their production. Nixon had said, "Mankind already carries in its own hands too many of the seeds of its own destruction"

Beginning in the Carter administration, pressure began to mount for renewed production of chemical munitions. And during the Reagan administration, despite opposition from a range of organisations such as the American Chemical Society, production was resumed after acrimonious debate and close votes in Congress. Vice-president George Bush was called to the Senate to break tie votes on the issue in 1983 and 1986.

The same US administration which proposed in Geneva last week that chemical weapons be banned, gave approval to renewed production of chemical weapons, which had been halted by Richard Nixon.

By ROBERT COOKE

But it was Bush who carried to Geneva the US proposal for international negotiations on a treaty banning chemical warfare agents. In the 1988 presidential campaign, Bush said he wanted to rid the world of chemical weapons

Unlike older chemical weapons, which carry deadly agents ready for use, new weapons such as the artillery shell use "binary" chemical agents. Two chemicals remain separated — and non-poisonous — until they are mixed just before being used. As a result, they are much safer to store and handle

According to Matthew Meselson, a Harvard University biochemist who has studied issues of chemical and biological war, the US and Soviet Union have stockpiles of teargas, sometimes used for crowd control, plus lethal mustard gas and large amounts of deadly nerve gases

"The US is not producing any nerve agents," said Meselson. "We are producing the separate ingredients to put into the artillery shells, but they mix after the shell is fired"

The Department of Defense has been ordered not to store the two ingredients for nerve gas in the same facility. If needed, canisters of the two chemicals would be shipped separately to the battlefield for loading onto shells. The ingredients mix to form nerve gas soon after the projectile is fired

The nerve gases are especially deadly; just one small droplet on bare skin is enough to kill. The agents kill by shutting down the nervous system — Newsday, New York

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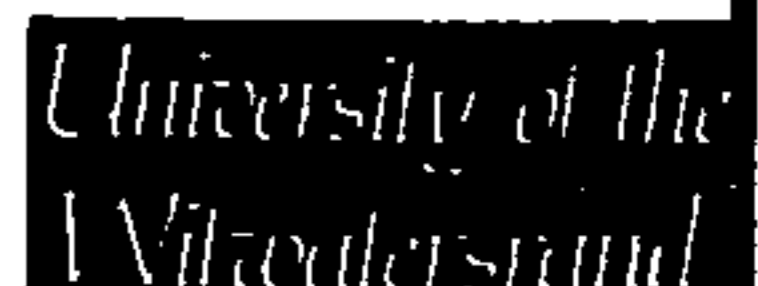
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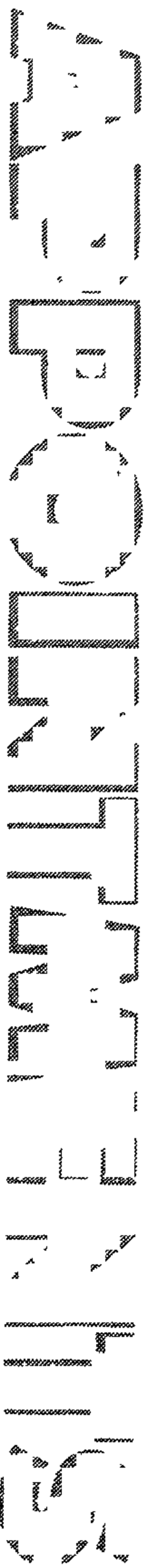
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PEOPLE ARE ON THE MOVE — SEE PAGE 9 FOR ALL THE DETAILS



MANPOWER
MIRROR by
ROBYN
CHALMERS



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Flak flies between Anglo and the miners

IT can only be hoped that Thursday's meeting between Anglo American and the National Union of Mineworkers (NUM) will be the more constructive than the dogfight which is being waged in print and on the airwaves.

The debate between the two over violence on Anglo coal and gold mines flared up again this week. Both sides but out at each other in public statements.

The issue came to the boil on October 8, 1987. The Chamber of Mines asked the question of violence when it met representatives of NUM. The harrier asked the union to issue a statement denouncing violence. Nothing was done.



Bobby Godsell
action
against violence

Anglo became involved last year. In meetings after the 1987 gold-mine strike Anglo proposed rules which would, it said, protect union and worker rights and prevent violence.

The two sides agreed to negotiate a code of conduct, the wording of which Anglo proposed towards the end of last year.

All was quiet over the Christmas break, but NUM resumed the debate this week when it came out against Anglo by publishing a 178-page survey called Collective bargaining at Anglo American mines — a model for reform or repression?

NUM assistant general secretary Marcel Golding says findings in the survey show that since NUM's first national legal strike in August 1987, during which 50 000 workers lost their jobs, Anglo has embarked on a systematic campaign of retarding the union and intimidating union members. "It also argues that racism and job

reservation remain a central experience of the corporation's employees.

"Mineworkers have identified an intensification of control on the mines since the 1987 strike and the rolling back of the gains won by the NUM in the period since unionisation. The rights to representation won by the union prior to the strike have been systematically reduced."

Mr Golding says the survey shows that workers are experiencing an increasing number of assaults, disciplinary charges and dismissals, tighter controls over their movement, the illegal searching of their rooms and management use of private security forces.

Anglo retaliated within hours of the survey being published, calling a news

conference and explaining the corporation's side of the story.

Anglo industrial relations consultant Bobby Godsell made it clear that he would rather talk to NUM about the issues than to the newspapers, radio and television. He said Anglo's concern lay with the people employed on the mines — they were being executed, assaulted and intimidated.

"Between April 1985 and September 1987, 79 people died violently. This pattern of violence is very worrying and we believe the code of conduct is the best way to control it.

"We want a clear denunciation of violence by NUM and a positive acceptance of a code of conduct. We do not believe NUM wants violence to take place, but so far NUM has not taken effective measures to prevent violence. This problem can only be solved by

joint action."

It seems that NUM is using this issue to highlight deeper, more entrenched problems. NUM failed to respond to the Chamber of Mines call to denounce violence.

It wishes to address what it believes are the causes of violence, not the symptoms, saying: "It is within the larger context of an apartheid system that violence on the mines has been situated. The mining industry is defined by the migrant labour system, which in itself is a form of institutionalised violence."

Since the news conference accusations have been flying Mr Golding has accused Anglo of sideling the real issue of repression on the mines by its code of conduct.

"It is attempting to negotiate through the press by releasing the contents of the code of conduct before a meeting planned for February. NUM has never been averse to discussing solutions to violence on the mines."

"We ask why union meetings are banned, why union offices are closed, why union videos and tape recorders are confiscated and why NUM is being restricted."

Mr Godsell says: "In response to NUM's survey, no coal or gold mines have been de-unionised, over the past 15 years we have been involved in hostel upgrading and I think it is stretching things to link the migrant labour system and the hostel system to the pattern of violence on our mines."

The issue is serious and emotive. Both sides have their points, both seem determined to stick to their guns.

Mintek fires 200 striking NUM workers

Star
17/1/89

By Mike Siluma,
Labour Reporter

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parastatal organisation, operates

The Council for Mineral Technology (Mintek) fired more than 200 striking members of the National Union of Mineworkers (NUM) yesterday

Mintek said it had made an offer of a 14 percent wage increase. The offer was made on condition that the NUM "recognise the statutory and financial constraints under which Mintek, as a

Mintek said the NUM had accepted the wage offer but refused to accept the limitations imposed by the council

A NUM spokesman said it would contest the dismissals "because they are a breach of an undertaking by Mintek that, having accepted the offer, workers would be allowed to resume work". The dismissals were an indication of bad faith, he said

Mintek offers to re-employ dismissed NUM workers

(all)

~~NUM~~

Star 18/11/89

The Council for Mineral Technology (Mintek) yesterday offered to re-employ more than 200 members of the National Union of Mineworkers (NUM) fired on Monday after a week-long wage strike

Mintek spokesman, Mr Danie van Vuuren, said Mintek was "looking at ways and means of approaching the NUM with a view to re-employing all the workers" The company's lawyers were working on an offer to be put to the NUM

NUM assistant secretary-general, Mr Marcel Golding, accusing the company of being "arrogant and intransigent" during negotiations, said the NUM had notified Mintek of its

intention to take the issue of dismissals to court

He said the workers were fired despite accepting a company offer to increase wages by between 14 and 22 percent, as well as improvements in working conditions

● The Premier group has denied reports that more than 300 employees had been laid off from its Killarney, Johannesburg, head office.

Deputy chief executive, Mr Gordon Utian, said staff were being laid off as a result of the sale of the group's poultry interests Although the restructuring exercise was still in progress, the number of people affected was "far less" than 300

NUM threat to Mintek

B/Day 18/1/89 ALAN FINE

THE National Union of Mineworkers (NUM) yesterday threatened to take court action against the Council for Mineral Technology (Mintek) over the dismissal on Monday of about 200 striking workers.

NUM assistant general secretary Marcel Golding described Mintek's attitude and conduct as "arrogant and intransigent, and totally out of line with acceptable labour practices".

He said while agreement had been reached on 14%-22% wage increases, Mintek was also insisting the union accept the obligation not to strike in future "because of its alleged negotiating constraints".

Mintek said it was constrained by the fact that funds were determined by the national budget.

Human resources assistant director Danie van Vuuren told Sapa yesterday Mintek would re-employ the dismissed workers if an agreement could be reached.

He said Mintek had had no contact with the NUM since the dismissal, but the company's legal representatives were working on an offer which would bring the union back to the negotiating table.

Miners getting a raw deal says Gen Holomisa

THERE IS an imbalance in the sharing of South African mine profits — black homelands were supplying most of the labour, but benefits were going only to a few — the chairman of the Transkei Military Council, Major-General Bantu Holomisa, said yesterday.

Gen Holomisa and senior Transkei government representatives yesterday completed their tour of the South African mining industry. They had been invited on the fact-finding mission by the South African Chamber of Mines and Monday and yesterday met senior representatives of the Chamber, the Employment Bureau of Africa and the Black Mining Labour Force

Worried

More than 40 percent of the labourers working in South African mines come from Transkei.

Gen Holomisa told the delegation he was worried about diminishing natural resources in Southern Africa. He requested that the mining houses do something for labourers at their homes and called for schools, hospitals, bursaries for miners' children and housing facilities

He said there would be future talks between his



GENERAL Holomisa

government and the Chamber, which he believed would help to stem faction fighting in the mines.

The General said there was an imbalance in the sharing of mine profits — that black homelands were supplying most of the labour but benefits were going only to a few — and requested that the mining houses examine the matter. — Sapa.

Crucial congress for MWU

ALAN FINE

21 10 20 10
THE whites-only Mineworkers' Union (MWU) is to stage its most crucial annual conference in recent years next week, with strategies for countering the employment of qualified black miners topping the agenda.

The first black miners acquired blasting certificates late last year after amendments to the Mines and Works Act, and at least 17 have since been deployed underground.

Negotiations between the MWU and the Chamber of Mines on the issue, with the MWU seeking extensive safeguards for members' job security, have not been concluded.

MWU general secretary Piet

Ungerer declined to detail the options to be considered. However, sources believe the union is likely to bring one or more court actions, alleging that mining companies acted unfairly and/or contravened agreements between the MWU and the industry.

These agreements, negotiated when job reservation was in force, do not address the new circumstances. The closed shop agreement requires that blasting certificate holders employed on chamber mines be MWU members. At issue would be whether this applies to whites only.

Mintek to re-hire workers

ALAN FINE

211

B/Paw
19/11/89

THE Council for Mineral Technology (Mintek) and the National Union of Mineworkers (NUM) yesterday resolved the dispute which led to the dismissal of 200 strikers on Monday.

The workers will be re-employed from tomorrow and the issue that caused the dispute is to be referred to the Industrial Court.

The strike was sparked after the two reached a wage agreement but the NUM refused to formally "recognise the financial constraints" under which Mintek, as a parastatal organisation, said it operated.

The NUM said Mintek's requirement meant members would not be entitled to strike.

Mintek human resources assistant director Danie van Vuuren said Mintek's budget was determined by the State and it was unfair for the NUM to strike over an issue which was effectively non-negotiable.

Sagging gold forces Gencor to retrench

By Derek Tommey

Three gold mines in the Gencor stable — West Rand Cons, Leslie and Bracken — are retrenching staff. In the next few weeks they will have laid off several thousand workers.

This is one of the results of the drastic reorganisation taking place at several of Gencor's 13 gold mines to ensure they all remain profitable at the current low gold price.

As part of the strategy of maintaining earnings, Buffelsfontein is considering sinking a tertiary shaft expected to cost R500 million. Winkelhaak is considering stopping its new No 6 Shaft at 15 level, which will enable production to begin 18 months earlier than planned.

The strategy is aimed at cutting the cost of producing a kilogram of gold, even if this leads to a lower tonnage milled and a reduction in output. Mr BP Gilbertson, executive director, mining, said at a press conference last night.

The industry could not live on hope of a higher gold price, he said.

Mr JC Janse van Rensburg, MD of the East Rand and West Rand mines, said he did not believe the mines could expect any state assistance.

Mr G Maude, MD of Gencor's Free State and Evander mines, said it was unlikely that the Government would let the rand slide to help the industry.

He believed it was not warranted. The amount of gold being produced unprofitably at the present gold price was small.

The outlook for the industry was not all gloom and doom. The majority of mines in the industry were still profitable. Many had costs of less than R20 000 an ounce. The current gold price was R32 000 a kilogram.

More serious were the social problems arising from retrenchment at a few mines.

The entire industry was suffering from low revenue a kilo and could not do anything about it. The industry would be judged on its cost a kilo.

Rate of inflation

In 1989 Gencor expected to keep the increase in mining costs down to 10,5 percent, even if the overall rate of inflation turned out to be 15 percent.

Salient features of the operations of Gencor's mines in the December quarter were:

● Buffelsfontein — An increase in grade from 6,1 g/t to 6,8 g/t and a drop in working costs from R26 426 to R25 561 a kilo helped increase pre-taxed income from R29,8 million to R33,3 million. Taxed profit was R22,1 million (R21,9 million).

● Stilfontein — Results exceeded expectations. Although the grade was slightly lower, working income rose from R8,6 million to R9,2 million, helped by a decline in working costs from R26 322 to R24 502 a kilogram. As a result of the mine's improved performance the insurance claim following the claim at the

Margaret shaft was reduced by R2,8 million.

● West Rand Cons — The mine is extremely sensitive to changes in the gold price and the drop in revenue from R33 468 to R32 433 a kilogram helped convert the September quarter profit of R1,44 million into a loss of R2,45 million.

A feasibility study to determine whether underground operations can be sustained at a lower level at the present gold price should be completed in the next two weeks.

● Grootvlei — Pre-tax income dropped from R6,3 million to R4,1 million and taxed income from R3,44 million to R3,33 million owing to the drop in milling grade. The grade is expected to fall further and the scale of operations may have to be reduced.

● Marievale — Working income declined to R383 000 (September R576 000) owing to a drop in grade.

New track record

● St Helena — Grade was maintained at 5 g/t and could improve further. The mine was establishing a new track record. However, a drop of R1 500 a kilogram in the gold price resulted in its working income declining from R18,3 million to R13,3 million and taxed income from R19,6 million to R16,9 million.

● Unisel — Milling yield rose from 5,2 grams to 5,8 grams. The grade should be maintained as increased tonnages from the Basal reef would be milled in coming months. Pre-tax income was R22,9 million (R21,3 million) and taxed income R11,4 million (R10,2 million).

● Winkelhaak — An increase in working costs and a small drop in the milling grade caused pre-tax income to drop to R37,7 million (R46,2 million) and taxed income to R24,4 million (R33,5 million).

Fears have been allayed that the faulting at the new No 6 Shaft would lead to a serious dilution of the ore, or that it would not be able to be worked with current methods.

The shaft has reached 14 level and may be halted at 15 level, instead of being sunk to 18 level, as planned. This would enable it to be brought into production in April next year, 18 months earlier than planned.

● Kinross — Taxed earnings dropped to R18,6 million (R21,5 million), even though costs were reduced.

● Leslie — Profit was down to R2,5 million (R3,5 million). To maintain profitability, output was being reduced and it would be necessary to reduce the labour force by 1 500 to 3 100.

Payment of retrenchment benefits would affect first-quarter profits.

● Bracken — Taxed income was R1,4 million (R1,6 million). From 700 to 2 800 workers were expected to be retrenched. Payments would affect profits this quarter.

● Oryx Mine — Good progress was being made in opening the mine and costs were within budget.



Num, Anglo in war of words

A WAR of words has broken out between Anglo American and the National Union of Mineworkers (Num)

This follows the release of a Num research report which claims that the level of repression at mines has increased dramatically since the 1987 strike

According to the report — "Collective bargaining at Anglo American Mines: A model for reform or repression?" — the situation on the mines now threatens basic worker rights

Neither side disputes that tension exists at the mines, many of which now have security measures including barbed wire fences, armed security guards and

in at least one case, mounted patrols

It is the cause of this heightened tension which has sparked off a public dispute involving a flurry of press conferences, statements and full page advertisements in several newspapers

Num cited as examples of Anglo repression the refusal to allow its officials access to mines, the control of agendas of meetings, the refusal to allow outside speakers, including those from Num, to speak at meetings on the mines and a ban on singing at meetings, many of which are videotaped

The union claimed that

"vicious" security arrangements were enforced at most mines, ethnicity was encouraged through the compound system to divide the work force, workers' rooms were searched and there was routine intimidation of shaft stewards

Anglo countered Num's claims with a press statement which included the release of a proposed code of conduct which Anglo said was aimed at preventing violence on the mines

In its statement Anglo said it believed all employees had the right to join or form unions of their choice, to bargain collectively and to strike peacefully

The corporation also released details of violence on Anglo mines in the 30 months between April 1985 and September 1987

Eighty employees lost their lives in incidents which included wildcat strikes, kidnapping and assaults

Num assistant general secretary Marcel Golding, in response to the Anglo press statement, said the corporation was confusing the issue

"One can't address violence without examining its structural causes," he said

A Num statement issued last week denied the union was the cause of the conflict

"Violence was a feature of mine life long before Num unionised

workers," the union said

Num said the root cause of violence on the mines was the migrant labour system, the hostels and the deliberate encouragement of divisions among workers by bosses

Num also claimed that violence on the mines did not only originate from the workers

"Num has documented many assaults by mine security against workers, the detention of workers at security barracks, the use of teargas, rubber and live bullets against workers engaged in legal strikes, the calling of the SAP onto mine premises and the assault of black mineworkers by white mineworkers," a Num spokesperson said



Members of the National Union of Mineworkers which is alleging worker's rights are being infringed at Anglo mines

TEN years after its formation, the South African Allied Workers' Union regarded by many as a pioneer of today's labour movement, may soon disband

Saawu officials are reluctant to discuss the union's future but a reliable source within the union said its future will be decided within the next month

Saawu, a general union formed in 1979 is giving way in line with the policy of the Congress of SA Trade Unions (Cosatu) to concentrate on industrial unions

Since the Cosatu policy decision Saawu has given off members to several unions including the Food and Allied Workers Union

At its peak, Saawu's membership was estimated at 100 000 making it one of the most powerful independent unions in the country

The union was formed in 1979 after a split between black consciousness supporters and adherents of nonracialism in the Black Allied Workers Union at its conference in Durban

It was, from the start a general union with members from different industries. It planned to become an umbrella body of industrial unions

Saawu's leaders defined the new union as a non racial trade union committed to mass participatory democracy

The driving force behind Saawu's formation was national organiser

Saawu to bow out?

South 19-25/1/89

Thozamile Gqwetha, of East London, who later became national president

The union grew rapidly in the Border area, increasing its membership from 5 000 to 15 000 in five months

Employer bodies refused to recognise Saawu

In November 1980, SA Chloride signed a recognition agreement with the union

The following year Saawu signed an agreement with Johnson and Johnson and reached defacto recognition arrangements with several smaller businesses including Nampak

The authorities' concern about the growth of Saawu was heightened by the union's explicit political profile

Saawu leadership rejected the approach that

trade unions should confine their activities to bread and butter issues

The union was involved in issues like the Anti Republic Day campaign and bus boycotts in the Eastern Cape and Durban

It became a symbol of popular resistance in the Ciskei where most of its East London members lived

Saawu's popularity grew with its involvement in community and political issues, but it also attracted state repression

Saawu leaders were repeatedly detained and mass meetings where organisers referred matters to workers, were disrupted

A mysterious fire at Gqwetha's home in 1981 killed his mother and uncle. A week later police fired on mourners returning from the funeral,

killing a close friend of Gqwetha

In 1984 Saawu was banned in the Ciskei

By this time the union had grown to 18 branches with 100 000 members nationally

It had signed over 20 recognition agreements with companies operating in the Eastern Cape, Natal and the Transvaal

But problems existed in the union's structure

The two highest decision making bodies — the central executive committee and the branch executive committee — were composed entirely of officials with no worker representation

Or, miners negotiated with companies. Decisions were referred back to workers mainly through mass meetings

Not all workers had a chance to speak and sensitive issues could not be discussed. It contradicted the union's commitment to mass participatory democracy

An example was when the union negotiated a recognition agreement at Johnson and Johnson

Workers, unaware of its contents were later forced in terms of the agreement to abandon a sympathy strike and return to work

Saawu was criticised by some for its overtly political stance, a debate which heightened with the formation of the United Democratic Front

Saawu was weakened by a split which occurred when three officials, including general secretary Sam Kikane were expelled in 1983

ON SALE NOW

SACOSPORT-FESTIVAL '88

A COMMUNITARIAN MOVEMENT

**Samcor broke
fund's rules.**

claims Numsa

Star 19/1/87
By Adele Baleta

The National Union of Metalworkers of South Africa (Numsa) is planning legal action against trustees of the Samcor Employee Trust Fund for allegedly breaking the fund's rules by paying out dividends to workers.

In December Samcor paid out R4 million as part of the first dividend payment to more than 4 000 employees who own a 24 percent share of the Samcor equity left for them by Ford when it divested in 1987.

The union said yesterday the money should have been used for community welfare and development activities.

A Samcor spokesman said he could not comment as the matter was between the trustees and the union.

NUM puts off meeting:
Anglo is disappointed

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ALAN FINE 19/11/89

THE latest round in the war of words between Anglo American and the National Union of Mineworkers (NUM) erupted yesterday with Anglo expressing "deep disappointment" at the union postponing a key meeting scheduled for today.

The meeting was to discuss Anglo's proposed code of conduct aimed at limiting mine violence, and the NUM research document released last week which alleged Anglo had conducted a systematic union-bashing campaign since the 1987 strike.

Anglo called on the NUM to either reconsider its decision to postpone the meeting or to agree to a new date as quickly as possible, "otherwise, it will appear as if NUM is more interested in raising problems than in resolving them".

NUM assistant general secretary Marcel Golding said the meeting was postponed in the light of an urgent union executive meeting tomorrow.

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Anglo keen to talk with mine union

~~14/27~~ 211
By Kaizer Nyatumba

Anglo American Corporation is "deeply disappointed" with the National Union of Mineworkers (NUM) decision yesterday to postpone a meeting scheduled for today.

The company said it had hoped to reach an agreement with the union on its recently promulgated code of conduct.

It had also wanted to respond to the NUM's research document which was "publicised extensively" in the December issue of the NUM's newsletter.

Anglo American called on the union either to reconsider its decision to postpone the meeting or to agree on a new date "as quickly as possible".

Thousands of miners to lose jobs

By Adele Baleta
Thousands of miners at three Gencor gold mines will lose their jobs in the next few weeks in a drastic move to maintain profitability at the current low gold price, Gencor has announced.

The mines are West Rand Consolidated and the Leslie and Bracken mines in Evander.

Comment from the white Mine Workers' Union was not available at the time of going to press, but the National Union of Mineworkers has strongly condemned the move.

The mines say:

Mr JC Janse van Rensburg, managing director of West Rand Consolidated, said yesterday about two-thirds of the 5 400-strong workforce would be retrenched in the next few weeks.

Retrenchments began in December and about 1 000 workers were being laid off every month.

The low gold price coupled with West Rand Consolidated's

Star 20/1/89
scattered marginal reserves made it difficult to break even, he said. A limited number of miners would be placed at other gold mines in the Gencor stable.

The managing director of the group's Free State and Evander mines, Mr G Maude, said retrenchments at the Leslie and Bracken mines began this week.

Retrenchments at Bracken — between 1 500 and 3 100 employees — would be completed by February, and those at Leslie — between 700 and 2 800 — by March.

He said 200 Bracken workers had been placed at the Winkelhaak mine. Retrenched employees would be given the equivalent of six weeks' pay, and this varied according to length of service.

The move was necessary, he said, to maintain profitability at lower production levels.

The NUM says:

NUM assistant general secretary Mr Marcel Golding said the decision by Gencor to retrench

employees at the three gold mines was unacceptable and would be contested by the union.

"We will challenge the alleged necessity to lay off workers," he said.

Mr Golding said the union had met the managements of the three mines about the retrenchments.

"In most cases negotiations proved futile because management presented the union with a unilateral decision to retrench the workers. They did not seriously attempt to seek alternatives to minimising the spate of redundancies," he said.

He said the group knew over two years ago of "its alleged precarious situation", but informed the union of the retrenchment plans only two months ago.

"During our discussions with the group it was clear they were acting in bad faith. The retrenchment package is appalling and is rejected by the mine-workers."

The union was examining the position, he said.

Absence of SAP report angers union

By Mike Siluma
Labour Reporter

The National Union of Mineworkers (NUM) has criticised the police for allegedly failing to submit a report of their investigation into an underground fire which killed seven miners at Anglo American's Western Deep Levels mine in October last year

The NUM statement followed the postponement yesterday of a preliminary hearing into the accident because of the unavailability of a police report

NUM safety officer Mr Hazy Sibanyoni said the union's lawyers would have asked during the hearing that the mine "make available to the union documents which would shed some light on the accident" The documents are to be used when proceedings start on February 27

WITNESSES

Police comment was unavailable at the time of going to press

The deputy Government Mining Engineer, Mr G A Haasbroek, confirmed that further statements were still to be taken from witnesses

Mr Sibanyoni said the absence of a police report had resulted in the Attorney-General not being able to make a decision whether to begin an inquest, inquiry or to start prosecutions

"More than three months have passed since the seven workers perished During this period the police (should have) conducted and completed investigations into the accident (but) no investigation has been done and there is no report

"Our union notes with grave disappointment the sloppy manner in which the police treat such an important matter"

975 Times 21/1/89 (21)

Gold miners lose jobs

JOHANNESBURG — General Mining Union Corporation, South Africa's second-biggest mining house, said it would lay off thousands of miners because of the sagging gold price on international markets.

The company said the weak bullion price was threatening the profitability of three of its gold mines, West Rand Consolidated Mines Ltd, Bracken Mines Ltd and Leslie Gold Mines Ltd.

General Mining said it would lay off about 3 600 people, about two-thirds of the total workforce, at West Rand Consolidated.

Between 2 200 and 5 900 workers at Bracken and Leslie will also be laid off or retrenched. — Sapa-Reuter

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Cover
22/1/89

BAD LUCK



Miner loses his job

By DAN DHLAMINI

A STILFONTEIN miner who broke his leg while on duty is facing a bleak future. He was dismissed from the mine and has been jobless ever since.

Hendrick Mbathu, 37, said he had worked for Gencor's Buffelsfontein Mine as a loader in February 1987, and in May he sustained a leg injury after he was knocked down by a scotchcart underground.

He said while in hospital he received his salary, but this was stopped when he was discharged.

Mbathu said on January 30 last year he received a letter notifying him that he was to leave the mine.

He was subsequently paid R1 400,75 as compensation for his injuries which were described as "closed transverse fracture of the right tibia, lower third and fibula".

"I cannot understand how they arrived at the amount paid to me," he said.

"I thought that we were insured in case of accidents.

"I tried to inquire from management, but was pushed from pillar to post and officials of the NUM have since told me they would take up the matter," said Mbathu.

He said he has now fully recovered and had been cleared by the doctor, but the mine would not re-employ him.

Mbathu, a father of three school-going children in Khuma Township near Stilfontein, said he was unemployed and could not maintain his family.

Gencor's spokesman, Beverly Jordi, said he would investigate the incident.

NUM's Western Transvaal branch official, Solly Rasmien, said the region's health and safety officer, Percy Tyonase, who was handling the matter, was not available, but he would look into it.

'Intimidation' of NUM officials condemned

ALAN FINE

THE National Union of Mineworkers (NUM) yesterday condemned what it called police intimidation of union officials and raids on regional offices in the past few days

offices for several hours while the offices were searched by police. Four union officials were then taken to the offices of the local security police for further questioning.

A statement said the union's Kimberley and Klerksdorp offices had been raided, searched and documents removed on Monday and last Thursday respectively. Yesterday the administrator of the Westonaria office was asked to report to Protea police station where she was questioned for several hours.

The union said it condemned the harassment and called on the police to stop interfering in legitimate union activities.

The NUM said officials and members at the Klerksdorp office had been locked in the

SAP spokesman Colonel G Everson said it was not SAP policy to harass or intimidate anyone. Had the alleged raids taken place, they should be seen as routine investigations. It was SAP policy not to comment on such investigations.

22/11/89

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Union alleges harassment

The National Union of Mineworkers has condemned alleged police intimidation of union officials and raids on regional offices in the past few days.

The union's assistant general secretary, Mr Marcel Golding, said yesterday. "Union officials have been picked up and questioned, workers visiting our offices have been harassed, and several union officials have had their homes visited by police and been questioned."

Police have denied harassing and intimidating union officials.

Mr Golding said: "On Monday, our offices in Kimberley were raided and documents confiscated."

"Yesterday, the administrator of the Westonaria office was asked to report to Protea police station, where she was

questioned for several hours."

Mr Golding said that last Thursday the Klerksdorp offices of the NUM were visited by police. Officials and mineworkers were locked up in the offices, which were searched by the police. Four union officials were then taken to the offices of the local security police for further questioning.

A police spokesman said last night it would be "completely out of line" for him to comment on the allegations.

"Should it, however, be within the context of our police investigations, it is not our policy to issue any statement with regard to our investigations. We do, however, deny that we harass or intimidate people, organisations or, for that matter, anybody."

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June stayaway sparks new action by mine

By Mike Siluma,
Labour Reporter

Seven months after it occurred, the three-day stayaway in June is at the centre of a row between the National Union of Mineworkers and Saaiplaas gold mine.

According to NUM assistant secretary-general Mr Marcel Golding, the dispute was sparked by the dismissal of 28 NUM members by the Anglo American mine for allegedly participating in the stayaway, called in opposition to amendments to the Labour Relations Act. The workers denied staying away.

Mr Golding said the Industrial Court (IC) had already made a ruling that the dismissal of the employees was *prima facie* selective and unjustified. However, the Minister of Manpower had declined to appoint a conciliation board (CB) in line with "a fixed policy to refuse the establishment of conciliation boards in all matters connected to the June stayaway".

'UNREASONABLE'

In a statement, Anglo said despite management's willingness to talk to the union when the dispute first broke out, talks had collapsed because NUM had made unreasonable demands.

The IC had granted an interim order in respect of 27 of the 28 applicants, which was extended on two occasions. Saaiplaas yesterday lodged an urgent application to the Supreme Court seeking an order on the jurisdiction of the IC in extending the interim order and an interdict against the IC from hearing further applications for extensions.

Director-General of Manpower Mr Joel Fourie denied that his department had a policy on disputes relating to the three-day stayaway.

● About 200 members of the Chemical Workers Industrial Union employed by Coates Brothers SA are on strike at plants in Durban and Cape Town over wages and working conditions, the union said.

THE NUM RESPONSE TO THE AAC ...

CODE OF CONDUCT

211
 STOP
 21/1/89

Mine owners have always made their workers and the world believe that mineworkers who live and work in their mines are free: that working and living conditions on the mines are the envy of all workers in South Africa, that they pay a living wage, that a system of justice prevails on the mines; that they are the guardians of workers' safety; that racial discrimination has been eliminated; that the actions of mine management and mine security forces are subject to control.

Today such claims and beliefs have become implausible. The gap between reality and the proclamations by mine owners has widened to a degree mineworkers find hard to endure.

AAC has invited the NUM to accept their Code of Conduct. A Code of Conduct they believe will eliminate violence on the mines.

The NUM does not deny that there is violence on the mines. The NUM agrees and is committed to the eradication of violence on the mines. However, all parties involved in the industry need to ask themselves what the causes of this violence are.

Mine owners and the NUM all agree that the system of housing thousands of workers in single sex compounds creates a highly volatile environment that gives rise to violence. It has become fashionable for mine owners, the AAC in particular, to consider violence on the mines in isolation from the grave repression and violence that results from the migratory labour system.

The migratory labour system has not only given rise to violence, it has resulted in the suppression of the fundamental human rights that are the hallmarks of successful business enterprises and societies worldwide. The migratory labour system has also resulted in the authoritarian control of workers, in fact a hard dictatorship, paternalistic attitudes, a crude form of racial discrimination and a denial of basic human and social rights to workers.

Contrary to what mine owners may proclaim, mineworkers have less freedom than we have all believed. That which mineworkers have enjoyed has been too dependent on the benevolence of mine owners.

Workers rights have remained the possession of mine owners, rationed out to them as subjects rather than as their own inalienable possessions as free men.

It is an undeniable fact that the repressive nature of the migratory labour system negates fundamental human rights and as a consequence trade unions rights are severely curtailed.

The time has come to have a Code that will grant mineworkers their human rights on the mines a move which the NUM believes will eliminate violence.

THE NUM THEREFORE PROPOSES A CONDUCT WHICH WILL INCLUDE

- the right to freedom of association
- the right to assembly,
- the right to freedom from discrimination
- the right to privacy
- the right to freedom of expression
- the right of freedom of movement,
- the right to fair disciplinary inquiry,
- the right to have democratically elected worker committees to run hostels,
- the right to strike,
- the right to picket during strikes
- the right to practise one's culture and traditions

CODE OF CONDUCT 1 PREAMBLE

In order to establish an environment of social harmony and industrial peace to achieve economic growth, employers and employees acknowledge that the substantive

causes of conflict generation have to be addressed if this is to be achieved. In furtherance of this employers and employees recognise that the payment of living wages, decent and acceptable working and living conditions and the respect for basic human rights are imperative if equitable and socially conducive relationships are to be developed.

This requires the parties to conduct themselves in accordance with internationally recognised industrial relations standards which respects the rights of each party.

2 JOINT AAC/NUM UNDERTAKING

The Anglo American Corporation and the National Union of Mineworkers acknowledge that the relationship between management and workers is characterised by common and conflicting interests. In certain instances despite the existence of channels and procedures to resolve differences harassment victimisation racial discrimination, union bashing tactics, mass dismissals, gross violation of basic human rights and unnecessary violence and conflict have occurred which the parties agree should be prevented.

The purpose of this Code of Conduct is therefore to eliminate harassment victimisation, racial discrimination, union bashing tactics, mass dismissals and

unnecessary violence and conflict by promoting and maintaining acceptable norms of behaviour and restoring the fundamental human rights to mineworkers.

To this end the Corporation and its administered mines as well as the union and its members commit themselves to a Code of Conduct for regulating the conduct of all managerial and auxiliary personnel the union and its members.

3 PRINCIPLES

3.1 The parties to this agreement accept that each will be accountable and accept responsibility on the part of Team Leaders, Miners, Shift Overseers, Mine Overseers, Section Managers, Production Managers, Personnel Managers, Mine Managers or equivalent officials as well as the security personnel. And on the part of the union — union members and officials.

That all these persons will take all steps available individually and collectively to ensure that all persons act at all times in the interest of industrial peace and a creation of an environment that is aimed at achieving better working and living conditions on the mines.

3.2 The parties will at all times seek to uphold and protect the following fundamental rights of workers

- the right to work
- the right to strike
- the right to picket during strikes,
- the right to freedom of association
- the right to freedom of movement,
- the right to fair disciplinary hearings with shaft stewards' representation
- the right to assembly,
- the right to freedom from discrimination
- the right to freedom of expression,
- the right to privacy,
- the right to have democratically elected workers committees to run hostels
- the right to practise one's culture and traditions

3.3 The parties will not promote or support the use of unlawful actions including the use of the police to deal with strikers or use any form of violence, cohesion or intimidation to achieve any objective.

3.3 The Corporation undertakes not to engage in provocative actions such as

- 3.4.1 patrols of armoured vehicles — Caspirs and Hippos,
- 3.4.2 forcing legal strikers back to work
- 3.4.3 video taping workers meetings and movements,
- 3.4.4 dissemination of hostile propaganda against the union

3.5 The parties agree that in the normal course of events or in the event of a lawful strike, lock-out

or any other form of industrial action, management workers and union representatives shall endeavour that the following activities are maintained

- the hostels and all facilities inherent in the administration of hostels shall function normally and be under the responsibility of democratically elected hostel committees with management having an advisory role on technical and other matters
- the mine and agreed essential services shall function normally under the responsibility of management,
- normal access to the hostel and the mine shall be accorded to management workers and union officials
- normal access to working places for those employed who choose to work during industrial action
- picketing

The Corporation undertakes further that during the course of industrial action

- the security forces shall remain in their barracks and not be used against strikers
- there will be no mass dismissals
- that the union shall have the right to have meetings and counsel and/or meet their members at any time
- The SAP or SADF shall not be called in to deal with industrial relations matters

4 IMPLEMENTATION AND MONITORING OF THE CODE OF CONDUCT

4.1 Details giving effect to the principles embodied in this code will be negotiated at shaft mine or other appropriate level. Such details may include remedies open to the parties in the event of one party breaching the code of conduct.

4.2 Co-ordinating committees at shaft mine regional or if necessary, head office level shall be established to monitor the implementation of an adherence to the details included in terms of Section 4.1 above.

4.3 This committee shall be composed of equal numbers of management and the union representatives and shall hold meetings on a regular basis.

4.4 Failing resolution disputes concerning implementation and operation of the Code may by agreement be referred to the head office co-ordinating committee by either party of a committee.

4.5 Should the head office co-ordinating committee be unable to resolve a dispute the aggrieved parties may agree to refer the dispute to Arbitration.

5 This Code of Conduct shall not derogate from the rights either party may have in law which rights either party may exercise at any time.



NUM agrees to meet Anglo ⁽²¹¹⁾

By Mike Siluma, Labour Reporter
The National Union of Mineworkers (NUM) yesterday agreed to a meeting with Anglo American Corporation (AAC) to draw up a code of conduct aimed at eliminating mine violence and entrenching the human rights of workers

It also called on Anglo and the entire industry to lift the "state of emergency" on the mines

The NUM has set out its proposed code of conduct in an advertisement, which appears on Page 16 of this issue.

The NUM announcement, made at a press conference by secretary-general Mr Cyril Ramaphosa, coincided with the launch of the union's campaign against "repression on the mines" It came just hours after Anglo had publicly urged NUM to urgently agree to a resumption of talks on the code of conduct

According to Mr Ramaphosa, the union had cancelled the meeting on the code of conduct, scheduled for January 19, because Anglo had released its proposals to the press

He said the NUM proposals regarding a code of conduct differed from

Anglo's in that it sought to address underlying factors such as the migrant labour and hostel systems, while Anglo's focused only on the manifestations of violence

Mr Ramaphosa challenged Anglo to allow the press to enter mines and independently investigate allegations being made by both sides

He said the introduction of employee shareownership schemes by Anglo was part of a strategy to "persuade (members) to waive their NUM membership and rely on management to look after them" *Star 31/2/89*

According to NUM, the campaign against "repression" was aimed at dismantling "repressive mine security measures" and "normalising collective bargaining"

An Anglo spokesman said the corporation was "delighted to receive such a swift response" from NUM "The corporation will be in touch with Mr Ramaphosa to arrange a meeting."

A Chamber of Mines spokesman said the implementation of security measures was a prerogative of individual mines and had "very little to do" with the Chamber

NUM lashes 'repression'

Sowetan 3/2/84 (211) (211) (211)
THE National Union of Mineworkers yesterday launched a campaign against what it termed "repressive" security measures and a "hostile" collective bargaining environment on the mines.

The union also announced its proposed code of conduct centering the one proposed by the Anglo American Corporation about a month ago.

Addressing a Press conference, Num official Mr Cyril Ramaphosa said the objectives of the campaign were to have "repressive mine security measures dismantled and to normalise collective bargaining." The campaign, he said, would be launched only in AAC-controlled mines

The NUM, Mr Ramaphosa said, was embarking on the campaign against a background of a management strategy to persuade workers to waive their union membership and rely on "mineowners to look after them."

"The NUM has a proud history of fighting for worker rights, and we will resist tooth and nail all covert and overt attempts by the mine owners to take workers back to the oppression that prevailed before unionisation," the union official added.

The union, as part of the campaign, has demanded:

- Freedom of association and assembly on the mines;
- Right to privacy and freedom of movement for mineworkers; and
- NUM's right to organise to be respected.

Union claims R2-m

The National Union of Mineworkers has admitted it was one of the creditors of Eurobank, which was provisionally liquidated late last year ~~for 2/8~~

NUM general-secretary Mr Cyril Ramaphosa said at a press conference yesterday that the union had submitted a claim for R2 million against the bank, which was at the centre of the Harms Commission of Inquiry into cross-border irregularities

The bank's head is currently involved in a court case concerning the operation of Eurobank — a Ciskei-based operation that offered investors extraordinarily high returns on their investments

Mr Ramaphosa said the union had money invested in Eurobank "at good rates for some time" ~~(KSA) 211~~

He said the union had tried to "pull out" from the bank when it was found it was based in Ciskei, as that information had been "politically embarrassing" to the NUM

An internal investigation into why the bank was chosen for union funds would be conducted once the situation surrounding the bank had been settled and it was seen what sort of percentage of the NUM's investment was returned

211

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THE NUM RESPONSE TO THE AAC CODE OF CONDUCT

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- the right to freedom from discrimination,
- the right to privacy,
- the right to freedom of expression,
- the right to freedom of movement,
- the right to fair disciplinary inquiry,
- the right to have democratically elected worker committees to run hostels;
- the right to strike,
- the right to picket during strikes,
- the right to practise one's culture and traditions

PROPOSED CODE OF CONDUCT

1. PREAMBLE

In order to establish an environment of social harmony and industrial peace to achieve economic growth, employers and employees acknowledge that the substantive causes of conflict generation have to be addressed if this is to be achieved

In furtherance of this, employers and employees recognise that the payment of living wages, decent and acceptable working and living conditions and the respect for basic human rights are imperative if equitable and socially

conductive relationships are to be developed

This requires the parties to conduct themselves in accordance with internationally recognised industrial relations standards which respects the rights of each party

2. JOINT AAC/NUM UNDERTAKING

The Anglo American Corporation and the National Union of Mineworkers acknowledge that the relationship between management and workers is characterised by common and conflicting interests In certain instances, despite the existence of channels and procedures to resolve differences, harassment, victimisation, racial discrimination, union bashing tactics, mass dismissals, gross violation of basic human rights and unnecessary violence and conflict have occurred which the parties agree should be prevented

The purpose of this Code of Conduct is therefore to eliminate harassment, victimisation, racial discrimination, union bashing tactics, mass dismissals and unnecessary violence and conflict by



promoting and maintaining acceptable norms of behaviour and restoring the fundamental human rights to mineworkers.

To this end the Corporation and its administered mines as well as the union and its members commit themselves to a Code of Conduct for regulating the conduct of all managerial and auxiliary personnel, the union and its members

3. PRINCIPLES

3.1 The parties to this agreement accept that each will be accountable and accept responsibility on the part of the AAC for the action of Team Leaders, Miners, Shift Overseers, Mine Overseers, Section Managers, Production Managers, Personnel Managers, Mine Managers or equivalent officials as well as the security personnel. And on the part of the union - union members and officials.

That all these persons will take all steps available individually and collectively to ensure that all persons act at all times in the interest of industrial peace and a creation of an environment that is aimed

at achieving better working and living conditions on the mines

3.2 The parties will at all times seek to uphold and protect the following fundamental rights of workers

- the right to work,
- the right to strike,
- the right to picket during strikes,
- the right to freedom of association,
- the right to freedom of movement,
- the right to fair disciplinary hearings with shaft stewards representation,
- the right to assembly,
- the right to freedom from discrimination;
- the right to freedom of expression,
- the right to privacy,
- the right to have democratically elected workers committees to run hostels,
- the right to practise one's culture and traditions

3.3 The parties will not promote or support the use of unlawful actions including the use of the police to deal with strikers or use any form of violence, coercion or intimidation to achieve any objective

3.4 The Corporation undertakes not to

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engage in provocative actions such as

- 3.4.1 patrols of armoured vehicles - cars and hippo's,
- 3.4.2 forcing legal strikers back to work,
- 3.4.3 video taping workers' meetings and movements,

3.4.4 dissemination of hostile propaganda against the union

3.5 The parties agree that in the normal course of events or in the event of a lawful strike, lock-out or any other form of industrial action, management, workers and union representatives shall endeavour that the following activities are maintained

the hostels and all facilities inherent in the administration of hostels shall function normally and be under the responsibility of democratically elected hostel committees with management having an advisory role on technical and other matters,

the mine and agreed essential services shall function normally under the responsibility of management,

normal access to the hostel and the mine shall be accorded to management, workers and union officials,

normal access to working places for those employed who choose to work during industrial action,

picketing,

The corporation undertakes further that during the course of industrial action - the security forces shall remain in their barracks and not be used against strikers,

there will be no mass dismissals,

that the union shall have the right to have meetings and counsel and/or meet their members at any time,

the SAP or SADF shall not be called in to deal with industrial relations matters

4. IMPLEMENTATION AND MONITORING OF THE CODE OF CONDUCT

4.1 Details giving effect to the principles embodied in this code will be negotiated at shaft, mine or other appropriate level. Such details may include remedies open to the parties in the event of one party breaching the code of conduct

4.2 Co-ordinating committees at shaft, mine, regional or, if necessary, head office level shall be established to monitor the implementation of an adherence to the details included in terms of Section 4.1 above

4.3 This committee shall be composed of equal numbers of management and the union representatives and shall hold meetings on a regular basis

4.4 Failing resolution, disputes concerning implementation and operation of the Code may by agreement be referred to the head office co-ordinating committee by either party of a committee

4.5 Should the head office co-ordinating committee be unable to resolve a dispute, the aggrieved parties may agree to refer the dispute to Arbitration

5 This Code of Conduct shall not derogate from the rights either party may have in law, which rights either party may exercise at any time

Miners earn

21% more

ARCUS 3/2/89
MASERU. — South African gold mines paid about R347-million to Basotho mine workers employed on the gold mines in 1988 — an increase of 21 percent on the previous year's figure.

About R287-million was paid in 1987.

Statistics released by The Employment Bureau of Africa (Teba), which recruits Basotho mine labour for the gold mines, show an increase of 30 percent in remittance payments last year, compared with the figure for the previous year. — Sapa.

Key to mine peace human rights, says NUM counter to Anglo code

THE National Union of Mineworkers as fired another salvo in its war of words with the Anglo American Corporation over the issue of violence on the mines

In response to a proposed code of conduct published in the press recently by Anglo, "aimed at establishing an environment of social harmony and industrial peace to achieve economic growth", the NUM yesterday released its own recommended code. However, the union sent a copy of its proposals to Anglo with an invitation to resume negotiations on the issue. The corporation also released a statement calling on the union to resume the talks following the cancellation of a meeting two weeks ago. As part of the settlement agreement after the 1987 mine strike, Anglo and the NUM undertook to negotiate a code of conduct guaranteeing worker rights and aimed at preventing mine violence.

However, the issue moved into the public arena following the recent release of an NUM report claiming extensive repression and denial of worker rights by Anglo's mine man-

agers Anglo responded by alleging a pattern of violence on its mines and publishing a proposed code to deal with this

In a statement accompanying its counter-proposals, the NUM says it has become fashionable among mining employers to view mine violence in isolation from the migrant labour system, which had resulted in "the authoritarian control of workers, a hard dictatorship, paternalistic attitudes, a crude form of racial discrimination and a denial of basic human and social rights"

In particular, the housing of thousands of workers in single-sex compounds "creates a highly volatile environment that gives rise to violence".

The union says it believes mine violence can be eliminated by "granting

By DREW FORREST
mineworkers their human rights on the mines"

There are significant areas of common ground between the Anglo and the NUM codes. Both agree to take responsibility for the actions of their officials and members/employees and to ensure that they act in the interests of industrial peace. Both agree not to promote or support unlawful actions, violence and intimidation.

In the event of a lawful strike or lock-out, the parties agree that mine hostels and essential services shall function as normal. Anglo undertakes to allow picketing — albeit in specified areas away from the workplace settled by negotiation — while the union agrees that workers who choose not to strike should be al-

lowed normal access to their places of work. There is broad agreement also on the mechanism for monitoring and implementing the code — by joint union-management committees at shaft, mine, regional and, if needed, head office, level. Arbitration is provided for in the event of an unresolved dispute.

There are also significant differences between the codes, however. In addition to "unnecessary violence and conflict", the NUM states that the code should aim to eliminate "harassment, victimisation, racial discrimination, union-bashing tactics, mass dismissals and gross violation of human rights".

And while Anglo seeks to protect workers' freedom of association and freedom to strike or choose not to

strike, the union lists a range of other rights which the parties to the code should uphold. These include freedom from discrimination, freedom of movement, assembly and expression, and the right to picket, to fair disciplinary hearings with shaft steward representation, and to "practise one's culture and traditions".

The union also seeks to prevent Anglo from engaging in "provocative actions", which allegedly include:

- Patrols of armoured vehicles
- Forcing legal strikers back to work
- Video-taping workers' meetings and movements
- Dissemination of hostile propaganda against the union

During industrial action, the NUM seeks to commit Anglo to keep mine security forces in their barracks; to refrain from mass dismissals; to grant the union unrestricted access to members and not to summon the police.

The NUM is to stage a rally on the issue of "repression on the mines" at Wits University this weekend.



Several thousand members of the National Union of Mineworkers gathered yesterday to launch the union's "anti-repression" campaign. Part of the crowd is seen on the right and (above) police confiscate a union banner from a group of workers. ● Pictures by Karen Fletcher.



Management accused of exploitation, denial of freedom

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers, rejecting Anglo American's proposed code of conduct, has warned that workers may withdraw their labour if the mining industry does not stop "repression" on the mines within six months.

Addressing several thousand NUM members at the University of the Witwatersrand yesterday, NUM treasurer Mr Paul Nkuna said the union's perception of Anglo's code of conduct was that it had been put forward to facilitate the exploitation of workers and to deny workers freedom of association and assembly.

The NUM's view was that any code of conduct should protect workers' rights, including the right to meet and freedom of movement in and out of living quarters.

The code should ensure that mine security personnel were not used to break strikes

Committees

"Workers should form committees at all levels, from the shafts to their living quarters to expose repression. If repression does not end within six months, we will not be able to do anything more."

Miners give Anglo new ultimatum

South
6/2/89

months, workers will have to consider striking," said Mr Nkuna, demanding that the management of mine compounds be handed over to workers.

In reaction, Anglo accused Mr Nkuna of indulging in "unnecessary and unconstructive rhetoric".

Following the NUM's agreement last week to a meeting with Anglo, the latter had indicated its willingness to include the union's counter-proposals on the agenda of the meeting, to take place possibly within a week.

Anglo restated its belief that the interests of both parties would be best served, and the

issues most effectively addressed and resolved, when the parties met.

Addressing the meeting, human rights campaigner Dr Max Coleman said 50 000 people had been detained without trial in South Africa and its self-governing territories since the state of emergency was introduced. There had been 10 deaths in detention.

'Target'

Unionists were "a major target" of the State, accounting for up to 20 percent of detainees between 1986 and 1987. Many people who, like unionist Mr Amos Masondo, had been in detention for more than a

were now on a hunger strike

State opponents were tried for activities which in other countries would be seen as normal political practices, Dr Coleman said.

NUM president Mr James Motlatsi called for resistance against employers because of repression in the workplace.

Congress of SA Trade Unions vice-president Mr Chris Dlamini said work-er repression was part of a plan to force unions to "toe the line and accept low wages", and to make people accept that apartheid was the only solution to South Africa's prob-

6/2/89

Miners reject Anglo's proposed code 21

THE NUM anti-repression rally at Wits University, attended by more than 5 000 miners, yesterday rejected Anglo-American's proposed code of conduct.

National treasurer Paul Nkuna said Anglo's code was aimed at maintaining exploitation and repression on mines.

"If repression does not end we will consider going on strike. For the next six months, from today we will be watching what they (Anglo and the Chamber of Mines) are doing," he said.

SIPHO NGCOBO

Mkuna said the code was aimed at taking away workers' meeting rights and would enable mine security personnel to enter hostel rooms whenever they wished and do whatever they liked.

He said NUM members demanded to have the right to meet union officials to discuss problems whenever the need arose. "We want our union officials to have free access to the mines," he said.

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BOSSSES

SLATED

REPRESSION on the mines was similar to that of Nazi Germany, trade unionist Mr Elijah Barayi told a rally in Johannesburg yesterday.

Addressing more than 2000 people at the rally of the National Union of Mineworkers (Num), Mr Barayi said repressive security measures on the mines were "a replica of State repression". Mine bosses and the State had joined forces in an effort to crush the Num, he added.

The Num official also condemned the hostel system on the mines, saying conditions in these places were appalling with — in some cases — 60 mineworkers sleeping in one room.

The rally, held at the University of Witwaters-

rand, was the highlight of the newly-launched Num campaign against what it has termed repressive mine security measures and "hostile" collective bargaining environment on the mines. The union has accused mine bosses of adopting a multi-pronged, "vicious" strategy against it and its members.

Num treasurer Mr Paul Nkuna said mine owners had always made their workers and the world believe that they paid a living wage and that living conditions were decent. "Today such claims and beliefs have become implausible", he said.

He said the union

By **LEN MASEKO**

demanding freedom of association on the mines, the right to strike, rights to privacy, rights to a fair disciplinary inquiry and freedom of movement.

Deadline

The Num, Mr Nkuna said, gave the Chamber of Mines six months to end repression in the sector.

Dr Max Coleman, former official of the restricted Detainees Parents Support Committee, speaking in his personal capacity, said more than 50 000 had been detained without trial since 1984. He said detentions in the trade union movement had increased over the past few years.

Dr Coleman said one trade unionist, Mr Amos Masondo, detained without trial since June 1986, was on a hunger strike in protest against his continued incarceration. On the other hand, he said, thousands of people — "called internal refugees" — were in hiding in fear of being detained.

Speakers at the meeting also included Dr Abe Nkomo, Ms Amanda Kwadi, Num president Mr James Motlatsi and M Chris Dlamini, vice-president of Cosatu.

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.

C E S E F C P F P P

higher import surcharges had already against imitation

Anglo and NUM see old mine Act being put to new test

211 ~~NUM~~ 3/NUM 8/2/89

ALAN FINE

AN APPLICATION by two NUM members, under a little-known section of the Mining Rights Act but with potentially far-reaching implications, will be heard in the Rand Supreme Court today

If it is successful it could mean a payout of at least R5m to 10 000 NUM members dismissed during the August 1987 strike

An NUM legal adviser and an Anglo American gold division industrial relations

consultant, Nigel Unwin, confirmed the application by the two Vaal Reefs men was seen as a test case

They also confirmed the potential payout figures were reliable estimates

Section 164 of the Act provides that no mine may discharge more than 20% of its workforce in any month without giving writ-

ten notice of the dismissals to the Mineral and Energy Affairs Minister

It also stipulates a mine contravening this provision will be liable to pay each man a month's wages

The original intention of Section 164, promulgated in 1919, is believed to have been to protect state earnings from sudden changes in the operating practices of low-grade mines.

There are two sets of rules but the answers are the same

try. The passports were returned on Monday and no charges were laid.

Solved riddle of miner's disappearance

The mysterious disappearance of a mine worker six years ago was solved on Sunday when a proto team member stumbled across a skull in a hat underground at Blyvooruitzicht mine near Carletonville.

A spokesman for the Rand Mines gold mine said the proto team was investigating a ventilation shaft about 600 m to 800 m underground at No 2 shaft when the discovery was made.

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NUM PAIR CHALLENGE MINE DISMISSAL IN TEST CASE

9/2/89

SUSAN RUSSELL

21

TWO workers who lost their jobs during the mass dismissals at Vaal Reefs gold mine in August 1987 have asked the Supreme Court to reinstate them on the grounds that the mine failed to comply with a little-known section of the Mining Rights Act.

Samuel Kula and Job Sekwane claim Vaal Reefs contravened section 164, which states that no mine employing more than 500 people may discharge more than 20% of its workforce in any month without giving the Minister of Mineral and

Energy Affairs written notice.

The mine admits no written notice was given but contends that the section does not apply where workers are dismissed for strike action and where the intention was to stop the closure of the mine.

Kula and Sekwane have asked the court to declare their dismissal null, void and of no effect or, alternatively, for an order compelling the mine to pay them one month's

wages — the penalty for a contravention of the section.

The application is seen as a test case. If the court finds in favour of Kula and Sekwane, NUM members dismissed during the strike could be paid out in excess of R5m.

Vaal Reefs regional GM Robert Williams said in an affidavit that at the time the decision was taken to dismiss strikers, the mine had no knowledge of the provisions of section 164 and had no intention of contravening the Act.

Argument continues today.

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By Derek Tommey
Investors have been questioning the strong rise in industrial share prices on the JSE in recent weeks. But there is evidence that the recovery is deepening and growing more strongly than was ever expected.

This can be seen in the latest employment figures, which show that the rise in industrial activity is at last generating a large number of additional jobs.

QUARTER

Figures issued by Central Statistical Services (CSS) show there was a major increase in employment in the third quarter of last year — probably the biggest in

any quarter since the late 1970s.

CSS figures show that the number of people in work grew by 12 500 in the first quarter of last year, by 6 300 in the second quarter and then jumped by 42 190 in the third quarter.

This is an important development considering that private-sector employment in 1987 grew by only 17 000, while, at the same time, state utilities laid off about 23 000 workers.

It was only a 50 000 increase in the number of

government workers that led to 1987's employment total growing at all.

The employment record has, in fact, been abysmal for the whole of the decade.

Between 1980 and 1987 the number of people at work in the private sector fell by 3 600.

In state utilities, the decline was even greater — 53 000.

Again it was only a 272 000 increase in Government employment that resulted in jobs in seven years growing by 215 000 — about 30 000 a

More hope for jobless

to 1987
This is obviously a completely unsatisfactory figure for a country whose population is growing by 800 000 a year.

Sectors accounting for most of 42 190 increase in employment in the September quarter were mining — 8 600 (1,3 per cent increase), manufacturing — 9 800 (0,7 per cent), construction — 3 000 (1,0 per cent), wholesale, retail, catering and accommodation — 8 200 (1,1 per cent), community, social and personal services, including laundry

and dry-cleaning — 10 700 (0,9 per cent).

The number of people employed at the end of September last year is estimated at 4 984 300 earning a collective

R5,9 billion a month.

More bullish news is contained in the latest retail sales figures issued by the CSS.

These show that retail sales last year rose by R8,8 billion (21,6 per cent) to R49,8 billion.

In December, R6,3 billion passed through retailers' tills — almost R1 billion, or 18,4

percent more than in December 1987.

Retailers were forecasting a 20 percent rise in retail sales in January.

This was possibly achieved since Woolworths reported this week a 21 percent rise in the first six weeks of the year.

CONCERN

Some concern has been expressed over the three percent drop in new car sales in January, compared with a year ago.

But economists say the cost of money has risen 38 percent in the past 12 months and that a three percent fall in sales in these circumstances can be regarded as encouraging.

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Miners want jobs back

10/2/87

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By Helen Grange

The fact that some of the 10 000 mine workers dismissed during a strike in 1987 had signed resignations did not alter the fact that Anglo American had acted unlawfully, it was said in the Rand Supreme Court yesterday.

Mr Samuel Kula and Mr Job Sekwane have asked the court to reinstate them on the grounds that Vaal Reefs Gold Mine failed to comply with a section of the Mining Rights Act

They claim it contravened Section 164, which states that no mine employing more than 500 people may discharge more than 20 percent of its workforce in any month without giving the Minister of Mineral and Energy Affairs written notice.

Argument continues.

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Mining industry layoffs 'severe'

JOHANNESBURG — The 1988 decline in staffing levels in the two main sectors of SA's mining industry — gold and coal — was far more severe than the announcements of about 10 000 layoffs during the year suggest, statistics released by the Chamber of Mines reveal

Provisional figures, computed jointly by the chamber and the Minerals Bureau, show the average number employed on goldmines in June at 523 687, 40 765 down on the previous year. This represents the first decline in gold mining employment figures in more than a decade

And staffing levels on SA's collieries, at 87 125, were down by 6 554 on the year and at their lowest mark in a decade

It appears most of these jobs were lost through natural attri-

tion
CNC TMB 13/2/89
Chamber senior GM, external relations, Johann Liebenberg warned that the next 12 months "do not look promising" as regards job creation on the gold mines

For twelve of the 31 goldmines affiliated to the chamber, it cost \$385 or more to extract each ounce of gold last year

Regarding the collieries, Liebenberg said things were looking up, but this was only relative to the 1987 downturn "The domestic market is dead. The international market is picking up both in terms of volumes and prices"

National Union of Mineworkers (NUM) assistant general secretary Marcel Golding said the union was discussing the economic conditions in the industry, including the retrenchments suf-

fered in the last year

However, he conceded the union faced difficult choices in dealing with the problem of marginal mines and retrenchments. A most unpopular solution, which the union had traditionally opposed as divisive, was differential wage rates at those mines

But, he added "We are not oblivious as to what is going on. We have always been pragmatic. That is why we settled last year"

He stressed, though, the NUM's preparedness to compromise was dependent on an open and frank approach by the industry "We want real and timeous proof of the difficulties the industry tells us it is facing," he said

The NUM accepted the need for fair dividends, he said. But this had to be put into perspective next to the need for a living wage

Retrenchments on mines

NUM applies for conciliation boards at mines

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) has applied for the establishment of conciliation boards with at least three mines following the retrenchment of its members.

The union's revelation comes in the wake of heavy job losses in South Africa's gold and coal mines. According to statistics, last year's employment levels on gold mines fell by more than 40 000 from 1987, with the workforce in the collieries declining by more than 6 000.

The decline in employment levels has been attributed to natural attrition and retrenchment, as some mines battle to contain working costs.

According to NUM assistant general

secretary Mr Marcel Golding, the NUM was "not happy" with the way retrenchments had proceeded. He accused companies of planning retrenchments over a long period of time, and then informing the union of their decisions at short notice.

"We believe that the companies have not considered union proposals of working short time and extending miners' homestay. In addition the packages offered are appallingly low. For example, gold mines have given workers a maximum of three months payment even where workers would have been employed for up to 20 years.

"The union has declared disputes with gold and coal mines and has applied for conciliation boards with some mines," said Mr Golding. He declined to give further details.

The Chamber of Mines' general manager for external relations, Mr Johann Liebenberg, confirmed that there had been a decline in the number of workers employed in the mines.

Cost pressures

He said managements in both sectors "have been under very heavy pressure to reduce working costs because they are increasing at a much higher rate than working revenue".

At least one mining house had retrenched 8 500 workers last year, he said. In addition, there had been a small number of retrenchments in other mining houses. "But by far the greatest reduction has been by the natural process where employees have terminated their services and vacancies have not been filled," added Mr Liebenberg.

"Wherever retrenchments have taken place, there have been negotiations between management and the unions concerned," he said. "Retrenchments are a last resort."

The mining industry employs about 500 000 workers.

NUM declares disputes over gold mine retrenchments (211)

THE NUM has declared official disputes with three Gencor gold mines, alleging they had conducted negotiations over 4 500 retrenchments made in bad faith

NUM assistant general secretary Marcel Golding said managements of

15/11/87 **ALAN FINE**

the Bracken, Leslie and Buffelsfontein mines had given inadequate notice of retrenchments, had made inadequate severance payments, and had failed to consider alternatives proposed by the

NUM aimed at minimising lay-offs Golding said these proposals had been rejected and retrenchments had been implemented unilaterally by management, but Gencor gold division GM Kobus Olivier said all employee representatives were consulted

Union 'no' to Minerals Bill draft

B/Saw

15/2/89 ALAN FINE

THE NUM yesterday issued strenuous objections to the draft Minerals Bill, in particular to the repeal of sections of the Mines and Works Act governing the health and safety of employees

The NUM said the Bill, by removing restrictions on the use of land and minerals, would adversely affect communities and the country as a whole

The Bill, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The state would no longer have a central monitoring function. Mines would become "self-regulatory". The NUM said mines could not be entrusted with self-regulation in health and safety matters.

"The Minerals Bill means that one law and one department will regulate both the exploitation of minerals and the health and safety of miners. This will lead to conflicts of interests between safety and profits not being fairly resolved," the union further argued.

The NUM objected to the "privatisation" of mineral rights in the Bill. This would give "full, unfettered rights to the monopolies which dominate the mining industry to do what they will with the country's mineral wealth."

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with powers to ensure health and safety improvements in the industry, and, in some circumstances, restrictions on the use of the land and minerals.

Basotho mine workers earn more money

MASERU — There was a 21 percent increase in total payments to Basotho mine workers on South African gold mines last year compared with the figure for 1987.

Statistics released by the Employment Bureau of Africa (TEBA), show that payments to Basotho on the gold mines last year increased from R287 750 471 in 1987 to R347 806 399 last year.

The volume of deferred pay (money saved for the miners until they return home) in 1988 amounted to R175 369 856 as against R161 709 502 in 1987.

The remittance payment (money sent home by the miner to relatives) last year totalled R149 556 660 as against R114 842 939 the previous year — The Star's Africa News Service

No poverty plea, union tells mines

211 ~~211~~ ALAN FINE ~~086~~ ~~010~~

THE Chamber of Mines will find itself hoist with its own petard if it enters the 1989 wage negotiations pleading poverty, Council of Mining Unions (CMU) chairman Ben Nicholson said yesterday.

The CMU, representing artisans and white qualified miners, has submitted proposals for 20% increases. Talks are expected to begin by next week, and new rates are scheduled to be implemented from May.

Nicholson said the chamber had always insisted that during good years the gold price and affordability were not legitimate criteria for determining the level of wages and increases.

He predicted the chamber would attempt to change this approach in 1989, using the industry's unfavourable economic conditions to resist union demands.

Chamber senior GM, external affairs, Johann Liebenberg responded that Nicholson appeared to have "a very short memory".

The chamber had for years drawn attention to employers' need to account for rapidly rising working costs when determining increase levels to be granted, he said.

According to Nicholson, other CMU proposals include a five-day week, improved bonus, annual leave and accident leave conditions.

NUM hits at new mine safety move

sowefew
16/2/87
By LEN MASEKO

THE controversial Minerals Bill would lead to the mining industry being subjected to less controls and lower standards, the National Union of Mineworkers said in a statement yesterday.

The Num said the mines — in terms of the bill — would become “self-regulatory,” policing health and safety themselves. The union likened the proposed legislation with “giving an alcoholic keys to the liquor cabinet.”

The draft Bill, handed to the Government last week, was published for comment last December. It seeks to consolidate the law in regard to minerals in one piece of legislation.

Num warned that the Bill, by repealing the Mines and Works Act, would lead to “less careful regulation of health and safety” on the mines.

The union said: “The mines kill approximately 800 people a year and they inflict serious injuries on 12 000 workers every year. The Num believes that a central State official should be responsible for monitoring and acting on mine safety. The mining industry is not a responsible employer — it cares more for profits than for safety.”

Num demanded that the Bill be scrapped and re-drafted.

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Business Report

NUM objects to Bill

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) has issued strenuous objections to the draft Minerals Bill, in particular at the repeal of sections of the Mines and Works Act governing the health and safety of employees.

The NUM also objected that the Bill, by eliminating restrictions on the use of the land and minerals, would adversely affect communities and the interests of the country as a whole

The Bill, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The State would no longer have a central monitoring function over the mines and, instead, the mines would become "self-regulatory"

Concern over safety section

Criticising the industry's safety record, the NUM said mines could not be entrusted with self-regulation in health and safety matters "It is like giving an alcoholic the keys to the liquor cabinet," it said

"The Minerals Bill means that one law and one department will regulate both the exploitation of minerals and the health and safety of miners. This will lead to conflicts of interests between safety and profits not being fairly resolved," the union further argued

It said it was ironic that the mining industry, the most dangerous, should now be subject to fewer controls and lower standards than other industries

The NUM also objected to the "privatisation" of mineral rights in the Bill

This, it said, would give "full, unfettered rights to the monopolies which dominate the mining industry to do what they will with the country's mineral wealth"

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with sufficient powers to ensure an improvement in the health and safety record of industry, and restrictions on the use of the land and minerals when this adversely affected the interests of communities or of the country

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NUM hits at new mine safety move

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6/2/87 By LEN MASEKO

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The union said, “The mines kill approximately 800 people a year and they inflict serious injuries on 12 000 workers every year. The Num believes that a central State official should be responsible for monitoring and acting on mine safety. The mining industry is not a responsible employer — it cares more for profits than for safety.”

Num demanded that the Bill be scrapped and re-drafted.

Star 16/2/87

Union man says

'he killed six'

2/16

MARITZBURG
United Workers' Union of South Africa officer allegedly said he killed six of 13 who died during a membership struggle, a National Union of Mine workers man said in the Pietermaritzburg Supreme Court yesterday

Mr Clifford Siyolo, formerly of Buffalo Valley Anthracite Mine, was supporting an application for an interdict to restrain two Uwusa men from assaulting NUM members — Own Correspondent

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CVE 7/15 17/2/84
Judge restrains union men

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MARITZBURG. — Two members of the United Workers' Union of South Africa, including a regional recruiting officer, were yesterday permanently restrained by the Supreme Court from assaulting, threatening or intimidating Cosatu workers at a coal mine near Vryheid

The Judge President of Natal, Mr Justice Howard, gave the ruling after hearing evidence that Uwusa official Mr James Ntombela and his colleague Mr Noyi Sibisi had threatened to kill workers at the Buffalo Valley anthracite Bordex mine in the Swart Umfolosi district if they joined the Cosatu-affiliated National Union of Mineworkers

Mr Justice Howard ruled that the matter be heard once the roads were clear. — Sapa

Desperate appeal to save west coast strip from mining

By JOHN YELD
Environment Reporter

LEADING botanists have called for the urgent proclamation of several new conservation areas along the 600 km stretch of west coast between the Orange River and Saldanha Bay

In a preliminary summary of an assessment of the one kilometre coastal strip, UCT botanists Professor Eugene Moll and Mr James Jackleman said little was known about the ecology of the region

"This essentially arid and fragile area is possibly best known for its alluvial diamond deposits, the exploitation of which is threatening the stability of the substrata and the plant communities of the region

"Before it is destroyed representative sections must be conserved"

In the area between Alexander Bay and Port Nolloth, the scientists found the Strandveld vegetation in excellent condition where there was no mining

Mining

"The whole area is destined to be mined and the visual and environmental degradation that results could be partly avoided if the mining companies were obliged to re-landscape and re-vegetate mined areas"

Between Port Nolloth and the Olifants River, mining activities were also responsible for the greatest degradation, they reported

Although there was little mining south of the Olifants River, grazing pressures and invasive rooikrans trees threatened the Strandveld plant communities and the Iscor railway line had also made an impact



RESERVE NEEDED: Rocher Pan, the tiny bird sanctuary north of Dwarskersbos on the West Coast, should be expanded into a fully-fledged nature reserve to protect adjacent plant communities, conservationists say.

The area between Elandsbaai and Danger Point was a mosaic of two major vegetation types — Coastal Renosterfeld and Strandveld — and had the greatest biological diversity of the region

"But there is also increased pressure on the environment from human habitation as the

coastline is more sheltered and suited to development," the report said

Conservation recommendations included

- Increasing the size of the existing Rocher Pan bird sanctuary to include the adjacent unique plant communities,

- Proclaiming the active dune forming area at Dwarskersbos in St Helena Bay as a reserve,

- Consolidating the Elandsbaai dunes and the Wadrif, Sout pan and Verlorenvlei areas into one conservation area,

- Proclaiming the Swartlintjes, Groen and Spoeg rivers

and adjacent coastline — once under consideration as a national park — a conservation area as soon as possible, and

- Conserving the area between Humewood Bay and Holgat, south of the Orange River

The report was funded by the Botanical Society's Flora Conservation Committee

NUM accuses mine management of not co-operating

THE National Union of Mineworkers (NUM) yesterday accused Western Deep Levels (WDL) management and the Chamber of Mines from withholding from NUM documentation related to the use of polyurethane underground NUM health and safety officer Mavis Hermanus said the union was collating information on the subject in preparation for an inquiry next week into the October 13 WDL accident. Seven miners died in a fire during which the substance ignited.

Both Anglo and the chamber denied unfairly holding back information

ALAN FINE

Hermanus said the union had requested from both the mine and the chamber a copy of recommendations circulated by the chamber to its affiliates after the Kinross disaster on "the safe application and usage of polyurethane".

"The secrecy surrounding the documentation is not in the interests of mine safety. The fact that the industry is not prepared to tolerate public scrutiny is an indication of the sorry state of health and safety on the mines."

She added arrangements for NUM

participation in a test in the chamber's fire tunnel facility had fallen through.

She also criticised the office of the Government Mining Engineer for not intervening.

The GME could not be reached for comment.

An Anglo spokesman said certain documentation "had been withheld from wider distribution as is normal in sub justice cases".

Chamber senior GM, external relations, Johann Liebenberg dismissed NUM allegations that the chamber had

failed to co-operate as "untrue".

He had told the NUM research into polyurethane was "multi-faceted and on-going and there was still a great deal of work to be done before any conclusive results could be published".

He quoted from a letter written to the NUM in November to show certain documents on fire hazards had been supplied to the union.

Union officials had been invited to visit the fire tunnel to see first-hand the work being done to test materials for potential hazards.

2-11-87
B/Den 26/2/87

Num, Anglo to meet

2/1/89
Sowfan

By LEN MASEKO

A MEETING between the Anglo American Corporation and the National Union of Mineworkers — called to draw up a code of conduct for Anglo mines — was on the cards, the two parties said yesterday.

Num official Mr Marcel Golding said they were geared to meet Anglo management soon, though the date for the meeting had not yet been set.

An Anglo spokesman said certain issues were still being cleared before the date for the meeting — kept a secret for a while — was announced.

Polyurethane tests: row as mining union cries secrecy

By Mike Siluma, Labour Reporter

A public row has erupted between the National Union of Mineworkers (NUM), the Chamber of Mines, and Western Deep Levels mine over the alleged withholding of information from the union regarding last October's underground fire at Western Deeps

NUM safety officer Ms Mavis Hermanus said that in addition to a refusal to release information, tests to simulate conditions at the mine as well as a protocol meeting to define the scope of the tests had fallen through in January after the Chamber objected to NUM involvement.

Seven miners died at the mine when materials, including polyurethane, caught fire

Ms Hermanus said the chamber and the mine had failed to release to the union "documents related to the use and testing of polyurethane". The chamber had also not replied to "numerous requests" for a copy of its recommendations in this regard.

The union needed the information to prepare its case for next week's inquiry into the Western Deeps incident.

"The fact that the Government Mining Engineer (GME) does not intervene and appropriate the (testing facility) for the duration of the test is an indictment of the (GME's) department

The attitude of the Government, the industry and the Western Deep Levels management, particularly the secrecy surrounding the documentation, "are not in the interest of mine safety", said Ms Hermanus.

A spokesman for the Anglo American-administered Western Deeps denied allegations of secrecy regarding the use of polyurethane. The NUM had been informed of developments and invited to make suggestions, but had failed to do so.

"Certain documentation has been withheld from wider distribution as is normal in sub judice cases," said the spokesman.

Chamber spokesman Mr Johann Liebenberg rejected the NUM's allegations against the chamber as untrue and a misrepresentation of facts. Several reports had been released to the NUM and union officials had been invited to visit the Chamber's fire (testing) tunnel so they could see first hand the work being done to test materials for potential hazards

He provided the media with a copy of a letter addressed to the NUM last November, which he said was clear proof that the Chamber had been "open and co-operative with the Union and had responded positively to specific requests"

Comment from the GME's office was unavailable

Sowetan 22/2/89

Chamber denies Num claims

THE Chamber of Mines has dismissed as untrue claims by the National Union of Mineworkers that it had refused to cooperate with the union on the use of the controversial polyurethane substance.

A chamber spokesman, Mr Johann Liebenberg, said reports had been sent to the Num and union officials invited to visit the employer body's "fire tunnel" so they could see first hand the work being done to test materials for potential hazards.

He said: "Additional Num allegations regarding a polyurethane fire at Western Deep Levels would be dealt with separately by the Anglo American Corporation (owners of the mine) "

Anglo offers more shares

Finance Staff
The Anglo American Group Employee Shareholder Scheme announced on Friday that employees would be issued five more Anglo American shares at the corporation's head office and participating gold mining companies.

The gold mining companies participating in the scheme are Freegold, Vaal Reefs, Western Deep, Elandsrand, SA Land and Ergo.

Employees who have already joined the scheme will automatically receive the five shares. Those eligible employees who

did not join the scheme last year and those who have now completed the qualifying two years' service will be entitled to join the scheme and receive five shares.

Other participating companies will have to decide how many shares to offer their employees this year. This will depend on how the companies have performed financially.

About 120 900 employees from 19 companies have already joined the scheme. Mr Clive Fletcher, manager of the scheme, believes that more employees will take up the offer.

Mines Act 'still has flaws' ²¹¹

By Mike Siluma, Labour Reporter

9/28/88
Mining subsidiaries of Anglo American Corporation, while welcoming the abolition of statutory job discrimination, believe some provisions of the Mines and Works Act can still be used to hinder black advancement

This was said by Mr Peter Gush and Mr T L Pretorius, in their annual review for 1988. Mr Gush is chairman of Vaal Reefs, Southvaal, Western Deep Levels and Elandsrand, and Mr Pretorius is chairman of Afrikaner Lease and SA Lands.

They said the publication last

July of the amended Mines and Works Act was welcome, but "a number of provisions in the Act could be used to impede the advancement of black employees"

The mines' objections had been forwarded to Government

To date, three blasting certificates had been obtained by black employees who were now moving into jobs previously reserved for whites, said the chairmen

Regarding industrial relations, the chairmen said 1988 was relatively stable, with pay agreements being reached without recourse to strike action

**Smeared
by bogus
pamphlets
— NUM**

2/11



11/3/69

The National Union of Mineworkers claimed yesterday that the "dirty tricks department" of the Government and mine management had been circulating pamphlets purporting to come from the union and discrediting the organisation.

In a statement the NUM said the bogus publications dealt with the themes of corruption and the misuse of union members' money, bad behaviour by union officials and discontent by workers at union leadership.

The NUM said a union newsletter, *Update*, had been the target of some of these bogus publications where a fake copy of the newsletter had been distributed to mine managements and abroad.

In the fake copy of *Update* a story on the plight of workers at Eskom had been radically changed to make the union look bad.

The statement said the union's constitution had provisions about how money was to be handled.

Suspended

Renown
**back
bacon**

250 g

28

NO
GS

Cobra
Dri Brite
regular & lavender

1 l

399

Briefing

A close look at what's going on 4 km below your feet ^{Star 2/3/89} (211)

Whenever your work gets you down and you think to yourself "Somewhere, someone must be having a better time than I am", pause to consider that below the ground, hundreds of thousands of men along the Reef are slaving and sweating away in Hades — up to 4 km beneath your feet.

Believe you me, you are having much for fun than they are. Maybe they do enjoy it, but two hours in that subterranean sauna had me yearning for the smog, stress and sunshine of the big city.

PLUNGING START

A miner's day starts in a lift, plummeting into the bowels of the earth at the frightening speed of 18 m a second. The Styx isn't as wide a one imagines, in fact it's a fairly small stream of muddy water, which is said to contain

So you're on the 9 to 5 treadmill? If so, please join JACQUELINE MYBURGH as she descends into the bowels of a West Rand mine. It may make you happy at your work on the other side of Hades. Two hours in that subterranean sauna was enough to change her outlook into one of job satisfaction.

small quantities of gold. These men are destined to spend half their waking lives in Pluto's dingy chambers.

Seriously though, eight hours a day spent bent double at the rock face makes something of a living hell.

These men work six days a week, and every alternate week only five days (only).

No sign of the two-headed Cerberus, but there are plenty of overseers and supervisors to welcome one underground.

Then the labourers stroll into a large white tunnel (painted to create the illusion of daylight I presume), which leads

into a smaller dark tunnel, which branches off into an even smaller and even darker passage, which in turn leads into

And here you are, before the very place where Tyrannosaurus Rex once played in the shallow waters.

Geologists date the rock to billions and billions of years BC, obviously those people/creatures weren't into gold jewellery yet.

The way I look at it, the great gold mine in the sky can't be so very bad by comparison, especially after years in these deep tunnels.

When the shift is over, the canteen is open all day, they say, for a light snack or big meal.

After lunch, everyone hurries out of the mine and with good reason. The reef has been charged with dynamite.

Usually there is no one in the mine when the blast goes off, but some unfortunate souls have been killed from falling rock resulting from such blasts.

The way I look at it, the great gold mine in the sky can't be so very bad by comparison, especially after years in these deep tunnels.

When the shift is over, the canteen is open all day, they say, for a light snack or big meal.

DISTANT TIES

There isn't much to spend money on since the bars are obviously not open to your average miner so nearly all your wages are sent home to the family whom you see about once a year.

It's a routine life-style but the stress and the danger certainly adds to the excitement.

Exciting or not, put my feet on the ground the sky above my head and give me a mundane nine to five existence.

I'm really very easy to please, and will never complain again.



OVER THE weekend of July 12-13 1986, four team leaders at Anglo American's Western Holdings can's Western Holdings near Welkom were killed, three of them in a public execution. Nobody has yet been charged with the murders.

The event received little publicity at the time — a period of intense conflict at the mine and in the industry — but some details emerged in January this year during the war of words about mine violence between Anglo and the National Union of Mineworkers (NUM).

Anglo disclosed that at least 80 people had died on its mines in violent incidents from March 1985 until shortly after the 1987 strike.

At the same time, the NUM published a report alleging widespread assaults on union members by senior mine staff, together with a concerted union-bashing campaign. These issues, including steps to eliminate further violence, are soon to be the subject of negotiations between the two organisations.

Few of the perpetrators have been brought to justice. The NUM has undertaken to provide details of the alleged assaults to Anglo during the negotiations.

Business Day has attempted to document, as an example of what has made the talks so important, the Western Holdings' murders and the events leading up to them.

Information collated by Anglo stated that one team leader — Ramarumo Libenyane — was murdered on Saturday, July 12 1986. His body was found the following morning. On the Sunday night a crowd, estimated by Anglo officials at 2 000, met in the sports arena of Western Holdings. No 6 hostel as miners returned from the weekend break. It was here that the public execution is said to have taken place. The three team leaders' bodies were found after the crowd had dispersed.

According to police headquarters in Pretoria, the four team leaders all suffered multiple head and facial injuries. This was confirmed by an inquest, which found that the deaths were caused by persons unknown.

Welkom-based SAP Maj Johan Fouché, who is in charge of the investigation, confirmed the circumstances of the discovery of the three bodies. Apart from the murders, the meeting was apparently a peaceful

Thousands saw 211 2/3/87 three men killed, but nobody talks

Mine violence, including the public execution of three men at a Free State mine, has led to negotiations between Anglo American and the National Union of Mineworkers on a code of conduct. BRONWYN ADAMS reports

one, as Fouché said there was no "unrest" at the gathering.

For almost a year, no progress was made in investigations and no witnesses to the Sunday murders came forward. Four men were detained for questioning, but released for lack of evidence.

According to Western Holdings' personnel manager Peter Jordaan, the only apparent breakthrough in the case came in mid-1987, when Gogela Mzwamadoda — arrested and charged for the June 1987 killing of a shaft manager — confessed to having taken part in the four murders in July 1986. He subsequently hanged himself in his cell. Jordaan said he was told this by the SAP.

However, Fouché says he has no record of such a confession. Mzwamadoda confessed only to having committed the murder with which he was charged.

The murders were preceded by a period of sharpening conflict between NUM membership and middle and senior management. This culminated in the dismissal of four NUM shaft stewards for organising various forms of industrial action.

The dismissals, on appeal by the NUM, were the subject of a special review by Dan Bregman, SC, for Anglo American. The 13-day hearing was conducted with the agreement of the NUM, whose officials were present both as observers and participants.

Bregman's report, which found the dismissals to have been justified,

presents a stark picture of the atmosphere on the mine at the time. He found the shaft stewards had been party to organising an underground sit-in and a canteen boycott.

On July 7 1986, there was a sit-in underground at No 6 shaft in support of demands for the transfer of one employee alleged to be a management collaborator. A meeting between management and the NUM shaft leaders failed to resolve the problem, and management refused to meet this demand.

On July 9 there followed what the NUM described as a "spontaneous" boycott of the kitchen — according to the NUM in protest against the quality of food while senior staff had separate, superior eating facilities.

The Bregman report said a group of Basotho team leaders, followed by a number of workers, broke the kitchen boycott. Threats were made against them. Anglo claimed shaft stewards were party to the threats, while the NUM denied this. The team leaders retaliated by putting on blankets, arming themselves and marching around blowing whistles.

The report added that two shop stewards were then assaulted. One of them was stabbed, probably by a member of the blanketed group.

Bregman found management was approached on Thursday, July 10, by three shaft stewards asking for protection. This request was not granted. An Anglo spokesman said the ste-

wards were unable to say by whom they were threatened and exactly what management should do.

Management did institute a disciplinary inquiry into the attacks on the shaft stewards. However, before the questioning of one of the alleged assailants, Thabo, had been completed, he was severely assaulted in a retaliatory attack, Bregman wrote.

According to Anglo, Thabo — who had been assaulted by shaft stewards the previous week — spent some months in hospital. When he was discharged he was found guilty of assault and dismissed.

On an NUM accusation that Anglo had failed to carry out speedy disciplinary action against Thabo, Bregman ruled it was inconceivable that measures could have been finalised against Thabo in the short period before the attack on him.

Bregman found the sit-in had not been spontaneous but had been organised by shaft stewards, as had been the case with the canteen boycott.

An NUM spokesman, interviewed by Business Day, said that after the kitchen boycott and the parade by blanketed team leaders, workers were told by shaft stewards not to take the law into their own hands. Shaft stewards were told by the union branch committee to hide as they would be killed, and to notify management if team leaders continued to be aggressive.

The failure of management to provide protection for shaft stewards from these team leaders, despite two

requests, was cited by the NUM as a further important part of the pattern which culminated in the murders.

In an interview, Freegold North manpower resources manager at the time of the murders — Viv du Plessis — said the murders had occurred against a background of conflict which developed over three years.

In March 1985, the NUM launched a concerted campaign to erode management control, he said. Team leaders were among the first targets. Supervisors were paraded and team leaders were subjected to "kangaroo courts", which resulted in their being intimidated and given corporal punishment. Du Plessis said other tactics included go-slows, underground sit-ins and boycotts, and attacks on supervisors.

In response, the NUM spokesman denied that assaults and attacks were a normal feature of NUM activities and that this so-called "pattern" was an attempt to smear the union. She said the union had unsuccessfully attempted to break the sequence of sit-ins and boycotts by requesting meetings with management to discuss the matter. Management had been warned of the potentially explosive situation.

Anglo responded, however, that it could not recall any specific warnings being issued by the NUM leadership. Management was also unable to recall whether there had been specific hints of the trouble, given "a general atmosphere of intimidation" at the time.

The NUM official identified racist practices and the migrant labour system as the root causes of the highly volatile environment.

"Frustrating conditions and high stress levels, both in the hostel and in the workplace, the sexual deprivation and normlessness in the hostels predispose the atmosphere towards acts of violence," she said.

She noted that, in the joint Anglo/NUM study into mine violence — "Reaping the Whirlwind?" completed in May 1986 — Western Holdings management overall saw ethnicity, poor communication, low pay and working conditions, and the hostel system, as the predominant causes.

The story of the Western Holdings' murders and the circumstances in which they occurred are symptomatic of the issues that both Anglo and the NUM believe only a joint agreement between them can resolve.

Miners strike enters 6th day

Sowetan 7/3/87 (211)

A SIT-IN strike by about 800 members of the National Union of Mineworkers at the Rustenburg Refineries in Rustenburg entered its sixth day today. The strike action follows a breakdown of negotiations between the union and management over wage and working conditions.

The Rustenburg Refineries has been sealed off by mine security as mineworkers enter the second day of their legal strike over wages.

Access to the mine property is extremely difficult even for union officials who have to get clearance from management before reaching the striking workers.

In an attempt to break the strike, management is starving workers who are staging a sit-in within mine premises.

Workers are not allowed to buy anything from the local tuck shop and those who manage to buy foodstuff from home are strictly allowed to carry one person's ration.

Local communities are being refused permission to give food parcels to the striking mineworkers.

The legal strike by about 800 Num members started last Thursday at Rustenburg Refineries (Pty) Ltd after negotiations over wages between the union and management reached a deadlock some time ago.

The Num is demanding a 22 percent wage increase across the board on all job categories while the management is prepared to offer workers a mere 14,5 percent across the board.

- pension scheme
- group life assurance scheme
- ports and recreational facilities.

800 on strike for pay hike



Smith 9-15/3/89

ABOUT 800 workers have been on strike since last Thursday at Rustenburg Refineries.

The workers, members of the National Union of Mineworkers (Num), are demanding a 22 percent across the board increase while management is holding out for an across the board increase of 14,5 percent.

The workers are also demanding a ban on overtime, reduction in working hours, improved housing, a provident fund, June 16 as a paid holiday and maternity rights.

Management has refused to change working conditions.

Coal industry man rejects mine conditions allegations

A SPOKESMAN for the South African coal industry has rejected as completely false allegations made about the industry at a conference in Harare this week

Chamber of Mines collieries committee chairman Peter Janisch was reacting to a report quoting Andrew Kailembo, head of the Africa desk of the International Confederation of Free Trade Unions, in an address to the Miners International Federation conference

Janisch said "The safety and fatality records on South African coal mines compare very favourably with those of other mining countries

"The figure of 8 000 lives lost is grossly false Last year 32 people lost their lives in the South African coal mining industry

"South African coal mines offer very acceptable employment conditions to all grades of employees and are non-discriminatory in every way There is no cut-price black labour Conditions of service are negotiated annually with all recognised unions, in particular the National Union of Mineworkers, which last year accepted the chamber offer on behalf of its black members

"The essential reasons for the relative cheapness of our coal are related to the geology of our coal deposits and their geographical location in relation to available infrastructure" — Sapa

81 Dam 10/3/89

Most miners 'suffocated'

ALAN FINE

INITIAL indications were that about 6 000kg of timber, 30kg (9m) of polyurethane refrigeration pipe, cladding and 8m of cable had ignited in Thursday's fire at Vaal Reefs which claimed the lives of 10 miners, Anglo American said yesterday. *BIDAM 14/3/89*

Anglo Transvaal gold division chairman Theo Pretorius said, however, further investigation was required to confirm those facts and that the cause of the fire had still not been determined.

Most, and possibly all, of the deaths were due to asphyxiation and Pretorius estimated that 95% of the carbon monoxide given off during the fire had been due to the burning timber, and the contribution of burning polyurethane was, therefore, minimal.

He said since Anglo's decision late last year to remove all polyurethane from its mines, some 54km out of a total of 340km at Vaal Reefs had been stripped.

A decision had been taken to concentrate first on the most vulnerable areas — those near intake airways and next to timber supports — and to enlarge existing firebreaks.

The mine had been working "flat out" to complete this process. Workmen had last week been removing the insulating material from the area where the fire had occurred.

But, it was a painstaking process as extensive safety measures were taken to ensure the material was safely removed from the mine after having been chipped off the refrigeration piping.

Pretorius said a new difficulty had arisen in that the first chosen substitute for polyurethane had been discovered to lose its insulating properties after becoming waterlogged through vaporisation. Anglo was experimenting with three other possible substitutes.

Of the 22 miners hospitalised after the accident, five are in a serious condition, while 11 have been discharged.

The NUM team which visited Vaal Reefs yesterday for an underground inspection with Government Mining Engineer's office and mine management representatives could not be reached for comment.

Polyurethane in mine fire

By Adele Baleta

Polyurethane was involved in last week's Vaal Reefs fire in which 10 miners were killed and 22 injured, according to the owners of the mine and the National Union of Mineworkers (NUM)

This was announced after an inspection on Monday of the accident site by the NUM's health and safety officials, the Government Mining Engineer's office and mine representatives.

A spokesman for Anglo American, owners of the mine, said about 4 tons of timber, 30 kg of polyurethane and 100 kg of cabling burnt in the fire.

(211) The NUM pointed out that more than 200 workers had died from polyurethane gas in fires in the past three years and said it was "disturbing" that the fire started at a place where no work was being done

The Anglo spokesman said since October last year when it was decided to remove all polyurethane from Anglo's mines, 54 km out of a total of 340 km of the material had been removed at the mine. The remaining 286 km had either been "made inert with a special substance" or a 12 m section of the pipe was stripped every 54 m to

create a firebreak. Polyurethane was implicated in an underground fire in which seven miners were killed at the Anglo American owned Western Deep Levels mine in October last year.

The NUM said yesterday that it was concerned that although there were refuge bays in the number eight shaft where Thursday's accident occurred, "the smoke was so thick and the mine so dark that workers could not easily find the bays"

It said ways of making refuge bays quickly identifiable needed to be investigated. Furthermore, the union said there were insufficient oxygen masks in the mine.

The Anglo spokesman said the mine planned to build 369 bays and 284 had already been completed. He added that a provisional date for the inquiry into the accident had been set down for March 20 to March 22.

● Vaal Reefs said in a statement yesterday that the condition of the 22 injured men had improved and they were off the danger list. A memorial service for the 10 dead miners was scheduled to take place today at the No 8 shaft at 4 pm.

In the third hold-up,
Becker took R415

the children, aged between

1988 mine death rate the lowest recorded

Star 15/3/87 211

By Mike Siluma

South African mines affiliated to the Chamber of Mines chalked up their lowest annual fatality and reportable injury rates in 1988, the Chamber said in a statement yesterday.

According to the Chamber, the mining industry's injury rate for 1988 was 17,42/1 000 employees at work, down 4,2 percent on the 1987 rate, and representing a 70 percent decline from the 1974 figure.

Each sector had reported "a record low injury rate in 1988", with

gold mines showing "the most consistent improvement" over the 12 years.

The "record low" overall fatality rate for 1988 was 0,93/1 000 — a 17,7 percent improvement on the 1987 rate of 1,13. The lowest rate achieved previously had been 0,98 in 1985, said the Chamber.

It added that coal mining members of the Chamber showed "the greatest overall improvement in casualty figures", with a 1988 fatality rate of 0,57, down 63,9 percent on the previous year's rate of 1,58.

DOEN NO 3 months - Student

Cape Times 16/3/89

211

Black miners trap whites in mine shaft

WELKOM. — Black mine workers trapped ten white mine workers underground at the President Steyn gold mine for an hour on Sunday, stoned them and attacked them with crow-bars.

Three white miners were seriously injured. The incident occurred at shaft number four of the mine, police said.

There was apparently an argument between one of the ten white miners and a black miner.

One white miner was apparently hit with a mine helmet and the white miners were prevented from leaving an elevator.

Stones were thrown at the whites and as they managed to close the elevator door, the attackers climbed on top of the lift. — Sapa

We were unfairly dismissed, say ERPMM workers

By Mike Siluma,
Labour Reporter

At least 18 employees of the East Rand Proprietary Mines (ERPMM) have sought legal advice after being allegedly unfairly laid off.

ERPMM says:

An ERPMM spokesman said the mine's manpower requirements had been substantially reduced after a rationalisation of operations because of the lower gold price.

He said 3 800 employees had been affected by the reduction in manpower, of whom 3 300 had been placed in alternative employment. All employees had been notified in early February of the measures to be taken.

He called on aggrieved employees to approach the mine's personnel department so that corrective action could be taken.

The National Union of Mineworkers had negotiated an access agreement with ERPMM. "In line with ERPMM's policy of freedom of association, the mine had allocated that union, as well as other unions, offices on the mine property."

The workers say:

The workers, who claimed to have worked for ERPMM for periods ranging between five and 21 years, said they had been retrenched at short notice and had not been adequately compensated.

They are presently consulting lawyers after taking up the issue with the Black Sash.

One of the workers, Mr Louis Mahangu, said his colleagues, all employed on the surface, were part of a group of about 2 000 retrenched by ERPMM on March 8 1989. They had been told that more jobs were to be made redundant.

They said they had not been allowed to organise themselves into a trade union.

Black Sash advice office supervisor, Mrs Beulah Rollnick, said there appeared to be gross discrepancies on the workers' pay slips, regarding tax deductions and retrenchment pay.

Unemployment cards of all the workers, except for two, showed incorrect dates of engagement. In Mr Mahangu's case, for instance, it was entered that he started working for ERPMM in 1988, when the correct date was 1967.

Grootvlei to retrench 1 700 miners

Stop 22/3/89
By Dan Side

Grootvlei Gold Mine, in production at Springs since 1938, will reduce its labour force by 1 700, or 30 percent, said Gengold managing-director Mr Gary Maude last night

The decision, which affects salaried staff as well as wage earners, was necessitated by the low rand gold price and declining ore reserves, he said

"It was only taken after lengthy investigations failed to produce feasible alternatives," said Mr Maude

"Every effort possible will be made to find alternative employment for the affected workers at other mines, but this is a very difficult task under the circumstances as between 10 and 12 gold mines are in danger throughout the industry as a whole"

PACKAGES

He said three other Gengold mines — they also fell under the new Genmin umbrella after the announced restructuring of Gencor at the weekend — recently retrenched staff for the same reasons

However, because of resignations and retirements, only 300 of the planned 1 000 were eventually retrenched at Bracken and 654 of a proposed 1 350 were affected at Leslie The third was West Rand Consolidated, currently reducing its work force

Terms of retrenchment at Grootvlei were reached after consultation with the National Union of Mineworkers and other employee representative bodies, said Mr Maude

Agreement on retrenchment packages was reached last week and two-week's notice will be given in most instances from last Monday

He said retrenchments would be completed in three months.

87/17/187

211

~~18/1/87~~

Unions give blacks way to air views

By Adele Baleta

The South African labour field was a developing island of opportunity in a sea of discrimination, says Professor Blackie Swart of Stellenbosch University's Business School.

He was addressing a two-day conference entitled "The 2nd Post-Wiehahn Decade — the Socio-Political and Economic Future" in Pretoria yesterday.

Professor Swart said changes to the Labour Relations Act last year had retarded progress made since the Wiehahn Commission report was published in 1979.

Discrimination in the workplace was, in some cases, worse than it was a decade ago. There were no political rights for the majority who had to use the labour system to air their political, economic and social grievances, he said.

Although discrimination had been abolished in some forms the "overpowering ideology of the Government and the environment in which the labour movement operates is one of apartheid".

Political demands

"Trade unions would make more political demands at the negotiating table at all levels and employers would be forced to take a stand on a national and international level"

Mr Johan Liebenberg, a senior general manager of the Chamber of Mines, pointed out there had been more changes to industrial relations in the past decade than at any other time.

Ten years ago, the only union on the mines was the white pro-Government Mineworkers Union and wage negotiations were between the mining houses only.

When the NUM was formed in 1982 it had 6 000 members and now, according to the Chamber, it had expanded to about 184 000 members.

Among the most significant advancements for black miners was the cancellation of the Scheduled Persons Act in 1987 and a year later blasting certificates could be given to blacks.

President of the S A Boilermakers Society Mr Ike van der Watt said the Industrial Council was the cornerstone of the collective bargaining process and should be retained.

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Gencor mine to retrench 1 700

Business Day Reporter

211
Gencor yesterday announced the planned retrenchment of 30% of the labour force at its Grootvlei mine near Springs. About 1 700 employees will be affected.

A spokesman said the decision, necessitated by the low gold price and declining ore reserves, was taken only after lengthy investigations failed to produce feasible alternatives.

Mines to prevent violence, coercion in labour disputes

Star 29/13/87
(209) (211) (1501)
Negotiations aimed at preventing violence and coercion which characterised the 1987 mines wage strike are continuing with the aim of normalising relations with the National Union of Mineworkers, says the chairman of Anglo American Gold Investment Company (Amgold), Mr J Ogilvie Thompson

He said in his annual review of the company's activities, published yesterday, that the NUM and Amgold were concentrating on preventing the recurrence "of actions by the union in the build-up to and during the strike, which had so damaged the relationship (between the company and the NUM)"

Thousands of mineworkers were dismissed as a result of the strike.

Mr Ogilvie Thompson added: "Whilst the policy of these gold mines towards trade union rights for employees remains unaltered, the type of violence and coercion which took place

on the mines will not be allowed to re-emerge

"A code of conduct and an agreement for the resolution of dismissal disputes with NUM is being negotiated. It is hoped these will aid in normalising relations with NUM"

The review says that Amgold welcomed amended mines and works regulations which removed job reservation on the mines but, at the same time, some legal provisions which could "impede the advancement of black employees" had been objected to

Mr Ogilvie Thompson also said that safety levels on Amgold mines had improved during 1988-89

"Programmes for advancement in every aspect of risk management are continuing," he added.

The control of rock strata through backfilling in seismically active areas is one of the methods being used to improve safety on Anglo mines

Attack on miners:

(211)

2 arrested

5 Feb 30 (3/57)
Crime Reporter

Two black mineworkers have been arrested in connection with an underground mob attack on white colleagues trapped in a cage at a Welkom gold mine earlier this month.

Five miners were injured in the attack, in which about 20 miners took part.

A northern Free State police spokesman said yesterday two men had been arrested on an attempted murder charge relating to the attack.

They are expected to appear in court soon.

The miners were attacked after an argument underground. The blacks got out and hurled stones at the whites, and others climbed on to the cage and hurled rocks from above.

Anglo closes NUM Vaal office

By DAN DHLAMINI

THE closure of National Union of Mineworkers offices at Vaal Reefs by Anglo American management last week has caused tension in the mine where 10 workers died recently.

Workers believe their offices were shut down because of their boycott of a management-organised memorial service for the 10 miners who died in an underground fire recently.

Workers said it was an act of intimidation

on the part of management because they only exercised their right to stay away from a service at which they were not granted an opportunity to air their views.

They said that instead, homeland leaders who did not know workers' hardships, were listed as speakers.

"We will decide when to hold a day of mourning," said one miner.

Attempts to get comment from both the management and NUM this week drew a blank.

211
CROSS
2/8/89

Much to be said in favour of Ergo

Star 7/11/89

211

Ergo employs some 2 800 people and, in its 10 years of production, has treated more than 200 million tons of material and produced nearly 70 000 kilograms of gold, 2 000-plus tons of uranium oxide and almost five million tons of sulphuric acid

In its financial year to March 1988, Ergo's gold production exceeded 11 000 kilograms which, on a price of about R971 per ounce, accounted for nearly 88 percent of total group revenue

Size-wise, compared with other slimes and gold-dump reclamation operations, Ergo is probably in the top third

In addition, although the group is not one of the most profitable gold producers around, it is also not in the high-risk marginal mine category.

Ergo is involved in treating slimes dams and sand dumps on the Central, East and Far East Rand to recover gold and uranium and in the production of sulphuric acid.

The company's Daggafontein plant on the Far East Rand began production in April 1987 and treats slimes material bought from Dumpco (a subsidiary of East Dagma).

The division exceeded expectations with its production of 2 784 kilograms of gold in its first year of operation.

The plant, with a 12-ton-per-year treatment rate, managed to push through 12,3 million tons

Consulting engineer, Mr Neville Keys, attributes this to a reliable plant and says that current production is still running ahead, with about 1,1 million tons of slimes being treated a month

The Ergo plant, located south of Brakpan, has the capacity to treat over 1,5 million tons of slimes per month

In financial 1988, the plant provided just over 60 percent of the group's total gold production.

A third plant, Simmergo, near Ger-

Sharespot

LYNNE PEACH

miston, treats sand, slimes and ore at a rate of over 160 000 tons a month.

Production in the year to March 1988 was disappointing as structural failures in both of the grinding mills affected mill utilisation.

Mr Keys says the problem has been rectified and that production levels are satisfactory

In August 1988 Ergo announced the acquisition, from Cons Modder, of 35 million tons of material on slime dams and a sand dump, together with the relevant dump permits

Mr Keys says treatment of the material is to begin this month

It is expected that Ergo will show a reasonable improvement in its total gold production in the current financial year and probably in the next one too

However, like other gold producers, it is facing upward pressure on working costs, declining grades and a fickle gold price

The London gold price fixings have been declining over the past year, and for nearly three months now the gold price has stayed below \$400

Nonetheless, the decline in the rand against the dollar, which has accelerated over the last three months, has led to a lift in the all-important rand gold price

Over the last 12 months, the rand gold price has ranged between R1 070 and R940 per ounce (it is currently R982).

The outlook for Ergo, and gold shares in general, is brighter this year

Not only do our gold shares appear to have at last bottomed out, but a firmer oil price suggests upward pressure on world inflation, a major plus-factor for the bullion market and, hence, for our gold shares.

A hasty capital flight from Namibia to the Cape

AS Namibia gears up towards independence, those who fear the future are moving their money out.

The issue of capital flight was raised at an Assocom seminar this week, with speakers citing white farmers as one group who are moving funds out of Namibia and into South Africa.

Namibia's farmers have been selling off their livestock at Cape Town's market. They have also been raising land bank loans which they don't need in order to buy assets in South Africa. A new government which tries to take over these farms as part of a land reform programme would find them heavily in debt.

DW Goedhuys, of the South African Reserve Bank, confirmed that considerable capital flight was taking place, although this could only be observed indirectly, via Reserve Bank clearing papers.

But Rossing Uranium chairman Dr ZT Ngavirue pointed out that it tended to be the small investors who were

taking their money out, although the amounts might be significant. The large investors who are the backbone of the Namibian economy — mining companies such as Consolidated Diamond Mines (De Beers' subsidiary) and Rossing — "are not sending funds out", he said.

And speakers expressed hopes that any capital flight this year would be compensated for by an inflow of new investment after Namibia's November elections. Ngavirue said there were several foreign investors who were showing interest in an independent Namibia.

Many are already preparing to invest in Namibia if they like the economic policies the new government introduces. According to Assocom foreign trade secretary Beth Robertson, 52 new companies were registered in Namibia in February this year and 45 in the first half of March, compared to last year's figures of 16 in February and 17 in March. The applicants for registration have

The Reserve Bank has confirmed that there has been considerable capital flight from Namibia, reports HILARY JOFFE

included South African, Namibian, European and African investors, with activities covering services, trade, import/export, transport and property development.

Goedhuys said business should urge a new Namibian government to adopt an investment code, essential to attract foreign investors, which would ensure free repatriation of dividends and of capital.

The Reserve Bank, which runs Namibia's monetary system through a branch in Windhoek, is investigating what could replace it after independence. Goedhuys outlined three options for an independent Namibia.

● The simplest would be a "currency board", an office which issues notes and coins against 100 per cent cover of government securities;

this is unlikely since, for nationalistic reasons, the new country will probably want its own central bank;

● Namibia could remain within the Rand Monetary System, like Swaziland and Lesotho — it would have its own currency but this would have a fixed exchange rate with the rand and therefore there would be no independent foreign exchange policy;

● Namibia could have its own fully fledged central bank, with its own foreign exchange policy and its own reserves, as does Botswana.

Namibia's dependence on South Africa was highlighted in a report for Assocom by Unisa professor Ben van Rensburg, which points out: "South African sources .. presently finance the central government budget of Namibia by some R700-million in transfers, compared to internally generated tax revenue of more or less R778,8-million."

The Namibian economy is a narrowly based one. Mining in, 1987

contributed almost a quarter of gross domestic product and 73 percent of export earnings. Agriculture accounted for 12 percent of GDP in 1987 while manufacturing, accounted for only five percent.

Van Rensburg argued that "the extremely thin base of the economy would not provide for sweeping changes to the present economic structure". This, in his view, is one factor making it likely the new government will adopt a pragmatic economic policy. Others are Namibia's need to keep capital and entrepreneurial skills, its need to attract foreign capital, and its need not to alienate South African or West Germany.

Van Rensburg's report concludes: "South Africa should regard Namibia as a long term investment and a natural market for our produce. We must do our utmost to preserve those mutually profitable economic relations and ventures and build them out towards a renewed entry into Africa by part of our business community."

NUM talks political matters at congress

By Mike Siluma, Labour Reporter

Wages, job security and the general South African political situation will be top of the agenda when the National Union of Mineworkers (NUM), South Africa's biggest labour union, holds its sixth biennial congress in Johannesburg today.

In a statement yesterday the NUM general secretary, Mr Cyril Ramaphosa, said the congress was taking place at a critical time in the struggle for change and democracy in South Africa.

"Since the (1987) strike the mining industry has intensified repression against mineworkers and has brutally suppressed basic human rights. The apartheid state has lost sense of political direction as Mr P W Botha nears his political demise," said Mr Ramaphosa.

He said in the short-term the solution to the country's political problems lay in the release of Nelson Mandela and all political prisoners and an end to the state of emergency.

This should be followed by the scrapping of all apartheid laws and the establishment of a government elected by the people.

In addition to formulating a wage policy for 1989, including demands to be presented to the Chamber of Mines, the congress will discuss issues including "repression on the mines", changes in the Mines and Works Act Regulations, the Minerals Bill and retrenchments.

The 600 delegates to the congress will also deliberate on items such as the ANC's constitutional guidelines and the formation of an anti-apartheid coalition, as well as future developments in mining industry.

DELEGATES

Foreign delegates will include representatives of the Mineworkers' International Federation and the Mineworkers' Union of Namibia. Miners in Botswana and Zambia will also send delegates.

Resolutions from the congress are likely to have far-reaching implications both within the industry and in the giant Congress of SA Trade Unions (Cosatu), of which NUM is the largest affiliate, with a claimed membership of 300 000.

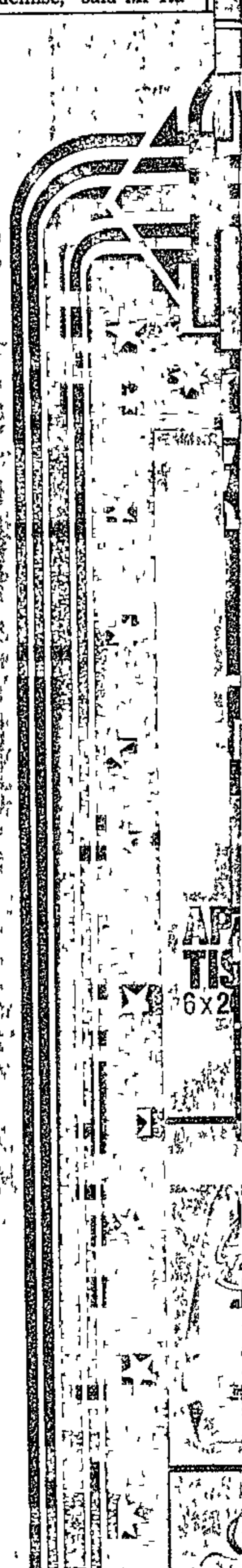
Following the adoption by NUM of the Freedom Charter as political policy at its last congress in 1987, the document was subsequently accepted by Cosatu and most of its affiliates as the basis of political policy.

The now-restricted United Democratic Front took the same decision later.

The congress ends on Sunday.



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Union queries sincerity of drive for peace

By Adele Baleta

Differences between South Africa's largest trade union, the National Union of Mineworkers (NUM), and the Chamber of Mines over the elimination of violence in the mining industry have resurfaced.

In the union's annual report, presented this week at its sixth national congress, NUM secretary general Mr Cyril Ramaphosa questioned the sincerity of the Chamber's desire to eradicate violence on the mines.

The Chamber has dismissed "this allegation with contempt"

The NUM says:

If employers were serious about mine violence then a commitment had to be given and a programme adopted to deal with the migrant labour, hostel and induna systems which were the causes of violence on the mines

While the union had repeatedly called for the abolition of these antiquated structures and systems, employers had paid only lip-service to removing them

When the NUM decided to begin negotiations with the Chamber on violence after the 1987 miners' strike, the Chamber retreated from the negotiating table

The Chamber's refusal to continue negotiations was clear evidence that it was bent on keeping the mine compounds as places where they could maintain their authoritarian control.

Chamber of Mines

Chamber of Mines says:

spokesman Mr Johann Liebenberg claimed the NUM allegations questioning the Chamber's desire to eradicate violence were arrant nonsense

Much of this violence appeared to be by NUM members against others

It was only after repeated calls by the Chamber on the union to join it in discussions that the NUM responded and then, instead of lending its support to playing a meaningful role in devising a programme to reduce the violence, the union introduced the issue of migrant labour

The Chamber said it was fully prepared to look at how its member mines might reduce their dependence on migrant labour, but pointed out that this was a separate, long term project.

Miners debate ANC blueprint for SA

The ANC's Constitutional Guidelines shape debates at the National Union of Mineworkers annual congress.
By EDDIE KOCH

THE need for a coalition of anti-government groups was high on the agenda when hundreds of workers from the National Union of Mineworkers (Num), met in Johannesburg this week for the union's annual congress

The rally, attended by some 600 worker representatives, will also devise a set of demands to be tabled at wage talks with the Chamber of Mines planned for the middle of the year. Indications are that delegates will call for far-reaching measures to revamp existing wage structures on the mines

Num assistant general secretary Marcel Golding told *Weekly Mail* that the banning of the Anti-Apartheid Conference in Cape Town last year had created an urgent need for organisations fighting Nationalist Party rule to synchronise their activities.

A draft resolution tabled at the congress urges mineworkers to examine the Constitutional Guidelines drawn up last year by the African National Congress. Another calls on the Congress of South African Trade Unions to organise a rally of anti-apartheid groups this year

On wages, a draft resolution, submitted by six of the union's most powerful branches, suggests that instead of demanding a single percentage increase in wages this year, the union should push the industry to pay a living wage to all mineworkers within three years

"All workers must receive a good wage increase," says the draft resolution. "The gaps between the job grades must be narrowed by raising up the wages of the lower grades. Wage demands must be set in money terms and not in percentages."

Decisions taken at the congress will be an indication of whether the union plans to shy away from confrontation, as it did in last year's talks, or whether it will go for the kind of tough bargaining that resulted in the marathon miners' strike of 1987.

The key to Num's bargaining strategy will be its assessment of how well the union has recovered from the mass dismissal of members and shop stewards after the big strike

Another novel resolution calls for the union to draw up a blueprint, within the year, that will outline a method of running the mining industry in line with the Freedom Charter principle that the wealth of South Africa should be shared by all



National Union of Mineworkers' President, James Motlatsi, at the union's annual congress

Picture. ANNA ZIEMINSKI, Afrapix

Num's rally takes place in a climate of tension around allegations that the management of Anglo American has initiated a paramilitary operation on their mines to restrict union activities. Anglo rejects the claims, saying the inordinate security measures are necessary to contain violence perpetrated by Num members

"We will be discussing plans to mount a massive membership drive in the face of management's co-ordinated campaign of repression," said Golding

Another draft resolution deals with attacks made on union offices. "The union should always hire offices where South Africa's top business offices are housed"

Other items for discussion include

- The abolition of migrant labour and short, medium and long-term measures to ensure that

mines provide family housing for all workers

- An end to capital punishment and ways of strengthening the campaign to save the lives of those on death row

- A health and safety campaign to limit the number of serious accidents on the mines and the "increasing number of paraplegics"

- Training schemes for retrenched and dismissed workers. The role of management in creating these will be debated. So will the need for the union to support co-operatives for unemployed members

The rally is also expected to support demands made at a workers' summit in Johannesburg last month that contentious clauses in the Labour Relations Amendment Act be scrapped and to activate plans to draft an alternative labour law for South Africa.

Mine employees claim irregular retrenchments

By Sally Sealey

Five workers at East Rand Proprietary Mines (ERPM), claim they were retrenched while still on leave. However, a spokesman for ERPM says the workers in most cases were given ample warning of the impending retrenchments.

The workers say:

Workers, Mr Elias Ntholi, nursing assistant (four years' service), Mr Cecil Ndzube, audiometrist (9 years' service), Mr Isaac Sam-Sam, senior record clerk (12 years' service), Ms Beauty Thenjwayo, nursing assistant (four years' service), and Mr Dickson Mhlahlo, senior record clerk (10 years' service), say

We were retrenched while on leave and without any notification. Our retrenchment benefits and long service pay were not adequate.

The workers say they were highly taxed and given false IRP5 certificates written in ink. One person was paid R3 645,90 and was taxed R1 480,30.

There are people who were

retrenched before their contracts were up. They are from places as far away as Mozambique, Transkei, Malawi and Lesotho. Those who were staying in the mine hostels, many of whom were still seeking their benefits, were chased out and were attacked by police dogs.

The workers cited a case of an elderly man who started working at ERPM in 1955 and, up until now, he has been paid only R748.

The workers also complained about ERPM's pension policy. They said workers who had been employed by the company for 10 years or more but had not reached the age of 55 were not entitled to a pension.

Management says:

The General Manager of ERPM, Mr D E J Jordaan, says: Due to various unforeseen circumstances it became necessary for the company to reduce its workforce by retrenching a number of employees.

All possible alternatives were carefully considered and the company succeeded through the employment of alternatives to reduce the number significantly.

Although the workforce was reduced by approximately 5 300, only about 470 were actually retrenched.

Regarding the specific complaints raised by employees Mr Ntholi returned from leave on February 28. He was informed of the situation and given 30 days' notice. However, Mr Ntholi elected to voluntarily resign from the service of the company on March 8. The company paid him a month's wages in lieu of notice plus his retrenchment benefits.

Mr Cecil Ndzube returned from leave on March 13. He was subsequently retrenched on March 15 but was paid a month's wages in lieu of notice. Mr Ndzube received all his retrenchment benefits due to him.

Mr Isaac Sam-Sam returned from leave on February 16 and was informed of his situation. He was retrenched on March 15 after 30 days' notice and paid full retrenchment benefits.

Mrs Beauty Thenjwayo was, according to our records, not on leave when the retrenchment programme was announced. She was therefore given 30 days' notice and was paid full retrenchment benefits.

Mr Dickson Mhlahlo returned from leave on February 23 and was informed of his situation. Mr Mhlahlo was subsequently retrenched on March 8, after two weeks' notice with full retrenchment benefits. Because he was not given the full 30 days' notice, the company decided to pay Mr Mhlahlo an extra 30 days' wages in lieu of notice. To date this money has not been claimed by Mr Mhlahlo.

The company strongly denies the charge that false IRP5 forms written in ink without tax numbers were issued.

The allegation that employees have been forced out of the hostels is also denied. In fact, in certain instances, affected employees are still residing in hostels.

Concerning the unidentified employee's payment of R740, we are unable to investigate due to lack of information.

According to the Rules of the 1970 Provident Fund, monthly paid employees reach retirement at the age of 63 regardless of length of service.

The company is anxious to give its retrenched employees all the assistance it can.

SADIE accused of executing Swapo

Star 19/4/87

By David Braun,
The Star Bureau

Washington
A major international row is brewing over the deaths and mass burial of Swapo insurgents, with security forces being accused of atrocities which could effectively destroy any credibility South Africa may have gained for its handling of the incursion.

In the last two days, the actions of the SWA security forces have been questioned, and last night, a TV documentary programme screened privately for dozens of congressional aides and journalists on Capitol Hill, claimed that scores of captured Swapo fighters had effectively been executed by shooting in the head at point blank range.

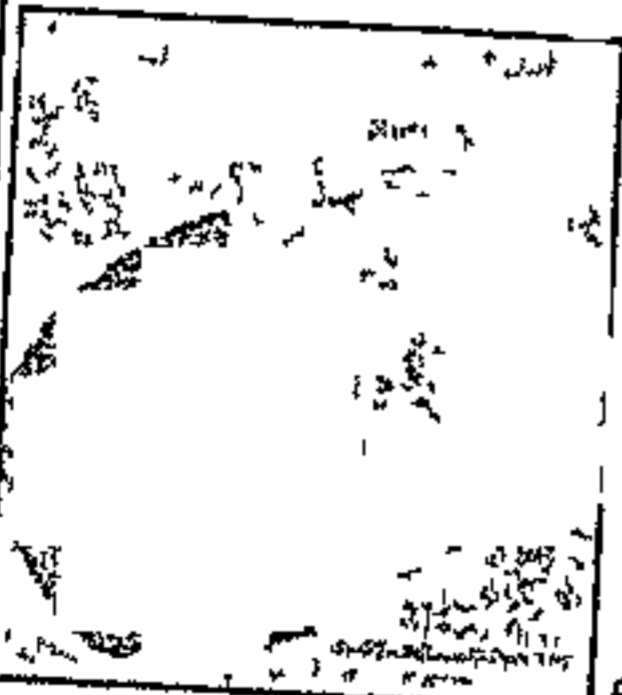
The documentary is to be televised across the United States next week by a group known as South Africa Now which were accompanied by grisly footage of bloated naked and semi-naked bodies of Swapo insurgents, were greeted with horror by the gathering.

If the programme goes ahead unchallenged, any credibility South Africa has gained by its handling of the Swapo incursion across the Angola/Namibia border since April 1 will have been destroyed.

Yesterday Foreign Affairs Minister Mr. P. Botha said, "he believed that the Swapo incursion was an avoidable error in Cape Town that pictures of the mass burial had done South Africa harm."

But he said the burials and disagreements between Unifac and security forces were being used in an attempt to get Swapo off the hook and South Africa in the dock. A military spokesman at the conference said that the mass burials had been stopped.

Mr. Botha said the mass burials were now being held in the South African Army base in the town of Anker, however, and it was not clear whether the burials were being held in the name of the Swapo. It was known to have its wounded



Recovering Mr Johan du Plessis in hospital this morning

Mystery shot injures fan at Ellis Park rugby match

Staff Reporters

Rugby fan Mr Johan du Plessis today regarded himself as lucky to be alive after being shot during last night's Transvaal and Eastern Transvaal match at Ellis Park Johannesburg.

Mr du Plessis (25) was hit by a bullet believed to have been fired into the crowded grandstand from outside the stadium.

"The police told me the shot was fired from a distance," he said. The 9 mm bullet had lost much of its velocity by the time it hit him.

If it had not, I would not be alive today, he said.

My friend Pastor Wynand Snyders and I were watching the match when I felt this shot hit me. At first I thought I had been hit by a coke can or something like that but then I looked down and saw the blood.

CHANGED SFATS

A former policeman he recognized the injury as a bullet wound.

The funny thing is we had tickets for seats at the top. After the game began we moved down to the front row where I was shot.

Mr du Plessis reportedly suffered a skull fracture but is recovering well. He is expected to be discharged from hospital in a few days.

CAPE TOWN — The end of April is the toughest deadline for Swapo insurgents to leave Namibia and move north of the 16th parallel in Angola, the Minister of Foreign Affairs, Mr P. Botha, said yesterday.

If they did not do so, it might be necessary to start rescheduling the timetable for the implementation of the Namibian peace plan under United Nations Resolution 435.

Mr Botha said that under the revised Mount Etjo declaration Swapo had been given a reasonable time to withdraw.

If Swapo did not comply by the end of the month, we will have to ask ourselves if the agreed time schedules are still viable," Mr Botha said.

troops were not withdrawn to the UN special representative Mr-Martti Ahtisaari and Namibia's Administrator-General Mr. Louis Pienaar had verified that Swapo troops were north of the 16th parallel.

Mr Botha said Swapo leader Mr Sam Nujoma was now saying that Swapo forces were not surrendering at UN assembly points because of the presence of security forces.

But under the Mount Etjo declaration, the security forces were entitled to remain there until Swapo withdrew from Namibia.

Sapa reports that the first three Swapo guerrillas to be escorted by Unifac monitors to north of the 16th parallel crossed the Angolan border yesterday.

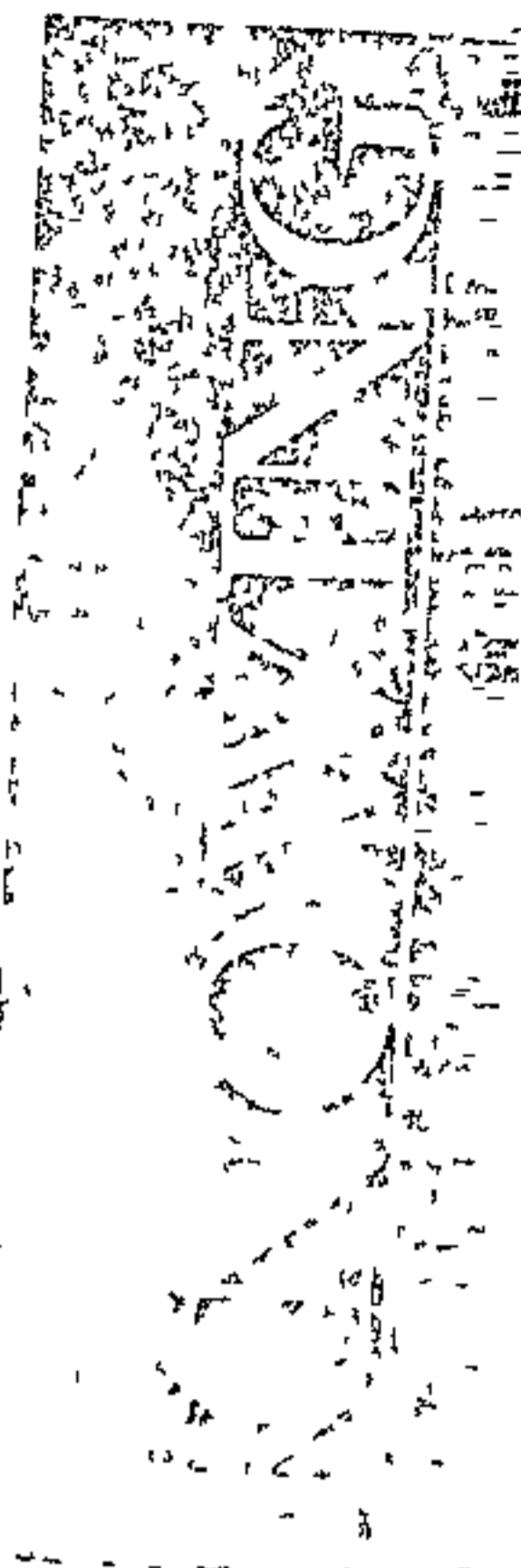


Helping hand — a former member of the United Nations peacekeeping force escorted a Swapo guerrilla from a northern Namibian border post, where he was handed over to Angolan authorities.

MOU

Restrictions

The Star is being produced under the strictest restrictions of the emergency regulations.



Mr Botha said the mass burials were now being held in the South African Army base in the town of Anker, however, and it was not clear whether the burials were being held in the name of the Swapo. It was known to have its wounded

NUM to ask for 100 percent wage increase

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM), fresh from its sixth national congress, said yesterday it would demand an average increase of 100 percent on the minimum wage for its nearly 200 000 members employed at Chamber of Mines' gold and coal mines.

Announcing the decision, NUM general secretary Mr Cyril Ramaphosa said this year the union would demand a national minimum wage of R600 a month for underground workers and R543 a month for their surface counterparts.

CASH, NOT PERCENTAGES

The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years.

Wage demands would exclude benefits such as food, accommodation and medical care.

"We resolved that the gap in payments between various categories be reduced drastically," said Mr Ramaphosa, adding that NUM, although mindful of the low gold price, would

enter into talks with the Chamber with the aim of achieving a "living wage" for members.

Although Mr Ramaphosa would not discuss percentages, the NUM demand, if acceded to, would double the minimum pay for some categories of workers, including those working underground in gold mines at a monthly minimum rate of R306.

Other resolutions were

- To start debate within the union on guidelines on how the mining industry should be run, culminating in a "blueprint" dealing with issues including production, technology, housing, health and safety, worker control, and the development of new mines.
- To intensify the campaign against "repression" by mine management and the State

SUPPORT SWAPO

- To give political and material support to Swapo.
- To support the formation of an anti-apartheid coalition

NUM also resolved to, in co-operation with other anti-apartheid groups and unions, start discussions on a new constitutional dispensation, centring on the African National Congress's constitutional proposals.

The union would also send delegations to the American, British and West German governments, to "highlight the brutality of the apartheid regime", these countries being the "main Western supporters" of South Africa.

● NUM claimed the current wage strike at Rustenburg Platinum Refineries, had severely affected production and led to the cancellation of overseas contracts worth R14 million. A refinery spokesman disputed this, saying production had been maintained.

Numsa shuns strike for fear of lawsuit

ALAN FINE

NUMSA is refusing to intervene in a strike by more than 500 employees at Haggie Rand's Jupiter plant because management refuses to undertake not to sue the union for loss of production.

Union spokesman Enoch Godongwana said yesterday the union had asked for the undertaking as protection from an amendment to the Labour Relations Act last year.

Union members had been on strike since last Thursday in protest against the dismissal of their shop steward committee chairman. The strike was spontaneous and normal procedures had not been followed. *8/10/87*

Numsa officials were reluctant to step in to resolve the matter as they feared their involvement could expose the union to litigation.

800 Anglo colliery workers down tools

By Therese Anders

STANDERTON — Eight hundred workers at Anglo American's New Denmark Colliery stopped work yesterday following the death of one of their colleagues on a farm at the weekend.

The man, a member of the National Union of Mine-workers (NUM), was killed when members of the union allegedly clashed with members of the United Workers' Union of SA (Uwusa) on a farm about 6 km from the mine hostel on Saturday morning.

'CODE OF CONDUCT NEEDED'

Anglo American spokesman Mr Paul Clothier confirmed that the "unlawful" work stoppage was connected with the employee's death.

A NUM spokesman said the workers downed tools after alleged members of Uwusa attacked NUM members on Saturday, killing one.

The spokesman said such violence could only be ended through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically-based compounds.

Mr Clothier said police had arrested two mine employees in connection with the incident.

About 40 percent of the mine's work force refused to work yesterday.

However, Mr Clothier said representatives of employees had given the undertaking that they would return to work today.

By Dik Browne



Yes to double pay, no to apartheid

2.11

Resolutions taken at the sixth biennial congress of the National Union of Mineworkers (NUM) — South Africa's biggest industrial union — have entrenched the union's position in the forefront of the political and economic struggle being waged by South Africa's black labour movement.

Attended by 600 delegates on behalf of the union's 240 000 members, the congress passed resolutions on shop-floor issues such as wages, job security and "management repression". Development in the anti-apartheid movement also enjoyed a top priority. Regarding the all-important issue of wages, the union decided that its 1988 wage demand would, for the first time, be tabled in cash and not percentage terms, arguing that it was "difficult for workers to understand wage increases in percentage terms". Such increases would have to exclude subsidies on meals, accommodation and medical care.

NUM's proposed national minimum

indications from the National Union of Mineworkers' congress, which ended this week, are that the union will continue fighting for members' "bread and butter" issues while supporting the general thrust for the dismantling of apartheid, writes labour reporter MIKE SILUMA

rate, set at R600 for underground workers and R543 for their surface colleagues, promises, in some cases, to double the bottom rate in the mining industry. In the top grade (category 8), the union will demand a new minimum rate of R1 165 and R1 287 for surface and underground miners, respectively.

The NUM also gave the Chamber of Mines, to which the wage demands are to be submitted this week, up to 1991 to pay a "living wage" to all miners.

The wage demands, coupled with the decision to revive the union's living wage campaign, show optimism in

the union's ranks that it has gathered enough strength to mount a fresh challenge against mine employers over wages.

NUM general secretary, Mr Cyril Ramaphosa, said in his report to the congress that following the dismissal of nearly 50 000 members in the 1987 wage strike, the union's membership was climbing again.

Saying it was "incumbent on miners to develop clear policies on how the mining industry should be run", the congress called on the NUM to draw up guidelines aimed at giving miners control over critical issues such as the introduction of new technology, work-

ers' housing, health and safety, labour requirements and the development of new mines.

As is the case in the rest of the black union movement, employee housing has recently become a major issue, given the union's campaign against the migrant labour and hostel systems, widely used in the industry.

Beyond the "bread and butter" issues, the NUM, not surprisingly, committed itself to the centre stage of anti-apartheid opposition.

Having been the first affiliate to adopt the Freedom Charter as the basis of its policy in 1987, the NUM has now undertaken to be actively in-

volved in the discussions on an alternative constitutional dispensation based on the African National Congress' proposals. These discussions will take place both in Cosatu and "mass democratic movement".

The NUM called for the formation of an anti-apartheid coalition spearheaded by Cosatu and the Unit Democratic Front.

Delegates pledged themselves to a mammoth task of making representations to the American, British and West German governments — South Africa's "main Western supporters" — to "highlight the brutality of apartheid regime".

Also on the international front, NUM offered political and material support to Swapo and the Namibian labour movement.

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CAPE TOWN 20/4/87

Miners retrenched

211

JOHANNESBURG — Genmin has announced that between 6 000 and 7 000 miners will be retrenched later this year. So far about 5 000 workers have already been retrenched. Bracken and Leslie have laid off 1 000 workers, West Rand Consolidated about 3 000, Grootvlei 600 and about 400 from other mines in the group.

Nine accused of strangling worker

Pretoria Correspondent

The State has closed its case in the trial of nine Witbank mine-workers facing a murder charge in the Pretoria Supreme Court

Following the death of a mineworker who allegedly did not heed a call to strike but went to work, the nine were charged with choking him to death

The accused are Mr Moses Nyakane (32), Mr Philimon Molo (27), Mr Jim Mogashoa (30), Mr Zingisile Siquala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (23), Mr Esan Vilakazi (37), Mr Thabiso Lethua (50) and Mr Elvis Mubi (23). They have pleaded not guilty

The State alleged that on August 11 1987, at the Blinkpan Coal Mine near Witbank, the accused strangled Mr Joseph Mthimunya with two wire coat-hangers

After calling eight witnesses, the State yesterday closed its case

The hearing continues

Wage demand 'high'

ABOUT 30 percent of South Africa's gold production could stop if the Chamber of Mines had to accede to the National Union of Mineworkers' present wage demands, reports SABC Radio News.

The NUM is seeking an average wage increase of 55 percent in this year's negotiations with the mining industry.

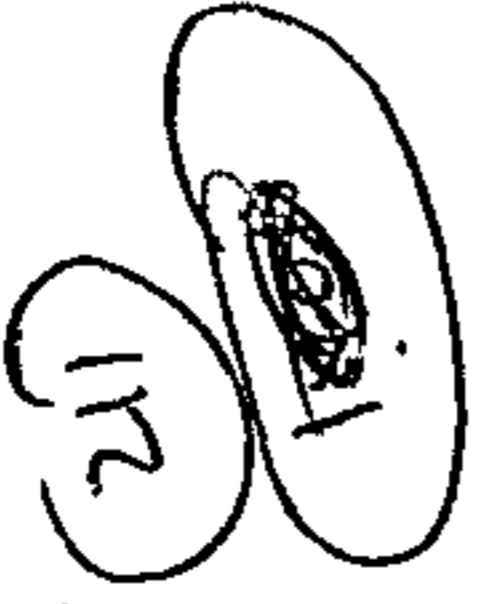
SABC's labour correspondent reports this could also mean a 30 percent loss in jobs on the country's gold mines.

At present, working costs at six of the 32 gold mines exceeds the current gold price of 385 dollars or R977 an ounce. Another 13 would join this group if NUM's 55 percent wage demands were met.

The NUM demand represents, however, an initial position in this year's ongoing negotiation with the chamber of mines. — Sapa.

6/8/61
19/4/8
19/4/61
reference

MINERS PRESS FOR FREE PAY



THE National Union of Mineworkers is to demand a national minimum wage for all mineworkers during negotiations with the Chamber of Mines this year.

This was one of the 80 resolutions adopted by Num's 601 delegates at the biennial congress of the union in Johannesburg at the weekend.

The union would demand a minimum wage of R543 a month for surface workers and R600 a month for underground miners. This demand, if paid, would virtually double the wage of the lowest-paid mineworkers in the industry.

Num's general secretary, Mr Cyril Ramaphosa, said mine employers "must make progress towards paying a living wage to all mineworkers" by 1991.

By LEN MASEKO

The union would now set wage demands in monetary terms, not in percentages as was the case in previous wage negotiations.

According to the Num, the average wage for "unskilled and semi-skilled" mineworkers on the Chamber's gold mines were R624 a month in 1988 while the average pay was R661 a month in the coal mining industry.

These wage levels contrasted sharply with average monthly wages of R3 000 earned by skilled workers, all of

Tutu case

THE hearing of Trevor Tutu's case was yesterday postponed to June 26 by a Johannesburg regional magistrate after Mr Tutu's attorney, Mr J Bolleurs, withdrew from the case.

whom were virtually whites

Mr Ramaphosa said in his annual report that it took the average black mineworker three-and-a-half years to earn the average R26 500 a month pay earned by a mine director.

He said: "The mines have the wealth and the opportunity to pay all workers a living wage — but they don't. The wages they pay are set by

'free enterprise' at starvation levels.

"The buying power of the Chamber of Mines' minimum wage for underground gold miners is the same today as in 1975, 14 years ago.

"The average wage of black mineworkers in gold is still 20 percent below the average wage in (the) manufacturing industry, the same as fourteen years ago", he added.

Mines wait
for NUM
demands

20/11/89
Labour Reporter

The Chamber of Mines would not comment on the National Union of Mineworkers' 1989 wage demands until these had been formally submitted by the union, a chamber spokesman said yesterday

The union's demands, announced to the media on Monday, include a new minimum rate of R600 a month for underground miners and R543 for surface workers. If granted, the proposed rates would double the minimum wage for some of the lowest-paid workers.

NUM said the demands would be presented this week

Gencor sheds 5000 in a bid to halt closures

By Derek Tommey

Gencor, which is retrenching 5 000 people, is determined to keep its gold mines operating profitably, despite expecting a five percent squeeze on margins this year.

This was made clear at a press briefing yesterday by Gary Maude, MD of the group's gold division.

Other points made by Mr Maude were:

● Buffelsfontein was considering opening up its tertiary shaft area at an estimated cost of R700 million.

● Beatrix was planning to sink a new shaft to open up its northern areas. Mining houses with mineral rights to the north of Beatrix have been asked whether they want to share in the shaft. If so, the shaft might be sited further towards the boundary.

● Stilfontein and Buffelsfontein would share the balance of the R36,1 million received by Chemwes as compensation for the early termination of a uranium contract. Stilfontein which, at the present gold price, had a life of six years, was expected to put

part of its share in a fund to help finance closure.

The balance was likely to be paid to shareholders of both mines as special dividends.

● West Rand Cons, which lost R4 million in the five months to February, should show a profit this year.

Mr Maude said all mines were facing the same problem — a drop of about R1 000/kg in the price of gold in the past few months.

The industry was faced with the choice of either mining profitably or not mining. Gencor did not believe it was appropriate to borrow money to keep mines going.

Mr Maude said all mines — high-grade and low-grade — were being hit by the lower gold price. The solution was to reduce working costs.

This meant mines must stop working unpayable or marginal ore to keep shafts full.

This had serious consequences. The number of people on a mine had to be reduced in line with lower production. But it was better to retrench a

third of the labour force than to shut down the whole mine, said Mr Maude.

About 5 000 people had been or were being retrenched. Of these 1 000 were from Leshe and Bracken, 600 from Grootvlei, 3 000 from West Rand Cons and 400 from the rest of the group. Additionally, another 1 500 had been placed at other mines and another 1 000 had left voluntarily.

If Gencor's policy of expecting a five percent profit squeeze proved too optimistic, at least it was moving in the right direction. However, if the gold price improved, Gencor could raise production and take on workers.

"We're getting the fat out of the mines and putting them in a good position to face the future," said Mr Maude.

Buffelsfontein had a taxed profit of R15,3 million (R22,0 million) for the March quarter.

The reduced profit was the result of a lower milling rate, lower grade and lower gold price.

Mr Maude said the mine had a life of 10 to 15 years at today's gold price. The tertiary shaft area had good grades, but was deep. If

it was decided to go ahead with the tertiary shaft, shareholders would be asked to put up the R700 million and the new area would be operated as a separate mine.

Beatrix was the star of the Gencor quarter, reporting a virtually unchanged profit of R18,2 million (18,4 million).

West Rand Consolidated, which had a loss of R2,4 million in the December quarter, and of R2 million in January and February, made a profit of R300 000 in March and should report a profit for the year.

In the March quarter it milled 317 000 tons (456 000 tons) and the milling rate could fall further.

Stilfontein had a taxed profit of R3,0 million (R5,0 million). Operations at Scott Shaft were halted for 10 days owing to seismic activity.

Winkelhaak had profits of R21,5 million (R24,4 million), Leshe R1,1 million (R2,5 million), Bracken R459 000 (R1,4 million), Kinross R19,8 million (R18,6 million), Unisel R12,9 million (R11,4 million) and St Helena R8,5 million (R16,1 million).

Transition too fast for Swapo to handle: Crocker

CH/News 4/4/89

IN an eve of April 1 interview (which will appear in fuller form in a forthcoming issue of Optima), the outgoing assistant Secretary of State for Africa, Chester Crocker, had some final observations on the Namibia/Angola settlement he has spent the past eight years mediating

Perhaps most striking was his belief that the US, having taken the lead role in "creating the realities" that led to the settlement, should now let others, Prime Minister Margaret Thatcher in particular, shoulder greater responsibility of seeing it properly implemented

In an echo of Harold MacMillan's "Winds of Change", as well as of President George Bush's inaugural theme, he opined that "there is clearly, on almost every front in southern Africa, a new breeze, a new set of windows that are open, and I think the British, as probably the world's most experienced external power on this set of issues, have been the quickest to pick up on it"

He noted Mrs Thatcher's lightning visit to Windhoek at the weekend "I think she's quite prepared to make it known that the British have a contribution to make and I think she is absolutely right. In fact, in some respects, she has within her grasp more of the elements of creating things than almost anybody else"

Opportunity

"So if the British have ideas and are prepared to play that kind of leadership role, we would be — I speak for myself here but I don't think I'd be contradicted — the first to cheer the same would apply on South African issues themselves"

"The door is open for others. It doesn't mean there won't be issues on which we take a lead, but it means there is now plen-

ty of opportunity to go round?"

In the immediate term, there was a vacuum to be filled as the new administration got its act together "We are a large polity and a large government and it takes us a while in a transition to define what we will deal with and what we won't"

More broadly, however, Crocker appeared to acknowledge that there were serious institutional obstacles to the US driving allied policy in the region. The administration cannot, for example, say we are obligated to provide \$128 m (about R256) towards the expenses of Unita and presto, the money is there. Congress must have the last word, and in having it, will likely create all manner of new problems by placing conditions on the funding

Congress has also seriously limited both the US governmental and private sector roles in Namibia's transition by applying to the territory the same sanctions as it applies to South Africa itself. This might be "folly", as Crocker called it, but it is Congress's wont to demand equally stupid concessions whenever it is asked to undo its previous stupidity

One may conclude, therefore, that the administration will look to Thatcher to help "create new realities" — a favourite Crocker phrase — both in Namibia and the region generally that will either pull Congress after them or at least restrain it from further ill-advised action. A case in point might be her ability to exploit the "new breeze" to promote negotiation between Pretoria and the ANC

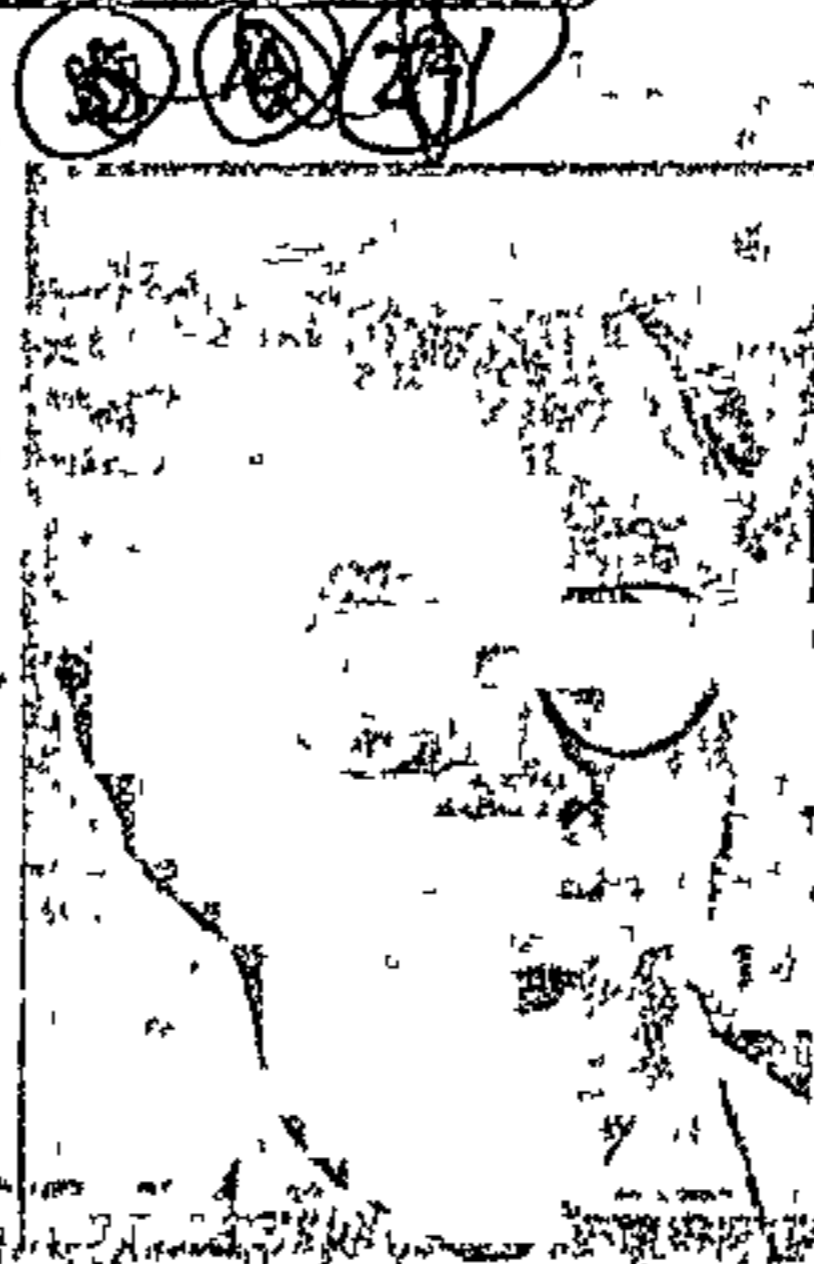
One aspect of the settlement in which the US will remain principally involved is the question of reconciliation between Unita and the MPLA. It heads Crocker's list of "areas, which if I were staying on, I would be keeping a regular eye on"

"If the MPLA continues to dither on the issue of internal peace or to try and solve it unilaterally, it's going to create a military pressure cooker inside Angola which is going to put a strain on the Angolan-Cuban-Soviet relationship and it's going to be more difficult for those parties to carry out their side of the bargain"

The US is ready to medi-



Washington Letter BY GUY DABBER



Dr Chester Crocker: "The Cubans would like to get out as soon as possible; that's what they've told us, I see evidence of it"

Crocker is confident that "the Cubans would like to get out as soon as possible, that's what they've told us, I see evidence of it" This leaves the Soviet Union with "some decisions that they haven't yet made they're going to be left holding the bag because Luanda is going to be without its Cubans pretty soon. So either they're going to let history take its course and be left with that bag, or they're going to be encouraging, more directly than they already are, Luanda to reconcile with Unita"

Whatever he may privately believe about the new allegations of political killing within Unita, publicly Crocker is dismissive. He evidently feels that to lend the charges weight will only encourage those in the MPLA who do not wish to negotiate while at the same time angering Unita's congressional supporters (some of his most strident critics) into causing more problems for the regional settlement as a whole — by holding up Unita funds, for example

"Isn't it a rather remarkable coincidence that this is being talked about in this manner at the very moment when the last remaining excuse for Luanda not to talk to Unita has been removed if one wanted to resist the inevitable, one might certainly profit from the allegations, though I'm not saying the MPLA invented them"

Pretoria

On the question of Namibia itself, Crocker is concerned that neither Swapo nor any of the other parties is sufficiently prepared for "the monumental changes that are now going to be occurring"

"It's going to be incumbent on the leadership in Pretoria to do its best to make up for lost time in terms of the signals it's sending, not only to the white community but to others who may be nervous or insecure about the test of public opinion that's coming up. It's in the interest specifically of the National Party leadership to have it go right because it's their settlement"

As for Swapo, "I frankly don't think that from what I've seen up till now they ever expected things to move so fast. They have never had to face this kind of political test — how do you organise, what signals do you send, how do you re-integrate people who have been trained only for living in exile and living off the land and living by the gun?"

"What are the friends of Swapo going to do to encourage Swapo to be responsible and learn by the mistakes of others in Africa? The frontline states have a central role. Do they send a signal of stridency and polarisation or a signal of statesmanship and economic common sense?"

ate if asked — "Sure, but there's nothing new in that. We've always said before that this was an African agenda and the African neighbours are in the best position to play a role. But we have been prepared all along to pass ideas and messages when we're asked to do that and we've already done some of that, frankly"

"Perhaps we're closer today than we ever have been to an actual process that you could call a political process. One day Unita says these are our terms in a very bold, powerful statement. A week later, you see a statement from Luanda which clearly reflects that they got the message"

Mandate

Crocker sees the problem lying largely within the MPLA where "the atmosphere is frequently one of suspicions and factions and manoeuvring, allegations of corruption, ministerial swaps of portfolios and so on, it's going on all the time". "But this is a particularly sensitive moment as, and we assume this is happening, President Dos Santos is seeking a mandate to negotiate with Unita getting the consensus so the people are on board is a big operation. It may be that some people feel very directly threatened in a personal sense because of either the role they've played, the jobs they hold or the skills they have. They may feel vulnerable"

From MONO BADELA
THE National Union of Mineworkers (Num), Cosatu's largest affiliate, is this week submitting demands for a minimum wage increase of almost 100 percent for its over 200 000 members employed at Chamber of Mines' gold and coal mines.

And, in a change of strategy, the demands will be presented in the form of cash not percentages.

Speaking at a press conference after the end of the union's sixth national congress, Num general secretary Cyril Ramaphosa said the union was demanding a national minimum of R600 a month for underground workers and R534 for their surface counterparts.

The demands exclude benefits like food, accommodation and medical care.

Ramaphosa also announced that the union would soon be sending a three-man delegation to the main capitals of the Western world in a mission to spotlight apartheid laws and repression in South Africa.

The delegation, which will include a top Num official, will seek meetings with the heads of state in Britain, the United States and West Germany, and will seek support from miners' leaders in these countries.

The decision follows dis-

100%

Tough new demand from mineworkers

cussion about the South African political crisis and its repercussions on the industry at the congress, which was attended by about 600 delegates representing nearly 400 000 black miners from 16 regions.

Ramaphosa said the congress had decided that George Bush, Margaret Thatcher and Helmut Kohl should personally be presented with a complete set of apartheid laws to expose them as supporting a regime whose laws oppress the majority of South Africans.

The three leaders will also be presented with statistics of those detained, arrested and charged under the statutes and the penalties (including executions) meted out during the past 10 years.

In a move which will have a major influence on other organisations in the country, the Num congress adopted the ANC's constitutional guidelines.

Delegates at this year's congress resolved that the Freedom Charter should be incorporated into Num's constitution as an annexure.

Num was the first trade union in Cosatu to adopt the Freedom Charter in February 1987.

Delegates reiterated Num's belief that South Africa's "apartheid constitution" was not aimed to protect the interests and basic human rights of the majority of South Africans.

In supporting the resolution, delegates stated that apartheid and capitalism could be crushed if a restructuring process of the state based on the Freedom Charter could begin now.

It would provide a firm basis for national reconciliation and co-operation between the different communities.

It was resolved that Num would establish local structures where mineworkers would begin discussing the proposed guidelines and solicit participation from other Cosatu affiliates.

Another resolution adopted called for the establishment of an anti-apartheid coalition to "expose the weaknesses of the ruling class and the deepening crisis the government finds itself in".

Num feels Cosatu and the restricted United Democratic Front (UDF) should form the core of this anti-apartheid coalition.

Other resolutions dealt with political education for the workers, detention without trial, political prisoners and capital punishment.

Other resolutions discussed were safety on the mines, the Living Wage campaign, expanding Num's membership and opposition to retrenchment.

Genmin to retrench thousands

GENMIN has announced that between 6 000 and 7 000 miners will be retrenched by the time its restructuring programme has been completed later this year.

So far about 5 000 workers have already been retrenched. Bracken and Leslie mines have laid off 1 000 workers, Grootvlei 600, West Rand Consolidated about 3 000 and about 400 from other mines in the group.

Genmin's gold operations managing director Gary Maude said this week all efforts had been taken to keep retrenchments at a minimum, including placing a number of people on extended leave in the hopes that the gold price would have improved by the time they return.

He also said that so far about 1 500

employees had been placed in jobs on other mines, both within the Genmin Group and with other mining houses.

Maude said the root cause of the problem was the virtually static gold price and inflation which was continually pushing up mining costs.

The Gencor decision was to mine profitably, which meant ore mined had to contain enough gold to more than meet costs.

This meant tonnage mined was reduced and as a result, the number of workers needed also declined.

Maude said four of the group's mines were involved in major cutback programmes. Sapa

23/4/89
CAP/ma

Killing charge - nine appear

Sowetam 25/4/89

211

209

By MONK NKOMO

NINE members of the National Union of Mineworkers, who allegedly strangled a colleague who defied a call to go on strike two years ago, appeared on a charge of murder in the Pretoria Supreme Court yesterday.

The accused are Mr Moses Nyakane (32), Mr Philemon Moloi (27), Mr Jim Mogashoa (32), Mr Zingzi Siquala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (23), Mr Esau Vilakazi (37), Mr Thabiso Lethuoa (50) and Mr Elvis Bongani Mubi (23).

The nine men, all employees at the Blinkpan Coal Mine in Middleburg, have pleaded not guilty to a charge of murder before Mr Justice van Dyk sitting with two assessors.

Assaulted

The State alleges that the nine assaulted and strangled Mr Joseph Mthimunye, a bus driver, with two coat hangers in his room at the Blinkpan Coal Mine hostel on or about August 11 1987.

According to the charge sheet members of NUM were instructed at a meeting chaired by Mr Nyakane, one of the accused, on August 9 1987, not to go to work the following day. The employees were also warned that they would be killed if they did not heed the call to go on strike.

Mr Mthimunye, who was not a member of NUM, reported for duty from 6pm to 6am on August 10. Mr Judas Magagula yesterday told the court that he and two other colleagues were in Mr Mthimunye's room at about seven in the morning on August 11 when a group of about ten people including one of the accused, Mr Mogashoa, came into the room.

Bregman report 'contained no helpful leads'

SAP replies on mine killings

THE Bregman report contained no leads which could help solve the murders of four team leaders at Anglo American's Western Holdings mine near Welkom almost three years ago, a police spokesman said yesterday.

Police liaison officer Maj Johan Fouche said police did not include a transcript of 66 hours of evidence heard on oath by Advocate Dan Bregman in their dossiers because detectives were satisfied his summary of the evidence contained no leads.

"The murders are still subject to a very intensive investigation," Fouche said. Police also did not

RIAAN SMIT

attend the 13-day Bregman inquiry into events the week before the murders, which was conducted three weeks after the killings, he confirmed.

Statements

The four team leaders were "executed" during the weekend of July 12-13, 1986 — three of them in front of 2 000 miners in a sport arena on the Sunday night and the fourth, according to Bregman, on the Saturday night in front of "many people".

Bregman, now an acting judge,

said management took statements after the weekend murders of some of the persons in the security barracks.

Of the Saturday night murder, he said it had not been "an isolated assault that led to somebody's death, but a planned execution in the presence of many people".

Management also took statements from witnesses to assaults and revenge assaults which had been committed during the week.

Evidence of "inflammatory and intimidatory threats", linked to specific shaft stewards, were accepted by Bregman.

He heard evidence from a person who escaped after being placed on a table that had been

planned as his execution block.

"I feel it necessary to mention to any responsible person ... or body that every possible step must be taken to ensure a proper investigation of (the murders)," Bregman said almost three years ago.

Questions

□ Business Day has not yet received answers to a detailed list of questions about the murders put to Anglo American on Wednesday last week and to the National Union of Mineworkers on Thursday.

Comment. Page 6

Its business as usual with Hewlett Packard at Lasertek.

Despite the headlines, the bottom line is that Hewlett-Packard hardware, after sales, services and technical advice, will continue to be well provided by Lasertek. In short, it's business as usual.

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'We warned him not to return'

26/4/89
Pretoria Correspondent

One of the accused in the Witbank "coat-hanger" murder trial yesterday told the Pretoria Supreme Court that he and seven co-accused had merely warned a worker not to return to the hostel compound until after a strike had ended.

Following the death of the mineworker who did not heed a call to strike but instead went to work, nine Witbank mine-workers have pleaded not guilty to a murder charge.

Mr Moses Nyakane (32) said he and the other accused, all members of the mineworkers' union, decided at a committee meeting, which he chaired, that workers who did not heed the strike should not be assaulted.

SLEEP ELSEWHERE

Mr Nyakane said after hearing that a worker, Mr Joseph Mthimunye — who was later strangled with two wire coat-hangers — had been to work, the committee decided to warn him not to return to the hostel compound.

The committee, which consisted of himself and seven other of the accused, told Mr Mthimunye "it would be better if you sleep elsewhere," Mr Nyakane said.

"None of the accused harmed the deceased," he told the court. The trial continues.

Human rights leader detained

The Port Elizabeth regional organiser for Lawyers for Human Rights (LHR), Mr Wiseman Kula, has been detained in terms of the emergency regulations, the organisation said in a statement in Pretoria yesterday.

LHR's director of research and education, Mr SP Mothle, said Mr Kula's detention amounted to harassment.

LHR's regional committee in Port Elizabeth was investigating the detention — Sapa

'Order to kill' denied

By MONK NKOMO

ONE of nine members of the National Union of Mineworkers accused of murder yesterday denied he ordered the killing of employees who did not participate in a strike at the Blinkpan Coal Mine in Middelburg two years ago.

Mr Moses Nyakane (32) told the Pretoria

Supreme Court that he addressed mineworkers at the meeting on August 9, 1987 and requested them not to fight because such action would jeopardise negotiations.

Mr Nyakane and the eight others — Mr Philemon Molo (27), Mr

Jim Mogashoa (32), Mr Zingisili Siquala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (23), Mr Esau Vilakazi (37), Mr Thabiso Lehuoa (50) and Mr Elvis Bongani Mubi (23) — have pleaded not guilty before Mr Justice van Dyk to having strangled Mr Joseph Mthimunya.

'Miner did not heed warning'

211 (200)

MR JOSEPH Mthimunya, a mineworker who reported for duty during a strike and was later found strangled in his room, had defied a decision by fellow workers that those who did not strike should not sleep inside the mine hostel, the Pretoria Supreme Court heard yesterday.

Mr Moses Nyakane (32), Middelburg chairman of the safety committee at the Blinkpan coal mine, said he and eight other members of the committee visited Mr Mthimunya in his room about 6.30am on August 11, 1987, after receiving reports that he did not heed a call to go on strike.

Discussion

Mr Nyakane said he and another committee member asked three people who were with Mr Mthimunya to leave the room because they wanted to discuss the strike issue with him.

Mr Nyakane and eight other members of the National Union of Mineworkers have

By MONK NKOMO

pleaded not guilty before Mr Justice van Dyk and two assessors to a charge of murder.

The other accused are Mr Philemon Molo (27), Mr Jim Mogashoa (32), Mr Sinkisili Siquala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (23), Mr Esau Vilakazi (37), Mr Thabiso Lethuoa (50) and Mr Elvis Bongani Mubi (23).

Mr Nyakane said his committee told Mr Mthimunya to either join the strike or leave the hostel. Mr Mthimunya was later found in his room strangled with two clothes hangers.

(Proceeding).

3/Day 27/4/89



Placard-waving Rustenburg Refinery workers arrive by bus in central Johannesburg yesterday for a demonstration before SAP members and traffic police (below) escort them out of town. Pictures ROBERT BOTHA



Police put paid to refinery wages demonstration

POLICE put a quick clamp on trade unionists arriving in Johannesburg yesterday for a demonstration

The Rustenburg Refineries workers were kept aboard two buses before they could carry a wages dispute to JCI headquarters.

The NUM members had travelled from Rustenburg to press demands

SIPHO NGCOBO

only to be met by the SAP and traffic police before they could alight.

The NUM said a deal had been struck with a police captain for workers to demonstrate provided they did not march from union offices to JCI headquarters.

A police spokesman said he knew nothing about an arrangement.

The dispute between Rustenburg Refineries, a JCI subsidiary, and about 500 workers began in February.

The NUM wants inter alia a 14,5% wage rise offer paid retrospectively to January 1 and six months' maternity leave for women workers.

in the case were
on and Develop-

... of their land had been one of
the most flagrant acts of human rights
violations conceivable — Sapa

He said 'With the brain dr.
in SA it is not possible to run a
agency without some sort of si

Anglo believes mine deaths linked

Bidun 31/5/89 (211)

RIAN SMIT

ANGLO American officials believe some of the miners involved in the planned public execution of three mine team leaders at Anglo's Western Holdings, near Welkom, in July 1986 may also have taken part in the organised killing of two senior officials a year later

Three team leaders were clubbed and stabbed to death with sharpened metal charge-loading bars in front of 2 000 mineworkers in an arena at Western Holdings No 6 hostel on Sunday, July 13, 1986

Almost three years later nobody has been charged with these murders or that of another team leader on the Saturday evening

On June 4 1987 two senior managers at the mine were murdered after a National Union of Mineworkers (NUM) meeting, in what Anglo officials called a planned attack on the shaft offices

A NUM shaft steward, who was not linked to the 1986 executions, was convicted

ed of murder for his part in the murders of the white officials

Asked whether the 1986 murders were organised by the NUM, Anglo officials said they had their own theories, but it was not fair to speculate

"Suffice it to say that at the incident which occurred a year later at Western Holdings, some of the names which we had subjectively connected (with the execution of the three team leaders) emerged again

" there were certainly people who were involved, or whose names emerged at both those incidents, which I think is more than co-incidental," Freegold North manpower resources manager at the time, Viv du Plessis, said recently

□ Du Plessis's answers, and those of the other Anglo officials, were in reply to some of the questions Business Day put to Anglo two weeks ago. The NUM has not yet responded to similar questions

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De Beers' black staff upgraded

9/3/87 (211) By Dan Side

The South African diamond industry now employed more blacks in skilled labour and middle-management positions, said De Beers chairman Mr Julian Ogilvie Thompson in his annual report

De Beers' policy of equal opportunity for all employees, coupled with changes in legislation, had brought about the changes.

"Following the removal of racially discriminatory provisions of the Mines and Works Act," said Mr Ogilvie Thompson, "regulations have at last been promulgated enabling us to appoint our first black employees as fully-fledged miners"

He said the shares taken up in January last year under the employees shareholder scheme had doubled in value. About 8 000 employees now hold shares

In addition to improving workers' income, De Beers was also investing on the social

front "In 1988, the Anglo American and De Beers Chairman's Fund and Educational Trust approved expenditure of R54 million, of which nearly 80 percent was directed to secondary and tertiary education, primarily for black students," he said

Little political progress could be detected in South Africa over the past 12 months, he observed, but the silent revolution — more effective than insurrection — was compelling the Government to change its policies

The re-imposition of racial discrimination by councils in Boksburg and Carletonville had demonstrated to many conservative whites just how unacceptable such measures were in modern South Africa

On the other side of the political spectrum, blacks appeared to be moving away from the rhetoric of high-profile, unelected leaders, and the politics of protest, towards the politics of negotiation

White miners

agree to a

13,5 pc rise

White miners agreed yesterday to a wage increase slightly below South Africa's 14 percent inflation and well down on their original 20 percent demand

The Chamber of Mines, representing the six major gold mining companies, agreed on a 13,5 percent rise with the Council of Mining Unions (CMU) for 1989/90. It took effect from this May, the chamber said.

The CMU represents 26 000 miners, mostly whites. It settled last year for 12 percent.

The chamber is also negotiating with the National Union of Mineworkers (NUM), which demands increases of up to 96 percent for its 140 000 members.

The NUM annual pay settlement normally takes effect in July after negotiations regarded by analysts as the most crucial in South Africa's industrial relations calendar. The NUM won rises of between 13 and 16,5 percent last year — Reuter

blacks in ...
answering but was told his
time was up. — Sapa.

NUM urged to change stance

CAPE TOWN — Economic
Affairs and Technology
Deputy Minister George
Bartlett called on the
National Union of
Mineworkers (NUM) yes-
terday to reconsider its re-
fusal to support safety offi-
cers in mines.

Speaking during the de-
bate on the Economic Af-
fairs and Technology vote,
Bartlett said it was com-
pulsory to appoint safety
officers if the number of
mineworkers exceeded 300.

However, the NUM had
instructed members to re-
fuse to accept the appint-
ment of safety officers.

He appealed to everyone
involved in the safety of
employers and employees
in the mining industry to
handle the changes which
had taken place in a respon-
sible manner — Sapa

957

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Cape Town

Call time 10/5/89 (211)
No mixed mine dwellings

THERE were no mixed dwellings on the mines at present, but there was one application pending at Kloof Mine, the Deputy Minister of Economic Affairs and Technology, Mr George Bartlett, said yesterday

Boom town

Sowetan 11/8/87 - (211)

Wedela is growing fast

ABOUT 10 years ago Wedela was a one-horse residential area tucked away in a remote and isolated part of the Western Transvaal countryside.

Today it is one of the fastest growing black townships in the Transvaal — thanks to the Government's abolition of the influx control regulations.

The mining township of Wedela — an acronym for Western Deep Levels and Elandsrand gold mines — near Carletonville, has in a short time developed into a fully-fledged and close-knit community with a population of just over 3500.

In the past, black employees on the two mines were not allowed in terms of Government regulations to settle with their families near their workplaces. Only three percent could bring their wives and children to stay with them in mine houses, while the majority were living in the mines' hostels — hundreds of kilometres away from their loved ones.

Fighting

In the meantime, the Anglo American Corporation, which owns several mines including Western Deep Levels and Elandsrand, was, together with other bodies, fighting for the scrapping of the influx control regulations and other laws which restricted people's freedom of movement.

When the regulations were finally lifted in 1986, the corporation decided there and then to do away with the migratory labour system so as to create a stable labour force.

By SY
MAKARINGE

It then conducted a study among its workforce and found that more than 20 percent — or about 6000 workers — in Western Deep Levels and Elandsrand were in favour of being urbanised.

The land on which Wedela is situated was then proclaimed in terms of the 99-year-leasehold more hectares of land purchased and a plan to promote home-ownership among mine workers set in motion.

Today, Wedela has more than 750 new houses and is continuing to grow in leaps and bounds. It is a fully-fledged township with four schools including a high school and a technical college, a large supermarket owned by 25 of the township's residents, a clinic which is open six days a week, a creche that can accommodate 200 children at a time and a modern multi-purpose community centre.

Plans

Plans are also afoot to establish a central business district and other community services in the township.

The mines have also applied to the Government for the township to be declared a local authority. Presently, the township has nine councillors who were elected by the residents.

Mine bosses are so ecstatic about the home-ownership scheme that they are working on a 15-year Masterplan to develop the township in order to realise its objective of housing their employees near their workplaces.

Mr Nico Theunissen,

project manager of Wedela, said however that many mine workers were not keen on the relatively new concept and wanted to maintain their rural ties.

To make the home-ownership scheme a viable option for employees, the gold and uranium division of the Anglo American Corporation developed a financial scheme which subsidises bond repayments down to five percent interest.

The scheme requires only two-and-half percent deposit and also provides collateral to building societies in order that employees may have access to financial institutions.

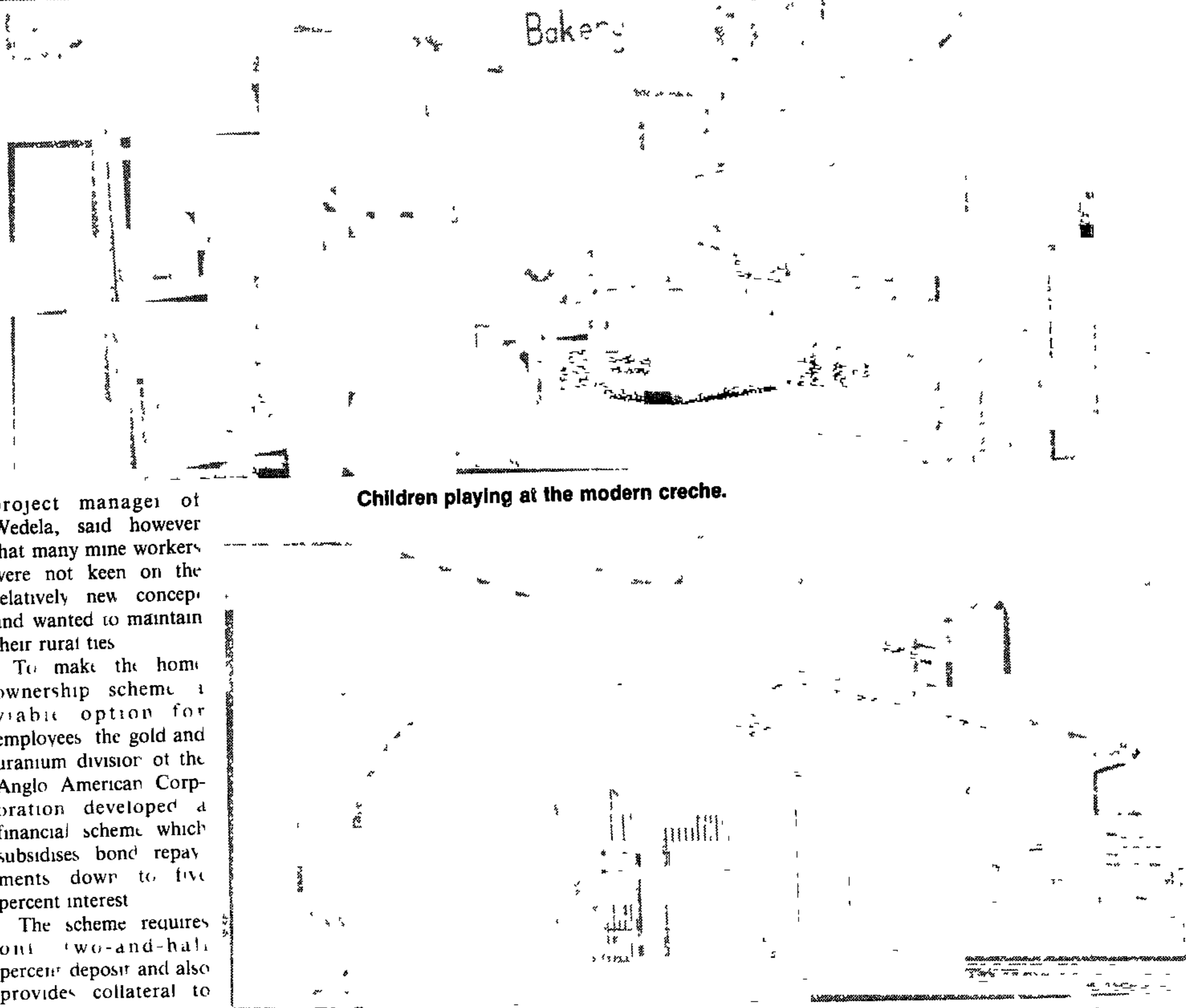
The subsidy ensures that all employees are eligible for home ownership.

Mr Theunissen said the housing projects in Wedela catered for both the lower and the higher income groups.

Vacant

"We have at present 500 serviced stands that are vacant. Employees can choose their own builders and designs," he said.

He said the mines



Children playing at the modern creche.

hoped to provide more than 10000 houses within the next 10 years.

"Our wish is to have all our workers completely urbanised, but because many of them still want to maintain their rural ties, the hostel system cannot be completely phased out," Mr Theunissen said.

He said besides this, the mines employed thousands of workers who came from countries such as Mozambique and Lesotho who were regarded as aliens by the Government and who because of that, did not qualify for the home ownership scheme.

One of the most important features of the townships is probably the technical college. The fully-equipped college offers several subjects including fitting and turning, electronics, motor mechanics, welding and plate metal work.

The school admits pupils from Wedela and surrounding townships.

Relax

After a hard day's work, workers can relax and enjoy their drinks at the Wedela Recreation Club, for a membership fee of only R12 a year.

One of the houses built at the fast-growing Wedela township.

Pic PAUL TSHABALALA



Jobs at Risk, Miners Seek

5/1/87

112

By Robyn Chalmers

From Page 1

creasingly competitive environment, economic circumstances and the need for higher productivity.

NUM general secretary Cyril Ramaphosa was unavailable for comment, but the union is expected to adopt a tough stance when negotiations start in the next week or so.

Last year's negotiations were more amicable than in 1987 when there was a strike. The union's membership was depleted. NUM started a recruitment drive at the beginning of this year, and membership numbers are creeping up to pre-strike figures of about 300 000.

After NUM's sixth national congress last month, Mr Ramaphosa said "It is imperative that the NUM makes progress towards getting a living wage for all by 1991. The mines have the wealth and the opportunity to pay all workers a living wage — but they don't."

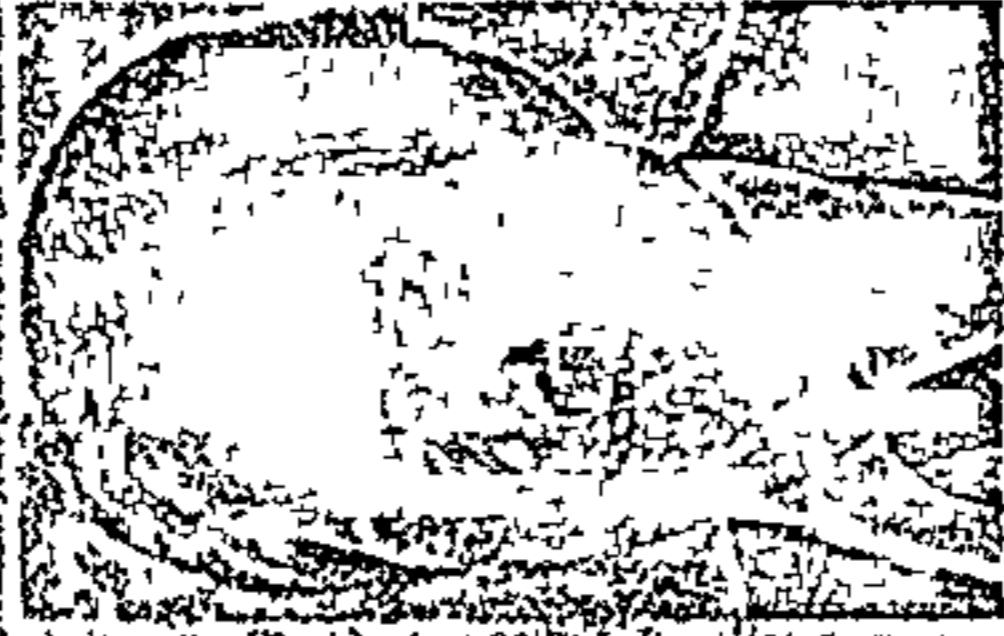
THE National Union of Mineworkers has demanded a 95% pay increase — but tens of thousands of miners could soon lose their jobs.

The union also wants a 22% improvement in perks.

The Chamber of Mines warns that mine staff will have to go if the gold price remains static and costs continue to soar.

Already 15 mines with a total workforce of 130 000 are incurring losses or barely breaking even. Unless the dollar gold price rises and/or the rand falls, tens of thousands of jobs will be in jeopardy.

Last year, 10 000 miners were retrenched. The number of people employed on gold and coal mines fell by another 46 000 in natural attrition.



JOHAN LIEBENBERG

skilled and unskilled workers have jumped by more than 500% in real terms since 1972.

Mr Liebenberg says NUM demands are irresponsible and show that the union has not taken economic realities into account.

The gold-mining industry has to exercise the utmost caution to ensure its survival and say that several gold mines will have to close, but they will have to reduce working costs considerably. Wages and salaries account for about 31% of working costs.

Depression

Last month, Gencor announced it had shed another 7 000 workers. Other mining houses are economising as much as they can.

The effect of large-scale layoffs and cutbacks in consumable supplies will ripple throughout the economy. Several mining areas are showing signs of depression.

Johan Liebenberg, senior general manager, external relations, at the Chamber of Mines, says wages for semi-

creasing faster than revenue. The only way we foresee reducing costs is to retrench unless the NUM is reasonable.

Chamber statistics show revenue in 1988 rose by 9.7% as opposed to 1.9% the previous year. However, costs increased by 17.7% (18.8% and dividend payments at R2.2 billion were down by 3.6% in 1988).

The average gold price for 1989 is well down on that of 1988. The chamber will be hard pressed to give wage increases matching the inflation rate.

Several mining houses have mechanised mines to hold labour costs. Mr Liebenberg says the industry is looking at new technology but mechanisation is not practicable on all mines because of depth and narrow working areas.

Anglo American Industrial Relations consultant Bobby Godsell says the industry can no longer afford to give the generous increases it did after the world moved off the fixed gold price.

The challenge now is to enhance the efficiency of the business as a whole. The mining industry must be both price and cost competitive with the rest of the world if it is to stay alive.

"SA is faced with declining ore grades and deeper mines shafts. The industry has closed wage gaps considerably, now we need to increase productivity."

Mr Godsell says the challenge facing the unions how to respond to the

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"SA is faced with declining ore grades and deeper mines shafts. The industry has closed wage gaps considerably, now we need to increase productivity."

Mr Godsell says the challenge facing the unions how to respond to the

increase in the past year unemployment rate of 5/ percent. The average cost needs and pressure to upgrade existing homes.

FMU demands rises

Sowetan 16/5/89

211

THE Federated Mining Union has submitted wage proposals to two mining houses, demanding 30 percent increases for the current year.

16 as paid holidays; compassionate leave and holiday leave bonus.

The FMU's general secretary, Mr Sydney Zimba, said his union submitted to the Samancor-controlled Mooi Nooi and JCI-owned Rustenburg Platinum mines a week ago. The union is expected to start negotiations with the two companies before the end of this month.

The FMU has further proposed to the JCI management that the two parties also open negotiations on issues such as the death benefit scheme and service increases.

The union's demands include recognition of March 21, May 1 and June

"We have also proposed (to Samancor) that all employees keep their jobs and their rates of pay similar to those they enjoyed before proceeding on leave," Mr Mzimba said.



Delegates at an NUM congress.

STW 16/5/89

Mine bosses v. 500 000

By MIKE SILUMA, Labour Reporter

South Africa's most watched labour negotiations begin today when the country's biggest trade union meets one of the largest employers of black labour, the Chamber of Mines, to negotiate wage increases for about 500 000 workers

Because of the crucial rôle of gold in the country's economy, the outcome of the talks affect more than just the workers and the mining houses

Following its sixth biennial congress last month, the NUM pledged to seek wage increases in monetary, and not percentage, terms. It would demand a uniform minimum wage of R600/month for underground miners and R543 for their surface colleagues

Although the union declined to discuss percentages, some workers would, in terms of this policy, have their pay increased by up to 100 per cent

Speaking after the NUM congress, general-secretary, Mr Cyril Ramaphosa, said the demands were part of a programme to "drastically reduce" the pay gap between various categories of workers and to achieve a "living wage" in the industry by 1991

NUM is also expected to seek improvements in working conditions.

This position is likely to be strenuously resisted by the Chamber, which has already argued that in real terms, the wages of semi-skilled and unskilled workers in the industry have risen astronomically over the past 15 years

According to the Chamber, any drastic increase in miners' wages would place in jeopardy

at least 15 marginal mines presently struggling to keep their heads above water because of the low gold price, the high cost of production (including labour) and low grade ore

In turn, this would imperil thousands of jobs in an industry where at least 17 000 jobs have been made redundant in the past 17 months

In the light of the above, it is possible that the Chamber will ask for separate talks to accommodate the marginal mines, while offering higher increases for non-marginal mines

Such a proposal would run counter to the union's stated aim of bringing the wages of members across the industry into line

Mr Ramaphosa has even suggested considering a system whereby profitable mines in a particular mining house would subsidise marginal mines in the same group

From the NUM point of view differentiated minimum rates in each category would have the effect of dividing membership, with the union accepting a higher increase for some workers and less for others

According to the union, membership affected by the talks is spread out as follows across the mining houses.

- Anglo American (111 030).
- Gencor (48 110)
- Rand Mines (18 618).
- Gold Fields (24 676).
- Anglovaal (4 107).
- JCI (4 269)

Meanwhile, the chamber is still locked in separate pay negotiation with the mainly white Council of Mining Unions. A Chamber spokesman said a second conciliation board meeting between the two would be held on Monday.

Mining talks 'constructive'

Star 19/5/67
By Mike Siluma, Labour Reporter

The first round of annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines was held in Johannesburg yesterday, with the union demanding monthly minimum increases of R543 and R600 for surface and underground miners respectively.

A chamber spokesman described the talks as "constructive" but would not elaborate.

The parties are to meet again next Thursday

This year the NUM's demands are tabled in cash terms because, according to the union, members had difficulty understanding increases in percentage terms.

Other NUM demands are that

- June 16 and March 21 be recognised as paid holidays.
- All workers be entitled to 60 days' holiday leave, 52 days paid
- Underground workers be given at least 90 days annual leave on full pay.
- Improvements be made to workers' holiday leave allowances and contracts of employment
- Hours of work be set at 80 hours a fortnight

Although the union negotiates for its claimed 210 000 membership on chamber mines, the results of negotiations are usually made applicable to all black miners.

nesday afternoon *CAM TALKS ALSO 211*
NUM wage talks begin

JOHANNESBURG — Wage talks between the Chamber of Mines and the National Union of Mineworkers (NUM), started yesterday
Reports by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

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Fate of gold producers DRD, ERPM rests with Cabinet

CMT Tmp 1/5
22/5/89
211

Own Correspondent

JOHANNESBURG — The fate of Rand Mines' two ailing gold producers, Durban Roodepoort Deep (DRD) and East Rand Proprietary Mines (ERPM) rests with the Cabinet

An urgent request for further government assistance was forwarded to the Department of Finance late last week in an attempt to save the mines' from closure

Both mines have been incurring substantial losses and are uneconomic at the prevailing gold price of around \$366 an ounce

Rand Mines has evaluated alternative strategies to avoid further losses but at projected gold prices, none of these strategies is viable

In light of this, the listings of the two companies were suspended in Johannesburg, London and Paris on Friday

Finance minister Barend Du Plessis and his deputy, Dr Org Marais, are considering Rand Mines' request a department spokesman confirmed on Friday. But "the matter will have to be considered by the Cabinet before any decision is made"

Marais said yesterday the matter had been passed on to the committee and he expected to receive a report tomorrow morning which would then be put before the Cabinet

Should the mines be forced to halt operations, Rand Mines will write off its investment as an extraordinary charge against reserves "which are more than adequate for that purpose" according to the interim report. At the end of March the house had share capital and reserves of R817,9m

ERPM and DRD employ 20 000 people and last year produced 16 000kgs of gold — or almost 2,8% of SA's total output

THE Reserve Bank may save marginal gold mines from closure by allowing the rand to plummet to a level at which they become viable again, Old Mutual chief economist David Mohr told our Cape Town correspondent on Friday.

Discouragement

He pointed out that this would also help SA exports and be a further discouragement to imports without raising interest rates

Chamber of Mines economist David Kennedy agreed "I think it likely that the rand will depreciate further and this will take some of the pressure off mines"

Standard Bank economist Nico Czypionka pointed out that the rand had not fallen against the dollar as much as the mines would like because of the recent strength of exports other than gold

"The rand is certainly going to be softish for most of this year but I don't think it will become very weak unless there is a drastic fall in the gold price"

Czypionka said the Government might take the view that the very marginal mines, of which there were probably four, might as well close because they produced very little gold. The loss of their production would make little impact

But Trust Bank economist Nick Barnard said that although in normal times he would not expect the Government to help marginal mines, at present every ounce of gold taken out of the ground helped SA meet its balance of payments (BoP) problem

With more foreign debt repayments due next month, he did not believe the country could afford to let the marginal mines close

But the mines would be faced with higher costs soon, after the mid-year pay rises, and he did not believe the rand gold price would rise sufficiently to solve their problem

The approach to government is under urgent consideration, the announcement adds

Sliding gold, wage calls killing marginals

300 000 jobs on line at 18 mines

Staff Reporters

The threat of unemployment looms over 300 000 workers on 18 gold mines as the sliding gold price begins to knock out our marginal mines.

This figure represents 60 percent of gold miners employed in the country and 40 percent of the total mine labour force.

The two mines at immediate risk are Rand Mines' Durban Roodepoort Deep (DRD) and East Rand Proprietary Mine (ERPM), two of SA's oldest mines, which together provide 20 000 jobs

The Government expects today to receive an expert report on possible assistance to save ERPM and DRD

The Deputy Minister of Finance, Dr Org Marais, said today the expert group had worked all weekend to complete the report

The fate of the country's 18 marginal mines was highlighted last week when the gold price fell to its lowest level in nearly three years

In Hong Kong today bullion opened at \$364 Last year's average price for gold was just over \$430 If the slump continues, the country could not only see the closure of numerous marginal mines, but also a loss in foreign exchange earnings to the tune of over \$1 billion (about R2,7 billion), which could force another round of austerity measures

Durban Deep and ERPM called for assistance last week, as Rand Mines suspended their listings on the Johannesburg and the London stock exchanges If this assistance is not forthcoming, the mines will close

Local economy

The mines have been hard hit by the drop in the gold price and by a strong rise in working costs, caused partly by inflation and partly by more difficult mining conditions as both mines grow older and have to go deeper

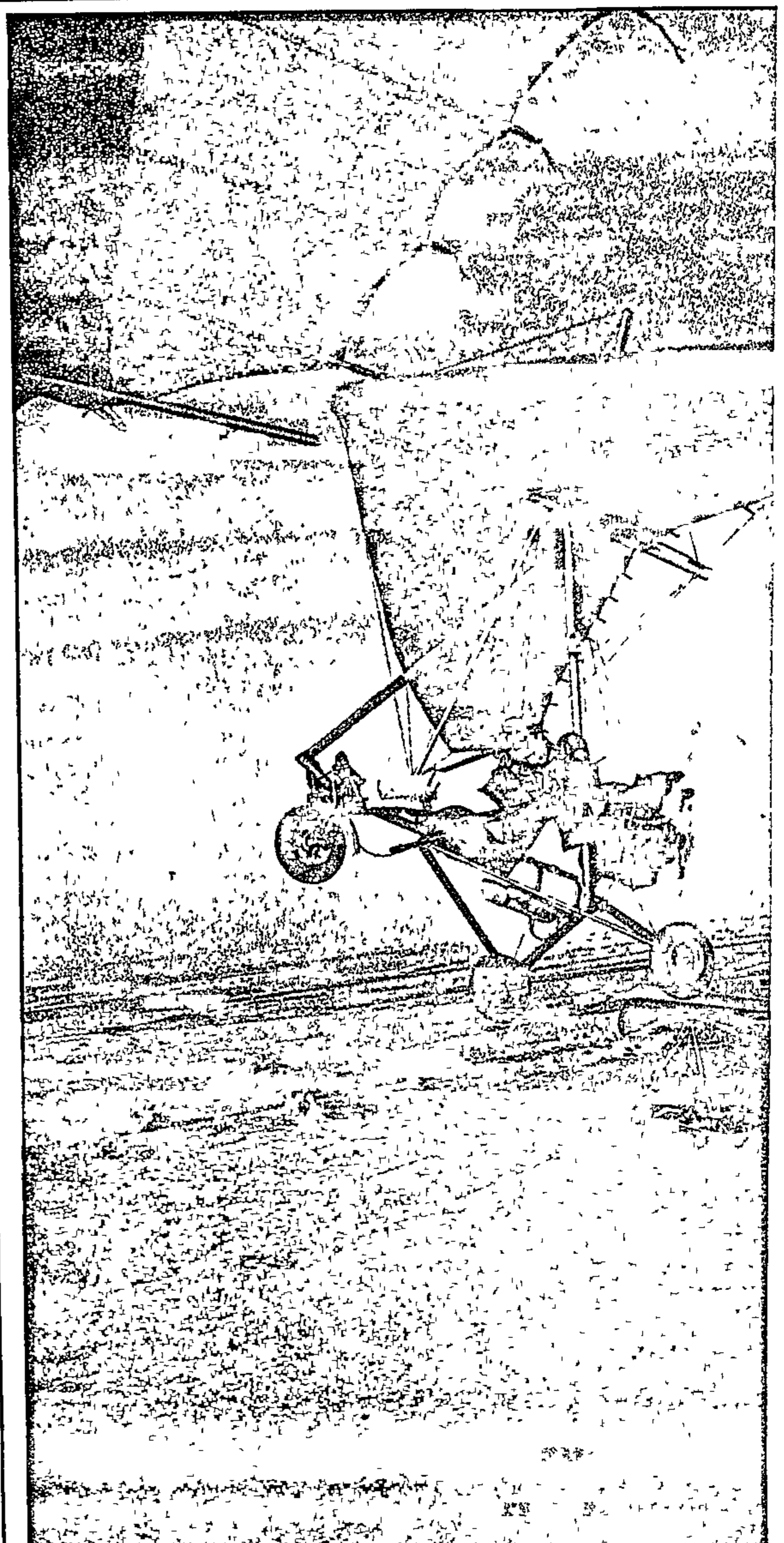
The two mines spend about R50 million every month, much of which goes to sustaining the economy of their local areas

The higher working costs of the mines are also likely to lead to increased confrontation between the mining houses and the powerful National Union of Mineworkers (NUM), which last month pushed for a doubling of the minimum wage in some job categories on the mines

NUM press officer Mr Jerry Majatradi said Rand Mines had not directly informed workers of the situation He said management's decision would be challenged at both mines.

Mr Majatradi acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests to other industries within SA and secure jobs there

He said the NUM was opposed to retrench-



Star 22/5/89

211

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Mr Majatradi acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests to other industries within SA and secure jobs there.

He said the NUM was opposed to retrenchment in principle, but said Rand Mines' aggressive approach to retrenchment at its mines over the past few years had eroded some of the union's power to oppose it.

"Since 1986, ERPM, a major employer in the Boksburg area, cut its labour force from 18 000 to 11 000. Figures from Durban Deep, near Roodepoort, show they have reduced their labour force by 25 percent since 1987"

'Starvation wages'

Mr Majatradi said that given workers were earning a minimum wage of R260 a month, it was unlikely that a doubling of their wages to R540 would cripple the industry

"The announcement by the Chamber of Mines of the possible closure of the 18 mines is obviously an attempt on their part to pressure workers to accept starvation wages in the face of annual wage negotiations"

But Chamber of Mines general manager Mr Johann Liebenberg said that, if granted, the NUM's recent wage demand for a 118 percent increase in wages would mean that 75 percent of mines operating in the industry would be wiped out

He said drastic steps would have to be taken to decrease the working costs of mines, many of which were now costing far more than the value of their ore

Dr Marais disclosed that he would be investigating the position of all marginal mines. He had asked the Chamber of Mines to prepare a report on their long and short-term prospects.

The solution for the ERPM and Durban Deep crisis would have to take into consideration the position of all marginal mines

"We can't help them in such a way that we give all to them and leave nothing for others."

300 000 SET TO LOSE JOBS



PERKINS: Rather negotiate than deal with the barrel of a gun.

WE MUST BE FULL - PERKINS

By JOSHUA RABOROKO

have a say in how South Africa is developed and governed in the future"

He said whether the Government was genuine in its endeavours to negotiate a settlement still remained to be seen

The South African Government was, in his opinion, prepared to repeal all the discrimi-

He did not believe sanctions and disinvestment would bring about change, although he thought the objective would be to dismantle apartheid

He was disappointed by the declaration of the state of emergency, the ban on certain organisations, the arrest and detention without trial of certain people during his stay in South Africa

THE threat of unemployment looms over 300 000 workers on 18 gold mines as the sliding gold price begins to knock out our marginal mines.

This figure represents 60 percent of gold miners employed in the country and 40 percent of the total mine labour force.

The two mines at immediate risk are Rand Mines' Durban Rodepoort Deep (DRD) and East Rand Proprietary Mine (ERPM), two of SA's oldest mines, which together provide 20 000 jobs

The fate of the country's 18 marginal mines was highlighted last week when the gold price fell to its lowest level in nearly three years

In Hong Kong yesterday bullion opened at \$364. Last year's average price for gold was just over \$430. If the slump continues, the country could not only see the closure of numerous marginal mines, but also a loss in foreign exchange earnings to the tune of over \$1 billion (about R2,7 billion), which could force another round of austerity measures

Durban Deep and ERPM called for assistance last week, as Rand Mines suspended their listings on the Johannesburg and the London stock exchanges. If this assistance is not forthcoming, the mines will close

The mines have been hard hit by the drop in the gold price and by a strong rise in working costs, caused partly by inflation and partly by more difficult mining conditions as both mines grow older and have to go deeper

The two mines spend about R50 million every month, much of which goes to sustaining the economy of their local areas

The higher working costs of the mines are also likely to lead to

SOWETAN Reporter

increased confrontation between the mining houses and the powerful National Union of Mineworkers (NUM), which last month pushed for a doubling of the minimum wage in some job categories on the mines.

NUM Press officer Mr Jerry Majatradi said Rand Mines had not directly informed workers of the situation. He said management's decision would be challenged at both mines

Majatradi acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests

FIVE hundred social workers and community workers in South Africa resolved to mobilise opposition to the Government's welfare programme during a conference at Wits University at the weekend

The decision was taken on the eve of the South African National Welfare Council conference in Pretoria yesterday.

A statement issued by the convening bodies said the council had adopted a welfare policy that entrenched racial segregation. This led to a bureaucratic and fragmented service, and an inefficient and costly process

The council's proposed privatisation of social services was rejected because it would increase impoverishment among the poor

The policy also provided for state control while it considerably reduced the state's financial



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Towns tremble over mines

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By Sue Olswang

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The Roodepoort and Boksburg chambers of commerce anticipate serious economic setbacks if the Durban Roodepoort Deep and ERPM mines close as a result of the sliding gold price.

ERPM (East Rand Property Mines) is a major employer in the Boksburg area, with more than 11 000 employees, while Durban Roodepoort Deep (DRD) employs approximately 7 000 mineworkers.

Spokesmen for both chambers yesterday said the closures would have "very serious" effects on businesses in Roodepoort and boycott-burdened Boksburg.

SUPPLY STORES HARD HIT

However, Mr Johann Viljoen, president of the Boksburg Chamber of Commerce and the Boksburg Alliance, said "one should not make too many waves at present because there could still be Government assistance and the mines would continue to operate".

"We hope this is what will happen because the effect ... could be very serious otherwise," said Mr Viljoen.

Elder Altus Strydom, president of the Roodepoort chamber, said Roodepoort's mining supply stores would be hard hit by the closure of Durban Deep.

"I imagine the effect would be serious, but I cannot be accurate because we do not know how many other mines are supplied by these same stores," he said.

NUM sticks to its ^{star 26/5/89} ²¹ minimum wage demand

By Mike Siluma,
Labour Reporter

The second round of the 1989 wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines was held yesterday, with the union sticking to its demand of a national monthly minimum wage of R543 for surface workers and R600 for underground workers

Although the union negotiates specifically for its 210 000 members on Chamber-affiliated mines, minima negotiated with the union are usually made applicable to all black miners, numbering about 500 000.

NUM spokesman Mr Jerry Majatladi said the union wanted workers doing the same job in each category to be paid the same. At the moment the various mining houses paid different wages for each grade.

The union's motivation for the wage demand was that black mineworkers' wages were "at the bottom of the wage ladder in SA".

"Compared to other industries, wages paid for grade 1 are far below. For example, at Toyota the minimum wage is

R1 008/month, at Pick 'n Pay R750, in the steel and engineering sector R685 and at Eskom R654. While the average wage for grade 1 in manufacturing is R625, the minimum rates for blacks in the mining industry are as low as R385 and R278/month," said Mr Majatladi.

The NUM wanted the mining industry to "move from the bottom of the wage ladder to the middle", as a first step towards a "living wage" in the industry. The union's demands for 1989 were in line with current minimum rates paid in other industries.

Chamber spokesman, Mr Peter Bunkell, described yesterday's talks as "constructive", but declined to comment further. The parties would meet again in the next week or two, he said. The Chamber has offered an 11 percent rise.

● More than 10 000 mineworkers in the Witbank area this week held daily demonstrations demanding that the Chamber make its offer in cash, and not percentage terms, according to the union.

Mine firings are not likely — despite the panic

THE panic triggered by the fall of the gold price below \$360 led to some greatly exaggerated reports about the threat to South Africa's marginal gold mines.

The retrenchment of 300 000 workers — close to half the total workforce — forecast by a Johannesburg daily newspaper is not imminent.

The spotlight placed by the Chamber of Mines on the marginal mines following the gold price shock should be seen against the background of mine wage negotiations, which have just started.

The National Union of Mineworkers has so far not offered its own analysis, but a spokesman was reported to have said this week: "The announcement by the Chamber of Mines of the possible closure of 18 mines is obviously an attempt to pressure workers to accept starvation wages in the face of annual wage negotiations."

The Council of Mining Unions also mentioned the "hysteria" being whipped up by the Chamber of Mines", saying the present situation was temporary. Among the solutions director Ben Nicolson prescribed were changes in tax policy to assist marginal mines, "mothballing" unproductive shafts, improving efficiency and mining higher-grade ores.

The great marginal mines panic should be seen in its context: this week's mine wage talks. By HILARY JOFFE

In one sense, this week was no different to any other as far as the mines themselves were concerned — while the gold price fell and then recovered slightly, the rand plummeted.

The effect of the dollar gold price on the mines is in fact an indirect one — the mines are paid in rands, so if the gold price and the rand's value fall equally, their revenue stays the same.

The rand plummeted all the way to 2,80 against the American dollar by the middle of this week, in response to the dollar's rise and gold's fall.

The rand price of gold has been more or less static over several months at between R980 and R1 000, as the dollar price of the metal has been falling.

But while a weaker rand protects the mines against a falling dollar gold price in the short term, it also means higher inflation and eventually higher costs, and costs are the mines' problem. The industry was built on cheap labour, and it can no longer rely on that. And analysts say it was never very efficiently managed or cost-

conscious. Over the past two years of a falling gold price, the structural faults have begun to appear.

Since 1980 the gold price in rands has risen by 10 percent a year, but the costs of most of the mines have risen by more than 20 percent a year, according to research by stockbrokers Mathison and Hollidge.

Mathison and Hollidge analyst John Clemmow points out that it is not just in the older, marginal mines that there have been high cost increases — the wealthy mines' costs have also been rising rapidly.

Nor is it simply a question of increasing labour costs. The mines' costs tend to go up every quarter, not just when wage increases are implemented.

Clemmow sees much of the problem as one of bad management. The response of many mines to the falling gold price has been to mine more tons of rock, not necessarily more grams of ore, leading to falling grades of ore and higher fixed costs.

Economist Mike Brown of stockbrokers Davis Borkum Hare agrees. Gold mines have always been badly managed, he says, although he adds that there has been some improvement in terms of more efficient use of materials and some mechanisation.

He said gold mining profits were at their lowest level for about 20 years between 18 and 20 of the 43 producing gold mines were "marginal" in the sense that they were making a

marginal profit or a slight loss, Brown said.

If in a year's time the gold price had not improved, up to 20 of these mines (producing around 21 percent of South Africa's gold) might be in a critical situation, he said. But at present many could cut capital expenditure, mine higher grades of ore or reduce costs.

The marginals are not all about to shut down — but the cabinet was said to be meeting on Wednesday to consider how to act on two threatened mines, ERPM outside Boksburg and Durban Deep near Roodepoort, both administered by Rand Mines group.

Brown said the government could easily afford the R300-million it is estimated these two mines need, which would probably be in the form of a loan at subsidised interest rates.

These two mines, he said, differ from other marginals, in that they have continued to make losses although they have already cut costs. Each mine has retrenched about 30 percent of its workforce. They are also larger and have long-term expansion prospects.

The mines are also important in the local economies in their areas. The chairman of the Boksburg Chamber of Commerce, Johan Viljoen, said this week if ERPM, which employs about 20 000 people, were to close, this would have severe consequences for the town.

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26/5-1/6/89
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BUSINESS

Govt refuses Rand Mines request for assistance

By BRUCE WILLAN
 THE decision by the Ministry of Finance to refuse Rand Mines's request for State assistance for ERPM and Durban Deep is indicative of the government's attitude towards the private sector and taxpayers.

However, the government has always seen it fit to take more and more from taxpayers, companies and traders when it has over-extended its budget.

But, when part of the income source starts falling due to circumstances beyond its control — in this case the lower price of gold and escalating costs — the authorities are not prepared to dip into their pockets to lend a helping hand.

While I am sympathetic towards the crisis the government faces right now in terms of the debt, and leaving many people without jobs, diminishing reserves and a declining currency, Finance Minister Masisi's percentage of these



Diagonal Digest
 BY BRUCE WILLAN

confidence in the SA economy would be diminished quite considerably not only by local investors but also European (the French have long favoured ERPM even though it has remained close to going under for some time).

Rand Mines has another route it can take to alleviate the problem. Not only are ERPM and Durban Deep facing a threat, but there are several other mines as well.

The latter will place a strain on the mine to push gold prices up and stay around for some time — enough to give investors a taste of higher returns. But my feeling is that the US economy has just started to crack and the latest GNP figures show that credit inflation is being

gunning to rear its ugly head.

Already Japan and the UK have raised interest rates to stem the outflow of capital caused by the strong dollar.

Both countries have indicated there is a chance that further increases are possible and could even be initiated as early as next week.

This leaves Germany, France and Switzerland to follow. In broad terms when interest rates begin to go up, gold and shares are neglected and drift down, a sure indication to sell investments such as government bonds or qua-

difficult to forecast what could happen over the short term.

Clearly the long-term trend of gold in rand terms is down, yet overall the returns on investment on the JSE continue to outstrip inflation.

The best philosophy, to my mind, would be to concentrate investments in sectors which are not affected by internal cyclical such as food, bearing in mind the debt structure of such companies and looking towards the more sanctioned proof and diversified companies.

Also there are a few groups which are growing into well-structured companies with clearly de-

standards being applied? Is it a case of double standards being applied?

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Also there are a few groups which are growing into well-structured companies with clearly de-

Fear grips a mining town as its livelihood threatens to collapse

By CHARIS PERKINS and MANDLA TYALA

BOKSBURG, the CP town which took a defiant backward step last year and declared itself "whites only", could become a ghost town

East Rand Proprietary Mines — the town's biggest source of income — is in danger of closing because of the plummeting gold price. This means 11 000 mineworkers could lose their jobs

It could also mean that many town businesses and industries, already crippled by a consumer boycott, could collapse.

This week, the Government rejected a request by ERPM and Durban Roodepoort Deep mine for financial assistance to prevent their closure

Rand Mines, owners of ERPM and DRD, had said earlier they could not keep the mines going without Government support

A Rand Mines' spokesman said yesterday the Department of Finance was not in favour of Government support for just the two mines. It was studying the situation at all the marginal mines

He said "But the situation at ERPM and DRD is too urgent. We can't wait for a commission. We are assessing the position and talks are still taking place. It is too early to say the door is closed"

The Cosatu-affiliated National Union of Mineworkers, which represents nearly 20 000 members at the two mines, said it would press for redeployment of workers at related industries in the Rand Mines group

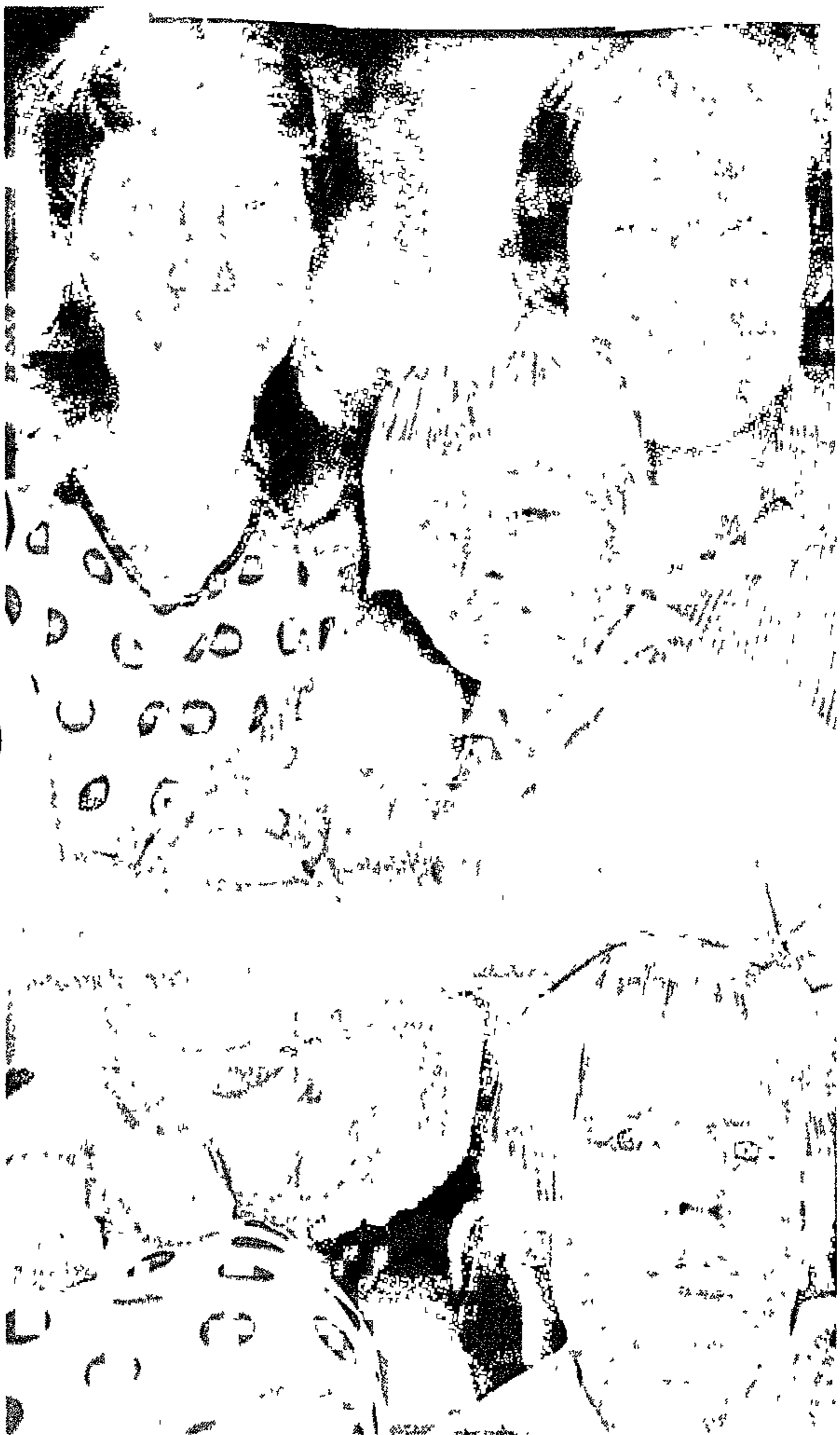
Crisis

The NUM said its members were even prepared to work reduced hours — up to five hours a day — if that helped to keep the mines open. As a last resort, it would negotiate decent retrenchment packages

It blamed the Government for "short-sighted policies which do not inspire confidence" and said mine management should have foreseen the crisis

This week, locals spoke of how the white mining community's hopes and dreams were turning to ashes as it faced a future fraught with uncertainty and upheaval

Mr Otto Horvath, 53, a winding engine driver, said "We have little hope. Mining



UNCERTAIN FUTURE ... Andre Olivier with his wife Emma and children Gert, 5, Rene, 3, and one-month-old Renthia. Picture: MARGOT WILLIAMS

is my life and I am frightened at what is to become of us"

His words sum up the community's mood

Housewife Jeanie Pieterse, 34, whose husband Piet has worked for ERPM for 10 years, said "We need to know where we stand — because, I tell you, the uncertainty is unbearable

"It attacks our husbands most. They work hard and have given the mines everything they've got. But now they have no control over their future and they're cracking up

"Piet is a miner. He has no other qualifications. Here we have everything we need. We stay in a company house for

R10 rent a month, including lights and water, and we get wonderful company benefits

"Out there we have nothing"

Mrs Nella de Beer, 27, said her biggest worry was that her two school-going children, Hendrik, 11, and Bart, 9, would not be able to complete the school year. "Actually, I don't know what we will do if ERPM closes down. We have five children to feed," she said

Mr Andre Olivier, a CP supporter and a miner for six years, is hanging on at ERPM to see what happens. But he said the uncertainty was killing and he was scared he would not get another job

Mr Andre Swart used to operate the mine's lifts but resigned a month ago to look for another job

His father — who worked for ERPM for 15 years — was transferred to Thabazimbi in the north-eastern Transvaal. "My mother cried when she had to leave

"I have seen a lot of women crying recently"

Gencor: No plans to shut mines

Own Correspondent

JOHANNESBURG — Gencor had tried to structure its gold mines to weather a low gold price scenario, and there were no plans to shut down any of its marginal mines, senior consulting engineer Kobus Olivier said on Friday.

A number of Gencor-administered mines, including West Rand Cons, Stilfontein, Bracken and Marievale fall into the "marginal" category.

"Our policy is to try to run our mines profitably. When necessary, we scale down operations," said Olivier.

Gencor has laid off nearly 10 000 miners since the beginning of 1988.

He believed Gencor had been succeeding in its efforts to maintain its mines' profitability. But, he added, "we are watching the situation, particularly the gold price. We do not expect to be able to rely on the exchange rate or government assistance."

The NUM declined to comment on the situation facing ERPM and Durban Roodepoort Deep until it had received communication from management clarifying plans for the two mines.

Last week a NUM spokesman said the union saw no point in subsidizing mines which had reached the end of their natural lives.

However, they expected management to anticipate such eventualities well in advance, and to ensure that employees of mines forced to close down could be relocated to other mines.

Council of Mining Unions spokesmen were unavailable for comment.

However, last week director Ben Nicholson also said mines, or individual shafts, which could no longer operate profitably should be mothballed. He believed certain operations at ERPM were still profitable.

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ALAN FINE

Gencor not planning closures

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Killer escapes gallows

BLOEMFONTEIN — The Appeal Court here yesterday commuted the death sentence passed on Victor Makhubo for the murder of a policeman in 1987. The Appeal Court substituted imprisonment of 12 years for the death sentence handed down by Mr Justice M C de Klerk in the circuit court at Springs on May 12, 1988.

Pay rise for miners

JOHANNESBURG — The Chamber of Mines and the Council of Mining Unions (CMU) reached agreement yesterday on a 13,5% pay increase for all employees represented by the CMU.

le. by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

CAPE TOWN 31/5/88 211

Shades of Rand Revolt

5 Times
15/11/81

THE attitude of the Mine Workers Union (MWU) to training black workers and thereby allowing them into more skilled positions is reminiscent of what happened in 1922

It is hardly surprising March 10, 1922, marks the day when the Smuts Government mobilised its troops to crush the bloody Rand Revolt. But 67 years later little has changed.

Regulations published in July 1988, changing the eligibility requirements for applicants for certificates of competency in mining, were denounced by MWU as disgusting

Effectively, the regulations removed a provision which prevented Transkei, Bophuthatswana, Venda, Ciskei and non-South African citizens from eligibility and did away with the need for a Standard VIII education

Although black trade

unions welcome the change, they have problems with the powers given to the four advisory committees provided for in the regulations and the fact that applicants must be able to communicate in English or Afrikaans both orally and in writing.

A certificate of competency allows the holder to do skilled work, and is required for 13 mine jobs. The reason why MWU is so opposed to the change and the issue of training is highlighted in the SA Institute of Race Rela-

to training black workers so far the SA Technical Officials Association (SATO) is the only white union with members in the relevant jobs which has formally agreed to allow the employment of blacks

The Quarterly Countdown says the chief obstacle to the training of black mine employees is the MWU

Last November "the Industrial Court ruled that its refusal to train coloured workers as winding machine drivers was an unfair labour practice. If this precedent is followed, white unions may be unable to resist training black workers."

tions (SAIRR) Quarterly Countdown

It says "Black mine employees will not be able to obtain the necessary qualifications to gain a certificate of competency unless qualified white workers agree to train them

"This is unlikely to be an obstacle in the highly skilled jobs, but will be a severe one in those occupied by members of white trade unions"

It becomes clear why the MWU is opposed in principle

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The last bastion of the white workers falls. So far, silence

FOR the first time since the 1922 Rand Rebellion, black miners are legally supervising blasting operations on South Africa's mines — and the industry is awaiting the response of the all-white Mine Workers Union (MWU) with intense interest.

Recent events on the mines have a wider political significance. Sources indicate that they are receiving the close attention of the Conservative Party, which has strong links with the MWU.

The fall of the last bastion of the white worker is of great symbolic significance, they say, and could be used by the far right to rally support.

Chamber of Mines senior general manager Johann Liebenberg said the first black miner was employed on December 5 last year, and that there had been a steady stream of appointments since then. About 20 black miners are known to be working on Anglo American mines, and twice as many in the industry as a whole.

To date there has been no official reaction to this historic development from the 30 000-strong MWU, which has fought a fierce rearguard action against the dropping of job bars on the mines.

However, the issue was thoroughly debated at the union's recent annual conference, the MWU general secretary, Peet Ungerer, told the *Weekly Mail* this week. He added that a number of decisions had been taken and that these would be implemented "in the near future".

Uncharacteristically, the union barred press representatives from the meeting, and Ungerer refused to give details of what had been decided.

Statutory job reservation on the mines was formally scrapped in August 1987, with the amendment of the Mines and Works Act to allow "competent" rather than (racially defined) "scheduled" workers to do certain skilled jobs.

However, there was no immediate rush to place blacks in skilled work. In a bid to allay white workers' fears, the then Minister of Manpower, Pietie du Plessis, asked for committees comprising MWU and employer representatives to advise him on the qualifications required for the issuing of certificates of competency.

A critical watershed was reached in September last year, when the advisory committees recommended a minimum requirement of a Std 8 pass and this proposal was endorsed by the minister. Sources indicate that the MWU also wanted candidates to be South African citizens and to have security clearance from the state security apparatus, although these did not form part of the final proposals.

As a consequence of the recommendations, black workers, many of them team leaders of long experience, are now legally working as miners. A number of onsets — also previously a reserved occupation — have also been appointed, Liebenberg confirmed.

In theory, the door is now open for blacks to move all the way up the mining hierarchy to management.

The mines have been quietly promoting blacks to positions held only by whites for the past 66 years. So far, there has been no backlash from the far-right white miners, no longer the power they once were. **DREW FORREST reports**



White miners' leader Peet Ungerer. Right, what whites fear most: militant black miners. Picture: Waller DHLADHLA, A+P



It also means that the ratio of blacks to whites in the skilled labour force on the mines is likely to shift steadily over time. Artisan unions on the mines agreed in 1982 to open apprenticeship training to black people, and only seven years later, 15 percent of mine artisans are African, coloured or Indian.

MWU objections to the scrapping of statutory job reservation are, of course, partly ideological. The union executive is said to be "100 percent behind the Conservative Party". Former MWU general secretary Arrie Paulus is now the CP member of parliament for Carletonville, and it was no accident that the guest speaker at the union's conference was Afrikaner Volkswag leader Carel Boshoff.

It is also true that white miners now have less reason to fear job and wage cuts if blacks are admitted to skilled jobs than before the 1922 upheavals.

The Chamber is at pains to stress that the new black miners have been employed on the same terms and conditions as whites, and that unfair labour practice provisions prevent the replacement of white workers by blacks at lower wage levels.

However, there is no doubt that the influx of blacks into skilled jobs will weaken white miners' bargaining position. At present, there is a shortage of workers with blasting certificates — but this may not last forever.

What are the union's options? Many observers see the elaborate cloak of secrecy surrounding the annual conference as a symptom of uncertainty — the union's past style has been open, if not flamboyant.

"The leadership is in a tight spot, said one source. "The choice it faces is between suicide and coming to terms."

The MWU no doubt hopes that the CP will come to power and restore the job colour bar on the mines — but knows that this offers no immediate solution. "We accept that it will be a long, bitter struggle and realise there is no political opportunity in sight which will restore to the white worker his own identity and right to a white man's way of life," writes the MWU's Ungerer in the latest issue of the union's mouthpiece, *Die Mynwerker*.

It is rumoured that the option of opening the union to blacks, and thus exercising some control over the scale and speed of job desegregation, was discussed at the recent conference. But sources agree that the MWU's white members would not tolerate such a move.

Commentators also consider it highly unlikely that the MWU could mount successful industrial action. In 1979, about 6 500 white miners — less than a third of the the MWU's membership at the time — staged a one-week illegal strike to signal their rejection of the government's impending labour reforms. They were routed by the employers, who forced them back to work without making a single concession.

Over the years the miner's job has become so fragmented that the withdrawal of his labour can impede but not paralyse production, sources point out.

Recent changes in labour law, which enable employers to sue unions for damages if their members strike illegally, also limit union strategy. In 1979, the union leadership sought to forestall prosecution by claiming that the strike was spontaneous and unco-ordinated.

Sources concur that the MWU is most likely to seek an Industrial Court hearing on the grounds that the employment of black miners is an unfair labour practice. Indeed, Ungerer

There are at least two possibilities in this area. One would be to argue that this week rejected suggestions that the union had no basis for court action.

There are at least two possibilities in this area. One would be to argue that the mines had unfairly restricted white job opportunities by employing black miners. Another tack would be to argue that the 50-year-old closed shop agreement between the union and employers bars blacks from skilled work because they cannot join the all-white MWU.

Neither has much hope of success, according to labour law sources. Indeed, there was some feeling that the racial closed shop might in itself be an unfair labour practice.

Sources hold that the MWU's continuing refusal to sign a job security agreement with the Chamber has been a crucial error. Nine other mine unions signed such a deal in 1986, which among other things committed the employers to to employ on merit, pay equal wages to blacks and whites in the same jobs and not to dismiss whites and replace them with blacks.

Some say the MWU stayed out because it hoped the government would shrink from the political cost of changing the law before mine employers and white workers had privately come to terms.

The Chamber tabled a revised version of the agreement late last year, but the union is still keeping its distance.

The MWU feels itself to be under siege in more ways than one — it is among the established mine unions which have blocked the admission of black miners to the Mine Employees Pension Fund and the Mines Benefit Society, a medical aid scheme.

Last year, the Chamber took the Manpower Minister to the Supreme Court over his refusal to appoint a conciliation board to resolve the pensions dispute.

The court ruled against the minister, and the matter is now under consideration by a conciliation board.

In his interview with the *Weekly Mail* last week, Ungerer commented that it was no secret that we have a dream of one big white union. He went on to hint that the MWU conference had resolved to canvass more actively for members in other sectors of the economy.

The union is known to be strongly represented in the metal and chemical industries and in Eskom, and has regularly altered its scope of registration over the years. Indeed, the Chamber estimates that of the union's 30 000 members, no more than 13 000 are employed by the mines.

Given that white miners are likely to dwindle in numbers and importance in the years to come, the MWU's decision to recruit elsewhere may be more than sentiment — it may be a matter of survival.

VACANCY

The SACHED Trust, a non-profit educational organisation, has a vacancy for a

Southern African Bishop's Conference

Applications are invited for the position of

Sapa Sapa

Paulus says CP will get blacks out of mining

CAPE TOWN — Black miners were warned yesterday that a CP government would run them out of the industry

Carletonville MP Arrie Paulus told Parliament whites would run the industry Blacks would be shipped to independent homelands

He added, during the Economic Affairs and Technology budget vote, there were many skilled whites unable to obtain jobs because blacks were being trained and placed in these positions

Paulus said this was discrimination against whites He added there were enough whites to operate mines and blacks should be sent to work in homelands.

Paulus said it was unacceptable blacks were being issued with blasting certificates because it was possible those from communist countries such as Mozambique and Zambia would be a security threat

A CP government would rescind the issue of blasting certificates to blacks retrospectively

Lukas van Vuuren (NP Hercules) asked if Paulus was not in favour of any blacks in mines He began answering but was told his time was up — Sapa

NUM urged to

11 miners die in accidents

Staff Reporters ~~3/2/89~~

Eleven black miners were killed and three injured in two separate accidents at the Kloof and Hartebeesfontein gold mines yesterday.

A spokesman for Gold Fields, owner of the Kloof gold mine, Mr Attie Roets, said 10 employees died and three others were injured in an accident which occurred between 10 and 11 am at the bottom of No 1 shaft at the mine near Westonaria

The workers were caught by an "in-rush of water" while walking up a steeply inclined travelling way, according to Mr Roets. The three who were injured were taken to a hospital at Libanon Gold Mine where their condition was described as "satisfactory".

The names of the dead would be released after their next-of-kin had been informed, he said. The cause of the accident is being investigated.

A mineworker also died at the Hartebeesfontein Gold Mine yesterday, Anglovaal announced

In a press statement, the company said the worker died "as a result of the injuries suffered in an accident that occurred at midday in the 66 level at the mine's No 6 shaft area".

The man's name would be released once his next-of-kin had been informed

A press officer for the National Union of Mineworkers (NUM), Mr Jerry Majatladi, said safety in South African mines was the worst in the world.

"The fact that 26 workers have died in accidents at this mine since the beginning of this year is proof that Kloof is interested in profit but not in the safety of the workers," Mr Majatladi said.

He said mining engineers, who were responsible for the Mines Act, needed to improve their investigations into mine accidents.

11 miners die in accidents

MINERS SWEPT TO THEIR DEATHS

Sowetan 26/7/87

211

TEN workers were killed and three were injured in an underground accident at Kloof gold mine near Westonaria yesterday.

By MATHATHA
TSEDU

rush of water while walking up a steeply inclined travelling way."

Names of the deceased were not available and the cause of the accident was being investigated, the company said.

Yesterday's deaths bring to 26 the number of workers killed in accidents at the mine since

January this year.

Reacting to the news of the accident yesterday, the Press officer for the National Union of Mineworkers (NUM), Mr Jerry Majatladi, said safety in South African mines was the worst in the world.

"The fact that 26 workers have died in accidents at this mine since the beginning of the year is proof that Kloof is only

To Page 2

A spokesman for Goldfields of SA, who own the mine, said the accident occurred yesterday morning at the bottom of a shaft when workers were caught by an "in-

REPORTS, pictures and comments in this edition may be censored in terms of the Government's state of emergency

**Workers
drown**

From Page 1

interested in profit but not in the safety of workers," he said.

Majatladi said mining engineers, who were responsible for the observance of the Mines Act, needed to improve their investigations into mine accidents.

According to Majatladi the attitudes of courts to mine safety, as reflected in the Kimross disaster finding where the mine owners were fined R1 after the death in a fire of over 100 workers, encouraged mining houses to neglect safety.

The publicity secretary of the Black Allied Mining and Construction Workers Union (BAMCWU), Mr Mbulelo Rakwena, said they were outraged by the "unnecessary loss of life perpetrated and encouraged by the mining industry's laxity in control policy."

"We have to sadly submit that these tragic accidents will continue for as long as workers' lives and safety were still made the preserve and prerogative of management," he said.

Rakwena said Bamwena offered its members' condolences to the families of the bereaved

Sowetan 26/7/87

Mine 211

ALAN FINE

FRIDAY'S 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without industrial action.

Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday said this was the first time in a decade that every union party to the metal industrial council had accepted the settlement.

This, he said, represented a new maturity in unions and an acceptance by Seifsa that employers can no longer take a "take

Wage deals a six-year first

it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions,

□ To Page 2

Metal industry

was resolved with agreement that May Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce

May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for an evening shift.

□ From Page 1

More

ST Times 9/7/89
ANGLO American reports that 32 000, or 69%, of 192 000 eligible workers are now members of its group employee shareholder scheme (esop).

The directors say in the 1989 report that an important object of the scheme is the creation of a sense of stakeholding among all employees in the enterprise in which they are employed.

"Independent research conducted

Join

during the year on the response of employee shareholders to the scheme has confirmed the strength of this sense of ownership

"It has also provided evidence of a debate that is emerging regarding the mechanisms of the scheme and the activities of the companies in which employee shareholders work"

Anglo's esop scheme was launched in November 1987 when the corporation allocated employees with a minimum of two years' service five shares each, paid for by the company.

Employees are required to keep

Anglo's esop

their shares in the Anglo Group Employee Shareholder Trust for at least four years, after which they are free to do with them as they please.

The scheme has been criticised by the National Union of Mineworkers (Num), primarily because it was not consulted. A repeat of this is being played by the National Union of Metalworkers (Numsa) over the Iscor esop.

Anglo is expected to issue 1.26 million shares to employees in the next five years — about 1.65% of equity. Num general secretary Cyril

Ramaphosa says the share offer gives no meaningful participation to workers

When Anglo released its shareholder report towards the end of last year, it said about 64.4% of eligible employees had taken up the offer. Since then another 32 000 workers have taken the free shares.

Esops will continue to be a controversial issue for unions until companies negotiate the schemes with them. It will be interesting to see how many Anglo employees retain their shares after the four years are up.

2/7/89

(211)

paid coal miners, based on both surface and underground categories.

NUM general secretary Cyril Ramaphosa says. "The union is satisfied with this year's negotiations"

The chamber was unable to comment as the FM went to press — until, it said, it had formally received the union's acceptance.

Ramaphosa told the FM on Tuesday "For the first time, the chamber was faced with strong arguments for an industry-wide minimum wage. Secondly, getting the chamber to negotiate on a cash basis and not on percentages is a clear victory. We also find satisfying the fact that the chamber moved from its final offer and added on R6."

At gold mines, lowest category workers, surface and underground rates respectively, will now receive: Anglo American — R399 (up 18,4%) and R455 (18,2%); Goldfields — R323 (15,7%) and R357 (16,2%); Gencor R356 (21,1%) and R420 (20%); Gencor

MINE WAGES

(211)

(211)

It's a deal

After six weeks of negotiation, the National Union of Mineworkers (NUM) this week accepted the Chamber of Mines' final wage offer. This (subject to confirmation) amounts to an average 18,8% rise for grade one gold miners and 16,9% for the lowest

marginal mines — R353 (21,3%) and R417 (20,2%)

NUM's opening demand for grade one workers was R543 and R600 respectively — or around 95%

At collieries, the new rates are Amcoal — R397 (17,5%) and R434 (17,3%), JCI — R375 (16,5%) and R408 (16,6%), Goldfields — R307 (15,8%) and R324 (16,1%), Gencor TNC — R333 (21,5%) and R361 (21,5%), Rand Mines (Douglas) — R466 (14,5%) and R501 (14,6%); Lonhro — R305 (16%) and R334 (16%).

A NUM spokesman says the union is also confident that the "first breaches" in the chamber's "racist" wage policy have been made and further developments are to follow. According to NUM, the disparity between white and black average annual pay is R32 546. This is based on a white average annual salary of R40 859 and a black average of R8 313 (which excludes payment in

kind)

The chamber no longer provides details of white wages and salaries, but NUM claims that 45 588 white employees (9% of the total work force) received an average increase of R405 (13%), compared to the average increase of R58 (18,1%) for the 449 338 black earners, who comprise just more than 90% of the work force

~~(12/25)~~ mail

~~(2/3)~~

~~(11/20)~~ mail 7/7/89

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BUSINESS AND THE ANC

Talking cents

While it may appear just another white pilgrimage to the ANC — the 71st and largest to date — with little new to add to the country's political stand-off, returning businessmen insist that the recent Lusaka indaba was important (see "ANC Talks").

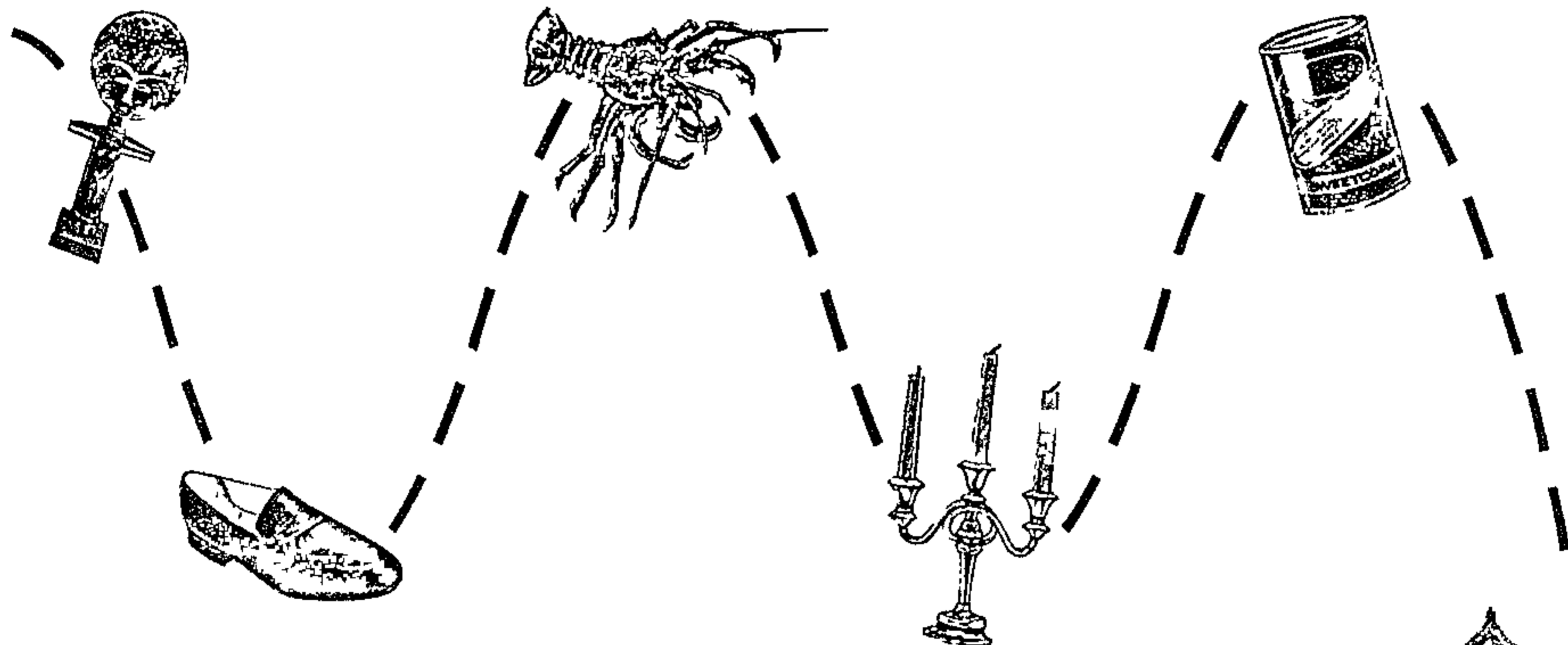
The consensus among business people,

such as JCI economist Ronnie Bethlehem, Wits Graduate School of Business director Andy Andrews and economics author Christo Nel, is that the most important aspect of their recent trip to Lusaka lay in introducing the ANC to hard economic realities and the shift in the ANC's position to one of greater ideological flexibility on economic questions. The interchange holds important lessons for future bargaining with the ANC, they add.

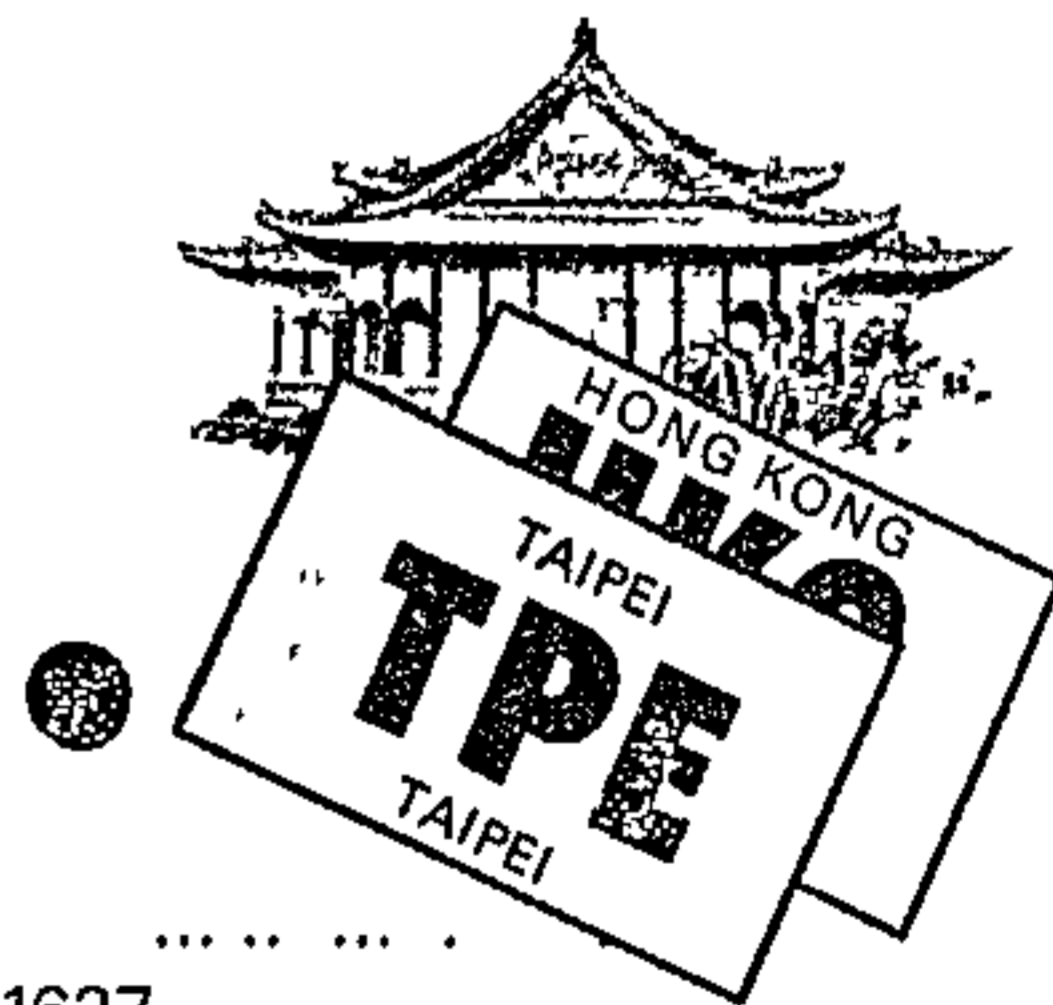
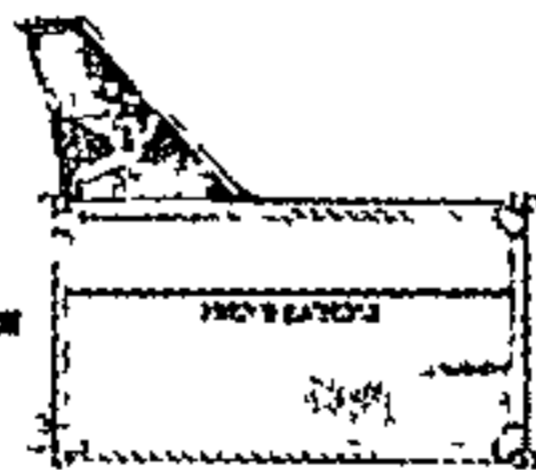
Bethlehem says he was able to expose to the ANC its weakness of approach to crucial economic issues, such as monetary policy, balance of payments problems, exchange rate management in a world of floating currencies, commodity price fluctuations and global economic realignments.

"The problem is that when the ANC thinks about SA they do so as development economists or political historians in a macro fashion, without considering the basic eco-

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THE AGENCY 4871

Mineworkers settle on wages as metal strike threat recedes

By EDDIE KOCH

INDUSTRIAL action in the mining sector has been averted as black miners ended their wage dispute this week, accepting employer offers of wage increases ranging from 13,4 percent to 21,5 percent.

A strike in the metal industry also seems unlikely as most unions have accepted an offer by the Steel and Engineering Industries Federation of South Africa (Seifsa) of increases of between 14 percent for labourers and 18 percent for artisans.

The increases for both sectors, which in the past have accounted for the biggest proportion of working hours lost during wage strikes, as well below the unions' initial demands but compare favourably with average increases won by organised workers in the first quarter of this year.

At Anglo American gold mines, wages will go up by between 18,4 percent for unskilled workers and 14,5 percent for skilled grades. The

corresponding figures for Gold Fields and Gencor respectively are 14,1 percent and 16,29 percent, and 13,9 percent and 21,1 percent. The National Union of Mineworkers (NUM) is not recognised at any JCI gold mines.

The increases raise minimum wages at Anglo mines to R399 for surface workers and R455 for underground workers. Minimum wages at Gold Fields and Gencor now stand at R323 (surface) and R357 (underground) and R356 (surface) and R420 (underground) respectively.

NUM's opening demand was for a minimum wage across the industry of R543 for surface workers and R600 for underground workers.

"Although the ultimate offers settled for were less than our bottom line we feel confident that within two years our demands will be realised," NUM said in a statement.

Figures compiled by the Institute for Industrial Relations indicate the average increase on minimum wages

won by unions in the first quarter of this year is 16,2 percent. Thus, although NUM's settlement represents a climbdown from its original demands, the organisation has managed to perform as well as most other unions — even though its bargaining power was seriously weakened by retrenchments and shaft closures at marginal mines.

Meanwhile the increase of 18 percent for labourers in the metal sector raises the industry's minimum wage to R3,56 an hour. The National Union of Metalworkers (Numsa), the biggest union in the metal sector, originally wanted increases ranging from 65 percent for labourers and 17 percent for artisans.

Although the final figures are also much lower than that called for, metalworkers will get a hike well above the mean minimum increases for industry as a whole in the first part of the year.

Final settlement in the metal sector has not, however, been achieved mainly because white workers belonging to unions affiliated to the Confederation of Mining and Building Unions are not prepared to accept an agreement that May Day be swopped for Workers' Day.

7-13/7/89.

Wail

211

105/10

Wail

Quest for living wage goes on

Star 2/1/81
The establishment of a uniform national minimum rate for the nearly 500 000 black miners on mines affiliated to the Chamber of Mines emerged as one of the dominant issues in this year's wage talks between the chamber and the National Union of Mineworkers.

At the conclusion of the talks this week, the chamber expressed satisfaction at the "high level of sophistication" with which both parties conducted the negotiations.

For the NUM, the settlement represented the first step towards realising its aim of eliminating wage differences between workers doing the same job and of achieving a "living wage" in the industry by 1991.

The settlement, effective from this month, means that the minimum rate for gold miners at Anglo American will range between R399 a month and R455 underground. Corresponding figures for Gencor are R356 and R420, for Gold Fields R323 and R357. The rates for Gencor's marginal mines — Grootvlei, Marievale and Stilfontein — are set at between R353 and R417.

On the collieries, Anglo minimum rates accepted by the NUM for surface workers are R397 and R434 for underground workers. Respective JCI rates are from R357 to R480. The rates for Gold Fields are R307 and R324, for Gencor R333 and R361, while Rand Mines' coal division put forth new rates of R466 and R506.

According to the NUM, miners at Lonrho collieries have accepted bottom rates of R305 and 334.

An NUM spokesman said that although the chamber had not acceded to all the

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Despite having accepted the Chamber of Mines' split wage-offers this week, the National Union of Mineworkers remains committed to the establishment of a national minimum rate and the attainment of a "living wage" in the industry, writes Labour Reporter MIKE SILUMA.

union's demands, especially the "key demand" for a national minimum wage, the union was confident of realising its wage policy by 1991. The fact that some chamber affiliates agreed to negotiate in cash, and not percentage terms, was "a victory" for the union.

Despite the settlement, the union still stood by its demand for a uniform minimum wage for all mineworkers.

A major issue worrying the NUM was that different mining houses made disparate offers, despite the fact they came to the negotiation table as chamber affiliates.

Discriminatory practices

This frustrated the union's efforts to negotiate a national minimum rate, with mining houses with the strongest union presence making the highest offers, and put into question the effectiveness of the chamber as a forum through which the "anomalous situation of having seven wage curves" could be corrected.

The union realised that "as we are weak at mining houses such as Gold Fields, members at those mines will continue to receive lower wages".

Although the union was not opposed to workers being awarded increases on merit, it felt that workers in the lower-paying categories, where the bulk of the membership was concentrated, should get higher increases. These workers were in those categories "due to discriminatory practices in the industry".

The NUM had initially demanded a uniform minimum wage of R543 for surface workers and R600 for underground workers, later moderated to R420 and R480 respectively. NUM demands rejected by the chamber included the recognition of June 16 and March 21 as paid holidays.

The chamber's chief negotiator, Mr Johann Liebenberg, said the chamber did not aim to establish a national minimum wage. Despite this, there were many other issues, such as the industry's provident fund, on which a uniform position had been reached between chamber members and on which agreement had been concluded with the NUM.

Agreements reached with the NUM only had the force of common law. If settlement was reached through conciliation, it could be enforced in terms of the Labour Relations Act, he said.

"What the union wants is difficult to establish. On the one hand they want the chamber to agree to a uniform rate and on the other they want the chamber to agree to equal increases in quantum," said Mr Liebenberg. He questioned whether it was necessary to have a uniform rate. He denied union claims that all white workers doing the same job were paid the same.

Miners accept revised pay offer

From MONO BADELA
JOHANNESBURG. — The National Union of Mineworkers (NUM) this week accepted a revised wage offer by the Chamber of Mines, ending more than two months of intense negotiations.

The increases range between 13,5 percent and 21 percent and affect more than 500.000 black mineworkers.

The lowest wage paid to black miners — those employed at Gold Fields — will increase R44 a month for surface workers and R50 a month for underground workers.

Underground

Num had demanded a uniform national minimum wage of R543 for surface workers and R600 for underground workers.

While the chamber agreed to a Num demand that increases be given in cash and not percentage terms, the union failed to win its demand for a national minimum wage.

Num general secretary Cyril Ramaphosa warned of future industrial action aimed at eliminating continuing wage differentials in the industry.

"Although the ultimate offers settled for was less than our bottom line, we feel confident that within two years our demands will be realised," a Num spokesperson said.

Union's talks with mine bosses continue tomorrow

Wage negotiations between Federated Mining Union (FMU) and the JCI owned Rustenburg Platinum Mines Ltd will resume tomorrow after the union has consulted its members.

Responding to an article in The Star yesterday FMU's general secretary, Mr Sidney Zimba, said the parties had agreed to meet "to get the

union's response" to the wage offer made by the company at last week's negotiations. He said the article gave the impression that the negotiations were over and that the union was satisfied.

Last week, the company had made an offer to increase its workers' wages by 16,12 percent for the bottom rate and 13,73 percent for the top rate. This was in response to the FMU's original demand of 30 percent.

The company also offered six days compassionate leave a year for purposes of illness or death as well as granting May 1 as a public holiday. But it was reluctant to move on risk allowances and travelling allowances.

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Star 6/7/89

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Gold Fields: the mining group that's different

IF CONTROL of Gold Fields changes after the Hanson takeover of ConsGold, the new owner will inherit a group with black labour policies substantially different to those of most other groups in the mining industry

While most other mining houses support a high minimum wage, Gold Fields applies a steep wage curve, with miners in the lowest categories paid less than on other mines and those in some higher categories paid more

This philosophy on black wages and unionism is in contrast to those of groups like Anglo American, JCI and Gencor, as the recently concluded industry wage talks have shown

The accompanying graph for underground gold miners shows how Gold Fields' minimum wage levels compare with those at other gold mining groups. Wage levels for surface and colliery employees reflect a similar pattern.

The philosophy behind a steep wage curve,

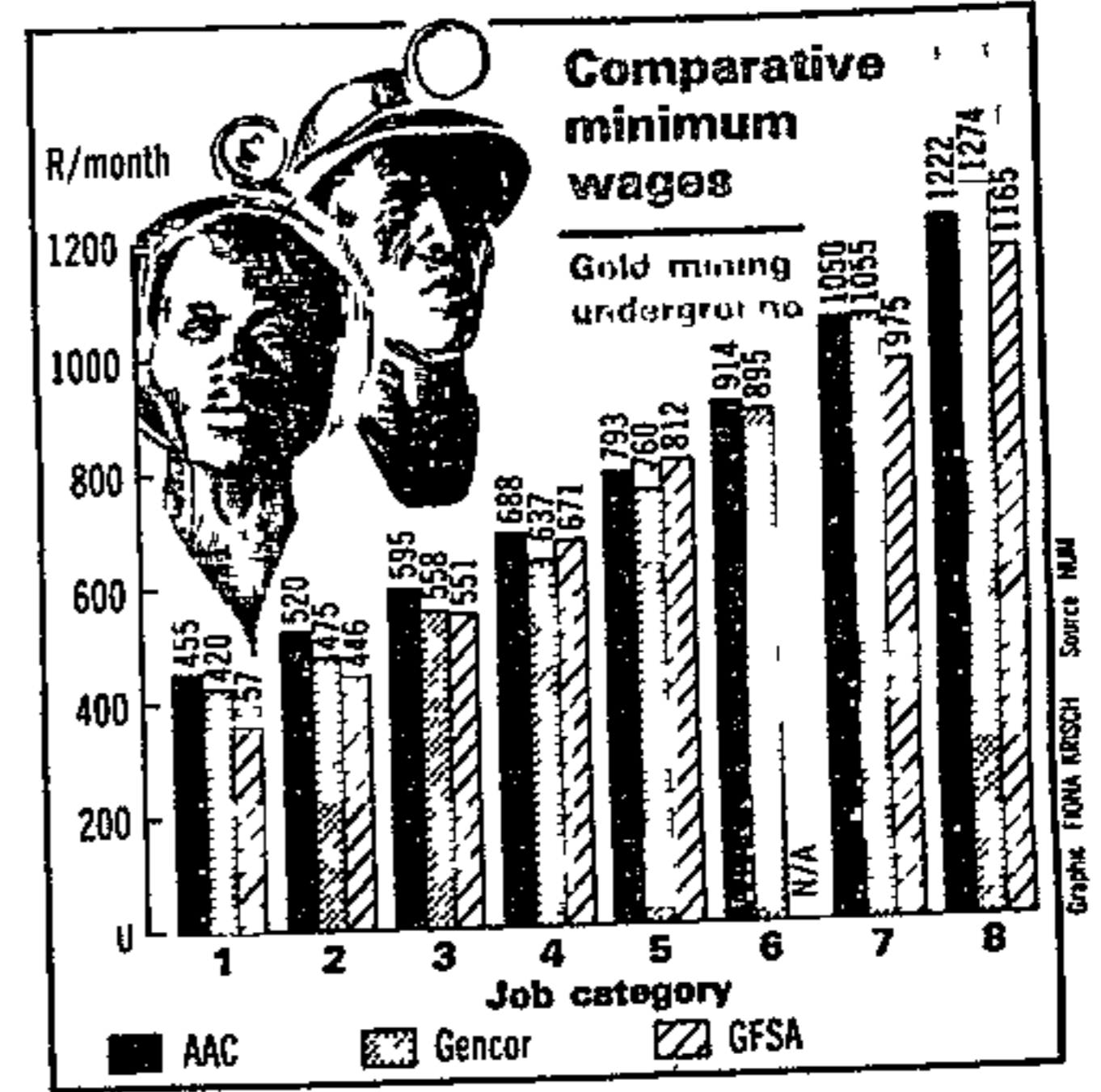
ALAN FINE

which means a greater differential between job categories, is that it represents a greater incentive for employees on the lower rungs to advance to higher-wage categories

Gold Fields has been able to continue this policy because of the minimal level of NUM representation on group mines. Those groups more highly unionised have come under intense pressure from the NUM over the last five years to increase wage levels substantially in the lower job categories.

Gold Fields, according to NUM spokesmen, has historically adopted a more restrictive approach to NUM organisational activities on its mines. As a result, Gold Fields has been almost immune to the labour disruptions suffered by other groups since the birth of the NUM.

● Comment Page 6



From ALAN FINE

Chamber, NUM reach settlement

CHC Times 5/7/89

211

THE Chamber of Mines and the NUM yesterday reached agreement on 1989 wage increases for union members on mines affiliated to the chamber, after a last minute hitch put the settlement in doubt.

The NUM notified the chamber of its acceptance of the 13.5% to 21.3% revised final offer made at talks last Friday, although general secretary Cyril Ramaphosa later warned of future industrial action to eliminate continuing wage differentials between mining groups.

The agreement provides for some differential increases according to mining house, job category and sector — gold or coal.

The hitch related to the NUM's desire to link its support for the extension of certain exemptions

from the Basic Conditions of Employment Act to further negotiations on issues related to the contract of employment, Chamber senior GM, external affairs, Johann Liebenberg said.

The NUM eventually withdrew the linkage, and the chamber agreed to separate negotiations soon on these issues.

Liebenberg said the negotiations had not been easy, but were notable by the fact that they had been conducted at the highest level of sophistication.

"Both sides can be proud at what they have achieved," he said.

Ramaphosa said the union's general satisfaction at the outcome was marred by the increased gap between the wages paid in the lower job categories by different mining groups.

"These negotiations have highlighted the need for a uniform wage structure in the industry, and we plan a multipronged strategy to bring this about," he said.

He said the union was unhappy at being unable to negotiate equal wages and benefits for members doing the same work.

The present system was also unsatisfactory because the chamber

negotiated off the lowest common denominator, and this tended to drag its overall offer down, he said.

Liebenberg responded that the system "amply demonstrates the flexibility of the chamber as an employer organisation capable of catering for the needs of its individual members."

Miners at Anglo American, JCI, Gencor and Rand Mines coal divisions are to receive identical increases in monetary terms. Because Gencor's base in the lower job categories is lower than that of the other three, it is to pay the highest percentage increases.

The offer from Gold Fields, and from Rand Mines gold division — where NUM representation is minimal — is lower than that of the other group in both monetary and percentage terms.

The minimum monthly wage for surface and underground goldminers respectively at Anglo and JCI goes up this month to R420 and R480, R356 and R420 at most Gencor mines although R3 lower on its marginals, and R323 and R357 at Gold Fields.

The NUM's opening demand was for minima of R543 and R600.

Last-minute hitch overcome

Chamber and NUM reach wage accord

THE Chamber of Mines and the NUM reached agreement yesterday on 1989 wage increases for union members on chamber-affiliated mines after a last-minute hitch had put the settlement in doubt.

The NUM notified the chamber of its acceptance of the 13,5% to 21,3% revised final offer made at talks last Friday

But general secretary Cyril Ramaphosa later warned of future industrial action aimed at eliminating continuing wage differentials between mining groups.

Yesterday's agreement provides for some differential increases according to mining house, job category and sector (gold or coal)

Withdrawn

Chamber senior GM, external affairs, Johann Liebenberg said the hitch was over the NUM's desire to link its support for extending certain exemptions from the Basic Conditions of Employment Act to further negotiations on employment contract issues.

The NUM had eventually withdrawn the linkage, and the chamber had agreed to separate negotiations soon on these issues

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"These negotiations have highlighted

ALAN FINE

the need for a uniform wage structure in the industry, and we plan a multi-pronged strategy to bring this about," he said.

"We will now concentrate our organisational efforts in those areas where we are weak. Once we achieve that, we will be ready to take action to bring the low-paying groups into line, and this will have to involve industrial action."

Ramaphosa said industrywide negotiations with the chamber were a farce in that the union was effectively negotiating separately with each mining house.

He said the union was unhappy at being unable to negotiate equal wages and benefits for members doing the same work

The present system was also unsatisfactory because the chamber negotiated off the lowest common denominator, and this tended to drag its overall offer down, he said

Liebenberg responded that the system "amply demonstrates the flexibility of the chamber as an employer organisation capable of catering for the needs of its individual members".

He added that had the chamber been rigid it would have ceased to be the centralised bargaining system for the mining industry

Miners at Anglo American, JCI, Gencor and Rand Mines coal division are to receive identical increases in monetary terms. Because Gencor's base in the lower job categories is lower than that of the other three, it is to pay the highest percentage increases

The offer from Gold Fields, and from Rand Mines gold division — where NUM

□ To Page 2

Accord

representation is minimal — is lower in both monetary and percentage terms

The minimum monthly wage at gold mines for surface and underground workers respectively at Anglo and JCI goes up this month to R420 and R480, at Gencor to R356 and R420 (although R3 lower on its marginals), and at Gold Fields to R323 and R357

The NUM's opening demand was for

minimums of R543 and R600

The negotiations on the contract of employment to be held soon will revolve around NUM demands that include a standard industrywide contract, the elimination of compulsory overtime work, restrictions on evictions from hostels, negotiations over retrenchments, two months' notice of termination of contract, and matters related to medical care

□ From Page 1

Divergent practices hit mine bargaining ⁽²¹¹⁾

ALAN FINE

Minimum monthly wage: Goldmines

Underground :Category 1

455		455		420		357	
70	13,2%	70	13,2%	70	20%	50	15,77%
385		385		350		307	

Mining house
AAC JCI Gencor Gold fields

Proposed increase from 1/7/89
As at 30/6/89

Source NUM
Graphic LEE EMERTON

FIVE years of industry-wide wage bargaining for SA's black miners could be in the balance because of divergent approaches of the different mining groups operating through the Chamber of Mines.

There is an increasing division between Anglo American, JCI and Gencor, who believe in a high minimum wage, and Gold Fields and Anglo Vaal who prefer a steeper wage curve.

Previous suggestions of a breakup when the chamber failed to reach consensus on wage offers came to nothing, but the talk resurfaced in earnest on Friday as the chamber and NUM reached a point very close to overall agreement.

Mining industry sources, both unionists and employers, are seriously questioning the future of industry-wide wage negotia-

tions conducted through the chamber. Anglo American, JCI and Gencor all agreed on Friday to meet the union's "bottom line" of an additional R6 across-the-board over the chamber's final offer made on Wednesday.

The three groups are now offering identical increases in monetary terms, and the percentage ranges from 13,5% in the higher job categories to 21,3% in the lower ones. However, it is understood the union is unhappy at the Gold Fields offer which, although improved, remains far below that of the other groups in the lower categories. The NUM is not recognised at Anglovaal.

To Page 2

Mining wages ⁽²¹¹⁾

and has only one small recognised bargaining unit in the Rand Mines gold division.

An NUM spokesman said the new offer would be conveyed to members for their verdict over the next few days. The union is to inform the chamber of its position by Tuesday.

Industry sources said the inability of the chamber to reach consensus on wage proposals to the NUM — which has been a feature of negotiations for the last four years — had become a cause of conflict.

Gold Fields' preferred steep wage curve — which means relatively lower rates in the lower job categories — is based on the

^{31 Dec 31/7/89} From Page 1

view that it increases miners' incentive to advance. Gencor took a similar view until about 1986, when it joined the Anglo/JCI camp which was endeavouring to raise minimum wages perceived as too low.

This trend was encouraged by the fact that NUM organisation at these three groups is far more substantial than at Gold Fields and at Anglovaal, which also maintains a steep wage curve.

An NUM source said the matter was also under discussion within the union. Its concern was that the presence of Gold Fields in the chamber negotiating team effected a downward pressure on offers made by the other groups.

(211) ~~211~~ Sun 3/8/89

Schools, pools, parks next targets

Black miners join defiance campaign

Staff Reporters

The treatment of black patients at "whites only" hospitals was only the first phase in a move to desegregate all public facilities, organisers of the apartheid defiance campaign said yesterday as black miners joined in

"Efforts will now be made to de-racialise schools, pools, parks and other segregated facilities. This will all be done through non-violence," said Mr Cassim Saloojee, president of the Transvaal Indian Congress, a member

organisation of the Mass Democratic Movement.

Black miners have been using "whites only" facilities ranging from mine tea rooms to toilets, according to the National Union of Mineworkers.

NUM spokesman Mr Jerry Majatladi said defiance actions included

● On July 20, workers at the President Steyn Gold Mine in the Free State used change rooms reserved for whites.

● On July 30, Rustenburg mine-workers attempted to sit in parks reserved for whites but

were prevented from doing so.

● A shaft steward at Lytellton dolomite mine, Pretoria, made tea in a "whites only" area and faced disciplinary action.

● Secunda mineworkers had tried to board "white" buses.

Anglo American's industrial relations director, Mr Bobby Godsell, said the corporation was committed to creating a non-racial workplace.

The NUM was "doing itself and the industry a disservice" by equating a differentiation of facilities on the basis of rank with racial discrimination

Yesterday, organisers of the MDM defiance campaign declared it a success after many black patients were treated at white hospitals

All hospitals were now considered "permanently open to all races", said organisers.

'Used as pawns'

MDM spokesman Dr A Das-soo said a monitoring group would be set up to ensure continuation of Wednesday's treatment of blacks at white hospitals

The Minister of Health, Dr Willie van Niekerk, expressed regret that hospitals were used as "venues for demonstration purposes. Sick people were used as pawns by a small group of radicals", he said

At a rally attended by about 400 people at the Wits Medical School, Mr Jay Naidoo, general secretary of the trade union federation Cosatu, said if the Government would not abolish apartheid, people would do so themselves.

The Dean of the Wits Medical School, Professor Clive Rosen-dorff, spoke in favour of the campaign

Stoning of city firemen

EMERGENCY UPDATE

116643 23/8/89 (275) (329)

Staff Reporters

A FIRE engine attempting to put out a barricade of burning tyres in Athlone was stoned, causing damage estimated at several thousand rands, in a spate of incidents in the Peninsula linked to the defiance campaign

Most of the incidents yesterday involved high schools, and police said a "lengthy unrest report" was still being compiled

The fire engine was called at 2 15pm to extinguish a burning barricade in Belgravia Road, Athlone, but constant stoning by a group of youths prevented firemen from dousing the flames, a fire department spokesman said

Fire officer Kenny Marais of the Wynberg division was in charge of the vehicle

"Dented all round"

He said today that he and his team of five men had been sent to extinguish burning tyres in Jan Smuts Drive and had been told about a second fire in Belgravia Road

"When we arrived there were quite a number of tyres burning in the road

"We were about to extinguish the fire when about 300 schoolchildren started stoning us, and we had to pull out in a hurry

The engine's beacon, one headlight and driver's mirrors were smashed and it was dented "all round", he added

Because they were parked on a corner, they were able to leave quickly but had to abandon some gear which was later retrieved by the police

Tyres were also burning outside Rylands High in Athlone as police directed traffic

At Bellville South, a large number of stone-throwing incidents were reported. Total damage caused to vehicles was extensive, the SA Police public relations division said in its latest unrest report today

Vehicles damaged include police and private vehicles, as well as a delivery vehicle, a bus and an ambulance

No injuries were reported. On a number of occasions, police used either tearsmoke, quirts, rubber bullets or birdshot (or a combination of these) to disperse mobs

At Ravensmead, several stone-throwing incidents and a couple of illegal gatherings were reported



BITTEN—The Rev Frank Manley of Bothasig shows his wounds and the trousers he wore when he was attacked by police dogs during an MDM protest at the Strand beach on Saturday
● Full report, page 3
Picture: WILLIE de KLERK The Argus

Illegal gatherings

A number of private vehicles were damaged in the stone-throwing incidents as were a police vehicle, a bus, a delivery vehicle and a post office vehicle

A white man and a coloured man were injured in separate stone-throwing incidents. Police used tearsmoke on two occasions and rubber bullets on one occasion, to disperse mobs

At Mitchells Plain, a few stone-throwing incidents were reported and also a couple of illegal gatherings. No injuries were reported and damage caused was minimal

A coloured man was arrested after he had allegedly stoned a private vehicle. Police used tearsmoke to disperse some of the mobs and on one occasion, quirts were used to disperse an illegal gathering

In another incident, prominent Mass Democratic Movement activist Mr Graeme Bloch was dragged into a vehicle by a security policeman soon after having spoken about the education crisis at Cape Town schools, according to Mr Jan van Eck, the Democratic Party MP for Claremont

UWC lecturer

Mr Bloch is a lecturer at the University of the Western Cape and a member of the Western Cape region of the Union of Democratic University Staff Associations, which condemned his detention and called for his immediate release

Mr Van Eck said he and Mr Bloch had been leaving St George's Cathedral after a lunchtime meeting yesterday when the incident occurred

UWC rector Professor Jakes Gerwel condemned Mr Bloch's detention

At Elsiesriver, a number of

(Turn to page 3, col 7)

Stoning of city firemen

116643 23/8/89 (275) (329)

(Cont from page 1)

stone-throwing incidents and illegal gatherings were reported. A number of private vehicles and a police vehicle were damaged but no injuries were reported. Police arrested a youth after a stoning incident

On two occasions police used tearsmoke to disperse mobs and on one occasion, a rubber bullet was used

At Mannenberg, three stone-throwing incidents were reported. Some damage was caused to police vehicles but no injuries were reported. In all three incidents, tearsmoke was used to disperse the stone-throwers and on one occasion, rubber bullets were also used

At Bonteheuwel, two stone-throwing incidents were reported in which a private vehicle and a delivery vehicle were damaged. No injuries were reported

At Belhar, police used tearsmoke to disperse a mob who threw stones at police vehicles. No injuries or damage reported

At Guguletu, a number of

stone-throwing incidents were reported in which private vehicles, police vehicles and delivery vehicles were damaged

Two private vehicles and a delivery vehicle were set on fire in separate incidents. Damage caused was extensive. No injuries were reported. Police used tearsmoke on a number of occasions to disperse mobs

At Ikageng (Potchefstroom), a police vehicle was damaged in a stone-throwing incident

At Kwa Thema (Cape Town), a number of post office vehicles were damaged in three stone-throwing incidents. In one incident, two white men were slightly injured and in another, a black man was hurt

In Durban, 11 white men and five women participated in a placard demonstration at the Royal Hotel. They distributed pamphlets calling for people not to undergo military service

NUM members not guilty of murdering non-striker

211
By Mike Siluma,
Labour Reporter

Stow
4/8/89

In a sequel to the 1987 miners' strike, a Pretoria Supreme Court judge yesterday found nine members of the National Union of Mineworkers (NUM) not guilty of murdering a non-striker

The nine are Mr Moses Nyakane (35), Mr Philemon Molo (29), Mr Jim Mogashoa (31), Mr Zingisile Siqua (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (26), Mr Esau Vilakazi (38), Mr Thabiso Lethuoa (50) and Mr Elvis Mubi (24). They were all acquitted.

The men, all former employees of Blinkpan Colliery in the eastern Transvaal, were charged with killing a non-striker by strangling him with a coat-hanger during the three-week strike.

At a press conference yesterday, NUM assistant general secretary Mr Marcel Golding said Mr Justice van Dyk had quashed the charges against the men because of "improbabilities" in the evidence of the main State witness in the case. During the trial the workers had been granted bail of R1 000 each.

INNOCENT

Mr Golding said the acquittals demonstrated that "despite the arrests and detention" of workers during the strike, those arrested had been innocent.

The NUM hoped to negotiate with management for the reinstatement and compensation for lost earnings of the nine men.

By TOM HOOD,
Business Editor

THREE new no-frills hotels costing about R45-million are being planned for Cape Town by City Lodge Holdings, managing director Mr Hans Enderle disclosed this week

Finance will come from the giant Mines Pension Fund, a 65-percent shareholder, which already owns the BP Centre and other buildings in the city centre

The company has built seven hotels with more than 1 000 rooms in four years at a cost of R65-million and aims to build another five costing about R70-million

"Our concept of cost savings in construction and selected services means guests get four-star accommodation at two-

star tariffs, from 25 percent to 50 percent below rates at hotels with all amenities," said Mr Enderle

"We decided to incorporate some of the fundamentals of Swiss hotels, chalet-style comfort and atmosphere and high standards of cleanliness. Room standards are higher than the Hotel Board's minimum requirement for four-star hotels"

The Western Cape's first City Lodge next to Mowbray golf course opened in March and even in the middle of winter occupancies were running at 80 percent, far above the industry average, he said

This hotel with 130 rooms cost R9-million and met a need for accommodation for holidaymakers and tourists as well as business people visiting Cape Town

The future Cape Town City

Lodges would all be larger than 160 rooms

"But we would rather build three hotels in different areas than build one of 350 rooms"

He visualised one linked to the Albert Basin development and one close to the central business district, if a suitable site could be found. For the third he favoured a green belt suburb and a low rise, three-storey building

For the past 10 months room occupancy at Cape Town's first City Lodge had been on average just over 80 percent, compared with an industry average of just over 57 percent. After only five months, it was enjoying occupancy of 80 percent in the middle of the winter

Swiss-born Mr Enderle, former chairman and chief executive of Holiday Inns, spent the past 20 years marketing the concept of hotels the average family could afford

Started Holiday Inns

With the late David Lewis, he started the Holiday Inn chain in South Africa and expanded it until it was taken over. It now forms part of Southern Sun, the country's biggest group

"We thought we knew a thing or two about hotels and what South Africans wanted, but we spent two years on research before we started developing City Lodges. After studying our proposals, the Mines Pension Fund committed R65-million"

This segment of the market, high standards of accommodation with limited services, was the biggest growing sector in the United States hotel industry. A similar group was opening one hotel a week in the US

"Twenty years ago there was not one of these hotels in the US, today they have 500 000 rooms," Mr Enderle said

R45-m no-frills hotels

planned

cf. 1/1/84's 5/1/89
68/8/5
112

Miners with no other place to find

THE miner has long been regarded as the stalwart of the gold industry, yet recent events are jeopardising his position

Widespread retrenchments have hit workers on many marginal mines in the wake of a falling gold price. Declining gold output rapidly rising working costs and automation have become a feature of the industry

Gold mines remain the source of more than 50% of South Africa's foreign currency and directly employ about 482 000 people. But since 1972 when the Bretton Woods system no longer controlled the price of gold the industry's profile has changed dramatically

High grade ore reserves have been largely depleted because the fixed gold price under Bretton Woods made it necessary to mine only the richest

areas at lowest cost. Between 1984 and 1987, SA output declined from 683 tons a year to 605 tons

In contrast average working costs a kilogram of gold rose in that time from R8 661 to R17 294. The result has been a squeezing of profit margins, a small but detectable swing to automation and of course retrenchments

Rand Mines announced in June that it would retrench 8 600 workers at marginals Durban Roodopport Deep and Harmony in an effort to save the beleaguered mines

After the retrenchment plan was announced there was speculation that thousands more faced the loss of their jobs. Towards the end of June about 18 mines employing more than 100 000 workers were marginal and retrenchments were seen as inevitable

A rally in the gold price warded off this possibility, but mining spokesmen do not believe that SA is over the worst.

On a visit to Anglo American's President Brand mine in Welkom I asked what an unskilled or semi-skilled mineworker was equipped to do if he was retrenched not forgetting that many of them are recruited from outside SA

A section manager says the one area a miner could move into is construction — but generally only in the informal sector because the industry is well staffed in the unskilled and semi-skilled job categories

There is also the prospect of new mines but there will be a big time lag. Deputy Finance Minister Org Marais said in December last year that there was potential for up to 15 new mines

He was referring to the Marais Committee's report on mining taxation. The

report estimated that with these new mines gold production should continue at least until 2030, and operating costs would tend to be between \$100 and \$200 an ounce

Although this is good news for future miners those whose job is on the line have little to comfort them. Because labour constitutes about 65% of working costs one would assume that the workforce would be the first target for cuts in hard times

Not so say managers at President Brand. The argument is that much time and money are invested in training miners and other costs will be reduced before labour

If retrenchment is an absolute necessity the LIFO principle is applied — last in first out. But given that it takes eight years to train a supervisor and

three months for an unskilled worker, this may be a little impractical

The National Union of Mineworkers (NUM) has little say about retrenchments because it has no mandate to oppose reductions in the workforce. Apart from calling for a strike at great cost to both the mine and labourers, there is little it can do

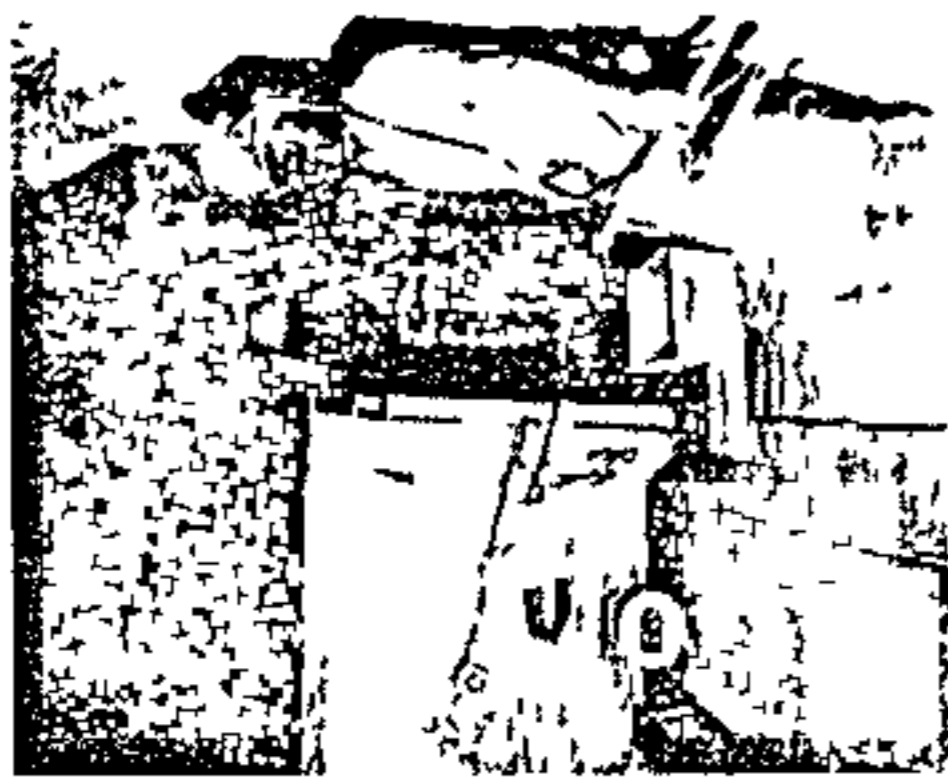
My mine visit coincided with the two accidents at Kloof and Hartebeestfontein gold mines where 11 miners were killed and three injured. In addition an inquest on seven mineworkers who died in a fire last year at Western Deep Levels gold mine had cleared the mine of blame

With the Kinross incident, where 177 miners died three years ago still vivid in the minds of most associated with the mining industry safety has become a major issue at both board meetings

and union negotiations. President Brand has a highly sophisticated computer system which monitors all underground events — from shifts worked to fires. In the event of a fire an alarm will go off the area will be sealed and rescue teams will be on the scene within 10 minutes

NUM has concluded what it terms satisfactory wage increases for its members ranging from 13.5% to 21.3%. It says it will continue with its demands for increased minimum wages next year

But the 1990 negotiations could be markedly different to this year's. Traditional industry-wide bargaining through the Chamber of Mines is being questioned in the light of the different views of the mining houses and their difficulty in reaching consensus



Few other jobs for miners

Star 9/8/89



'CP govt would not recognise black unions'

By Paula Fray

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The Conservative Party would declare all blasting certificates issued to black mineworkers "null and void" when it came into power, Carletonville MP Mr Arrie Paulus said in the mining town last night

He also said that if the CP came into power it would not recognise black trade unions because they were "the reason for South Africa's economic mess"

Mr Paulus is standing in the constituency for the CP against

the NP's Mr Louis Nel

The meeting, attended by about 250 people, was also addressed by Mr Koos van der Merwe, CP MP for Overvaal.

The meeting was punctuated with comments from the audience, such as "mooi", "dis reg" and, at the mention of the Afrikaans newspaper, *Beeld*, "Kommuniste"

Mr Paulus said the NP was asking voters to sign a blank cheque. No Nat could spell out how they would ensure the fu-

ture of whites in South Africa.

Whites would get the shortest end of the stick in negotiations, he said. "The NP has left the worker, especially the white worker, in the lurch"

He gave the example of the fight by black workers to have May 1 declared a holiday

Mr van der Merwe said the problem with the South African economy was that the "white economy can no longer carry the black economy"

(Report by P Fray, 47 Sauer Street, Johannesburg)

Miners happy to hear creak of wooden props

WELKOM — SA gold miners say they are happy to hear creaking from the wooden props holding tons of rock above their heads

"It shows they're taking the strain," said one miner hunched in a cramped passageway by the gold-bearing rock face, sweat trickling down his neck "If they stop creaking there could be pressure building up somewhere"

Pressure bursts are only one of the risks contributing to SA's mining accident rate, which unions say is one of the worst in the world

Official figures show 563 workers were killed and more than 10 000 injured in the country's gold and coal mines last year, the vast majority black

At least 15 men have died in mining accidents in the past two weeks alone Ten drowned when water flooded into the bottom of a shaft Four more were killed by a falling concrete mixer

As the statistics mount, mine own-

ers and unions keep up a constant war of words over safety standards

"How safe is a mine? Safer than driving a car in Johannesburg," said Willem Plotz, assistant production manager at Anglo American's President Brand gold mine near Welkom

But May Hermanus, a safety spokesman for the 260 000-member National Union of Mineworkers, accused the industry of lax standards

Depths

"We believe safety on the mines is in a terrible state — it's a disgrace," she said

Mining companies argue that SA's accident rate does not compare badly with that of other countries, given the local industry's labour-intensive nature and the extreme depths at which gold is often mined in SA

Working conditions are tough Miners work in tight passage ways called stopes, some less than a metre high and sometimes on a steep slant so they must clamber up makeshift ladders over loose, sharp stones

Machinery is deafening and the air in many older mines is thick with dust which can cause lung disease The rock itself is hot in the deeper mines — over 40C — making stope temperatures oppressive in spite of ventilation

Possible dangers include pressure bursts, collapsing roofs and pockets of explosive methane gas

Fire too is a hazard Toxic fumes from insulation foam killed 177 men in a 1986 blaze at Kinross gold mine, south-east of Johannesburg The foam, outlawed in British pits for the past 20 years, was finally banned last year

Mining companies say they are doing their best to minimise risks underground They point in many cases to a large degree of human error underground trains can crash, explosives can be mishandled and men can tumble down shafts

"You name it, it can happen," Plotz said "These are the things we're on our guard to prevent" — Reuter

...the air waves?

11 NUM members charged

ELEVEN NUM members at Vaal Reefs have been dismissed and charged by the SAP with intimidation after a series of actions this week by miners in line with the union's promised campaign of defiance against segregation on the mines.

An angry exchange yesterday between the union and Anglo American threatened a replay of the allegations and counter-allegations of racism and violence made earlier this year.

The 11 were among a number who forced qualified miners and team leaders to join a single queue of people waiting to board the lift at the No 2 shaft on Tuesday.

There have also been a number of incidents at various shafts of black miners using changerooms said by the NUM to be segregated by race and by management to

211 ~~211~~ ALAN FINE *Body*

be reserved for employees of a particular status

The NUM said the dismissals showed Anglo was "just as racist as the apartheid state", accused the corporation of collusion with the police, and said miners were being intimidated by mine security. It said one member had been subjected to electric shock torture.

Anglo denied the allegations against mine security.

A spokesman said management had tried to deal sensitively with acts of defiance such as the use of senior change-houses

However, the disruption of access to lift

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shafts posed a serious threat to safety. A supervisor and security officials who attempted to intervene, and others, were threatened with violence.

In view of this, the SAP was advised and the group was arrested and dismissed after disciplinary hearings.

Sapa reports that, according to the NUM, the mine held the disciplinary hearing regarding the 11 workers at 2pm on August 9.

"The shaft stewards, who were called by management to represent these workers, demanded that management should give enough time (48 hours) to the workers in order to prepare their case before the hearing," the statement claimed.

Management, according to the NUM, re-

fused and went on with the hearing, finally dismissing the workers.

Anglo said these incidents were "part of a transparent attempt to restart the 1985 campaign to undermine the authority and status of black and white supervisors". The earlier incidents had led to violence, including 36 deaths.

The NUM, in turn, warned that management "recklessness" could lead to confrontation — "something we would like to avoid".

Mineworkers, it said, were irrevocably committed to ending apartheid in and out of the workplace. "We appeal to Anglo chiefs to ensure that non-racialism is realised without threats, intimidation and victimisation," it said.

Continued on Page 2

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11 union men fired from mines

Own Correspondent

JOHANNESBURG — At least 11 National Union of Mineworkers members at Vaal Reefs have been dismissed and charged with intimidation after a series of actions by miners this week in line with the union's promised campaign of defiance against segregation on the mines

The 11 were among a number who forced qualified miners and team leaders to join a single queue of people waiting to board the lift at the No 2 shaft on Tuesday.

There have also been a number of incidents at various shafts of blacks miners using changerooms said by the union to be segregated by race and by management to be reserved for em-

ployees of a particular status

The NUM said the dismissals showed Anglo "is just as racist as the apartheid state", accused the corporation of collusion with the police and said miners were being intimidated by mine security

Anglo denied the allegations against mine security. A spokesman said management had tried to deal sensitively with acts of defiance such as the use of senior changehouses

However, the disruption of access to lift shafts posed a serious threat to safety. A supervisor and security officials who attempted to intervene, and others, were threatened with violence. In view of this, the police were advised and the group arrested and dismissed after disciplinary hearings

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11/8/89

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Anglo racist, union claims after 11 are dismissed

The National Union of Mineworkers has branded Anglo American as racist, claiming 11 mineworkers at the Anglo-owned Vaal Reefs gold mine were dismissed for allegedly using facilities reserved for whites.

The alleged firings were a "clear indication that the mining house ... is just as racist as the apartheid State", the NUM said in a statement yesterday.

It also condemned Anglo's alleged "collusion with the SAP".

"This confirms our belief that for racism to be abolished on South African mines, apartheid has to be liquidated."

The 11 dismissed miners were originally arrested on charges of intimidation and incitement during the Mass Democratic Movement's defiance campaign. The NUM had said its members would join the campaign by, among other steps, using mine facilities reserved for whites.

MORE TIME DEMANDED

The mine held a disciplinary hearing regarding the 11 workers at 2 pm on August 9, according to the union.

"The shaft stewards, who were called by management to represent these workers, demanded that management should give enough chance (48 hours) to the workers in order to prepare their case ... before the hearing," the union claimed.

Management had refused and went on with the hearing, finally dismissing the workers.

● Mine management had attempted to deal sensitively with certain acts of defiance by the NUM, such as the use of the mine's senior changehouses at the numbers 7 and 8 shafts, an Anglo statement said yesterday.

BID TO UNDERMINE STATUS

However, where actions such as attempting to disrupt the access to shaft lifts posed a serious threat to the safety of those involved, management had and would continue to take disciplinary action against offenders.

This incident and others were not based on any action aimed at racially segregated facilities but were part of a transparent attempt to restart the 1985 NUM campaign to undermine the authority and status of black and white supervisors.

Last week, anticipating the commencement of a defiance campaign by NUM, management briefed all Vaal Reefs employees, urging them not to take any actions that would lead to polarisation of racial attitudes.

"We deny any union allegations of torture or assault by mine security on employees.

"We regret these latest actions by NUM which come at a time when progress has been made on code-of-conduct negotiations aimed at preventing violence," Anglo said — Sapa.

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11 union men fired from mines

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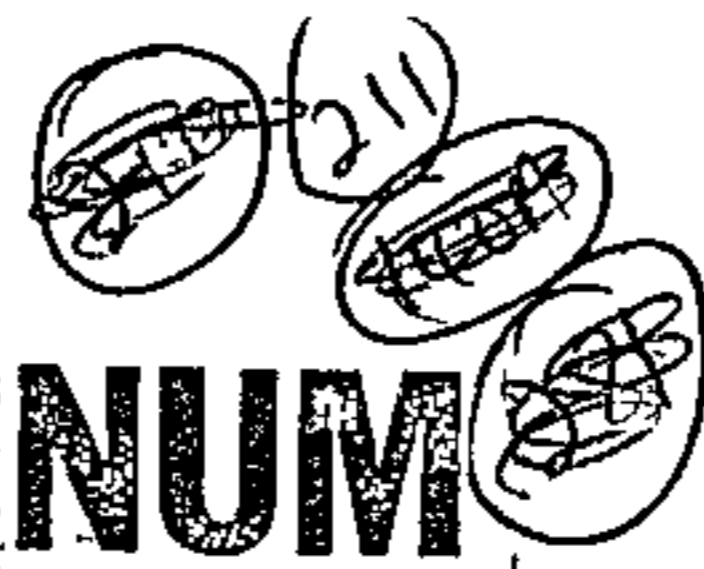
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NUM hits out at Anglo racism

copy
13/8/89

By **CONNIE MOLUSI**

THE Anglo American Corporation (AAC) has dismissed 11 miners from Vaal Reefs gold mine for using segregated "whites-only" facilities.

The NUM has accused the corporation of racism.

The AAC said mine management attempted to deal sensitively with certain acts of defiance by NUM members - such as the use of the mine's senior change house at the No 7 and 8 shaft.

"However, where such attempts disrupt access to shaft lifts and pose a serious threat to safety, management will continue to take disciplinary action."

AAC spokesman Paul Clother said 11 employees at the underground assembly point of Vaal Reefs No 2 shaft threatened to disrupt queues of team leaders and miners waiting to board the shaft lift.

Workers allegedly threatened the supervisor, who became violent.

NUM condemned the AAC's alleged collusion with the South African police, as police were called in to arrest workers.

"Dismissals and other disciplinary measures will only heighten tension that might lead to confrontation," said NUM.

The union reported a number of defiance actions on Vaal Reefs mines, ranging from washing in the whites-only change rooms to using segregated canteens.

At Mintek, near Randburg, workers have been using a whites-only canteen and management has threatened the union with disciplinary action.

Search on for nine miners

(21)

SAW 15/8/89
Staff Reporter

Rescue teams are searching for nine missing miners at the West Driefontein gold mine after a pressure burst yesterday on the 33rd level, 2 300 m underground.

The death toll from the burst stands at six. A Gold Fields of SA spokesman said today the search would go on until all the miners had been found. He said the body of another miner was found last night, after five bodies were discovered yesterday.

Six miners were injured in the pressure burst, one of whom is in a serious condition. The names of the dead miners will be announced once their next of kin have been informed.

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No troops at mine - Anglo



A NATIONAL Union of Mineworkers claim that the SADF is deployed at Anglo's Springfield Colliery is completely untrue, Anglo American Corporation spokesman, Bobby Godsell, said last night.

Earlier, a NUM statement sent to Sapa said troops were on the property to stop black mine-workers using recreational facilities reserved for white miners.

"In line with public pronouncements made by Anglo chiefs like G Relly and Bobby Godsell that they are a non-racial corporation, black mine-workers went to the white miners' suburb for recreation," said the statement.

Springfield Colliery is between Johannesburg and Witbank in the Transvaal.

Mineworkers had been using a lounge reserved for whites since August 17 and in an attempt to "enforce racism",

management had instructed waiters to charge blacks double for everything, the union claimed.

When the workers employed in the lounge refused to implement this injunction, Defence Force troops had been deployed. This was obviously at Anglo's invitation, NUM said.

Black mineworkers were being stopped and interrogated about their activities in the area.

"It's completely untrue," Mr Godsell told Sapa. "The SADF is not on the property and has not been summoned by management."

Management had never called upon the Defence Force to solve racial problems regarding facilities.

Mr Godsell pointed out that the company was at present tackling the Minister of Mineral and Energy Affairs in court over the Minister's interpretation of the law

which prevents the desegregation of facilities without the permission of the white workers.

"We continue (our) commitment to a non-racial policy. We do not claim to be perfect but we

have repeatedly invited NUM to raise problems about racial discrimination directly with management, which we think is more constructive than dealing with them through the Press.

Robbers jailed

TWO men from Soweto, Johannesburg, were sentenced by the Transkei Supreme Court yesterday to a total of 36 years' imprisonment following an armed robbery of the First National Bank in Bizana, Transkei, during February last year.

More than R600 000 was stolen.

Sipho Nkosi (40), a father of four, and Sonnyboy Ntsukwini (38), also the father of four, were each sentenced to 18 years' imprisonment.

A third accused, Miss Sibongile Mashiyi (38), formerly of Umtata, now resident at Umlazi near Durban, was acquitted.

The court heard earlier that Nkosi, who was her boyfriend, drove a van belonging to her to Bizana which was used in the robbery.

Evidence was that the robbers went to the bank manager's house about 3am on February 20 last year and ordered him to go and open the bank. He did and the men fled with their takings.

Mr Justice White, on the bench, said the court was satisfied that both the male accused played a leading role in the operation, and that they led most of the discussions when the robbery was planned.

Safer at the rockface

THE Chamber of Mines' report of a lower fatality rate on member mines in the first six months of this year is a positive development in the debate between trade unions and management about safety standards.

The chamber says that the annualised fatality rate for all member mines from January to June 1989 improved to 0,90 per 1 000 employees at work against 0,92 for the same time last year

The rate for 1988 was 0,95. The fatality rate of colliery members almost halved from 0,64 to 0,33 compared with the six months last year

The chamber says this places the fatality rate of colliery members "in

line with those of the major Western coal producers".

"This is the lowest injury rate ever achieved by the industry either on a six-monthly or an annual basis. There has been an uninterrupted annual decline in the injury rate since 1974."

Multi-fatality accidents on gold mines in recent months may, however, have undermined this performance. For example, two accidents at Kloof and Hartebeestfontein gold mines in the past couple of weeks resulted in the deaths of 11 miners and injuries to three.

The National Union of Mineworkers (NUM) has for many years been campaigning for higher standards of safety, particularly after 177 miners died in 1986 at Kin-

ross gold mine in the Eastern Transvaal.

Mine managers have placed increasing emphasis on safety, and some have introduced sophisticated computer equipment to locate the source of fires and flooding.

The chamber says "Despite the setback of a number of regrettable accidents on gold mines in recent months, the chamber hopes that the constant attention to safety by all mines will ensure that the lower rate will be maintained if not further improved upon in the second half of 1989."

"Good progress was also made once again in reducing injuries. The overall reportable injury rate for the first six months of this year reached 15,96 per 1 000 employees at work — almost 7% down on the rate of 17,09 for the same period in 1988."

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Apartheid row flares on mines

By Mike Siluma,
Labour Reporter

The row between the National Union of Mineworkers (NUM) and Anglo American Corporation (AAC) over the union's defiance of workplace segregation has flared again, with the NUM accusing AAC of using the army to stop the defiance.

Conflict between the parties over the issue began last month after NUM's decision to support the Mass Democratic Movement's anti-segregation campaign.

NUM says:

NUM spokesman Mr Jerry Majatladi said AAC had deployed members of the SA Defence Force at the Springfield Colliery in the Eastern Transvaal to stop about 2 000 black miners from using "whites only" facilities.

Black miners, without recreational facilities in the hostels, had been using the "whites only" lounge since August 7, he said.

Mr Majatladi said the use of the army "reveals the corporation's real character as one of the main beneficiaries of the apartheid system".

AAC says:

Anglo American's industrial relations director, Mr Bobby Godsell, dismissed the NUM allegations as "completely untrue". He said the AAC had never called upon the Defence Force to solve racial problems regarding facilities on the corporation's premises.

Anglo was presently taking legal action to challenge laws preventing the desegregation of facilities.

"We continue our commitment to a non-racial policy. We have repeatedly invited NUM to raise problems about racial discrimination with management, which we think is more constructive than dealing with them through the press."

FIVE workers employed by Hippo Quarries, an Anglo-Alpha group which extracts silica from rocks, are in a dilemma. They have been found to be suffering from silicosis by the Community Health Awareness Project (Chap) and are aware of their bleak future, health and getting employment elsewhere.

Since they started being attended to by Chap health officers, they have come to know that their disease is a result of their exposure to silica dust at work. All the same they are covered by the Workman's Compensation Act. However, they also know that compensation for industrial diseases in SA is racially biased in favour of whites, with the ratio of compensation being 15:1. A number of workers at the company have already been offered R2 000 which can barely compensate for their permanent loss of income potential silicosis, like its twin industrial dust sister asbestosis, is an irreversible life-long chest disease caused by the scattering of lungs by inhaled dust particles.

The dilemma of these workers is whether to receive the lump sum offered by the Pretoria-based company or to institute legal action against Anglo-Alpha for negligence and liability. In their dilemma they

have little legal precedence to lean on. Should they receive the compensation offered to them by the company, they would lose their legal right to claim further compensation through the courts of law.

This is a grim story of each worker the Sowetan spoke to: Daniel Moyo (47) said although the company's doctors X-rayed them twice a year he was never informed of the results. Fatigue, recurrent bouts of flu and diabetes continue to plague him. He said he refused the company's offer "as it would not feed my six children, let alone me."

Pension

Stone Scotland (57) said he has been with the company for 23 years as a machine operator. "I refused the company's R2 046 offer because it is nothing." He said the company wanted him pensioned so that his occupational disease could not be linked to his present employment. He said the company knew that if it could be proved beyond

Workers stricken by

Killer dust disease

Silicosis causes them to lose jobs

By MOKGADI PELA

reasonable doubt that his current employment it sickness was traceable to would have to pay far more than the amount it offered. Maesela Kekana because nobody ensures

(44) said he has been operating a grinding machine for 24 years. A father of four, he complained of pains at night, sweat and listlessness. His latest X-rays showed that he suffered from silicosis, he added. Jackson Maunatlala (56) has been working with a jaw-crusher for 15 years. He said he went for an X-ray tests at Kalafong hospital last year and he was told he had traces of silicosis. He was referred to the Mamelodi clinic which is presently giving him treatment for tuberculosis. "That is why we die because nobody ensures that we are given the right treatment," he said. Simon Magolego (49) said when he joined the company six years ago he and his colleagues insisted on being supplied with protective clothing and that has not happened. "This is why today we have become living corpses as a result of this killer dust."

Anglo-Alpha's industrial relations manager, M G Foster, recently responded to workers' accusations by saying his company provided comprehensive medical aid and ill-health retirement benefits for all workers through six-monthly X-rays which were checked by an expert on behalf of the company. "This programme exceeds the requirements of legislation which stipulates nine-monthly screenings," Foster said. Silica dust is an international problem. In Italy it claimed 62 lives in 1977 and in Poland about 90 000 people are at risk of contracting silicosis. Figures for Rumania in 1973 stood at 860 while in 1978 there were 478 confirmed sufferers.

The five unemployed men who are afflicted by silicosis. From far left: Jackson Maunatlala, Maesela Kekana, Simon Magolego, Daniel Moyo and Stone Scotland.



Discriminatory mine rules are overruled

THE Supreme Court has declared null and void

mines regulations viewed as potentially discriminatory against black mineworkers.

The Chamber of Mines brought the court action against the Minister of Economic Affairs and Technology after unsuccessful appeals to the Government for their removal, a Chamber statement said.

The regulations required:

- The manager of a mine to provide adequate latrine facilities and change-house facilities "after the negotiation with the individual employees' organisations as to the needs and preferences of their members and having regard to their physical, moral or social welfare," and;

- Made it necessary for the authorities to have regard to the "proven labour needs" of mines and works before permitting a person to be admitted as a candidate for certain of the certificates of competency.

The Chamber said the measures were invalid because they were not authorised under the relevant law - the Mines and Works Act.

It added that they were "potentially discriminatory against black employees."

Ruling
not the
answer
- NUM

Spandan 24/5/89

THE National Union of Mineworkers yesterday said a Rand Supreme Court judgment nullifying potentially discriminatory mine regulations would not necessarily remove all racial discrimination in the mining industry.

The judgment followed action brought by the Chamber of Mines, challenging Government regulations introduced in the aftermath of the repeal of statutory job discrimination in the industry.

The scrapped regulations required mine managements to provide latrine and change-room facilities "after negotiation with the individual employees' organisations as to the needs and preferences of their members, and having regard to their physical, moral or social welfare".

Jobs

Managements were also required to take into account the "proven labour needs of mines and works" before permitting people to do certain jobs.

The chamber asked the court to nullify the regulations because they had not been authorised under the Mines and Works Act, and were likely to discriminate against black mine employees.

NUM spokesman, Mr Jerry Majatladi, said because of years of educational discrimination, black workers would still find it difficult to enter the more skilled jobs on the mines.

The court ruling would not necessarily resolve "the thorny question" of the hostel and migrant labour system.

NUM says ruling will not prevent all discrimination

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) said yesterday that a Rand Supreme Court judgment nullifying potentially discriminatory mine regulations would not necessarily remove all racial discrimination in the mining industry.

The judgment followed action brought by the Chamber of Mines, challenging Government regulations introduced in the aftermath of the repeal of statutory job discrimination in the industry.

The scrapped regulations required mine managements to provide latrine and change-room facilities "after negotiation with the individual employees' organisations as to the needs and preferences of their members, and having regard to their physical, moral or social welfare".

Managements were also required to take into account the "proven labour needs of mines and works" before permitting people to do certain jobs.

The chamber asked the court to nullify the regulations because they had not been authorised under the Mines and Works Act, and were likely to discriminate against black mine employees.

A chamber spokesman said it had taken the matter to court because talks with the Government on the matter had been unsuccessful.

He said the court's ruling removed the possibility of the regulations being used to prevent blacks from doing certain mining jobs.

Anglo American's director of industrial relations, Mr Bobby Godsell, welcomed the ruling and said Anglo would continue to consult with black and white unions on the issue.

NUM spokesman, Mr Jerry Majatladi, said because of years of educational discrimination, black miners would still find it difficult to get the more skilled jobs. The ruling would not necessarily resolve "the thorny question" of the hostel and migrant labour system whereby black workers lived in single-sex compounds with inadequate facilities, while white miners lived in company homes with their families.

The Minister of Mineral Affairs and Technology, Mr Danie Steyn, whose department introduced the regulations, could not be reached for comment today.

Miners defy racial regulations

By **CONNIE MOLUSI**

CONFRONTATION is looming between the National Union of Mineworkers and the Chamber of Mines over the union's defiance of segregated facilities in the workplace.

In a letter to the union, the Chamber expressed concern that the protest action might lead to polarisation, confrontation and violence in the mining industry.

The Chamber has suggested that, as an alternative, working committees address specific practices regarded as racially discriminatory.

NUM general secretary Cyril Ramaphosa said given that most South Africans were denied political rights and were racially discriminated against, the defiance was justified.

"The mining industry has

greater responsibility, in this matter, than any other sections of South African society. In the interest of profit-making it has initiated and institutionalised many of the worst aspects of racialism, such as the migrant labour system, segregation in the mines and the attitude of management to free trade unionism," said Ramaphosa.

There was no economic or social justification for a system of labour utilisation "which operates like a penal institution".

NUM said the Chamber had frequently complained about the shortage of skilled labour, but had done nothing to alleviate causes of the shortage.

He blamed the shortage on job reservation and refuted the Chamber's claim that it had abolished job reservation.

"It is intolerable that white miners should have privileges in

terms of access to cages, toilet facilities, dining provisions, and changing houses," he said.

"NUM has to oppose those structures which insult and degrade its members, which depress and destroy their economic positions, create reservoirs of cheap labour and hamper the process of unity among them."

The Chamber's senior general manager for external affairs, J Liebenberg, said the Chamber and its members were opposed to racial discrimination and had "acted vigorously" to eliminate the practice.

He said these actions had included:

- Numerous representations to government and other unions to have the scheduled person definition removed from the statute books

- Litigation initiated successfully to facilitate training col-

oured winding engine drivers.

- Successful litigation against the Minister of Economic Affairs and Technology relating to the segregation of change houses and the numbers of holders of competency certificates
- The introduction of artisans and apprentices of all races
- Condemnation of the Group Areas Act and other discriminatory laws

Liebenberg said the Chamber regretted the union's rejection of a working committee.

Meanwhile, the NUM has shown an increasing number of workers defying segregated facilities.

These included workers at Springfield, who were reported to be using all facilities, Rand Leases workers using whites only change rooms and a Lyttelton worker being assaulted for not calling a white man "baas".

Laugh with

22/8/89

Cham

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The old seeds of miners' discontent

The current controversy between the National Union of Mineworkers (NUM) and mine management over the issue of segregated facilities in the mining industry reflects deep-seated differences of perception between the industry's black workforce and mainly white employers

Although the NUM and industry spokesmen agree racial discrimination must be abolished, the issue has come to a head only since the Mass Democratic Movement (MDM) announced its defiance campaign to dismantle apartheid in public facilities.

NUM is an affiliate of the Congress of SA Trade Unions, an MDM participant

Following the MDM declaration last month, Anglo American Corporation and the Chamber of Mines have sought clarification from NUM on how it proposed to carry out the campaign in the industry.

Anglo went further, issuing a warning to NUM members that those taking part in the campaign through the use of disputed mine facilities faced disciplinary action

Despite the warning, NUM members at various mines have, over the past month, participated in actions including using segregated buses, change houses, toilets and canteens. In some instances NUM members have used the same lifts as white workers to and from their underground work-places

By NUM and management accounts, the campaign has led to a fair amount of confrontation between NUM members, mine managements and white miners. A number of NUM members have been dismissed from Anglo's Vaal Reefs Gold Mine for participating in the campaign

Throughout the dispute, Anglo has maintained that while it agrees with the NUM about the need to eradicate discrimination in the workplace, it disagrees with the actions of NUM members

Anglo's director of industrial relations, Mr Bobby Godsell, said what segregation remained in Anglo mines was based on rank and not race. White mine workers enjoyed certain privileges not available to most black miners because of their seniority, not their racial classification

Anglo was, however, prepared to discuss the issue of segregation with NUM and white unions, to achieve not only a non-racial work-place but a harmonious one

Echoing the Anglo viewpoint, the Chamber's senior general manager of external relations, Mr Johann Liebenberg, said the Chamber "and all its members are unequivocally opposed to racial discrimination"

In this regard, said Mr Liebenberg, the Chamber had made representations to the Government and other unions to scrap legislation reserving certain mining jobs for whites, instituting successful legal action to facilitate the training of coloured winding engine drivers and to abolish the segregation of change houses

The Chamber also condemned the Group

The National Union of Mineworkers and mine owners are embroiled in a controversy over the segregation of facilities in the industry. The conflict was sparked by the MDM defiance campaign — but its seeds were sown over many years of discrimination against black miners, writes Labour Reporter MIKE SILUMA.

Areas Act and other discriminatory laws "on every possible occasion".

Mr Liebenberg called on NUM "not to become involved in confrontational measures which carry the very real threat of ending in violence".

NUM, which rejected the Chamber's call to form a "working party" to fully explore the union's perception that racial discrimination still exists in the industry, sees the issue differently

From the union's point of view, the issue cannot be looked at in isolation from the historical relationship between a black education system made inadequate by Government and laws reserving senior mining jobs for whites — factors which have ensured that to this day whites hold most senior jobs while most blacks occupy the lowest ranks of the occupational scale

If the situation remained unchanged, white miners would continue to enjoy such privileges as family housing and superior facilities, while these benefits would still be denied the majority of black workers

Not impressed

In a recent letter to the Chamber, NUM general secretary Mr Cyril Ramaphosa said the Chamber's suggestion for a "working party" was "a delaying, evasive tactic"

"We are not impressed by the Chamber's claim that it has abolished job reservation, for its practice has remained unchanged. Although there is an enormous pool of talent among black workers there are virtually none who are in positions higher than team leader or artisan's aide. The number of black workers who hold positions as miners or artisans is absurdly and unbelievably miniscule," said Mr Ramaphosa

Violence and polarisation on the mines, pointed out Mr Ramaphosa, stemmed from the industry's own "system of labour control (which) separates (black miners) from both white miners and white management"

"NUM has to oppose those structures which insult and degrade its members; which depress and destroy their economic position, create reservoirs of cheap labour and hamper the process of unity."

Mr Ramaphosa said that "given a situation where the majority of the inhabitants of SA are denied political rights and are generally discriminated against because of their colour", support for the MDM campaign was "both legitimate and justified".

Hearing on mine labour cuts

THE Black Allied Mining and Construction Workers Union (Bamcwu) yesterday applied for an urgent Industrial Court interdict to halt retrenchments at Rand Mines' Durban Roodepoort Deep gold mine.

Bamcwu publicity secretary, Mbulelo Rakwena, told Sapa the hearing was set down for Thursday. He said the mine failed to consult with the affected workers, and then held talks which were "incompatible" with laid down procedures.

Rand Mines confirmed the hearing, Sapa.

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30/8/89
Sobay

Union move

THE Black Allied Mining and Construction Workers Union yesterday applied for an urgent Industrial Court interdict to halt retrenchments at the Durban Roodepoort Deep gold mine.

In a statement, Bamcwu's publicity secretary, Mr Mbulelo Rakwena, said the hearing had been set down for August 31.

"The mine, which is owned by the Rand Mines company, failed to comply with certain accepted procedures. These included the fact that no consultations were held with the affected workers and

when an attempt was made, the talks were incompatible with laid down procedures," said Rakwena.

He further alleged that scores of workers were not provided with timely notice of their impending retrenchment, workers were not invited to suggest benefits that may be payable to them, and the company presented the retrenchments as a *fait accompli* without accepting alternatives from the union.

A spokesman for Rand Mines confirmed Thursday's hearing. - Sapa

30/6/89
Sapa

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1st Sept 1989.



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TWO-METRE high fences, rolls of razor wire, security checkpoints and queues of black workers with plastic identification bands on their wrists. These were my lasting impressions of a visit to the President Steyn Gold Mine near Welkom this week.

A NUM organiser called *Mancane*, a nickname he has earned for being short and slightly built, agreed to accompany the *Weekly Mail* on a tour to investigate union claims of endemic racism on the mine.

My first mistake was to arrive at the union offices in Welkom in a vehicle with the newspaper's name painted in bright blue on the side of the door — *Mancane* assured me that was the quickest way to attract some unwelcome attention

The only solution was to buy some white paper and tape and cover up the signs before setting out on our visit to the mine's three operating shafts.

We started at Number Four Shaft, where we found three black mine security officials dressed in paramilitary uniforms "*Wena aikhona ngena la-pha* — you cannot come in here," was their response to our request for entrance to the shaft.

The small entrance was flanked by a two-metre fence topped with a roll of razor wire. A row of workers, each with plastic bands strapped to their

'We are like slaves... we are known by numbers'

Separate lift cages, inferior canteens, discriminatory treatment and racist attitudes. These are some complaints voiced by miners amid strict security and razor wire fences.

By VUSI GUNENE

wrists, waited outside the gate. As they passed the guards, they raised their hands to provide the identification required to enter the mine

A group of women sat on blankets next to their belongings on the lawn. "These people come looking for their husbands and usually the security officials call the miners on the public address system. Then these women have to wait for hours, and if the particular worker does not arrive they are told to leave the compound. There is little provision for them despite the fact that some of them might have travelled a long way," said *Mancane*

We proceeded to Number One Shaft, where we met a group of union members, including Joseph Nya-

lunga, a member of the shaft stewards' committee.

"Brother, life on the mines changed drastically after our strike in 1987," said Nyalunga "You see this wrist band (pointing to it) It has a code number. We are like slaves and we are known by our numbers

"When we go for our shifts, we have to queue and show our wrist bands to security guards at a gate that can only accommodate one person — even though the security personnel had known us for as long as we have been employed here

"Then from there you have to go through another security checkpoint leading underground. This is a sophisticated system and you need to have a computerised identity card together with the wrist band."

Further investigation revealed that while white workers also carry magnetic identification cards they are not required to wear armbands

"From there we have to wait for the lifts at the crush station," said Nyalunga "Ours is called a 'cage' and has three decks, with each allowing

Food supplies may be affected

Mineworkers in protest actions

Thousands of mineworkers were this weekend reported to be participating in peaceful protest demonstrations against Wednesday's election and the unpopular Labour Relations Amendment Act, according to the National Union of Mineworkers (NUM)

And there are reports that supplies of milk, bread and other goods could be erratic tomorrow and on Wednesday when the Congress of SA Trade Unions' protest action peaks

Dairybelle in Cape Town expects milk deliveries to be disrupted because of stayaways. Witwatersrand suppliers have yet to clarify the situation

In a weekend round-up of protest action by Cosatu affiliates, the NUM said it had confirmed reports of protests. However, mine managements have not yet confirmed the incidents

At De Beers' Kimberley Mine, NUM said more than a hundred mineworkers staged a peaceful protest march on Saturday

"In the Witbank region, workers on at least six mines have been engaged in protest action since the night shift went down on Friday night," the NUM said in a statement

"Mineworkers are singing, dancing and carrying placards against the racist elections and union-bashing Labour Relations Act

The NUM said the mines where workers were protesting included Arnot Colliery, SA Coal Estates, Kriel Colliery, Goedehoop, Douglas Colliery, Bank Colliery and Vandyks Drift.

The NUM also complained of continuing harassment

On Saturday, NUM's Empangeni regional office was visited by police looking for pamphlets and stickers relating to the Act. The Welkom office was also raided and three union organisers were allegedly detained. The Namaqualand office was raided on Friday

Workers at Waterkloof and Rustenburg Refineries were also demonstrating against the Act, NUM said. Claims of protest action on the mines come in the wake of protest action on Friday

Cosatu reported sit-ins "ranging from one hour to the whole day" at several retail stores including certain branches of Checkers, Woolworths, Pick 'n Pay, OK Bazaars and Elleries. The sit-ins, which have not been confirmed by the stores, occurred in Vanderbijlpark, Vereeniging, Three Rivers, Meyerton and Bloemfontein

International support

Several meetings planned by Cosatu and its affiliates were restricted at the weekend. They included a meeting of the National Union of Metal Workers of SA at the Sharpeville Community Hall and a meeting of Cosatu's Western Transvaal regional congress in Vereeniging yesterday

Messages of concern and support for the protest action have been received from the International Union of Food and Allied Workers Associations in Geneva, the Commonwealth Trade Union Council, the International Confederation of Free Trade Unions, and the United Automobile, Aerospace and Agricultural Implement Workers of America. — Sapa and Own Correspondent.

Union claims supervisor shot activist

Workers at Rustenburg Refineries, owned by Johannesburg Consolidated Investment, have downed tools after the alleged shooting of a black worker by a white supervisor, a National Union of Mineworkers spokesman said last night.

It is claimed that the supervisor committed suicide a few minutes later

The spokesman said the worker, Mr Jeffrey Njuza, who was an NUM shop steward and member of the Mass Democratic Movement, went to work at 10 am on Saturday at the base-metals refinery section

"A white supervisor from another section asked the base-metals section supervisor to enter his section for reasons unknown to workers

"On entering the section, the supervisor pulled

out a revolver and shot Jeffrey Njuza, who died instantly. Immediately after this, workers downed tools in protest.

"A few minutes later a shot was heard and the supervisor who shot Mr Njuza was found dead"

The NUM spokesman said Mr Njuza had been engaged in defiance activities at the plant since the MDM campaign began and had earlier been charged with using a chair reserved for whites in the refinery canteen.

He said management had been "victimising" workers who used whites-only facilities such as chairs, toilets, canteens and changerooms

Workers had responded by ignoring warnings from management — Sapa

CINDI MAROLENG

211 ~~211~~ Women in NUM

A MACHO male in tin hat, heavy boots and a pickaxe. Yes, a tough man with muscles to withstand the rigour of ferreting deep down the bowels of the earth. But to champion their cause are a group of women working for the National Union of Mine Workers.

Miriam Mashaba grew up in Saarplaas Mines near Virginia where her family lived in the married quarters. She is the fifth child in a family of 10.

She saw the abhorring conditions at the mines at a very early age. Now 26 years old, Mirriam works as an organiser of NUM to try and correct some of these irregularities.

The single sex hostels

should be abolished. They are not human. Men are separated from their families for a long time. And this creates many problems. In 1987 NUM made a resolution as part of their agreement to do away with these hostels. But so far nothing has been done.

Matric

After completing her matric at Mopedi Bapedi High school in Potgietersrus in 1981, she worked as a computer operator at the same mines where she grew up.

When NUM was established in 1983, her personnel officer encouraged her to join the new union. The conditions they

Sowetan 5/19/87 worked under then were very difficult she said. They had no offices then. But operated under a tree

The union is established now, judging by their plush offices in the centre of Johannesburg. Recruiting members then was not easy. Trade unions were not yet so well known to the mine workers. It was difficult to explain the need for trade unions. Today NUM boasts a membership of 350 000. And the number is still swelling.

Because of her hard work, she was promoted to national administrator. Her main duty is to see to the smooth running of officers all over the country. Solidarity she says plays a

big part in any trade unions, thus their slogan, "An injury to one is an injury to all".

Their solidarity extends to other countries. They are the affiliates of MIF (Miners' International Federation) which recently had a conference in Harare.

Enjoying

Miriam seems to be enjoying her job as an administrator. She is taking a course in industrial psychology through Unisa.

Nomsa Nkwaca is secretary to Cyril Ramaphosa, NUM's general secretary. Nomsa was born in Mofolo North in Soweto 24 years ago. She completed her high

school education at Mncube High in Soweto in 1983. Her father died in 1978. This affected the family a great deal.

Nomsa was in Standard 8 then. She did part time jobs at a chain store in Johannesburg to help her widowed mother. She failed to continue with her studies after matric, because of these financial difficulties.

She worked full time for Edgars stores where as a shop steward she had her teething in trade unionism. It is during the Edgars strike in 1985 that she came to know people from the mine union.

"These comrades", she says "came to give us moral support."

During that time she came to learn of some of the difficulties that mineworkers encountered. She felt determined to give a helping hand.

Govt to appeal against open toilet ruling

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Political Staff

THE government is to appeal against a Supreme Court judgment declaring toilet apartheid on the mines unlawful — a move described yesterday as “breathtaking” by the Democratic Party’s energy spokesman, Mr Roger Hulley

The outgoing Minister of Economic Affairs and Technology, Mr Danie Steyn, has given notice that he intends appealing against a judgment invalidating his regulations — which effectively required mine management not to provide integrated toilet and changing facilities until the matter had been negotiated with employee organisations

Mr Steyn also called on the president of the Chamber of Mines, Mr Ken Maxwell, the chamber, individual mining houses and union members and leaders “to treat this matter with the highest degree of responsibility”

Mr Steyn was asking that the terms of the judgment should not be implemented until the appeal was heard, a spokesman said

Mr Hulley commented “It is breathtaking that the National Party, which is making all these sweeping claims and sincere-sounding phrases about reform, sees fit to prevent the opening of toilets by appealing against a Supreme Court judgment.

“When you scratch the surface of this government, their deep-seated racism is revealed

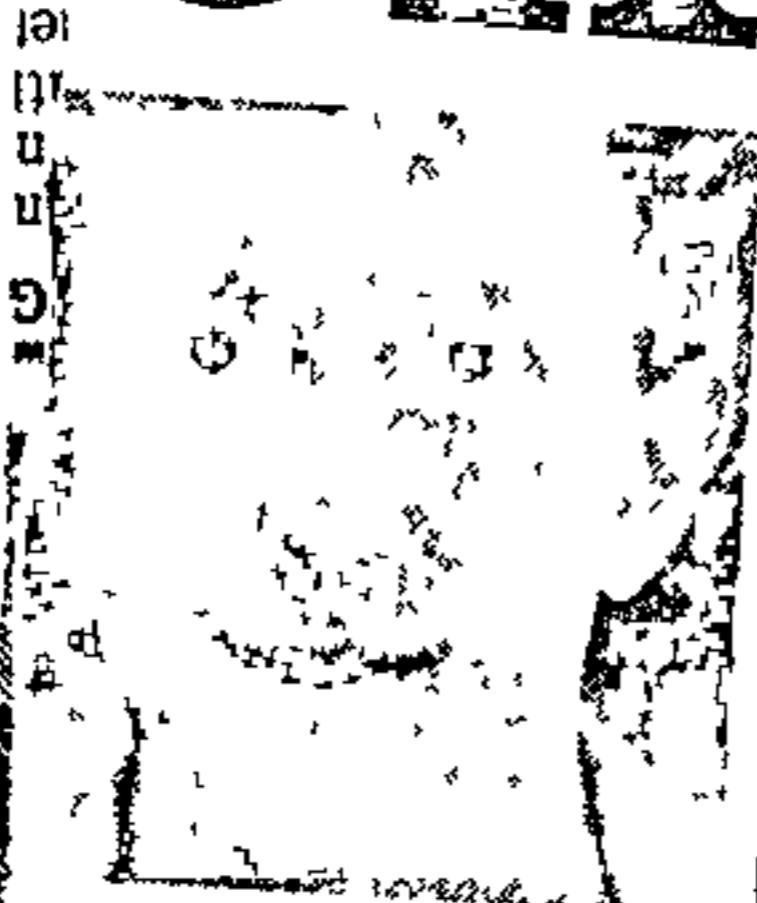
“The government must be judged by its actions and not its words. Mr (F W) De Klerk’s promises are just so much hot air”

Mr Maxwell express surprise at Mr Steyn’s appeal that the chamber act responsibly about the judgment. The chamber regarded the regulations as racially sensitive

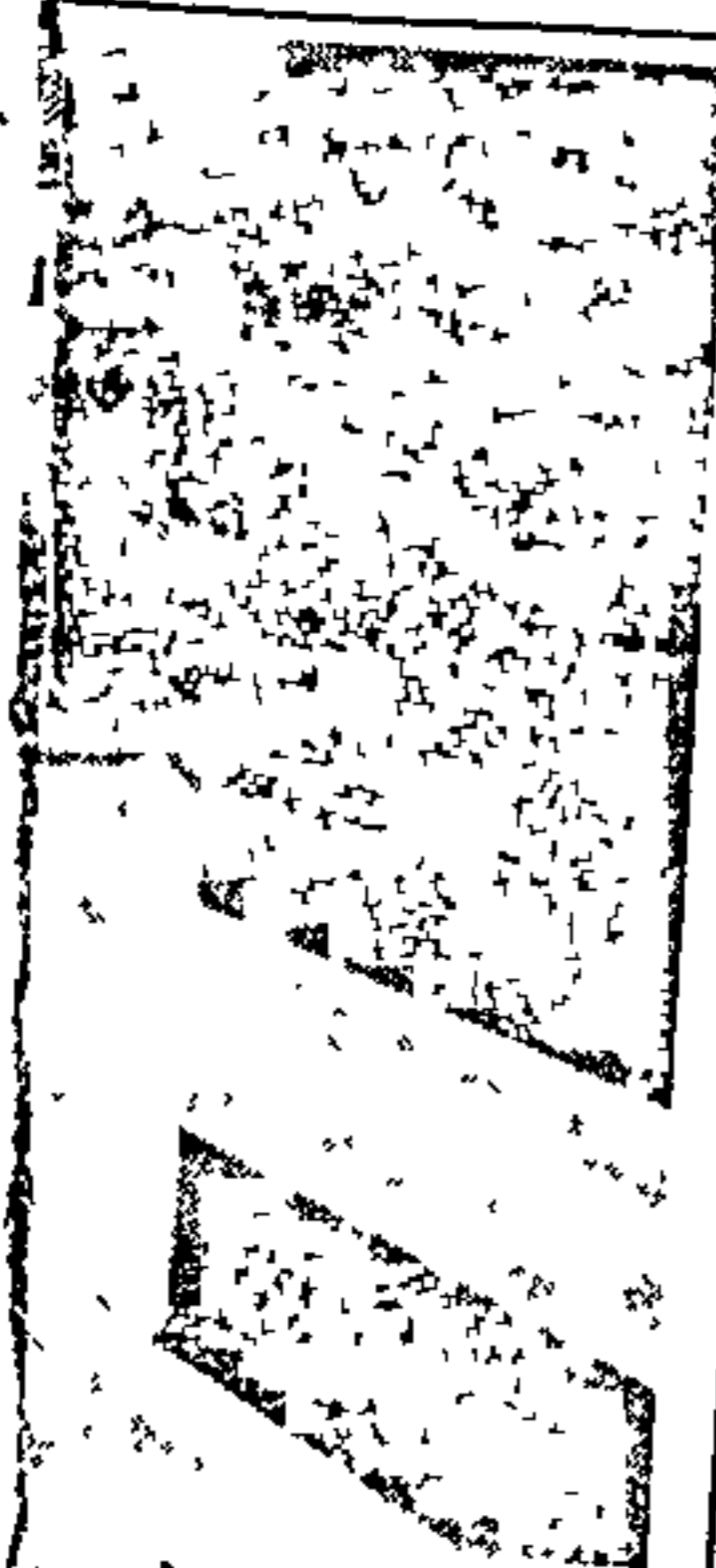
(Report by Barry Strook, 122 St George’s St, Cape Town.)

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BERNARD LEVINE
Don't be greedy in bed



er where 53 died

211

Two die over a white teacup

By CHARIS PERKINS
and ANDREW GILLINGHAM

THE National Union of Mine Workers has claimed that a miner was killed because he defied apartheid by drinking from a teacup reserved for whites

In a Weekly Mail advert, the NUM "saluted the memory" of union shaft steward Mr Jeffrey Njuza — who was shot by a production supervisor at Johannesburg Consolidated Investments' Rustenburg Refineries last week

The supervisor, Mr Ockert Vermeulen, was found dead minutes later with a gun at his side

Workers at the refinery downed tools in protest

The NUM said in the advert that Mr Njuza was shot "because he had defied apartheid by drinking from a cup reserved for whites"

"At Rustenburg Refineries JCI has refused to abolish segregation"

The company is investigating the incident

21/9/88
5 Times

Union condemns deaths at mine

THE National Union of Mineworkers has condemned "in the strongest terms" the killing of three mineworkers by security staff at Kinross Mine near Evander on Friday night.

A NUM spokesman has said the union viewed the killings of workers as "a gross violation of human rights and a threat to the good human relations presently prevailing."

"Basically, Gencor used live bullets to intimidate union members who had been involved in protest action against the general election."

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Killing of two colliery workers investigated

ALAN FINE

MINE management, the SAP and the NUM have launched investigations into the murders of two employees at Anglo American's New Vaal Colliery in the northern Free State on Monday evening (21)

The killings occurred after a period of tension at the colliery. Events included a brief bus boycott and the dismissal of two NUM shop stewards for, according to the NUM, allegedly intimidating workers into supporting the boycott.

A New Vaal spokesman said one of the deceased was an employee who had given evidence at the disciplinary hearing which led to the dismissals.

He said it was believed a group of employees assaulted individuals which resulted in the death of the two employees and injuries to others.

"This incident again highlights the importance of a code of conduct to ensure both the prevention and peaceful resolution of conflict," he added.

A NUM spokesman said the union would be in contact with Anglo head office soon to discuss the matter.

Seven employees were questioned by police but, an SAP spokesman said, no arrests had been made yet.

The NUM spokesman said it appeared the deaths occurred as workers were being dispersed by police. They had been waiting for a report back on a meeting between shop stewards and management.

Yesterday's police unrest report on the incident said blacks had clashed at a hostel at Viljoensdrift, resulting in the death of a man and serious injuries to three others (One of the injured later died).

211 South 14-20/9/89

Northern Cape strike over 'lowest wages'

MORE than 1 000 Northern Cape mineworkers are on strike over wage demands.

Workers at the Black Mountain mine downed tools on Wednesday over a wage dispute.

A National Union of Mineworkers spokesperson said the strike followed protracted negotiations with Gold Fields of South Africa, a conciliation board and a strike ballot at the end of last month.

The spokesperson claimed that wages at the mine were "the lowest in the industry".

He said the union wanted across the board increases of 25 percent to bring wages on a par with those paid at other mines.

Num is demanding a minimum wage of R296 but the company is holding out for R237 — R36 more than the current minimum of R237.

A company spokesperson said this was their final offer.

Black Mountain is jointly owned by Gold Fields and the giant American motor corporation, Phelps Dodge.

The mine produces lead, zinc, silver and copper all of which — with the exception of silver — have shown international price increases this year.

The mine's total dividend payment to shareholders rose by 59 percent between June last year and this year.

**Labour
briefs**

Pension fund race bar to be fought in court

STAR
211
24/9/89
By Drew Forrest

The long-running dispute over the admission of black workers to the all-white Mine Employees' Pension Fund (MEPF) returned to the Industrial Court this week after an abortive attempt to settle the issue out of court.

The dispute, which started in 1985, centres on mine employers' demands that the R3 billion fund be opened to the increasing number of black skilled workers on the mines.

The Council of Mining Unions (CMU), representing white workers in the industry, is resisting the demand.

The case reached the Industrial Court in May this year. It is due to be heard again this week.

Sources indicate that an attempt was made last week to settle the matter informally.

When this failed, they said, the SA Boilermakers' Society, which has black members, withdrew its support for the CMU over the issue.

8 000 De Beers miners begin strike ballot

THE National Union of Mineworkers (NUM) is to begin a strike ballot tomorrow among more than 8 000 of its members employed at five De Beers mines after yesterday's deadlock in annual wage negotiations. *Monday 27/1/89*

ALAN FINE

De Beers spokesman Neville Huxham said the deadlock had been reached at the second conciliation board meeting. The company offered 16% to 17%, while the NUM was demanding 19% to 37% increases. *(14)*

He said the employer's offer would take the minimum monthly wage up to R647, *(211)*

and would represent R1 858 in the top job category covered by the negotiations.

The NUM represents more than 80% of the workers in the bargaining units.

Huxham said the union had requested, and would be granted, balloting facilities on company premises.

He said the wage offer was "fair and reasonable" and well above that agreed to by the NUM and the Chamber of Mines.

The NUM could not be reached for comment.

Numbers of managers and executives drop — survey

PRETORIA — The number of employed managerial, executive and administrative workers fell sharply by more than 17 000 to 200 268 last year compared with 1987, a Central Statistical Service survey released yesterday showed.

It found there were vacancies for more than 5 000 nurses, 509 GPs, 582 computer programmers

GERALD REILLY

and related occupations and 825 motor mechanics

Professional semi professional and technical workers increased from 595 613 to 608 821, clerical and sales workers from 965 950 to 1,2-million, service industry workers from 689 114 to 760 310, arti-

sans and apprentices from 264 659 to 357 976 and labourers from 1,16 million to 1,18-million.

However, there was a drop in the number of production foremen and supervisors, miners, operators and production workers

The survey said the total overall vacancy rate decreased from 2,7% in 1987 to 2,2% in 1988.

1988/1987
23/04/88

(211)

NUM lists 'acts of defiance' (211)

By Drew Forrest

Black miners defying racial segregation made an interesting discovery at the Springfield Colliery, near Secunda, according to the National Union of Mineworkers — liquor was cheaper in the white workers' recreation club.

The NUM makes the claim in a report released last week on its campaign against discrimination on the mines and in mining towns. Anglo, which owns Springfield, says it is not policy to sell liquor at different prices at different outlets.

Dedicated to Mr Jeffrey Njuza — a Rustenburg Refinery employee shot dead by a white supervisor, allegedly after using a "whites only" teacup — the booklet lists a range of acts of defiance by black miners in the two-month-old campaign. They include:

- The use of white worker change-rooms at Anglo American's President Steyn and Vaal Reefs mines, and its Ergo plant.

Anglo says it does not separate facilities by race, but according to the "worldwide practice of differentiation on the grounds of skill and seniority".

- White workers allegedly assaulted NUM members trying to board "whites only" buses at Springfield. Anglo says no such incident took place.

- At Genmin's Grootvlei mine, black workers used the white cage and at Vaal Reefs South made whites join an underground queue.

Management says cages at Grootvlei

are not segregated, while on the queue incident, Anglo has accused NUM members of threatening violence and seeking to undermine supervisors' authority.

- At Impala Refinery workers using segregated toilets were allegedly assaulted by mine security and white workers carrying pick-handles

Management says isolated assault allegations are being investigated. It adds that it is negotiating to open "historically" segregated facilities

- At Anglo's Arnot Colliery, management allegedly locked toilets and change-rooms to stop black miners from using them. Anglo denies this.

- Disciplinary measures were taken against workers using the white change-house at Rand Mines' RM3.

RM3 says its change-rooms are divided by rank, not race, and that the workers concerned were merely counselled

Elaborating, NUM press officer Mr Jerry Majatladi said whites were exempt from the "repeated" searches to which black miners were subject. Compounding room searches — conducted "in military style and without notice" — were a special bugbear, he said.

Employers say acts of defiance have been rare.

Said the Chamber of Mines' Mr Peter Bunkell "The Chamber has repeatedly said it is opposed to racial discrimination of any kind and has done much to get rid of discriminatory practices."



Conditions for black and white miners are very different

for 35 workers. But often it is overcrowded with numbers varying from 45 to 50 each deck.
"Next to it there is a lift called 'Miriam' — it is small and used only by white personnel and team leaders. It has only two decks that accommodate 10 people each.
"Our cages leave at certain times while Miriam has no time constraints so that white workers do not have to wait for a long time to get to the surface at the end of a shift."

Workers also complained of racism underground. "Sometimes we miss our breakfast and take *phuza mandla* (a mixture of sour mielie meal and sugar) which we mix with water and it sustains us for a long time. But underground you cannot eat. You will be told: '*Sikhathi wena sebenza, wena ayikhona edla* — this is no time to eat you must work'. Yet white workers can take lunch boxes and flasks of tea with them underground."

Another major grievance relates to allegations of long delays in getting workers who are injured or get ill underground to the surface caused by careless attitudes amongst white supervisors. "If you get sick underground the white personnel accuse you of having a *babalaas* (a hangover) — but the whites get out very quickly when they are sick."

After a shift black workers are forced to eat in canteens far inferior to those frequented by white miners and team leaders, said a worker who introduced himself as Simon.
"In the dining rooms at the compound our diet is controlled like in prison. You only eat during certain hours. If you miss a meal it means you have to go hungry."

Warnings are given to workers who lose their monthly meal tickets and a worker who loses these twice during a month stands a chance of being dismissed, the workers alleged.

"And you cannot buy food and eat it inside the hostel. Management says that if we eat in the rooms we would make the hostels a health-hazard."

At the start of the campaign by black miners to defy racist regulations on the mine, management reacted by using security personnel and patrol dogs outside the canteens, toilets and change rooms, the workers said.

"One worker was mishandled and taken away on the second day of the defiance campaign while sitting in the

white canteen," said an old man called Shabangu. "But this won't stop us from fighting for normal race relations on the mine."

⊙ The Anglo American Corporation declined to comment on allegations raised by workers at President Steyn Mine and said allegations should be handled by NUM and management.

All Consgold head office staff sacked

5 Nov 30/1/84
LONDON — The entire head office staff of Consolidated Gold Fields, the diversified UK mining group, has been made redundant by the Hanson group, which won control in August after a £2.5 billion bid

The move has broken up and dispersed one of the mining world's most authoritative technical and research teams, particularly experienced in the gold business

However, Mr Martin Taylor, vice-chairman of Hanson, the industrial conglomerate, said yesterday this did not imply his group was not interested in the gold operations it had acquired or that it would quickly sell them

He suggested there was considerable expertise in the operating companies within the Gold Fields group.

Gold Fields itself started a voluntary redundancy programme

among headquarters staff during the first, unsuccessful, bid by Minarco, the South African-controlled investment group. This reduced the number of employees by about 20 to 86.

Mr Taylor said the remainder had been given notice after the successful Hanson offer because "we had two management staffs and we only need one".

The only senior Gold Fields' manager offered a role by Hanson appears to be Mr Rudolph Agnew, chairman, who is expected shortly to join the Hanson board as a non-executive director

Mr Taylor said Gold Fields' elegant headquarters building in Charles II Street, St James's, London, designed by Robert Adam in the 1750s and added to by Sir John Soane in 1805, would shortly be on the market.

It has accommodation for 150 people.— Financial Times

MINING - LABOUR

1989

OCTOBER - DEC.

Minors can now apply for Iscor shares

Iscor has decided to allow minors to apply for shares in the steel giant, if they are assisted by their parents or guardians. (211)

The merchant banks, handling the issue of 150 million shares to the public, had originally stated that no minors would be allowed to

apply for shares, but changed the ruling after numerous inquiries and queries about the matter

A person under 18 years can now fill in the form, which has to be countersigned by his parent or legal guardian — Finance Staff

4/10/89 ● See Page 20

B/Dan 5/10/89.

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Mineworkers take city council to court over right to march

THEO RAWANA

THE National Union of Mineworkers (NUM) is to bring an interdict against the Johannesburg City Council over its refusal to permit miners to march

Union members plan to march on Saturday to protest against the Chamber of Mines Centenary celebrations

A NUM source said yesterday the interdict was scheduled to be heard in the Rand Supreme Court at 10 am today

The NUM, reacting to a recent newspaper advertisement marking the chamber's centenary, said it saw no reason to celebrate the event and if the chamber wanted to thank mineworkers it should do away with racism, low wages and poor working conditions on the mines

The advertisement said "As long as

SA's strength and future prosperity are built on mineral wealth, it has one very special person to thank the miner"

The NUM said far from thanking mineworkers, the chamber had been excessively harsh on them recently.

The NUM alleges mines took action against workers protesting against the elections and the Labour Relations Act

Hawker tells of sjambokking

CAPE TOWN — A 21-year-old Mitchell's Plain fruit and vegetable hawker described yesterday how he had been attacked by sjambok-wielding riot police while in the middle of a transaction with a customer

Clive White was giving evidence at the trial of Maj Charles Brazelle and Lt David Roos who have pleaded not guilty to a charge of assault arising from riot squad action at a square near the Mitchell's Plain town centre on September 5. The square has been referred to as "Rockman Square"

He told the Wynberg Regional Court that he had been at his stall outside the town centre on that day. He had heard that children were "running amok" at a demonstration inside the centre but had not gone inside himself. At some point during the morning, Lt Rockman, whom he knew, had arrived in a vehicle. A short while afterwards four or five police vans arrived.

The police ran into the centre. A half-

hour later, while he was serving a woman customer, he saw police and other people running in his direction

When the police were virtually on top of him, two of them began hitting him and the woman

"I tried to stop them, saying I was a hawker, but they carried on hitting me. My whole arm was full of blows. I had to run away. They were continually hitting me."

Earlier Patricia Terry told the court she was one of a group of UCT law students who went to the town centre to monitor a protest by schoolchildren and possible police action

She said that after a policeman with a loudhailer told the group to disperse, several youngsters and shoppers gathered around a policeman — Rockman

They asked him questions and he answered them. The conversation continued in a "bantering" style

Terry said riot police arrived about 9.45am and formed up in a line near the

square. They were armed with quirts. No warning was given by the riot police. When the last member of these policemen joined the group, he yelled, "Kom ons vat hulle" (Roughly "Come, let's get them")

"The police charged straight into the crowd, flailing with their quirts"

Shortly afterwards she and six of her fellow para-legal monitors were arrested and put in the back of a "Mellow-Yellow" (police van)

From the window, she saw a young girl and "Committed Christian" in a black dress who had earlier been speaking to an officer about non-violent protest

Two riot policewomen and at least one riot policeman ran up to her. The policewomen grabbed hold of her and held her.

The policemen hit her across her breasts. She struggled free and started to run towards a shop. The policewomen and the man pursued her, hitting at her ankles with quirts as she was running — Sapa.

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Chamber win 'a blow to racism'

CPM Times 5/10/87
211

JOHANNESBURG. — The Chamber of Mines said it struck a major blow against race discrimination yesterday when it won a court action allowing about 28 000 miners to join its Mine Employees' Pension Fund (MEPF).

In its ruling, the Industrial Court upheld an earlier court decision that it was an unfair labour practice to exclude skilled black miners from the pension scheme purely on the basis of race.

Welcoming the decision, chamber president Mr K W Maxwell pointed out there could be no place for discrimination in these times.

"We must pave the way for the new South Africa that is to come by taking resolute actions wherever possible to ensure non-discriminatory treatment of all our employees in the industry," said Mr Maxwell.

The decision follows a protracted struggle by the chamber to persuade the all-white Council of Mining Unions (CMU) to allow blacks in skilled mining jobs to join the pension fund.

When the fund was launched in 1949, black miners were excluded on the basis that they could not enter certain job categories.

When the government began scrapping job reservation in 1981, however, black miners were allowed to fill skilled positions and, in terms of their job category, were entitled to belong to the fund. — Sapa

NUM seeks court order on protest

CML Times 5/14/8
211
Own Correspondent

JOHANNESBURG. — The National Union (NUM) of Mineworkers is to bring an interdict against the Johannesburg City Council over its refusal to grant permission for a mine workers' march.

Union members planned to march on Saturday to protest against the Chamber of Mines centenary celebrations.

A NUM source said yesterday the interdict was scheduled to be heard in the Rand Supreme Court today.

The NUM, reacting to a newspaper advertisement recently marking the chamber's centenary, said it saw no reason to celebrate the event. If the chamber wanted to thank mineworkers, it should do away with racism, low wages and poor working conditions on the mines.

Pension bar declared unfair

8/DAM 5/10/89

ALAN FINE

THE Industrial Court yesterday declared efforts by white mining unions to bar skilled black workers from the industry's pension fund an unfair labour practice.

The case was brought by the Chamber of Mines against the Council of Mining Unions — the federation of miners' and artisans' unions — after protracted and failed negotiations on the issue.

The chamber last night hailed the court decision as "a major blow against racial discrimination". A spokesman said the Mine Employees Pension Fund (MEPF), which presently has 28 000 members and assets of more than R2bn, was one of the country's largest.

Discrimination

It was established in 1949 when no black employees occupied skilled positions on the mines. Job reservation in the industry was finally abolished only last year. The MEPF rules restrict membership to "Europeans" only.

This was the second case related to discrimination won by the chamber this year. In August the Supreme Court set aside

regulations promulgated by the Minister of Economic Affairs and Technology relating to the employment of qualified miners which were potentially discriminatory.

It is understood a similar battle is still being fought related to the industry's medical benefit fund.

Yesterday's decision followed a number of previous court applications, including one which forced the Minister of Manpower to appoint a conciliation board to consider the matter after his initial refusal. This was a necessary step before bringing the case to court.

Chamber president Ken Maxwell, in welcoming the court's decision, said there could be "no place for discrimination in this day and age. We must pave the way for the new SA that is to come by taking resolute action wherever possible to ensure non-discriminatory treatment of all employees."

CMU spokesmen could not be reached for comment.

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Mines' white ^{some} pension fund

must be 'open'

By Drew Forrest

Protracted attempts by white mine unions to exclude skilled blacks from the R3 billion Mine Employees' Pension Fund (MEPF) have been ruled unfair by the Industrial Court

Yesterday, the Chamber of Mines described the judgment as a "major blow against race discrimination".

Comment from the Council of Mining Unions, which represents white miners and artisans, could not be obtained.

Beginning over four years ago, the dispute over the 28 000-member MEPF centred on the Chamber of Mines' demand that the 40-year-old fund be opened to skilled black workers on the mines.

The CMU, representing white miners and artisans, resisted the demand

Earlier this year the Chamber also won a Supreme Court action setting aside regulations promulgated by the Minister of Economic Affairs and Technology which could have been discriminatory

Welcoming the judgment, the Chamber's president, Mr K W Maxwell said "There can be no place for discrimination of this kind in this day and age."

Diamond industry may see pay strike

Labour Reporter

Between 8 000 and 10 000 black miners are poised for the first national strike on the diamond mines, following deadlock in pay talks between De Beers and the National Union of Mineworkers.

The NUM said yesterday that 85 percent of its members had voted to strike at De Beers' Finsch, Premier, Namaqualand, Kimberley and Koffiefontein mines.

It said the union had explored all the legal avenues in an attempt to win a minimum wage of R761 a month, as against the corporation's current minimum of R553.

In an interview last week, De Beers' Mr Neville Huxham said the dispute centred on wages for the lower paid.

The company is offering a minimum wage increase of 17 percent at the bottom, while the NUM is demanding 37 percent.

● The NUM has also announced that 3 000 miners are on strike over pay at two Messina Development Corporation mines.

Court permits miners' march

By Cathy Stagg and Drew Forrest

A march by 10 000 miners will take place through Johannesburg on October 28.

This was a settlement reached in the Rand Supreme Court yesterday

The National Union of Mineworkers brought an urgent application against Johannesburg City Council because permission for a march tomorrow had been refused

NUM general secretary Mr Cyril Ramaphosa said in papers that although he and the NUM president had been invited to one of the dinners organised for management of the mines, the workers had not been invited to take part in this year's Chamber of Mines centenary

Most of NUM's members felt the contribution of the mineworkers themselves had not been sufficiently recognised and that many of their aspirations remained unfulfilled after all these years, he said

The executive decided a march

was a peaceful way to make its members' feelings known

The settlement reached yesterday was made an order of the court

● The reality behind the Chamber of Mines centenary festivities was the repression of black miners and poverty wages, Mr Ramaphosa said in a statement yesterday.

He criticised the "thousands of rands squandered on newspaper and TV advertisements to glorify the supposed economic wonder" performed by the Chamber

For miners, he said, the Chamber was synonymous with mass retrenchments, bans on union meetings, assaults by mine security officials and other repressive measures.

Black miners' wages were among the lowest in South Africa. Whites earned on average six times as much as their black counterparts

"This year the Chamber refused to pay miners a minimum monthly wage of R543, as it claimed it could

not afford to," he said

The Chamber said in a statement that while it did not agree with what the NUM said, it defended its right to say it

"The Chamber welcomes the fact that it appears the NUM will be allowed to hold a protest march. We are, however, disappointed at the NUM attitude, especially on allegations of racism

"These allegations have no credibility when tested against the successful record of action by the Chamber over the past decade, especially to eradicate discrimination in employment on the mines, and its continuing efforts.

"As recently as this week, the Industrial Court ruled in the Chamber's favour in an action brought by the Chamber against the Council of Mining Unions because of the council's refusal to admit skilled black, Asian and coloured employees, as members of the Mine Employees' Pension Fund."

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De Beers the fourth big firm hit by strike action

DE BEERS is facing its first full-scale wage strike by about 8 000 NUM members, probably from Sunday night, and three other companies have already been hit by strikes involving nearly 14 000 workers

The NUM's Jerry Majatladi said the counting of strike ballots cast by 8 000 members was completed yesterday, and the result was an average 85% "yes" vote in favour of striking for an improved wage offer. The action would probably begin with Sunday's night shift, he said. The corporation's five SA diamond mines and geological division were affected.

De Beers spokesman Neville Huxham confirmed the balloting had been completed in an orderly manner. Its validity was not in question.

Neither knew of any plans for further talks aimed at heading off a strike. Huxham said De Beers was not aware of the NUM plans and could not be said to be preparing itself for possible strike action. He said De Beers considered the 16% to 17% wage offer fair and reasonable. It would bring the minimum monthly wage up to R647 which was more than double what the union had accepted in its annual negotiations at the Chamber of Mines this year.

Majatladi said the NUM's 17% to 37% demand was justified when considering inflation and the need for a living wage.

He could not predict for how long members would hold out, saying this depended on the forms of pressure —

ALAN FINE

like possible dismissals or hostel evictions — management brought

THEO RAWANA reports that about 8 000 workers, members of the Chemical Workers Industrial Union (CWIU), began a legal strike on four Sasol plants in Secunda on Wednesday night.

The CWIU said the action came after a strike ballot had been taken and was over management's refusal to provide a food allowance for workers living outside the hostels.

The company said "Sasol provides free board and lodging for employees staying in the hostels. Employees who prefer to live in the town of Embalenhle receive an allowance of R80 per month as well as free transport to the value of about R85 per month. The company regards these allowances as extremely fair."

It said production at Sasol operations was not affected and negotiations were continuing.

Negotiations

EDWARD WEST reports that more than 5 000 workers yesterday declared a strike in three divisions of Premier Food Industries — milling, oils and fats and animal feeds.

The dispute arose out of a demand for a R33 weekly across-the-board increase, or 16%, or whichever was greater against offers made by the company in its various divisions.

The Premier Group said in a state-

ment that the strike followed five months of negotiations and was proceeding in a peaceful manner. Most of its plants were using casual labour while the strike was in progress.

At mediation, the milling division, the highest payer in the milling industry, offered a final increase of 16,3% at the minimum wage level. This would have brought the 7% of the workers on the minimum wage in the urban areas to R214 a week. Further talks in the other divisions were suggested, but rejected by the union, Premier said.

Sapa reports that Cargo Carriers has been hit by a county-wide strike bringing the transport giant to a virtual standstill.

Industrial relations manager Nick Pretorius said although some employees had continued working despite the strike, it was of such a scale that it was regarded by Cargo as a "total" strike.

"We'll be affected negatively by a strike of this size and must therefore resolve it as quickly as possible."

The strikers are striking in sympathy with 280 workers who were dismissed for "illegal striking" at the Vanderbijlpark branch of Cargo.

"Cargo regards this national strike as an illegal strike, too, and we have met the Industrial Council."

The council referred the case to the Industrial Court.

● Business Day incorrectly stated in its report on the strike yesterday that management was unavailable for comment. A faxed statement was received but went astray.

It's unfair, say workers in wheelchairs

A LINE of men in wheelchairs on the pavement outside a hotel in downtown Johannesburg last weekend served a grim reminder that 12 000 workers are injured on the country's gold mines each year — and that about 100 of these will remain paralysed for life

The paraplegics were among a group of injured workers bussed into the city by the National Union of Mineworkers (Num) to attend a conference on the problems experienced by victims of underground accidents

A major grievance expressed by the delegates, who came from gold mines around the country as well as rural villages in Lesotho and the Transkei, related to compensation and job security

Disability grants in the industry are calculated according to the wages received by workers before being injured. The vast gap in wages for skilled and unskilled mineworkers means that the average black paraplegic will receive about R254 a month while a white worker in the same position will get about R1500

"If you look at the white miners who are disabled like we are you will see a vast difference," said an old man from the Hartebeesfontein mine

"They are paid high wages, but does a black man in a wheelchair not have the same needs as a white man?"

Compensation payouts failed to take into account the need for paraplegics to make alterations to their houses, and people in wheelchairs often incurred excessive transport costs because of relying on taxis and buses to get around in rural areas

Although most mines provide modern rehabilitation and training facilities for injured workers, delegates complained they were almost always given jobs paying lower wages than those received before an accident. Most delegates complained that they were seldom paid while spending time — often months — in hospital after their accidents. "In the wards the shifts are not paid," said one delegate. "That is why many people try to hide the pressure sores in hospital"

Many paraplegics noted that their injuries prevented them from qualifying for long service bonuses, and made them vulnerable when their mines retrenched workers

A range of other grievances — including threats of dismissal by some mine managers, an insensitivity on the part of union organisers, and fears of being deserted by their wives at home — created a situation which, according to one old man, "makes us, the people of the wheelchairs, sometimes wish that we should have died in that accident"

The conference resolved that the Num should deal with the problems of disabled workers in future wage negotiations with the Chamber of Mines.

Union demands are likely to include increased compensation, job security, guarantees that wages and conditions of employment will remain constant after an accident, and payment for the costs of all medical treatment and alteration to houses

Num's health and safety department plans to highlight the plight of paraplegics in union education courses so that organisers and shaft stewards will be encouraged to pay attention to

Paraplegic miners believe they are the forgotten victims of South Africa's most dangerous industry. A conference in Johannesburg looks at the problems these workers experience.
EDDIE KOCH reports

them

The union is also involved in planning a project that will deal with the problems faced by the disabled in their villages and townships

"We are not only fighting for our own rights," said a delegate to the conference, "but for those who come after us — many of those who will get injured will be our own children"

Research by industrial sociologist Shelley Arkles and Witwatersrand University researcher Jean Leger shows that the mining industry accounts for two thirds of all workers permanently injured each year in industrial accidents

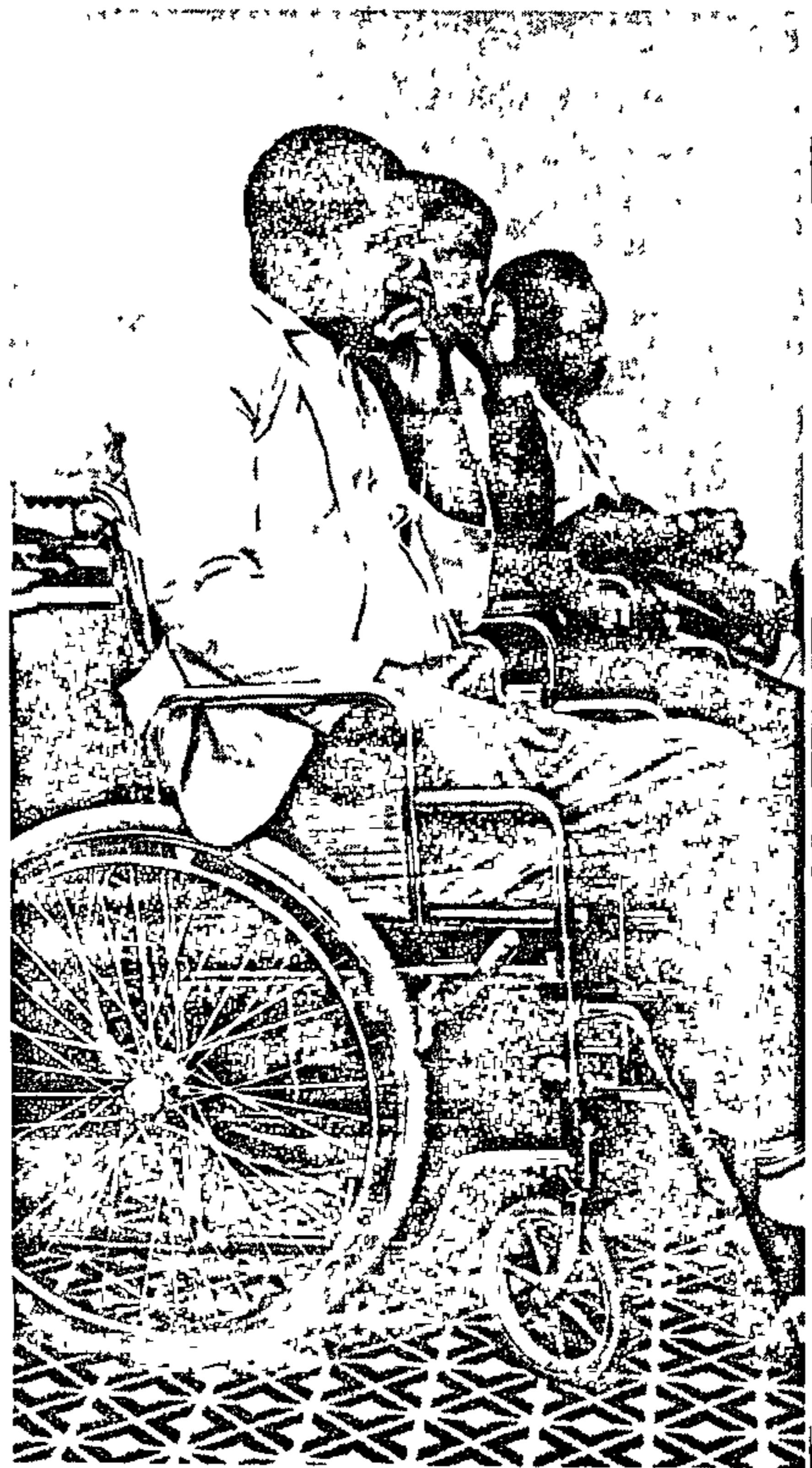
Don Pollnow, general manager for health and care services at the Chamber of Mines, told the *Weekly Mail* that in the first half of this year, mine accidents had resulted in some 128 "spinal compromised patients"

After treatment at the Chamber's Rand Mutual Hospital in Johannesburg, about two-thirds of these were left permanently or partially paralysed

Apart from rehabilitation that starts with treatment at the hospital, the mining industry runs two large training centres for disabled workers in Welkom. Wherever possible injured miners are trained to do alternative jobs and re-employed on a mine

If workers do choose to continue working in the industry they receive a wage as well as their monthly compensation payouts

Although the industry does not pay for the alteration of paraplegic miners' homes, both rehabilitation centres provide advice on how this can be done



Contemplating the costs of discriminatory compensation: disabled mineworkers follow proceedings at last week's NUM-organised conference

Picture: STEVE HILTON-BARBER, Afrapix

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Cap Times 6/10/89 (211) (120)
NUM win march action

JOHANNESBURG — Thousands of mineworkers will march through central Johannesburg on Saturday October 28. The Rand Supreme Court yesterday ruled in favour of a National Union of Mineworker's application to hold the mass protest march brought after the city council refused to allow the march.

Reports by Staff Reporter Own Correspondent, Sapa Reuter AP and UPI

THEO RAWANA
 MINEWORKERS have won the right to march through Johannesburg City on October 28, after the union had applied to the Johannesburg City Council for a permit to stage the march by 10,000 miners in their area against the Chamber of Mines.
 The union had applied to the Johannesburg City Council for a permit to stage the march by 10,000 miners in their area against the Chamber of Mines. The union had applied to the Johannesburg City Council for a permit to stage the march by 10,000 miners in their area against the Chamber of Mines.

...stage the march by 10,000 miners in their area against the Chamber of Mines. The union had applied to the Johannesburg City Council for a permit to stage the march by 10,000 miners in their area against the Chamber of Mines.

10,000 miners win right to march through Johannesburg

...the lowest in the whole SA economy. One-sixth of that of his white counterpart and among the lowest in the whole SA economy. One-sixth of that of his white counterpart and among the lowest in the whole SA economy.

...the lowest in the whole SA economy. One-sixth of that of his white counterpart and among the lowest in the whole SA economy.

NUM to march on Chamber's 100-year party

By VUSI GUNENE
and EDDIE KOCH

THE Supreme Court ruled late last night that a planned march by some 10 000 National Union of Mineworkers members (NUM) to protest against the Chamber of Mines' centenary celebrations could go ahead at the end of the month.

The union had planned to stage the march through the streets of Johannesburg tomorrow. But the Johannesburg city council prohibited the protest earlier in the week.

"Any march of such magnitude in the central business district will cause total disruption of the normal business activity," the council said.

The court decision that the march could go ahead on October 28 was the outcome of an urgent application by the NUM against the ban. Union press officer Jerry Majatladi said the union would accept the new date as this fell within the period of the Chamber's celebrations.

NUM executive members, including president James Motlatsi and general secretary Cyril Ramaphosa, will lead the march from the University of the Witwatersrand to the Chamber's Hollard Street offices.

NUM says the Chamber has spent thousands of rands on newspaper and television advertisements "to glorify the supposed economic wonder performed by it," yet earlier this year the refused to increase mineworkers' wages on the grounds that it could not afford to do so. "Mineworkers have nothing to celebrate since their experience in the past 100 years has been that mass retrenchments, mass dismissals, assaults by mine security, union bashing, working in unsafe places."

Since its inception the chamber has practised wage discrimination, with white miners earning 11 times more than their black counterparts from as early as 1911, it said.

The Chamber of Mines said in a statement last night: "On the basis that while the Chamber does not agree with what the NUM says but defends its right to say it, the Chamber welcomes the fact that it appears the NUM will be allowed to hold a protest march."

But the organisation rejected union claims of racism on the mines. "These allegations have no credibility when tested against the successful record of action by the Chamber over the past decade especially to eradicate discrimination in employment."

The Chamber noted that this week it had won an industrial court case challenging the white Council of Mining Union's refusal to admit black employees to their pension fund.

Miners planning march

By DAN DHLAMINI

A DEMAND that police produce Nicholas Boiki Thlapi, who was detained in 1986 and has been missing ever since, will be presented to the Klerksdorp police chief by a group of marchers on Saturday

The march on the Klerksdorp police station, planned for October 14, will leave the NUM offices in the town at 10am.

The march organisers said people from Potchefstroom, Orkney, Klerksdorp, Stilfontein, Vaal Reefs, the surrounding mines and other remote Western Transvaal towns would be joining the march

According to a spokesman for the organisers, Percy Tyonase, the march will be a protest against alleged security police harassment in the townships surrounding the mines and the disappearance of Thlapi

He said the marchers would also demand the unconditional release of political prisoners and detainees and the lifting of the state of emergency

Rev Harold Brookes, the organising secretary

211 of the Northern Cape and Western Transvaal Council of Churches, said Thlapi and a number of activists were detained in Klerksdorp on March 20, 1986, while on their way to a night vigil of three unrest victims.

Ompie Mangwejane says he later saw Thlapi lying on the floor of the Stilfontein police station, bleeding from the mouth.

The police later confirmed that Thlapi had been detained but said he was released.

CP memo
8/10/89

Strike at 5
De Beers mines

JOHANNESBURG. — De Beers has offered its employees an increase of 17% in an attempt to stop the strike which by last night was expected to involve 10 000 of its workers.

About 6 500 employees failed to show up for their Thursday and early Friday shifts at five De Beers-owned mines, and Mr Sej Motau, a spokesman for De Beers, said late-shift workers yesterday were also not expected to show.

The mines affected are Namaqualand, Finsch, Kimberley, Koffiefontein and Premier. — Sapa

211

CVT Tmt 14/4/87

NUM to respond to De Beers today

ALAN FINE

206 THE National Union of Mineworkers (NUM) expects to be ready to respond today to De Beers' call for further negotiations, including possible mediation, aimed at resolving the wage strike at De Beers' five SA diamond mines and its geology division. 6 Day, 16/10/89

A NUM spokesman said on Friday the strike, which began with Thursday's night-shift, involved about 9 500 members plus a number of non-members at the Namaqualand, Kimberley, Premier, Finsch and Koffiefontein mines and the geology division. De Beers put the figure at 7 800.

De Beers has offered wage increases for 1989 ranging from 16% to 17% plus recognition of June 16 as a paid holiday. The NUM demand stands at 17% to 37%. The company made its proposal for further talks on Friday. 211

The parties have still not reached full agreement on rules of behaviour to be observed during the strike. The NUM spokesman said several aspects had been agreed, but De Beers had "refused to budge" on the union's proposal that strikers be protected from dismissal.

Yesterday De Beers, responding to reports that the NUM had said one of the demands was for racial wage parity, said the union had been unable to substantiate any claim of wage discrimination.

The company rejected union allegations that De Beers pursued a policy of paying poverty wages, saying its wages were among the highest in the industry.

Anglovaal gold mines' profits slump

JOHANNESBURG

The full brunt of the higher wage and salary bills arising from the conclusion of the 1989 salary/wage reviews was felt over the entire quarter for the first time and was mainly responsible for the much higher costs incurred by the Anglovaal Group's four gold mines in the September quarter.

Anglovaal Ltd said the combined net profit of its four gold mines declined by 44,8% to R50,6m (R91,6m).

Lower capex led to higher tax payments of R64,8m against R59,6m in the previous quarter.

Net profit at Hartbeestfontein Gold Mining Company Ltd, the group's flagship producer, slipped to R42,2m (R69,5m); while at Eastern Transvaal Consolidated Mines Ltd profit was R8,9m (R12,9m).

Village Main Reef Gold Mining Company Ltd net profit was cut to R789 000 from R2,1m. Loraine Gold Mines Ltd made a loss of R1,3m (R7,1m).

Lorraine saw an 87kg reduction in gold production to 1 888kg, which offset slight rises at the other three mines. Overall gold production declined by 43kg to 10 581kg from 10 624kg.

— Reuter

Letters

Mines have fought for equal rights in workplace

1/11/89 Star

A central point in our response to the statement by Mr Cyril Ramaphosa (The Star October 23) was omitted in publication, and we believe it deserves mention.

In the last decade the mining industry's opposition to apartheid has been expressed frequently, effectively and publicly.

Its representations helped win full and equal trade union rights for all employees irrespective of race.

Its efforts secured the abolition of the "scheduled person" definition from the Mines and Works Act, ending statutory job discrimination. Today there are about 5 000 blacks in the industry in jobs previously reserved for whites, and employment is on the basis



Mr Cyril Ramaphosa.

of equal pay for equal work.

The industry has also initiated legal action against government and conservative unions over the training of coloured winding engine drivers and the segregation of change houses. It has done so over restrictions on the number of people employed with blasting licences, which could limit the entry of blacks into jobs requiring this certificate. It has gone to court to achieve the admission of qualified blacks, Asians and coloureds to the Mine Employees Pension Fund.

A number of figures were also given incorrectly and we would like to get these straight. South African mining employs nearly 750 000 people. It pays about R8 billion in wages, produces nearly 70 percent of foreign currency earned by exports and contributes about R4,3 billion in taxes. About R10 billion is spent annually on local goods and services.

TRN Main,
Chief Executive,
Chamber of Mines

Johannesburg

DE BEERS STRIKE

Claiming the spoils

The wage dispute between De Beers' mines and Cosatu's National Union of Mineworkers (NUM), which caused a national diamond mine strike, has been settled. The union accepted an 18% increase to bring the minimum wage to R653 a month.

In the final stages of negotiation the NUM had been pushing for a 26,6% increase. It started at 60% but assistant general secretary Marcel Golding claims the strike improved the confidence of union members, they have realised they can force De Beers to make small moves — away from a tradition of "making none at all."

The dispute prompted two three-day strikes (or six eight-hour shifts) by about

8 500 NUM members (the union claims 10 000, including about 2 000 sympathisers). Five mines and the De Beers geology division were affected.

The strike was suspended for a few days at the end of last month after the parties agreed to mediation. The union said De Beers had indicated it would improve its offer, which it did, from 17% to 18%. The union rejected this and resumed the strike.

It eventually settled, however, for the 18% increase together with a lump-sum payment backdated to May and recognition of June 16 as a paid holiday. The NUM also agreed to withdraw its demand for March 21 (Sharpeville Day) and October 1 (Kinross mine disaster) to be paid holidays.

Golding says that backing down on the wage demand was unimportant. "What is important is that, for the first time, we successfully shifted management's pre-strike position." He says concessions were a result of the NUM demonstrating it could bring out 98% of the work force and had the ability to use the strike weapon in a disciplined and tactical manner.

He says it was the company's agreement to backdate the offer, and grant the labour holiday, that made accepting 18% "a decision we could live with."

He adds the union was aware De Beers had stockpiled diamonds worth R4,8bn — enough to maintain sales for half a year — "but the company still responded to labour pressure. This included, at the height of negotiation, our refusal to endorse the company's exemption from the Basic Conditions of Employment Act — which provides that workers should have specific tea and lunch breaks.

"Normally, in terms of the exemption, they work up to nine hours at a time without these." However, the union continues to accept De Beers' exemption from the Act.

De Beers' industrial relations consultant Shane Leisegang says 8 100 employees went

on strike. "There are 9 900 employees in the bargaining unit, of whom 8 200 are NUM members, meaning that 82% of employees struck."

"At the final stage of negotiations, the NUM came down nearly 10% in its wage demand, while De Beers went up 1%, NUM had opened talks at 60% and De Beers at 10%. Obviously, the NUM will claim a victory, but it is untrue to say we offered June 16 as a paid holiday because of strike pressure. In fact, we made the June 16 offer before the conciliation board hearing."

"The strike cost them. They lost six shifts in pay. All the union got after resuming the strike was a uniform calculation of the lump sum, and not their demand to backdate the offer in its entirety — which would have included overtime pay, allowances, accumulated leave transmuted for cash, and pension contributions. The availability of the lump sum was conditional upon an early return to work."

Leisegang adds: "It is totally untrue to say De Beers' employees work nine-hour shifts without a break. For years they have been getting at least a 20-minute lunch break and two 10-minute tea breaks. It is a fairly informal arrangement as it is not possible to stop certain operations."

"De Beers is among the highest payers in the mining industry."



EVERY morning after workers at Rustenburg Platinum Mine go down the shafts they arrive at a sign informing them they are at the frontier between South Africa and Bophuthatswana

The moment they cross the underground borderline, black members of the National Union of Mineworkers (NUM) instantly cease to belong to the organisation militant unions based in South Africa are outlawed under the "homeland's" stringent labour laws

The strange notice confirms claims from organised labour that the "homeland" system is designed to provide industrialists with a place to escape the powerful unions that developed under "white" South Africa's once-enlightened system of industrial relations

But signs in other parts of the countryside are pointing in the other direction. At least three "homelands" are preparing to pass laws that will, in some cases, provide workers with more rights than they enjoy in South Africa

Paradoxically, the move towards labour reform in the "homelands" comes at a time when industrialists are vigorously using last year's changes to the Labour Relations Act — once regarded as Pretoria's most enlightened piece of legislation — to drastically curtail union rights in South Africa

The union frontiers between legal and less legal



General Bantu Holomisa . . . new industrial relations system
Picture TREVOR SAMSON, AFP

While some homelands ban trade unions, others are more liberal than SA, reports EDDIE KOCH

The most dramatic developments are likely to take place in kaNgwane where Chief Minister Enos Mabuza, who has steadfastly resisted pressure from Pretoria to accept independence for the "homeland", has drafted legislation that will by-pass most of the controversial clauses contained in South Africa's Labour Relations Amendment Act

While South Africa's statutory collective bargaining system does not cover farmworkers, domestic workers and public sector workers, kaNgwane will give full trade union rights to these groups of employees

Mabuza's legal adviser, Chris Albertin, says the draft law provides all workers, except for some government employees, the right to stage a legal strike without fear of being dismissed

The "homeland" law will protect unions from being sued for loss of profits, and other damages caused by legitimate strikes and will impose restrictions on managements' ability to obtain court interdicts against striking workers

Sympathy strikes at firms that share the same chain of ownership will be allowed as will boycotts of products made at a plant where there is a legitimate labour dispute

These are all rights denied to workers in South Africa

The draft also allows the kaNgwane administration the right to extend minimum wages and conditions of employment contained in South African industrial council agreements to the territory — a clause that will wipe out the wide disparities that exist between wages in the "homeland" and in South Africa

"The draft, which is in line with European labour standards, is designed to reduce the legislative content and create a framework that will generate fair labour practices," says Albertin

Although kaNgwane is one of the smallest "homelands" in South Africa, it does have a major industrial estate at kaBokwem near White River and a number of agri-business concerns in the fertile Lowveld section of the territory

Another major blow to "homeland" patterns of labour exploitation was struck last month in the Transkei, which has a much larger industrial base. After a wave of wildcat strikes that hit almost every factory in the region, Major General Bantu Holomisa announced that his military government was planning to introduce a new labour relations system

During his address to the "homeland's" 13th anniversary celebrations last week, President Tutu and Ndamase announced changes to labour laws that will make the Transkei the first "independent" homeland to legalise black trade unions

In the meantime Holomisa's government has appointed Professor Nic Wehahn, architect of South Africa's labour reforms in the late 1970s, to devise a new industrial relations system for the "homeland"

The announcement which came hot on the heels of news that Transkei may unban the African National Congress and the Pan Africanist Congress, was greeted warily by the Transkei Workers' Co-ordinating Committee, the body behind recent labour mobilisation in the territory

Activists also pointed out that hundreds of youths were detained in Umtata, while Ndamase was making his speech, and said they were sceptical about the government fulfilling its promises

But the spate of worker militancy in the "homeland" — together with Holomisa's obvious desire to portray himself as an enlightened ruler — is likely to put Umtata under strong pressure to follow the changes being planned in kaNgwane

Matsikane Mashile and Segopela Mashile, two dissident members of the Lebowa legislative assembly, told the *Weekly Mail* they have been pushing for unions to be legalised and were assured during last year's session that the matter would be investigated

The two MPs have received numerous complaints from people living in the Acornhoek area who say they are being protected by any minimum conditions of employment

They say they have support from chiefs in the heavily industrialised Sekhukhune district

This year the MPs intervened in labour disputes at an Anglo American weaving plant in Bushbuckridge and at a large saw mill near Acornhoek

In both cases, they helped broker agreements that have led to the recognition of affiliates of the Congress of South African Trade Unions (Cosatu)

A recent survey by a group of academic researchers in Johannesburg notes that the governments of Ciskei, Bophuthatswana, Venda and Ova Ova still have some of the most repressive labour legislation in the world



Faculty of Social Science introduces a new industrial policy centre for a changing South Africa

CENTRE FOR INDUSTRIAL AND LABOUR STUDIES

Post-Graduate Programme Coursework Honours and Masters 1990

Workshops on FW's reform policy and ANC Constitutional Guidelines, Industrial Democracy, Industrial Relations in the Thatcher and Reagan years, Perestroika and the democratisation of existing socialism, Third World Industrialisation Problems, Motivational and Organ-

isation Problems, Motivational and Organ-

THE CATHOLIC INSTITUTE OF EDUCATION

The Catholic Institute of Education, a service body under the SACBC working with teachers in Catholic Education, is looking for additional staff members

The CIE is committed to working for the transformation of Catholic formal education in South Africa and applicants would be required to share a similar vision

Applicants should be resident in the Johannesburg area and have had training and at least 3-5 years experience in one or more of the following areas

PRIMARY SCHOOL EDUCATION

SECONDARY SCHOOL EDUCATION

CURRICULUM DEVELOPMENT

RELIGIOUS EDUCATION

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Venter said governments should

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visible was only a small part of the

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to death was 15,6 months.

NUM application on Kinross

THE NUM has applied to the Rand Supreme Court for an order reviewing and setting aside a decision by the presiding officer at the Kinross mine disaster inquiry not to allow the union's lawyers to cross-examine witnesses

The NUM's application began before Mr Justice Goldstein yesterday.

According to an affidavit by NUM general secretary Cyril Ramaphosa, the union's legal representatives were told they would only be able to examine witnesses at the inquiry in terms of Section 6(2) of the Mines and Works Act.

That section provides for the cross-examination by those implicated by the evidence of a witness at an inquiry held under Section 5(1) of the same Act

Ramaphosa said 50 of the 177 miners killed in the Kinross disaster on September 16 1986 were NUM members

The mine and six employees

Bi day 28/11/89
SUSAN RUSSELL
were charged with culpable homicide and alternative charges of contravening the Mines and Works Act Kinross Mines Ltd and five of the employees were acquitted. The sixth pleaded guilty to two contraventions of the Act and was fined R50 on each count.

Discretion

At the inquiry into the accident held at Evander on June 28 1988, presiding officer Hendrik Liebenberg ruled that the NUM's lawyers would be precluded from cross-examining witnesses except in terms of 6(2).

The NUM has brought the application for a review on the basis that the presiding officer is vested in law with a discretion to allow cross-examination outside the provisions of 6(2).

Ramaphosa said the criminal prosecution did not adequately explore all the causes of the accident or its background.

Since the accident, he said, the practice of readily allowing the union an active role in inquiries had changed. This was explicable only on the basis of the Government Mining Engineer deciding to exclude the NUM's participation from inquiries as much as possible

Government Mining Engineer Jan Raath denied in an answering affidavit there was any fixed policy adopted to restrict the union's rights at the inquiry or generally.

He admitted the NUM had been represented at inquiries and joint inquests into accidents but denied the NUM ought to be permitted to examine all witnesses as a matter of right. Raath also denied there had been any improper policy on his part or that of presiding officer Hendrik Liebenberg

Survey shows miners 'aware of Aids risk'

Cap 7-10 28/11/89
Town Correspondent 210

JOHANNESBURG — Black miners, often named as a high-risk group in the spread of Aids and other sexually-transmitted diseases, (STDs), had a high level of awareness of the dangers of the virus, according to the results of a recent Chamber of Mines survey

The Chamber of Mines said the survey had shown miners were a responsible community who had an understanding of Aids and STDs

The survey was conducted among 429 black mine workers on four mines by the Chamber of Mines Human Resources Laboratory

Its purpose was to examine black mineworkers' awareness of Aids and STDs, as well as the behaviour patterns potentially affecting transmission

The 429 workers represented 5,6% of the labour force on the four mines

Screening won't help keep out Aids — report

By DICK USHER, Business Staff

SCREENING migrants, immigrants or foreigners for Aids is unlikely to be effective in excluding infectious people, according to Dr Oluf Martiny, medical adviser to the Chamber of Mines.

Dr Martiny, reported in the chamber's latest newsletter, based his conclusion on tests on Malawian mineworkers which showed about 10 percent were HIV positive in 1987/88, but 21 percent had become positive by 1989.

He said the increase took place while employees worked in South Africa and, because they had not returned to Malawi on leave, could not have been exposed to infection in Malawi.

Most could not have been infected in South Africa because the incidence of infection among South African miners was probably less than 0,2 percent during 1987-1989.

"HALF FOUND"

Dr Martiny said the only possible explanation was that 21 percent were infected in 1987/88 but only half were found positive in original tests.

The percentage of all miners testing HIV positive at mine clinics for sexually-transmitted diseases had doubled from 0,2 percent in 1987 to 0,4 percent in 1988 and to 0,8 percent in 1989.

A major factor in the increase was the increased prevalence of infection among Malawian miners.

A chamber survey on Aids awareness, reported in the same newsletter, developed a picture of black miners as a "responsible section of the community who have a broad understanding" of Aids and sexually-transmitted disease (STD).

It showed the vast majority reported a knowledge of Aids and STDs and a low level of sexual promiscuity.

211

Own Correspondent

JOHANNESBURG — Employment levels in the gold mining industry, hurt by some 25 000 layoffs this year largely on old and marginal mines, have declined substantially for the second consecutive year after a decade of almost uninterrupted growth

Figures supplied yesterday by the Chamber of Mines showed gold mining employment on chamber affiliates in August at 486 874, 5.6% below the 1988 average of 515 739, and about 2% (13 000) down on the January 1989 figure

Strong export markets kept to a minimum declines in employment on chamber-member collieries

The figure fell by about 1 000 (1.8%)

Gold mining jobs fall off

in the eight months, but the August figure of 54 457 is substantially below the 1988 average of 59 075

There appears little prospect of a turnaround, with the most optimistic forecasts for 1990 saying employment levels would remain stable at their present levels

NUM assistant general secretary Marcel Golding said the union had been struggling to keep lay-offs to a minimum, and to secure the best possible terms for those who have lost their jobs

Further retrenchments were in the pipeline, he said

The vast majority of the 25 000 redundancies reported by the NUM occurred at mines owned by Genmin and Rand Mines

These losses were partially offset by higher employment at highgrade mines. Anglo's goldmine workforce, for example, increased by 4 000 to just over 200 000

A third occurred in the major rationalisation programmes at ERPM and Durban Roodepoort

Deep However, Rand Mines personnel director Don King confirmed a similar exercise was carried out at Harmony, and the group is now discussing with the NUM more lay-offs at Blyvooruitzicht

King said it was hoped this would stabilise employment levels at low-grade mines

Golding listed eight Genmin mines — Leslie, Kinross, Winkelhaak, West Rand Consolidated, Marrevale, St Helena, Bracken and Grootvlei — where rationalisation programmes had been implemented

Genmin spokesmen were unavailable for comment

Golding said the NUM "was not oblivious to the industry's problems", but felt that labour law which required companies to only consult, rather than negotiate, retrenchments put the union at a disadvantage

He said a serious problem was the question of severance payments which were, in some cases, as "appalling low" as three days pay per year of service

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on Sundays, stores which had been given permission from the provincial adminis-

De Villiers had said it would no longer be necessary for most businesses in the

More layoffs likely, says NUM

B/Dam
22/12/89

Job levels on gold mines take a knock

ALAN FINE

EMPLOYMENT levels in the gold mining industry, hurt by about 25 000 layoffs this year largely on old and marginal mines, have declined substantially for the second consecutive year after a decade of almost uninterrupted growth.

Figures supplied yesterday by the Chamber of Mines showed gold mining employment on chamber affiliates in August at 486 874, 5,6% below the 1988 average of 515 739, and about 2% (13 000) down on the January 1989 figure.

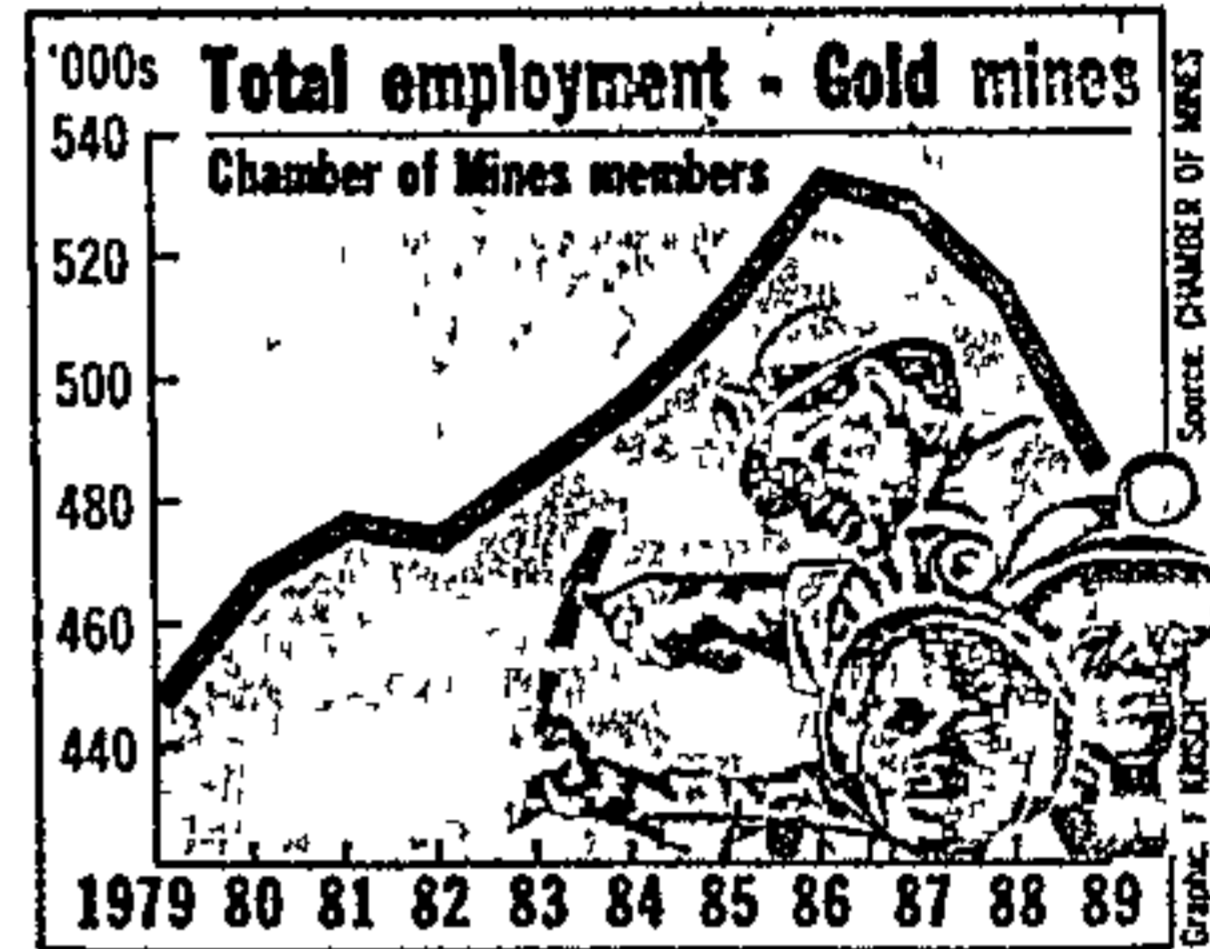
Strong export markets kept to a minimum declines in employment on chamber-member collieries. The figure fell by about 1 000 (1,8%) in the eight months, but the August figure of 54 457 is substantially below the 1988 average of 59 075.

There appears little prospect of a turnaround, with the most optimistic forecasts for 1990 saying employment levels would remain stable.

NUM assistant general secretary Marcel Golding said the union had been struggling to keep layoffs to a minimum, and to secure the best possible terms for those who had lost their jobs. Further retrenchments were in the pipeline, he said.

The vast majority of the 25 000 redundancies reported by the NUM occurred at mines owned by Genmin and Rand Mines. These losses were partially offset by higher employment at high-grade mines. Anglo's gold mine workforce, for example, increased by 4 000 to just more than 200 000.

A third of the layoffs occurred in the major rationalisation programmes at ERPM and Durban Rodepoort Deep. However, Rand Mines personnel director



Don King confirmed a similar exercise was carried out later at Harmony, and the group is now discussing more layoffs at Blyvooruitzicht with the NUM.

King said it was hoped this would stabilise employment levels at low-grade mines. Rand Mines was taking an optimistic view on the gold price. However, mines had to be geared to cope with a less favourable scenario, and manning levels would therefore remain constant in the coming months.

Golding listed eight Genmin mines — Leshe, Kinross, Winkelhaak, West Rand Consolidated, Marievale, St Helena, Bracken and Grootvlei — where rationalisation programmes had been implemented. Genmin spokesmen were unavailable for comment.

Golding said the NUM "was not oblivious to the industry's problems", but felt labour law that required that companies only consult on, not negotiate, retrenchments put the union at a disadvantage.

Its policy was to demand from com-

□ To Page 2

Gold mines

B/Dam
22/12/89

□ From Page 1

panies full disclosure of the circumstances, comprehensive examination of alternatives to layoffs and ways to minimise them. These included extended leave programmes, transfers to other mines and other jobs, and a guaranteed recall procedure to those retrenched should new positions become available. The union had had mixed success in achieving this, he said.

A further option — agreed in principle by St Helena — was for management to finance the establishment of co-operative projects for retrenched miners.

Golding said a serious problem was the question of severance payments, which were, in some cases, as "appallingly low"

as three days pay per year of service

Chamber of Mines senior economist David Kennedy said 1990 would be an easier year because of the hardening of the gold price. He expected production to be similar to the 609 tons expected for this year, and job levels to be stable.

Another chamber source, however, feared the gold price could fall again to around \$370.

Kennedy said coal export markets would continue to be strong. However, the already declining local market could deteriorate further, because Eskom had been stockpiling coal because of contractual obligations based on overestimated needs for 1989.

MINING - LABOUR

1990

JANUARY - Sept ~~AUGUST~~

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Canadian study to aid black

SA miners

Star 26/1/90
By David Braun,
The Star Bureau

WASHINGTON — A Canadian government agency is to spend close on R200 000 on a study to improve housing facilities for South Africa's black miners.

The International Development Research Centre (IDRC), set up by the Canadian parliament 20 years ago to support research that would aid in the development of Third World countries, announced this week that it was co-sponsoring the project with Queen's University of Kingston in Ontario and the University of Cape Town.

According to a Canadian spokesman, the South African Government has refused to grant IDRC workers visas to visit South Africa, but employees of the university were not expected to experience trouble in getting the necessary travel authorisation.

The South African Government grants visas to Canadian government employees only sparingly, in retaliation for Ottawa's reluctance to grant visas to South African officials.

The project will look at how the system of housing now used at most South African mines can be dismantled and replaced.

Paydirt and a tilt at unions

ST Times 28/1/90
Business Times Reporter

WITH small businesses mushrooming in every suburb and township, National Publishing has hit paydirt with its annual Business Blue Book of SA

The book contains nearly everything any type of businessman needs to know about the law — and much else

Aspects of law covered include the Employment Act, the Wage Act, Machinery and Occupational Safety Act, general administration, safety and environmental regulations, factory regulations, the Companies Act and Close Corporations Act

A novelty is a "viewpoint", a hard-hitting statement by Colin Fenton, chief executive of the Chamber of Mines

Mr Fenton says in an article headlined Unreasonable Policies "Whatever justification may be advanced by those dedicated to wrecking the economy in order to overthrow apartheid, it is

manifestly incongruous that such a policy should be upheld by trade union leaders

"Yet the leadership of the National Union of Mineworkers goes further. Its wage increase demands, from an industry it tries openly to cripple by sanctions, at a time when the profits of marginal mines are already squeezed by the depressed gold price, are pitched at some 118%

"It is on record that this (mining) industry advocated the recognition of trade unions for all employees irrespective of race and remains committed to the principles of collective bargaining. We do not believe that this process can be furthered by violence on either side, and particularly the kind of violence exemplified by public executions which three years later still go unpunished because witnesses are unwilling to give evidence — presumably for fear of retribution"

Union shooting

WORTH, West Virginia, - A dispute between union and non-union miners near a coal mine erupted in gunfire, and a union picket was killed and two other people were wounded, authorities said. - Sapa

Sowden 18/11/90 (211)



BUSINESS

THERE has been a new policy of *glasnost* in Gencor South Africa's second largest mining house has over the past few months been adopting a very open attitude to publicity.

One of the things the corporation's gold division is open about is the extent to which it has cut back its labour force, as part of its attempt to contain cost increases.

It is not the only mining house to have cut employee numbers. Rand Mines this week admitted it had done so too, but refused to disclose by how much.

The National Union of Mineworkers views the current level of retrenchments in gold mining as a major problem.

At Gencor's gold mines, employee numbers dropped to 78 000 in September last year from around 95 000 in September 1988 — an 18 percent cut. Since then, however, the situation has stabilised with the corporation's gold mines now employing between 78 000 and 80 000 people, Gencor managing director Gary Maude said this week.

Retrenchments account for only 20 to 25 percent of the jobs which have been lost. Voluntary retirement and

A new glasnost creeps into a less-shy Gencor empire

transfers account for the rest.

Maude stressed costs have been reduced proportionately — labour cuts have contributed about 40 percent of the reductions in costs, with the other 60 percent coming from controlling other factors such as wastage. And the retrenchments have included about 10 percent white workers.

The attempt to contain costs has been successful for Gencor working costs per kilogramme of gold were reduced by 2,2 percent in the December quarter, after rising by only two percent in the September quarter. This helped working profits for the 13 Gencor gold mines rise by seven percent over the quarter to R194-million — where in the March quarter last year working profits fell by 21 percent to R157-million.

Maude said a gold price rise was certain, but he was optimistic about this year, even if the gold price did

have to reduce the number of people we employed."

The planned cuts gave time for proper negotiation with trade unions, Maude said.

But NUM assistant general secretary Marcel Golding said the union was not entirely satisfied with the way Gencor had proceeded with retrenchments and was in dispute with the group's Kinross mine.

Mines plan on a five-year basis but many workers were given only two months' notice of retrenchment. And severance pay was in some cases as low as three days' for every year of service, Golding said.

The union believed it should have a say in manpower and production levels, he added.

About 60 percent of the workforce on Gencor's 13 gold mines is unionised, although this ranges from 95

percent at a mine such as Grootvlei to as low as eight percent at Beatix, according to Maude.

Gencor mines may see some further retrenchments or transfers in future, since certain of its mines are due for closure or for production cuts.

About 600 jobs will go at Stiffontein, which employs around 5 000 people, and is to be mined more selectively. Manievale is being closed down over the coming 18 months to two years. Bracken has run out of gold and is on a planned path to closure over three to four years. Its workforce is down to about 2 500.

But the outlook is much brighter for Gencor's other mines such as Oryx and Unisel.

It is also opening a new mine, Weltevreden, which is expected to start up next year.

Maude cautioned it would need a gold price of \$650 an ounce before Gencor could return to bringing in new projects at the kind of rate seen 15 years ago.

However he said developments at Weltevreden and Oryx mines would result in increased employment and in three years' time the labour force could be back to 95 000.

CLEM SUNTER

F/M 19/1/90

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More than charm

Clem Sunter, the man who replaces Peter Gush at the head of Anglo American's gold and uranium division, was ready for a change. Not only that, he says with disarming frankness, "but I've always wanted the job." It means he'll be giving up the intense involvement with scenario planning, which has made him famous, but will continue as chairman of Anglo's property division.

So what does Sunter (45) know about gold mining? Quite a lot. He was with the gold division from 1974 to the early Eighties; a major contribution was his work in improving communication systems — "from head office to the rock face." He speaks highly of the example he had when he was assistant to Rawdon Lawrie, then deputy MD of Anglo's Transvaal gold mines.

They were exciting times, with the launching of Ergo, new metallurgical processes, big risks — and luck, because the gold price was high. "I learnt the nuts and bolts of evaluating gold projects — technically, financially, managerially. Of all the areas in Anglo, it's the one I'm best qualified to get into."

Sunter will be responsible for about 200,000 employees. Is he daunted? The reply is a typically disarming Sunter blend of confidence and modesty. "Yes, but I'm not lying awake at night — yet." He's under no illusions and reckons that gold mining is



Sunter . . . lots of walking about

getting tougher all the time.

"We'll be caught in a vice. While the gold price has been stable, we've been helped by a depreciating rand. But costs have soared — wages are up, mining is deeper and grades are lower. In recent years costs have gone up by 20%-25% a year." But in structural and managerial terms, says Sunter, his predecessor, Gush, "has built a nice car, all I'll have to do is drive it."

Since coming off what has been described as the scenario roadshow, Sunter has been closely involved in corporate administration. It sounds boring but he saw it as a great challenge. He believes he has made the Anglo head office more user-friendly and he's instituted more "free enterprise" in the relationship between head office and the various divisions, letting the "free market" determine budgets and allocations.

As with his scenario planning presentations, he makes this kind of management sound simple — it seems absurd that no one had thought of it before.

It is no surprise to hear that Sunter believes his strength as a manager is that he's good with people and never talks down to them. He says his style will be MBWA — Management By Walking About. Put another way, he says, he'll be the chief cheerleader. He believes he's good at picking subordinates — "at least 70% of a job like this is forming a good team."

Weaknesses? "Yet to be exposed," he grins. He admits that he hates paper and prefers to get to grips as soon as possible with the overall shape of a problem or project.

Is he always Mr Nice Guy? Can he be ruthless? "I might lose my temper but I would never fire someone without exhaustive investigation. It's a man's life you're playing with. I can forgive mistakes, even major ones, but if a man breaks my trust, then I snap."

Married with two children, Sunter believes his family has

endured enough absences and he'll be keeping a careful eye on work spilling into private time. "Besides, my children are getting really interesting." ■

Mines claim win against segregation

By Drew Forrest

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The Chamber of Mines has won a further court victory in a battle against Government regulations which could discriminate against black miners

The Chamber said the Supreme Court this week rejected an application by the former Minister of Economic Affairs and Technology, Mr Danie Steyn, for leave to appeal against an earlier judgment on the regulations

The regulations, under the Mines and Works Act, required the mines to prove their labour needs before the Government allowed workers to qualify for certain certificates of competence. The aim was apparently to control black movement into skilled work

They also forced managers to negotiate on the "needs and preferences" of workers when providing change rooms and latrines, a potential obstacle to the desegregation of these facilities

On application by the chamber, Mr Justice J P Olivier overturned the regulations in August last year. The same judge rejected the Minister's application for leave to appeal, the chamber said.

The chamber's Mr Johann Liebenberg yesterday welcomed the judgment, saying his organisation was always happy to see the scrapping of discriminatory measures.

Too few jobs, too many people, says bank report

Weekly Mail Reporter

THE number of jobs in the productive sectors of South Africa's economy increased by only 19 000 during the 1980s, while the economically active population, excluding the TBVC countries, grew by 2,5-million people to 10,7-million

The figures are supplied in the latest *Nedbank Guide to the Economy*, which adds, however, that the growth of government countered this trend to some extent, providing employment for an additional 308 000 people. But this was partially offset by a 65 000 decline in South African Transport Services and Posts.

In the productive sector, mining employment declined from 715 000 in 1980 to 704 000 by August 1989. Manufacturing employment declined but by August last year was back to the 1980 level of 1,46-million people. Employment in construction peaked in the early 1980s at 447 000 but declined to 417 000 by last year.

During the 1990s the situation is likely to worsen, because there is likely to be no significant increase in either government or productive sector employment, says Nedcor economist Edward Osborn.

"Although there could be a steady expansion of employment growth in the private service sectors, there is unlikely to be an alleviating burgeoning of the government sector as in the 1980s."

Looking at the outlook for the manufacturing sector for this year, Nedcor economist Kevin Lings forecasts real growth for the sector of 1,5 percent, compared to an estimated 2,5 to three percent last year and six percent in 1988.

Manufacturing production was 4,5 percent lower in the third quarter of 1989 than in the same period in 1988, while average employment for the first half of the year was almost 3 500 down on the last half of 1988.

But Lings notes industries within manufacturing vary considerably on their sensitivity to business cycle

conditions. The food industry is the most stable, while the motor vehicle manufacturers are highly sensitive to the ups and downs of the business cycle. Other "highly sensitive" industries include textiles, furniture, transport equipment and electrical machinery. Industries in this category make up a quarter of total manufacturing output, and could experience very low or even negative real growth in 1990.

Industries of "average sensitivity" include iron and steel, metal and plastic products, printing and publishing. Some industries in this category have already experienced substantial falls in production of up to 10 percent.

"Relatively stable" industries include food, footwear, beverages, leather, paper and other chemical products. These industries, which together make up 37,5 percent of total manufacturing output, should show steady growth in the coming year.

The fur trade ends at Harrods

BRITISH animal protection groups claimed a major victory this week as Harrods, the exclusive London department store, announced it would halt fur sales.

Harrods' owners, the House of Fraser department store chain, had already stopped offering furs in its 62 other stores last year.

The shutdowns followed years of sagging sales for the haired animal hides, which changed hands to the tune of £80-million in 1984 but declined to only £11-million (about R47-million) in the first half of 1989.

The sales collapse came amid repeated anti-fur media campaigns by Greenpeace, Lynx and other groups advocating wildlife protection. Recent years also saw many fur outlets hit by arson attacks by militant animal rights activists. — Deutsche Presse Agentur

CAPE TOWN 22/2/90
Workers in
wage protest

JOHANNESBURG —
About 150 blue- and
white-collar employees
of the Gencor mining
company staged a 15-
minute demonstration
outside its headquarters
yesterday to protest
against management's
refusal to grant them a
R350 increase.

Management has re-
jected the workers' de-
mands, instead offering
an across-the-board in-
crease of R150. — Sapa

Milestone court order against strike

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ALAN FINE

GENMIN-administered Marievale gold mine has won a milestone Industrial Court interdict restraining NUM members from striking on the grounds that a strike may force the permanent closure of the mine.

The interdict was granted at an urgent court sitting in Pretoria on Tuesday night, labour lawyer Willem le Roux said yesterday. He said it was the first time the court had granted an interdict on this basis.

However, about 400 NUM members began striking on Tuesday night in support of demands for higher severance pay for retrenched workers, and they continued to do so yesterday in defiance of the order.

Le Roux said presiding officer advocate D J Pienaar had found the company had established a clear right to the order and had shown the balance of convenience rested with it.

Marievale had argued that the mine, a marginal one, was near the end of its life. The NUM action, even if lawful, would be an unfair labour practice because a long strike would lead to the mine's closure.

The return date of the rule nisi has been set for March 28.

A NUM spokesman said the strike began after seven months of negotiations on a retrenchment agreement. The point of deadlock was a union demand that workers being retrenched be entitled to two weeks' pay per year of service. The company is

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Milestone

offering one week

The NUM criticised management's "attitude" to the whole dispute, saying that "rather than issuing threats and interdicting the union, management should continue negotiations with the union representatives until the dispute is amicably resolved".

It said 300 workers were retrenched last year, and it was only after legal avenues were exhausted that workers decided to

strike in an attempt to win their demands

A union spokesman said workers were still striking because they believed they had followed all necessary procedures to entitle them to strike lawfully.

Marievale management could not be reached for comment on the strike. It is understood management met with NUM representatives during the day but the matter was unresolved.

From Page 1

Management agrees to look at miners' grievances

ANDREW GILL

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MORE than 450 striking workers at the Genmin-administered Marievale gold mine returned to work yesterday after management agreed to consider their grievances.

Strike action was taken when management and the NUM deadlocked over retrenchment benefits. The union was demanding two weeks severance pay for 378 workers retrenched in September last year, while Marievale was offering only one week.

NUM assistant general secretary Marcel Golding said the union would consider resuming the strike should employers not accede to demands that workers are paid two weeks severance pay for each year of service on retrenchment. *6/10 am 213/90*

Gengold MD Gary Maude said two weeks severance pay was out of the question, as that would be as damaging as the strike.

The mine obtained a court interdict on Tuesday night restraining workers from striking on the grounds that it might force permanent closure of the mine.

In a statement released last night, Golding said "the application was granted on the strength of untested allegations made by the mine".

He said the union was given only four hours' notice of the application and, as a result, was not represented at the hearing.

"The continued disregard by the industrial court of accepted court procedures should make all labour lawyers and others hang their heads in shame.

"It is high time that companies learnt that interdicts do not resolve disputes."

Maude said it was the union that gave no notice of the strike.

"This forced us to bring an urgent interdict against them for economic reasons, and it was on these grounds that it was granted."

Golding said "the only effect interdicts of this type have against lawful strikes is to make workers sceptical of the value of using any statutory conciliation procedures".

The return date for the interdict is March 28.

Mineworkers celebrate

THOUSANDS of mineworkers yesterday converged on the Thebong Stadium, Welkom, to celebrate the 35th anniversary of the SA Congress of Trade Unions. 211

Rallied behind the National Union of Mineworkers, the miners will also discuss the Labour Relations Amendment Act, the workers' charter, and challenges facing the labour movement in the present situation in the country. Sowetan 5/3/90

Leaders from Cosatu, UDF, Num, and affiliates including Mr Patrick "Terror" Lekota, Mr Sydney Mafumadi, and Mr James Motlatfi were the top speakers at the rally. - Sapa.

Govt rejects CP claims of black assaults

Political Correspondent

THE government yesterday rejected Conservative Party claims that President F W de Klerk's recent reforms had resulted in a rapid escalation of assaults by blacks on white mineworkers.

But CP leader Dr Andries Treurnicht last night called for an urgent meeting with Law and Order Minister Mr Adriaan Vlok after a number of whites were arrested yesterday after sjambokking blacks taking part in a legal protest march in the mining town of Welkom.

Dr Treurnicht demanded that the government no longer give permission for black protest marches to take place through white areas as "such so-called peace marches can very easily result in violence, as has already happened in the past".

"It leads to greater polarisation between black and white and has serious conflict potential," Dr Treurnicht said.

Earlier, Mr Vlok told Parliament during a snap debate on the deteriorating security situation and assaults on white mineworkers that incidents of assault by whites against blacks were "considerably higher" than attacks by blacks on whites.

Black assaults on fellow blacks were also much higher than those by whites

on blacks, Mr Vlok added

For example, at one of the mines where trouble had recently flared, there had been three cases of blacks assaulting whites, 32 of whites assaulting blacks and 37 of blacks assaulting blacks during the same period

"In the Klerksdorp Inspectorate, where 81 black-on-white assaults occurred, there had been 217 white-on-black and 463 black-on-black assaults," Mr Vlok said.

Introducing the motion, CP spokesman on law and order Mr Moolman Mentz said that whites had "had enough" of attacks by blacks.

He said the recent wave of attacks on white mineworkers was part of an "orchestrated plan of intimidation" to create chaos in the country and prepare the way for an ANC takeover

The NP MP for George, Mr Hennie Smit, said that only 28% of the assaults on whites in 1989 had been made by blacks.

The CP's deputy leader, Dr Ferdi Hartzenberg, said the government should stop hiding behind the issue of white fears.

"There is no such thing as white fears. We only see a growing awakening of nationalism. Whites are becoming angry."

The government was making the greatest mistake of its life if it believed that whites wanted to live in an Azania, Dr Hartzenberg said.

Bold tax relief in Budget is key

Mines could offer '120 000 more jobs'

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~~scribble~~
~~scribble~~

B/Dam
12/3/90

GOVERNMENT could secure, during the next decade, 120 000 new jobs in the gold mining industry, affecting up to 750 000 dependants, if bold tax reform is announced in Wednesday's Budget.

Tom Dale, head of research at stockbrokers Ed Hern, Rudolph, Inc, argues that "immediate abolition of lease and tax surcharge liabilities for gold mines, and a new deal on ring fencing, would improve return on several gold mining projects to above the rate which investors require for the high risks of deep level mining".

Gold mines paid an overall average tax rate for the December 1989 quarter of 52% on taxable profits of R674m.

"This disguises the fact that some mines are currently paying combined lease and tax rates of up to 65%," said Dale.

In their annual reviews recently, Peter Gush and Lionel Hewitt, chairmen of Anglo American's operating mines, said: "There is no doubt that the current system of ring fencing is the single biggest factor inhibiting the development of gold mines."

Ring fencing prohibits the absorption of a developing mine's tax losses by a sister mine with taxable profits.

Dale said that bold tax reform could mean that JCI's South Deep, Anglovaal's Sun project, Vaal Reefs' Moab shaft and Freegold's Du Preez' Leger Jonkers Rust would each, probably, get an immediate go-ahead from the mining houses.

"These projects could produce more than 8-million tons of gold-bearing ore a year by the turn of the century, increasing to about 15-million tons a year during the following decade."

BARRY SERGEANT

The four potential mines are being held up by tax obstacles, the mining houses involved have consistently stressed. Gush and Hewitt, too, have argued that "further bold reforms were required for the mining tax system."

Finance Minister Barend du Plessis has hinted that ring fencing may be addressed. This was acknowledged by Gush and Hewitt.

Dale welcomed the report from the Tax Advisory Committee on the definition of capital gain versus revenue, which was handed recently to Du Plessis. "This issue has constantly constituted further uncertainty in a business environment already fraught with risk."

Dale calculated that of the R32bn worth of gold mining investments held by the six major mining houses, about R14bn at Friday's closing share prices could be classified as "mature".

He explained that if a clear definition of capital gains was made, some of these mature investments could be realised and the proceeds used to finance new mining ventures.

Major arguments for bold mining tax reform are that deep level, hard rock mining is high risk, the gold price is set in international markets; SA costs are rising faster than competitors; and the only real variable in the equation is the tax system applicable.

Dale says that from operating gold mines' figures, it can be assumed that a

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Tax reform

B/Dam
12/3/90

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From Page 1

180 000 tons per month (tpm) deep level mine would employ about 12 000. "The resultant direct employment opportunity could be 46 000 by the year 2000, possibly rising to 82 000 men by the year 2010."

"If we accept an employment multiplier of 1,5 for the hard rock mining industry, total employment stimulated by these mines (including secondary industry) could grow from 69 000 to 123 000 over a 20-year period. Using a dependency ratio of 6,1, almost 750 000 individuals could be affected by bold mining tax reform in the forthcoming Budget."

Dale says a mining rate of 15-million tons a year would cost about R2bn a year in real terms in wages, consumables and power. He argues that this expenditure would provide enormous stimulus to

secondary industry

"Moreover, the total capital cost of establishing 15-million tons a year output is probably around R15bn in current terms. This additional expenditure of about R750m a year in real terms over 20 years would provide further stimulus to secondary industries."

Dale argues that further down the line, tax neutrality for gold mines could well lead to development of the virgin "Potch Gap" goldfields, and large areas of the Free State which are unattractive to investors in the current tax environment.

Dale says the additional projects — an estimated seven deep-level mines — have the potential to employ more than double the 123 000 men that would be employed by the four projects that are being held up by tax obstacles

Discontent growing at Free State mines

810am 13/3/90
DISCONTENT over alleged discriminatory practices on Free State mines was continuing and 8 000 miners were on strike at the Anglo American-owned Vaal Reefs mine near Orkney, National Union of Mineworkers (NUM) spokesman Jerry Majatladi said yesterday.

He said workers staged a sit-in on Thursday protesting against alleged preferential treatment given to white miners and there was a strike on Friday.

But Anglo American gold division spokesman Adrian du Plessis denied there had been a strike at Vaal Reefs No 9 shaft. He said there had been a work stoppage protesting against hoisting times on Friday, but workers had returned for the night shift.

He said Free State Anglo mines affected by the NUM protests — President Steyn, President Brand, Western Holdings and Saaiplaas — resumed usual working practices at the weekend.

He said discussions were continuing with NUM representatives at shaft and mine level about the protests against the practice of hoisting on the basis of seniority.

Management had decided to reopen Western Holdings No 2 shaft, which was closed on Friday, after receiving an assurance from the NUM that production would not be affected by protests.

The NUM claimed its workers were locked out on Friday after protest action against queueing preference given to supervisors who were mainly white.

Du Plessis denied an NUM claim that mine security used teargas and fired rubber bullets at workers who gathered at Western Holdings No 2 shaft for a report-back meeting on Sunday.

Majatladi said 100 of the 5 000 workers at the meeting were injured when

ADELE BALETA

they tried to escape from the building where the meeting was to take place.

"We are concerned that violence may erupt if situations are not handled correctly," he said.

Du Plessis said the NUM allegations were exaggerated. Prior to the meeting of 250 workers, security approached organisers about disruptive behaviour in breach of the agreed rules for union meetings on company property.

"In a crush by miners vacating the venue, 44 employees sustained light injuries. The meeting was resumed."

Yesterday, Majatladi claimed white miners were arming themselves before going underground at the Genmin-managed Unisel Mine in Welkom.

Assurances

Genmin spokesman Garry Maude said white miners were checked for arms last week, after the Council of Mining Unions (CMU) requested this. No arms were found.

CMU secretary Tom Neethling said black miners had threatened and assaulted white miners in the past.

"We do not approve of our members arming themselves. We have asked management to give us security assurances," he said.

Majatladi said three workers were dismissed from Anglo's Saaiplaas Mine on Friday for allegedly trying to force white miners to queue.

On Saturday at President Brand Mine No 4 shaft in Welkom workers brought their wives into the compound to protest against the compound system and racially segregated facilities.

(211) (110)
**Mines rule
'racial'**

OWN Correspondent
Temp
14/3/90

JOHANNESBURG. —
The Chamber of Mines yesterday accused the government of seeking to reintroduce racially discriminatory regulations on the mines — an attitude which “flies in the face” of official government policy.

Chamber vice-president Mr Clive Knobbs was commenting after the Appeal Court yesterday granted the Minister of Economic Affairs and Technology leave to appeal to a Full Bench of the Transvaal Supreme Court against an order that declared part of the Mines and Works regulations invalid.

The part involves latrines and change-houses.

Mine facilities segregated, claims NUM

By MOKGADI PELA

ABOUT 8 000 members of the National Union of Mineworkers this week downed tools at Vaal Reefs due to "discriminatory policies of the company".

A union spokesman, Mr Jerry Majatladi, said workers were denied freedom of association. Workers also complained about segregated facilities at the No.9 Shaft. *Sowetan 14/3/90*

But, in a statement on Monday, Anglo American disputed that there was a strike, and said it "did not think it helpful to exchange accusations with union spokesmen in the Press".



Search teams

"We are dealing with union representatives continuously, at shaft and mine level, and are making important progress in resolving issues raised in this manner," the Anglo statement added.

Meanwhile, NUM also said 10 000 workers at Vaal Reefs No 8 shaft in Klerksdorp resumed work after an agreement about the constitution of search teams charged with the responsibility of looking for workers who went missing more than a week ago.

On March 3, 10 mineworkers were trapped underground after a rockfall. Workers were demanding that search teams should include NUM shaft stewards.

(211)

Vaal Reefs miners on strike over grievances

By P. van 15/3/90

ADELE BALETA

AT LEAST 5 000 miners at Anglo American-owned Vaal Reefs mine near Orkney went on strike yesterday in continuing industrial action at the corporation's mines.

National Union of Mineworkers (NUM) spokesman Jerry Majatladi said strikers at the No 6 and 7 shafts marched to the mine's main office to present a list of demands to management.

Anglo American gold division spokesman Adrian Du Plessis confirmed a series of one-day strikes at Vaal Reefs including strikes at No 6 and 7 shafts yesterday. He said they were "evidently part of an organised campaign which involved protest action at Anglo's Free State gold mines last week".

Majatladi said while strikers were en route to management offices, mine security fired teargas at them, without warning.

Workers returned to the hostel and their demands were handed to the hostel manager.

The demands included an end to discriminatory laws at the mine, scrapping of the hostel and migrant labour system, the removal of barbed wire surrounding hostels, the reinstatement of three workers allegedly dismissed for

ignoring disciplinary laws, the removal of mine security and an end to harassment of shop stewards.

Majatladi said a strike by 4 500 miners at Vaal Reefs number 9 shaft continued yesterday.

The strike which began on Tuesday centred around the issue of safety. NUM members were also protesting at the delay in talks on alleged discriminatory hosting times and the reinstatement of two colleagues who were dismissed after trying to form a non-racial queue.

Du Plessis said the strikes were unprocedural in terms of the agreement reached with NUM.

"Management cannot tolerate this pattern of unconstitutional industrial action particularly since it aggravates workplace relations and has led to instances of reported violence and disruptive behaviour which could not pass unheeded."

Amcoal spokesman Paul Clothier said about 1 500 workers who went on a wildcat strike on Monday at the SA Coal Estates Colliery near Witbank had returned to work.

Management were looking into a list of worker grievances.

Reuters

Carl T-13 15/3/90

(211)

'Nothing to please workers'

JOHANNESBURG. — There was little to please mineworkers and workers in general in the budget, NUM economist Martin Nicol said yesterday.

Nicol said the tax concessions made to the mining industry — such as the phasing-in of a lower tax formula on gold mines and a relaxation of ring-fencing — may help the industry. But the NUM would not give its support to tax changes so long as benefits were not used to pay decent wages.

Also, while these concessions may increase employment opportunities, the Marais Commission recommendations which make marginal mines less profitable would have the opposite effect, he added.

On the budget as a whole, Nicol said it appeared the economy was being restructured to provide increased profits while workers' would face state and employer opposition to efforts to win a decent wage. It seemed the government expected the workers alone to make all the sacrifices.

Miners stage sit-in protest underground

AT LEAST 4 000 NUM members at Gen-gold's Unisel mine in the Free State have embarked on underground sit-ins to protest against "racial queuing", while production at Vaal Reefs gold mine shafts hit by protests resumed yesterday.

NUM spokesman Jerry Majatladi said management opposed worker demands that integrated queuing be introduced at Unisel.

The mineworkers queue separately on the basis of race to go underground and to return to the surface.

The action was part of the NUM's defiance campaign for "justice, peace and democracy" which focused on discrimination and segregated facilities.

Majatladi said miners on the Wednesday night shift went underground where they staged a sit-in.

"Armed mine security escorted the workers to the surface. The sit-ins continued throughout yesterday's shifts," he said.

Majatladi also claimed management transported five workers off the mine premises. He said when they returned

ADELE BALETA

they were charged with trespassing.

This was denied by gold division MD Gary Maude, who said the NUM was not recognised at the mine and representatives were organising illegal action in an attempt to strengthen their membership and gain recognition. He confirmed sit-ins had taken place.

"Management questioned workers about their action but the miners did not respond. They later came to the surface and returned to their hostels."

He said NUM representatives yesterday approached the mine manager, saying if two workers recently dismissed for protest action were reinstated they would persuade workers to return.

Anglo's gold division spokesman Adrian du Plessis said all shafts previously affected by protest action at Vaal Reefs near Orkney resumed normal working operations yesterday.

Discussions were continuing with employees and their representatives on identifying and resolving the issues behind the protest campaign.

Mine stayaway: union loses its recognition

~~ALAN FINE~~ ALAN FINE

211

DE BEERS has terminated its recognition of the NUM at its Premier Mine after an unprocedural stayaway by workers on Wednesday, Sharpeville Day, the corporation announced yesterday.

The step, which the company said was a response to the latest in a series of contraventions of agreements by the local NUM branch committee, will affect nearly 3 000 NUM members — 92% of the mine's black workforce. *B/D am 23/3/90*

A De Beers spokesman said the company had demonstrated it was not insensitive to such matters. It had recognised May 1 (before it became a statutory holiday) and June 16 as paid holidays.

He said the NUM and the mine had a special procedure for dealing with issues like commemoration days.

NUM assistant general secretary Marcel Golding described the move as "premature, shortsighted, and probably a breach of the agreement".

He said De Beers' unilateral decision to withdraw union recognition failed to address any basic problems at the mine.

He said the union was willing to discuss the problem with management.

As things stood, the union would have to look at "other ways" of resolving the matter.

The De Beers spokesman said the corporation's unhappiness at the conduct of the Premier branch committee did not represent a general trend in its relationship with the NUM, which was largely a satisfactory one.

LABOUR F/M 23/3/90

Under the skin (211)

Several Free State mines have been hit by protest actions over alleged race discrimination. They include Anglo American's Vaal Reefs, President Steyn, President Brand, Saarplaas and Western Holdings; and Gengold's Unisel. ~~(FPA)~~ ~~(FPA)~~

Protest action started two weeks ago. It has included sit-ins and strikes at Vaal Reefs and Western Holdings shafts in protest

F/M 23/3/90

(211)

~~(FPA)~~ ~~(FPA)~~

4

against alleged discriminatory practices in hoisting and queuing. There have been protests on safety issues and demands for the reinstatement of two Vaal Reefs miners dismissed after protest action. At President Brand there was a protest against the compound system and segregated facilities.

Workers at two Vaal Reefs shafts presented a list of demands to management. They included the scrapping of the hostel and migrant labour systems; reinstatement of workers allegedly dismissed for ignoring discriminatory laws in the mine; and the removal of barbed wire surrounding hostels.

By late last week normal operations were resumed at all shafts at Vaal Reefs. This was confirmed by Anglo American gold division spokesman Adrian du Plessis. He denied discriminatory practices in hoisting and queuing. He says the procedures are based on seniority and not race.

Towards the end of last week strikes by about 4 000 workers continued at Gengold's Unisel mine near Welkom. They were also protesting against the policy of "racial queuing".

Gengold MD Gary Maude also referred to the concept of seniority. Maude added that strike action had been declared illegal by an industrial court at the weekend but by Monday 2 400 underground workers had gone on strike at Unisel.

NUM spokesman Jerry Majatladi says the union is calling for the reinstatement of

four workers dismissed after protest action last week and demanding that no disciplinary action should be taken against strikers ■

Falling prices threaten 1 600 Cons Murch jobs

(211) B Day 27/3/90

NEARLY 1 600 mining jobs are at stake at antimony producer Consolidated Murchison after the company alerted shareholders that its future was being evaluated because of continually weakening world prices.

The Cons Murch mine, in the Letaba district of the eastern Transvaal, is the single largest in the world, producing about 12% of global output. Important quantities of gold are obtained as a by-product.

However, it has been plagued by steadily declining production and loss of export market share to other producer nations like Bolivia and China, who together account for more than 40% of global output.

A mining analyst from Frankel Kruger Vinderine said the 1 600 employed at Cons Murch — 900 underground, the rest on the surface — was a "fairly reasonable size workforce".

This was a reflection, he said, of the essentially labour intensive methods of production and the overall mining process.

Access to the individual ore bodies is by means of a number of vertical shafts. Sub-level stoping is used for the wider ore bodies, and overhand stope shrinkage methods for narrow

ROBERT GENTLE

veins.

The antimony obtained from the resulting metallurgical process is bagged for export or processed further into crude antimony trioxide (used primarily as a flame retardant) before it too is exported. Gold is recovered at various stages of the metallurgical process.

Analysts believe this entire production process could be radically scaled down, with possible closure of shafts, running down of stocks and an eventual care-and-maintenance status (the penultimate stage to an outright closure).

This would necessarily lead to

either retrenchment of the workers involved, or their reassignment to other operating areas of the two major shareholders JCI (24% stake) and Anglovaal (8% stake).

There is a serious likelihood of this happening considering the gloomy quarterly results published on January 17 1990.

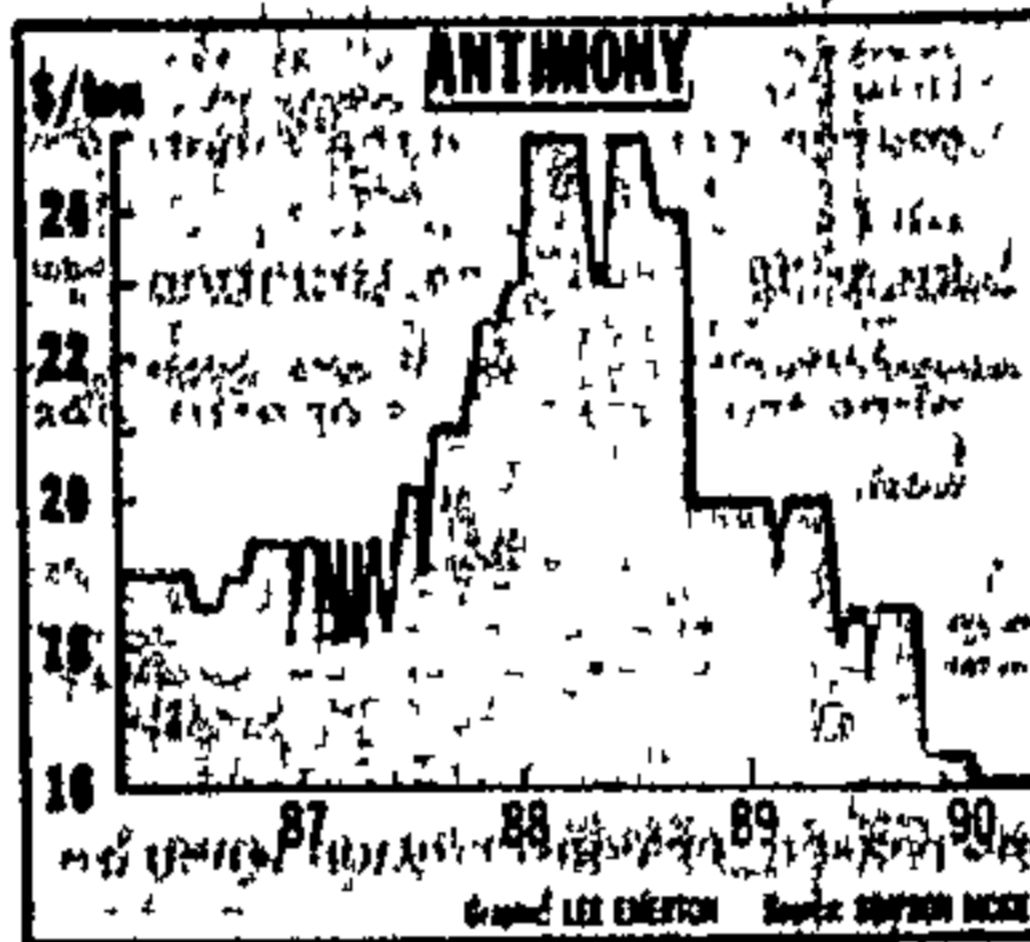
Plagued by steep declines in gold revenue, disappointing grades and a month-long strike by NUM workers, total mining revenue fell 23% on the previous quarter and the operating loss widened from R1,43m to R3,3m.

This was the end of a process which started back in 1988 when China, the world's largest producer, stopped supplying antimony through a central marketing structure.

It led to what chairman Michael Harwarden described at the time as "a free-for-all", forcing Cons Murch to cut prices to levels below that of a year ago.

There are three weeks to go before the Cons Murch board shows its hand.

□ The small, nearby village of Gravelotte would again make the news, this time because of a likely loss of business from the Cons Murch presence. Two weeks ago, Gravelotte made the news after winning the Sats award for the neatest station in SA.



ADELE BALETA

GOLD FIELDS management yesterday confirmed using teargas to disperse 7 000 miners who staged a march to mourn the deaths of seven miners killed in the past two months at the company's Deelkraal gold mine near Carletonville.

Gold Fields spokesman Attie Roets said mine security used teargas after National Union of Mineworkers (NUM) members ignored a warning to disperse.

NUM spokesman Jerry Majatladi said management was given a list of demands.

Miners teargassed during march to mourn dead colleagues

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D/Day 27/3/90

Five miners were killed on Thursday when underground rolling stock left the rails and crashed into a workers' team. Majatladi said a white team leader had ignored the warnings of a black team not to work in an area which engineers had declared unsafe six days previously.

Roets admitted the area had been declared unsafe but added the area was not the main issue. He could not discuss the accident as it was being investigated. He said miners returned to work yesterday after Sunday's stoppage and workers demands were receiving attention.

Majatladi said in February a dead miner was left buried under rock while a competition for team leaders went ahead, and mining and blasting continued while a worker was lost underground. Deelkraal miners' demands included compensation of R100 000 for each of the families of the seven dead miners, the dismissal of the supervisor whose "illegal instruction resulted in the deaths" and the

suspension of the area manager.

The Chemical Workers Industrial Union (CWIU) said in a statement yesterday it was to launch a health and safety campaign at Sasol's Secunda complex.

The statement said two workers had been killed at Sasol plants since February. Sasol media manager Jan Krymanuw said the Secunda incidents were being investigated. However, he said, Sasol 1, 2 and 3 all had five-star ratings.

Num wants R700 000

THE National Union of Mineworkers is demanding R100 000 from Goldfields for each of the seven miners killed in recent accidents at a Western Transvaal mine. *Sowetan 28/3/90*

Num official Mr Jerry Majatladi said the money - if granted by the company - would be used to set up a fund for families of the dead miners, who were employed at Deelkraal mine in Carletonville. Five of them died a week ago.

"The workers at Deelkraal are deeply distressed at the recent deaths of seven comrades - five died last week and two in February," Majatladi said.

Goldfields spokesman Mr Attie Roets yesterday confirmed that man-

By LEN MASEKO

agement had received a set of demands from the union. It expects to respond to the demands "within a week".

Num's demands include:

* Suspension of the manager of the section in which the miners died;

* A halt to blasting whenever mineworkers went missing underground; and

* The right to elect safety stewards.

The death of the mineworkers triggered a work stoppage and a march by 7 000 Num members at the mine on Monday. But the march was stopped by mine security guards, who fired teargas and birdshot at the workers.

COMPANIES

~~211~~ 211 ~~211~~

6 754 jobs lost at three Genmin mines in 1989

B/Dum 29/3/90

A TOTAL of 6 754 people lost jobs at three Genmin mines in 1989 as a result of cost-cutting, annual reports released yesterday disclose.

RIAAN SMIT

Grootvlei and Stilfontein chairman Gary Maude said 1 700 jobs were lost at Grootvlei, while St Helena and West Rand Cons chairman Brian Gilbertson said 1 665 employees lost jobs at St Helena and 3 389 at West Rand Cons.

reduced 35,4%, but gold recovered dropped only 25,7%, reflecting a slight increase in average grade from 3,3g/t to 3,6g/t.

They said cost inflation and a constant rand gold price were either reducing profit margins or threatening continued viability of operations

As a result of eliminating the mining of unpayable ore, Grootvlei was well placed to either take advantage of any increase in the gold price or to weather a depressed rand gold price in the short term, he said.

Maude said the 1,3% increase in the rand price of gold to R32 115/kg was not sufficient to offset Stilfontein's 13,5% increase in working costs to R30 161.

"However, at current gold prices, the area remaining to be developed is limited and the potential for opening up and mining new areas is restricted"

This increase was due mainly to reduced tonnage "from the ever-diminishing higher grade Vaal Reef ore reserves". The mine was also forced to treat waste rock material, while the Margaret shaft was out of commissioning, which further diluted average grade from 3,6g/t to 2,5g/t.

Gilbertson said at West Rand Cons the production level of 996 000 tons would be maintained until July 1990, after which production from the richer VCR at the Montana shaft was expected to decline as ore reserves became depleted.

Working income from the mine consequently fell from R23,3m to R9,9m.

The lower grade and shortfall in gold production would be offset by increasing the underground production rate from 32 000 to 39 000 tons a month.

"In view of the virtual depletion of Vaal Reef ore reserves, the mine is becoming increasingly dependent on the lower grade Ventersdorp Contact Reef. The VCR has proved to be highly erratic in value and it is expected that this will lead to a reduction in gold output in 1990," Maude said

At St Helena major emphasis would be placed on developing the No 10 shaft to offset the anticipated decrease in the available ore reserves at the No 8 shaft during the next two years, he said.

At Grootvlei square metres mined were

The No 1B ventilation shaft at Oryx had been bored to its final depth of 965m below surface, making it the deepest mechanically bored shaft in the world and a first for SA. Ore production was set to begin in the third quarter of 1991, building up to 100 000 tons a month in 1994, he said.

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NUM hits out

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THE National Union of Mineworkers has hit out at a management ban on "protest marches, demonstrations and singing and dancing" at Anglo American's Western Deep Levels gold mine, in the Western Transvaal.

Journalist 30/3/90

In defiance of the ban, 10 000 workers would march on management offices next week to present a list of grievances, the union said.

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Mineworkers' leader speaks out ...

Year of peace, justice for Num

NUM
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FOCUS

WE start the last decade of the 20th century with South Africa deeply immersed in a political and economic crisis unknown since the white supremacists came to power in 1948.

The current crisis is a culmination of economic mismanagement by the apartheid rulers for more than 40 years.

Soon after coming to power, the Nats used the apartheid state to regulate the economy in such a way that the nascent Afrikaner capitalists could grow and develop.

The apartheid state became an indispensable tool of repression to keep the black labour force in captivity while nationalisation of strategic industries facilitated economic growth and capital accumulation.

Affluence

While white South Africa was basking in the sun of affluence, the black majority were impoverished.

The wealth of the country was squandered in pursuance of the unworkable policy of apartheid that resulted with the balkanisation of SA into nine barren pieces of land called bantustans

It was not long before the Indians and coloureds were given another costly puppet political structure called the tricameral parliament

As a rule, this apartheid policy had to be implemented and maintained through the use of brute force against its victims - the black people

It was not long before the myth of white supremacy was exposed as the restive masses of the oppressed intensified an all-round offensive against the regime.

The regime suffered serious setbacks as its tentacles of

In this article, National Union of Mineworkers general secretary CYRIL RAMAPHOSA speaks on the challenges facing mineworkers this year: repression; nationalism; apartheid and the Chamber of Mines' attitude towards mineworkers.

destabilisation in Southern Africa were severed through revolutionary violence

International isolation, sanctions and trade boycotts hastened the process of choking the regime to economic ruin

As the mass upsurge reached uncontrollable proportions the enemy's repressive machinery ground to a halt.

The national state of emergency has failed to dampen the fighting spirit of the oppressed.

Internationally, the new wave of perestroika (restructuring) and glasnot (openness) opened the way for the establishment of world peace

The oppressed people scored a resounding victory as the regime was forced to release Nelson Mandela, and other leaders after 27 years of imprisonment.

The ANC, the South African Communist Party and other organisations were unbanned

These victories are won while the ruling white bloc is experiencing irreparable cracks

Strategy

The ruling National Party under De Klerk has no political strategy to resolve the current crisis

On the other hand, the liberation movement under the leadership of the ANC is gaining moral ascendancy

It is against this background that the Num has to situate itself in order to map out the way forward

Since its foundation almost 100 years ago, the mining industry has played a pivotal role in shaping the political and economic structure of South African society

Under the Chamber of Mines, a few mining houses formed an economic empire to facilitate ex-

traction of the country's mineral wealth for the enrichment of a tiny white minority.

This massive accumulation of wealth has been at the expense of its creators - black mineworkers

Uprooted from their rural areas they were herded into prison-like structures called compounds and hostels.

Over half a million black mineworkers from all over Southern Africa spend the better part of their working lives in these structures which are unfit for human habitation.

Harsh

The mine bosses flagrantly violate internationally accepted worker rights as embodied in the International Labour Organisation convention

The harsh reality of the mining industry is that mineworkers are denied the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programme

We are facing formidable enemies in the Chamber of Mines and the apartheid State

Real economic power is wielded by a handful of monopolists like Anglo American, Sanlam, SA Mutual and Rembrandt

These four companies alone control about 80 percent of all shares on the Johannesburg Stock Exchange with Anglo alone controlling 55 percent

It is our unshakable belief and conviction that transference of the ownership of monopoly industries and mines to the common people as a whole is an indispensable condition for the establishment of genuine democracy

If the conditions of life of mineworkers were to be significantly improved it can only be

on the basis of having a people's democratic state serving as custodian of the people's wealth

The diggers of gold, coal and diamonds and other minerals must have a say as to how the products of their labour are to be distributed.

Appeals

If ever there is any cardinal clause in the Freedom Charter that appeals to us most, it is *The people shall share in the country's wealth.*

With the adoption of the Freedom Charter by our congress in 1987, we consciously took a political step towards our freedom from national oppression and exploitation.

The ANC, in alliance with the SACP, as the leader of the liberation struggle enjoys our unqualified support.

We were inspired by the noble ideas of freedom as embodied in this alliance when we honoured Comrade Nelson Mandela, deputy president of the ANC, as our life president

As the new non-racial democratic South Africa unfolds, we call on all white miners to sever their relationship with the apartheid regime and its policies and join Num

Our immediate objective remains that of ending repression on the mines

This objective has to be realised in line with resolutions adopted in the congresses of Cosatu and Num including those adopted at the Conference for a Democratic Future

The defeat of apartheid colonialism by the entire oppressed under the leadership of the working class remains our strategic objective.

The transference of political power from the white minority to the people remains the only option that can pave the way for an end to national oppression and exploitation

* To Page 7

P.T.O.

Mineworkers' leader speaks out ...

Year of peace, justice for Num

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~~1400~~
~~1400~~

* From Page 6

We, as mineworkers, join millions of the oppressed and exploited in making a commitment to redouble our efforts to bring the day of freedom nearer.

A united, democratic and non-racial South Africa is a reality of our times.

We will spare no effort in ensuring that justice, democracy and peace is established, not only on the mines but throughout the whole of South Africa.

Proclaim

In line with these noble tasks, in the name of the entire membership of our union, we proclaim 1990 the Year for Justice, Democracy and Peace on the mines.

Apartheid colonialism became the real political concoction brewed by the power-hungry race supremacists to drown millions of the indigenous people.

The insatiable apartheid monster has swallowed virtually everything leaving the regime with maladies such as economic stagnation, inflation, unemployment, shortage of skilled workers, financial debts, lack of investment and corruption in government circles.

tion squads scandal.

Millions of the oppressed, and democratic whites look at the ANC for solutions to the crisis as it is becoming abundantly clear that apartheid is doomed.

Strategic

As a trade union operating in a strategic industry, it is of paramount importance that we understand current developments and adjust our strategy and tactics accordingly.

Mineworkers have been living under the mine state of emergency long before the bosses' state declared the national one in 1986.

The mine bosses have their own defence force deployed throughout the whole industry.



NUM general secretary Cyril Ramaphosa

Wastage

The already overstuffed apartheid State was duplicated in each bantustan.

Huge financial resources are being wasted to maintain the bureaucratic administrative structures in these homelands.

Millions were virtually condemned to pauperism in the homelands while the urban masses were squeezed of their labour by the mine bosses, financiers, industrialists and landlords for starvation wages.

For the first time since the Second World War a ray of hope for humanity's survival has emerged.

Resolution

Resolution of conflicts through peaceful means is the new international norm of our time.

As unpopular regimes are swept away by democratic forces the racist minority regime had no alternative but to give in to some of people's demands.

Serious divisions are evident even in the State machinery as "South African Death Force" is rocked by the assassina-

Coal miners back at work after interdict

5/1 Day 4/11/90
MORE than 600 striking workers at the Kriel mine of Amcoal Colliery and Industrial Operations returned to work on Monday after the Anglo American subsidiary obtained an urgent Supreme Court interdict preventing them from further illegal strike action.

211
Amcoal spokesman Paul Clother confirmed Mr Justice Roos of the Pretoria Supreme Court had granted an interdict against the NUM and 614 members on Sunday, ordering the union to comply with the provisions of the disputes procedure and the Labour Relations Act.

The workers were interdicted from conducting strike action in breach of the LRA, or encouraging others to do so, interfering with colliery operations, promoting racial

friction and intimidating or interfering with employees

The union and the miners have until April 24 to show cause why a permanent interdict and costs should not be granted against them.

Sapa reports mine manager Edwin Redman said, in an affidavit supporting the application, that the strike followed the assault on white employee J de Jager by black mineworker S Mbuyazi on March 13. Mbuyazi was found guilty and, after a lengthy appeal, dismissed on March 20.

On March 17 workers went on strike, demanding the removal of De Jager.

ADELE BALETA

Miner claims assault

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By ALI MPHAKI

Southern 11/6/90

ABOUT 4 000 miners at a mine in Odendaalsrus, in the Free State have refused to come to the surface from underground since Monday in protest against the alleged assault of a fellow worker

The worker was allegedly assaulted for wearing a Mandela T-shirt.

The miners, members of the National Union of Mineworkers, have also embarked on a hunger strike in protest against alleged intimidation.

A Num spokesman at the mine said yesterday a worker known as Thembile was assaulted by a mine captain on Saturday for allegedly wearing the T-shirt

When he went to the chief hostel manager to complain he was assaulted again, the spokesman said

Late last night Anglo Vaal, who own the mine, could not be reached for comment.

HUNTER 211/6/90

SA not a wealthy country- Chamber of Mines chief



Answer is not to rob the rich but to uplift the poor

Sowetan 11/4/90 211

In this article the president of the Chamber of Mines, Mr Kennedy Maxwell, responds to Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, who last week spoke about what he termed repression on the mines and other issues affecting black miners at the workplace. It takes two to tango, Mr Ramaphosa, says Mr Maxwell...



Mr Kennedy Maxwell

THE South African mining industry welcomes Mr Cyril Ramaphosa's proclamation of 1990 as the Year for Justice, Democracy and Peace on the mines.

It agrees with the general secretary of the National Union of Mineworkers when he writes (the *Sowetan*, April 3) of the social and economic damage done by apartheid, especially to black people

And yes, it agrees that a new ray of hope has emerged, that resolution of conflicts through peaceful means is "the new international norm of our time"

Regrettably, that course is not served by the emotional tenor and sweeping assumptions that colour Mr Ramaphosa's article

Division

The first and most dangerous assumption, because it ignites unrealistic expectations that cannot be fulfilled, is that South Africa is a wealthy country, and that a fairer division of its wealth would ensure prosperity for all

The hard fact of the matter is that this is not a wealthy country; that if all personal wealth was pooled and equally divided, most whites and many blacks - including the majority of his union members - would lose but the gain spread among the masses would be minimal.

And those with the skills which generate wealth and create employment would take those skills elsewhere - leaving behind a further impoverished country

The answer is not to rob the

rich but to uplift the poor. A look at the wealthy nations of the world will indicate that a country's most valuable asset is not its mineral or other natural resources but its human resources.

The only way to increase wealth, or the size of the cake to be divided, is by greater productivity and economic growth

Inferior

South Africa has one of the lowest productivity rates in the world, and part of the reason for this has been inferior black education under the apartheid system - exacerbated by the township dictum of "liberation before education".

Mr Ramaphosa refers indirectly to the changes in Eastern Europe, where socialism has so dramatically failed, and then proposes that failed system - including nationalisation - for South Africa.

He does not say how nationalisation of the mines is going to be achieved or how it will create more wealth, but it is worth looking at some facts

During 1989:

1. 33 percent of the revenue earned from gold sales was paid in wages,

2. 39 percent was paid to suppliers of stores, materials and services required to produce the gold,

FOCUS

3. 15 percent was spent on capital expenditure items to keep the mines going;

4. Eight percent went to taxation and lease payments, and

5. That left five percent for the shareholders which meant that they earned a 3.2 percent return on the market capitalisation of all the gold mines. Hardly profiteering!

Confidence

How would Mr Ramaphosa propose to re-arrange these figures? How would he compensate shareholders if the industry was nationalised? How would he retain the confidence of local and international investors without whom new mines will not be opened up to create more jobs and more wealth?

It is patently absurd to write off the economic contribution of the mining industry with the comment that it has enriched only a tiny minority.

Some R7 000 million was paid out to 513 000 employees in the gold and coal mining companies during 1989 and two thirds of all foreign currency earned by exports came from the mining industry.

Backbone

It has given birth to whole towns, to educational and medical institutions, dams, roads and railways. It is the backbone of the economy.

At the same time, the Eighties have not been good for South African gold mining. During this decade inflation has seen our mines move from being the lowest cost producer of gold in the world to the highest.

Since 1980 real annual profits have fallen every year, and the fall in the price of the metal means that by July half the mines will be operating at a loss

What is needed now is further improvement in productivity and efficiency, not political rhetoric which provocatively seeks to place the Chamber of Mines and "the apartheid State" in the same camp.

The mining industry fully supports peaceful moves toward the creation of a non-racial, democratic post-apartheid society

Its opposition to apartheid has been expressed frequently and effectively through representations to win full and equal trade union rights for all employees, irrespective of race; through successful efforts to secure the abolition of the "scheduled person" definition from the statute books, scrapping statutory job reservation; and through numerous other motivations including the scrapping of the Group Areas Act

The industry has also initiated legal action against the Government and conservative unions over the training of coloured winding engine drivers, the segregation of change houses; restrictions on the number of people employed with blasting licences (which could restrict the entry of blacks into jobs requiring this certificate), and on the admission of qualified blacks, Asians and coloureds to the Mine Employees Pension Fund

Confuses

When Mr Ramaphosa wilfully confuses recruitment with abduction, employment with slavery and hostels with prisons, when he makes totally unfounded allegations about workers being denied the right to organise themselves or elect their own representatives; then he mocks the peace he proclaims.

The Government has conceded that apartheid is doomed. What is now at stake is what is to take its place, and how

Only if we work together constructively will we be able to match our common aspirations of building a prosperous nation in which democracy and an equitable distribution of wealth is fully realised.

Miners received more ²¹¹

^{so wefer 12/4/90}
Maseru - The South African gold mining industry paid out more than R109 million to Basuto mine workers during the first quarter of this year, an increase of 23,3 percent over the corresponding period last year. ²¹¹

Figures released here by the Employment Bureau of Africa (Teba) disclosed that in the first three months of this year a total of R109 082 404 was paid to Basuto mine workers on the gold mines in the form of deferred pay, remittance payment and other payments during the first quarter of this year.



Abolish racist, humiliating heat test, say mineworkers

ABOUT 28 000 mineworkers from Western Deep Levels and Elandsrand marched to the main mine offices last Wednesday and confronted management with a list of demands.

High up on this list of longstanding grievances, workers have demanded the abolition of what is known as "the acclimatisation test", used to assess a worker's ability to withstand heat. The miners say the test is racist, as it applies in practice only to black workers.

However, management denied that it was confined only to black workers. Adrian du Plessis, public affairs manager for Anglo American Corporation's gold and uranium division, said that acclimatisation applied to all races on the company's mines.

Asked whether there were currently white workers who had to be acclimated, he replied that he was not sure, but "very few" whites did manual labour on the mines.

Quoting the regulation 10 12 of the Mines and Works Act, Du Plessis

said any employee engaged in manual labour in an environment which might result in heat stroke first be acclimated, according to a code of practice approved by the inspector of the mines.

One such limitation was the fact that there were a number of "exemptions" to the rule. He said miners at working places not exceeding 27,5 degrees centigrade were exempted from acclimatisation, as were those whose jobs did not involve physical exertion.

Supervisory occupations from team leaders upwards were generally exempted from acclimatisation, meaning that whites were unlikely to be acclimated.

Mineworkers on Western Deep and Elandsrand mines are demanding the abolition of a heat-acclimatisation test, which, as it in practice applies only to black workers, they say is racist.
By MZIMKULU MALUNGA

Du Plessis said all employees were first screened to determine whether they were sufficiently fit for acclimatisation. "The test involves a brief exposure to simulated conditions under close observation."

However, this week the *Weekly Mail* visited Western Deep Levels No 1 shaft and discovered that workers had a different story to tell.

A worker, Ishmael Kotswa, said he felt that acclimatisation was "useless and discriminatory".

"If *mchongolo* (acclimatisation as it is commonly known among workers) is designed to determine people's ability to stand the heat, why do they first send us underground for five days and make us lash stones in the slopes then only after this acclimatise us?"

He described the process of acclimatisation. "When you get there they first strip you naked, not even a

whiskard is allowed. You have to be like when you were born. Then one is given a skirt to wear."

"After that a person is weighed. You are given tablets and a glass of water to drink. If one tries to inquire why is he made to take tablets he is told *Wena gabanka wena makhulu skop* (you think you know too much)."

Following that workers are made to climb up and down a step for four hours. "Well, they do give us water every 30 minutes. They also test our temperatures every hour and if your temperature is high, you are pushed aside or taken to the doctor in the compound. And the following day you have to start all over again," said Kotswa, adding that sometimes the thermometer was inserted into the rectum, "which is quite humiliating to grown-up people like myself."

"The place is hot. They use fans to generate the heat and once you have started there is no stopping except for drinking water or the temperature tests. You can't even go to the toilet during those four hours," he said.

Another worker, Skumbuzo Myya, said the standard acclimatisation period was five days, but other people spent up to 10 days at the acclimatisation centre because of their heat intolerance.

"A person can pass the acclimatisation process, but still collapse underground, so the whole thing is useless," he said.

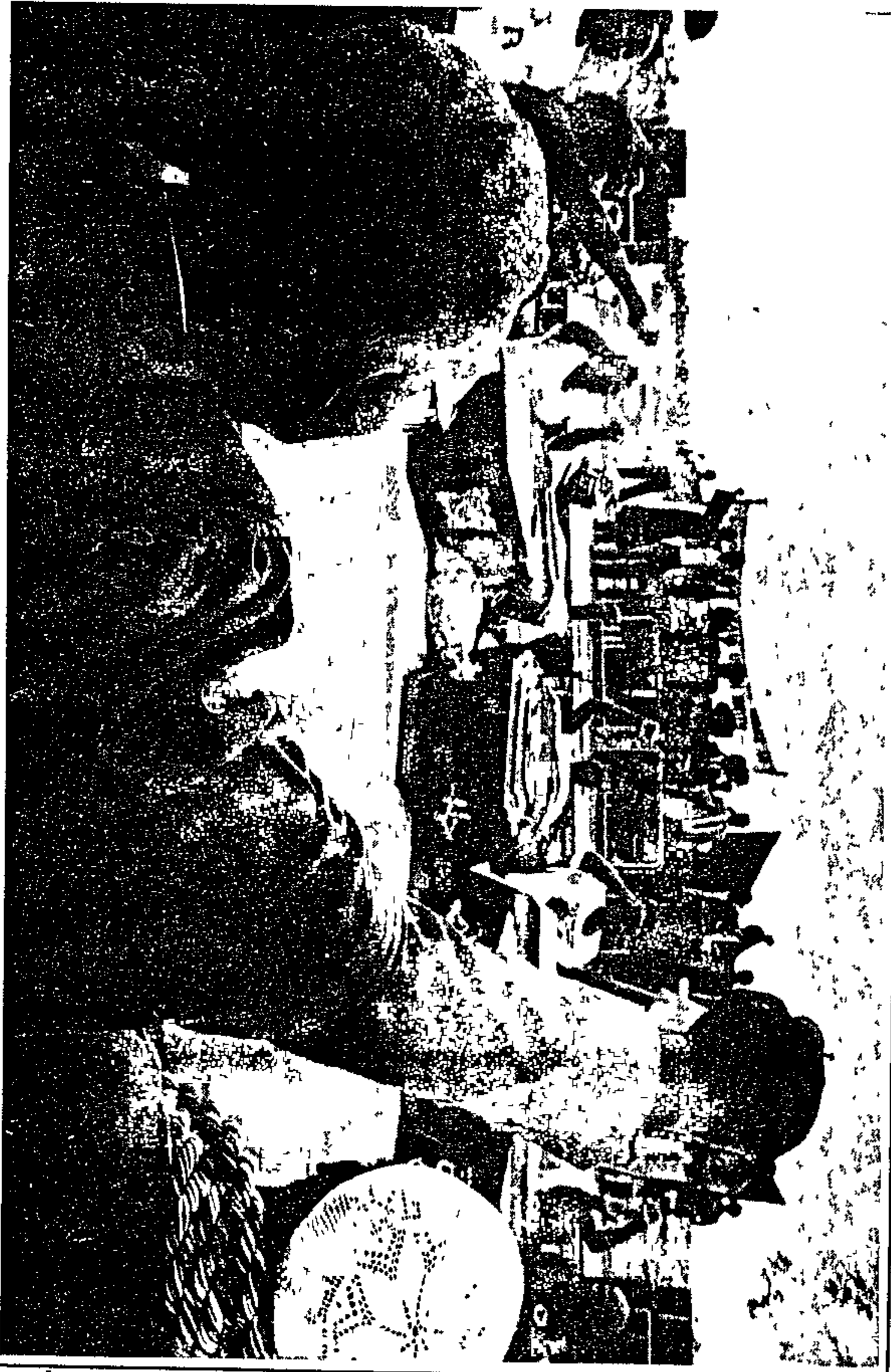
Myya said if an underground worker spent more than a week on surface he had to pay a visit to the acclimatisation centre before going back to his working place.

"Even if you were in hospital, they just don't care. But it is amazing that after the 1987 strike, which lasted 21 days, we were not acclimatised — we just went back to work," he added.

He said most workers viewed *mchongolo* as some sort of punishment as they did not see any reasons why the system was being maintained.

But Du Plessis said it was unlikely that the system will be abolished in the old mines. However, he said new mines were being designed with a view to reducing temperatures which would make acclimatisation "generally unnecessary."

Workers are insisting that when management reports, a mass meeting should be called at each shaft so that they can ask questions.



Regional Director of Manpower concerning the establishment of conciliation boards were taken to the Supreme Court by aggrieved parties and (b) what legal costs were incurred by his Department in each of these years in respect of Industrial Court decisions that were taken to the Supreme Court on review?
Howes and 17/4/90 B691E

The MINISTER OF MANPOWER

Financial year*	Amount
(a) 1986/87	R 252,20
1987/88	R 7 071,60
1988/89*	R 21 664,00
(b) 1986/87	R 1 956,60
1987/88	R 1 799,50
1988/89*	R106 493,00

*NOTE The Department only has the information requested available per financial year and not per calendar year

Strikes

267 Mr P J PAULUS asked the Minister of Manpower *Howes and 17/4/90*

- (1) (a) How many strikes occurred in the Republic during the period 1 January to 31 December 1989 and (b) how many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians took part in them,
- (2) (a) how many man-days were lost as a result of these strikes and (b) what was the average duration of each such strike,
- (3) how many of these strikes in which only (a) Blacks, (b) Whites, (c) Coloureds and (d) Indians took part were illegal? B703E

The MINISTER OF MANPOWER

- (1) (a) 783
- (b) (i) 135 714
- (ii) 1 245
- (iii) 19 103
- (iv) 5 437
- (2) (a) 1 189 262
- (b) 7,4 man-days

(3) (a) to (d) The Department of Manpower does not have this information available *Howes and 17/4/90*
 Note The figures are for the period 1 November 1988 until 31 October 1989. The figures as requested will only be available during the debate on the Manpower Budget Vote on 27 April 1990. Please see paragraph 1.36 on page 30 of the Department's Annual Report for 1989 as well as the replies to questions 109 and 110 by Mr P H P Gastrow

Posts in mining: certificates of competency

268 Mr P J PAULUS asked the Minister of Mineral and Energy Affairs and Public Enterprises *Howes and 17/4/90*

- (a) How many applications were received by the Department of Mineral and Energy Affairs during the period 1 January to 31 December 1989 from Whites, Blacks, Coloureds and Indians, respectively, in respect of the obtaining of certificates of competency in the categories of (i) blasting, (ii) banksman, (iii) on-setter, (iv) locomotive driver, (v) hoist driver, (vi) mine captain and (vii) mine manager and (b) how many applicants in each of these categories obtained certificates? B704E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

Applications received and certificates issued during the period 1 January to 31 December 1989

	Applications (a)	Issued (b)
(i) Blasting Certificate	1 901	1 451
Whites	644	402
Blacks	50	46
Coloureds	4	4
Indians	1 599	1 903
Total		
(ii) Banksman and Onsetter Certificate	919	733
Whites	229	156
Blacks	30	14
Coloureds	3	2
Indians	1 181	905
Total		

NB The onsetter's certificate is valid for both onsetters and banksman

(iv) Locomotive Drivers Certificate
 Applications (a) Issued (b)
 Whites 2 2
 Blacks 0 0
 Coloureds 0 0
 Indians 0 0
 Total 2 2

(v) Hoist Driver Certificate
 Applications (a) Issued (b)
 Whites 143 122
 Blacks 0 0
 Coloureds 4 3
 Indians 0 0
 Total 147 125

(vi) Mine Captain Certificate
 Applications (a) Issued (b)
 Whites 1 570 733
 Blacks 0 0
 Coloureds 0 0
 Indians 0 0
 Total 1 570 734

(vii) Mine Managers Certificate
 Applications (a) Issued (b)
 Whites 710 94
 Blacks 1 1
 Coloureds 0 0
 Indians 0 0
 Total 711 95

While every effort has been made to ensure the accuracy of the figures quoted above the application forms for examination do not make provision for the race or colour of the applicant to be disclosed and no formal record is kept of the race or colour of the recipient of a certificate

SATS, retirement package offer

270 Adv J J S PRINSLOO asked the Minister of Mineral and Energy Affairs and Public Enterprises *Howes and 17/4/90*

- (a) How many (i) White, (ii) Black, (iii) Coloured and (iv) Indian employees have retired voluntarily in terms of the retirement package offer of the South African Transport Services from 1 February 1990 up to and including the expiry date of the offer and (b) what total amount was paid out in each of these categories to the employees in terms of the said offer? B712E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES
 (a) (b) (E million)
 (i) 5 372 5,6
 (ii) 1 031 1,4
 (iii) 378 1,2
 (iv) 25 1,25

Labour bureaux: registrations

282 Mr P H P GASTROW asked the Minister of Manpower *Howes and 17/4/90*
 How many males and females respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act, No 62 of 1981, as at the end of each month in 1989? B727E

The MINISTER OF MANPOWER

Month	Male	Female
January	75 531	37 637
February	96 843	50 365
March	88 729	45 079
April	87 001	42 451
May	86 772	41 311
June	90 254	41 530
July	88 231	40 823
August	90 082	41 964
September	88 279	39 195
October	83 396	36 008
November	90 850	37 626
December	77 951	31 229

Work-seekers registered

283 Mr P H P GASTROW asked the Minister of Manpower *Howes and 17/4/90*
 How many Black males and females, respectively, were registered as work-seekers in the Republic in each month of 1989? B728E

The MINISTER OF MANPOWER

Month	Male	Female
January	49 947	16 909
February	65 071	23 980
March	56 741	19 349
April	55 541	16 550
May	56 221	16 213
June	59 080	16 941
July	58 118	17 172
August	59 535	17 570
September	61 062	16 946
October	57 219	15 824
November	64 638	17 620
December	54 922	13 340

Own Correspondent

JOHANNESBURG. — Protests against alleged racial injustices have heightened conflict between miners and employers on Free State gold mines over the past week.

There have also been reports of confrontations between black miners and AWB supporters spilling into the mining towns.

The recent wave of protests mainly on Anglo American mines in Welkom has taken the form of underground sit-ins, marches, mass meetings and work stoppages. The NUM said the action would continue as long as workers' demands were unaddressed.

Management has said the action had necessitated the intervention of mine security personnel.

In a statement at the weekend, the NUM claimed that a miner was attacked by AWB members at a cafe next to President Steyn mine. Three other workers

Clashes sour relations on OFS mines

211 (273)
CMT Tuis 17/4/90
were allegedly abducted from the cafe and assaulted by a group of whites.

On Monday last week, miners at President Brand No 5 shaft staged an underground sit-in demanding an end to apartheid on the mines.

The NUM said workers were teargassed and shot at with rubber bullets when they surfaced. Anglo management said mine security dispersed miners after they became violent with stone-throwing and attempts to

prevent the night shift from working.

The NUM said security personnel fired at workers at a mass meeting at Saaiplaas No 4 shaft on Tuesday and 40 were hospitalised. Anglo management said two workers were hospitalised after a security employee was isolated and forced to fire.

In a separate incident at Freddie's mine, Anglo management said, workers were dispersed in an illegal march. There were no injuries. The NUM, however, said 19 people were injured.

Anglo spokesman Mr Adrian du Plessis said the company believed in a non-racial and democratic SA, was totally opposed to racial discrimination and was committed to its removal in consultation with those involved.

Where issues had been raised formally they had been or were being addressed. Many mines had reached agreement with employees over expressed grievances.

Conflict growing over protests on Free State mines

Blom 17/4/70

211



ADELE BALETA

PROTESTS against alleged racial injustices have led to an intensification of conflict between miners and employers on Free State gold mines over the past week.

There have also been reports of confrontations between black miners and AWB supporters spilling into the mining towns.

The protest against, among other things, hoisting procedures, the compound system, segregated kitchen and toilet facilities and the alleged denial of the right to stage peaceful protest is part of the NUM "democracy, justice and peace" campaign.

The recent wave of protest mainly on Anglo American mines in Welkom has taken the form of underground sit-ins, protest marches, mass meetings and work stoppages. The NUM said the action would continue as long as workers' demands remained unaddressed.

Attacked

Management has said the unprocedural action necessitated the intervention of mine security personnel.

In a statement at the weekend the NUM alleged a miner was attacked by AWB members at a cafe next to President Steyn mine. Three other workers were allegedly abducted from the cafe and assaulted by a group of whites.

On Monday last week more than 1 000 miners at President Brand No 5 shaft staged an underground sit-in demanding an end to apartheid on the mines.

The NUM said workers were tear-gassed and rubber bullets were fired when they surfaced. Anglo management said mine security dispersed miners after they became violent. There was stone-throwing, and attempts were made forcibly to prevent the night shift from working, Anglo said.

The NUM said workers who took part in a mass meeting at Saaiplaas No 4 shaft on Tuesday were fired on

by security personnel. Forty workers were taken to hospital.

Anglo management said two workers were admitted to hospital after a mine security employee isolated by the crowd was forced to fire.

Anglo management said that in a separate incident at Freddie's Mine workers were dispersed by mine security after an illegal march. There were no injuries.

The NUM, however, said 19 people were injured by mine security and visitors in the waiting room at No 5 shaft were tear-gassed.

Anglo public affairs manager Adrian du Plessis said management would not tolerate unprocedural conduct as this often led to violence.

The company believed in a non-racial and democratic SA, was totally opposed to racial discrimination and was committed to its removal, in consultation with those involved.

Where issues had been raised formally they had been or were being addressed. Many mines had reached agreement with employees over expressed grievances. Management had been talking to employees and the union at all levels. Where conflicts had arisen affecting the broader community, discussions with community leaders had taken place.

NUM assistant general secretary Marcel Golding accused management of lagging behind recent political reforms.

While President F W de Klerk was committed to negotiating the dismantling of institutions and structures that perpetuated apartheid, the Chamber of Mines and the mining industry had not made a statement of intent about removing discriminatory practices, Golding said.

The NUM was concerned at the "excessive use of force" by mine security personnel, and selective dismissals. "Should these issues not be addressed, the cycle of conflict and tension was likely to be exacerbated," Golding said.

Gross discrimination in sickness benefits

Opposition Political Staff 211
GROSS discrimination between black and white people for the benefits payable for occupational diseases in terms of the Mines and Works Act were disclosed yesterday by the Minister of National Health, Dr Rina Venter

Whites with compensatable diseases in the first degree received R23 755 while blacks were paid R3 079 Coloured people and Indians received R14 089

Whites with compensatable diseases in the second degree received R43 834 Blacks with a compensatable disease and TB were paid R3 942, and coloured people and Indians with compensatable diseases in the second degree received R25 328

Whites with TB were paid R10 064, blacks R1 746 and coloured people and Indians R5 593, she said in reply to a question tabled in the House of Assembly by Mr Jasper Walsh (DP, Pinelands)

No immediate retrenchment plans, say gold mine spokesmen

211
BWA 23/4/90

FEARS of immediate job losses due to the possible closure of 18 marginal gold mines were dispelled by mining houses at the weekend.

It has been reported that these mines are in financial difficulties because of spiralling production and labour costs and the low gold price. This has led to fears of closures and large scale retrenchments.

While some mining house spokesmen said their labour force had been curtailed in the past two to three years, retrenchments were a last resort.

On mines where the National Union of Mineworkers (NUM) was recognised, employers said management had a policy of consulting the union on the numbers of workers to be retrenched and benefits to be paid out.

NUM spokesman Jerry Majatladi said it was impossible to judge managements' statements on the status of the mining industry as they had a monopoly and there was not an adequate flow of information between the union and managements.

A major problem was that the NUM

ADELE BALETA

was not recognised on some of the mines concerned.

Mines apparently in danger in the Rand Mines stable were ERPM, Blyvooruitzicht, Harmony and Durban Deep. The workforce at these mines is about 65 000.

ERPM chairman Clive Knobbs said a decision on the future of ERPM, where the company last recorded a profit in 1980, would be taken in the next few weeks.

Apart from the impending threat to ERPM, the other three mines on the danger list were not seriously threatened.

Marginal

Genmin senior consulting engineer Kobus Olivier said the mining house had reduced its workforce by 25 000 in the past two years. This figure related to natural attrition, transfers, placements elsewhere and retrenchments as a last resort.

He said the group mine most at risk

was Stilfontein. The company had said if the current low gold price persisted, shutting down operations would be considered, putting 4 750 jobs in jeopardy.

Gold Fields marginal mines are Venterspost, Doornfontein and Libanon, which employ 27 300 workers.

Company spokesman Attie Roets said there was no talk of closure or retrenchments at this stage.

Other mines reported to be at risk are JCI's Western Areas and Randfontein Estates, with a combined workforce of 36 000, Anglo American's Free Gold complex, where there are about 107 500 workers, and Anglovaal's Lorraine, which has 9 000 employees.

JCI spokesman Anne Dones said there was no crisis situation.

Anglovaal spokesman Ray Moore said management was not considering retrenchments, or planning to shut down Lorraine.

Anglo public affairs manager for the gold and uranium division Adrian du Plessis said closure would be considered only after all steps to restore profitability had been exhausted.

Retrenchment only as last resort, say mining houses

CAP T.M.H. 23/4/90

211

FEARS of immediate job losses due to the possible closure of 18 marginal gold mines were dispelled at the weekend by mining houses.

It has been reported that 18 of SA's gold mines were in severe financial difficulties because of spiralling production and labour costs and the plunging gold price on world markets. This has added to fears of mine closures and large scale retrenchments of workers.

While some mining house spokesmen said their labour force had been curtailed in the past two to three years they said retrenchments were a last resort.

On mines where the National Union of Mineworkers (NUM) was recognised, employers said management had a policy of consulting the union on the numbers of workers to be retrenched and benefits to be paid out before measures were taken.

NUM spokesman Jerry Majatadi said it was impossible to judge managements' statements on the status of the mining industry had a monopoly on the industry and there was not enough information flow between the union and managements concerned.

A major problem was the NUM was not recognised on some of the 18 gold mines which meant the

union would not be consulted on retrenchments which were on-going, he said.

Rand Mines mines in danger of plunging into losses were ERPM, Blyvooruitzicht and Harmony mines and the Durban Deep mine in Roodepoort. The total workforce at the these mines was about 65 000.

ERPM chairman Clive Knobbs said a decision on the future of the ERPM mine — where the company last recorded a profit in 1980 — would be taken in the next few weeks. The livelihood of 10 500 workers at the mine was at stake although no decision to retrench had yet been taken.

Majatadi has called on ERPM management to consult with the union to prevent possible retrenchments.

Knobbs said about 18 000 employees had been retrenched, transferred or employed in other positions on the company's gold mines in the past 18 months.

Apart from the impending threat to ERPM, the other three mines on the danger list where not seriously threatened.

Knobbs said a number of plans had been made to cut costs. These plans would be adopted in such a way as to enable ERPM to retrench as few people as possible.

Genmin senior consulting engineer Kobus Olivier said the min-

ing house had reduced its workforce by 25 000 over the past two years. This figure related to natural attrition, transfers, placements elsewhere and as a last resort retrenchments.

Genmin mines on the "danger list" with a combined workforce of 16 140 were Barberton, Bracken, Grootvlei in Springs, Leslie, Marievale on the East Rand, West Rand Consolidated and Stilfontein in Klerksdorp.

He said the mine most exposed to danger was Stilfontein. The company has said that if the current low gold price persisted shutting down operations would be considered putting in jeopardy the jobs of 4 750 people.

Marievale which employed 350 people was closing down as it was "worked out". Retrenchments have been in place there for some time.

Gold Field marginal mines included on the list were Venterpost, Doornfontein and Libanon minqith a total of 27 300 employees.

Other mines reported to be at risk were JCI's Western Areas Mine and Randfontein Estates with a combined workforce of 36 000, Anglo American's Free Gold mine complex where there are about 107 500 workers employed and Anglovaal's Lorraine mine with 9 000 employees.

Poor wages for doing most dangerous work

CAP Tmf 23/4/90

211

JOHANNESBURG — Poor wages for dangerous work and humiliation at the hands of mine authorities are just some of the problems faced by South African mineworkers despite a lifting of statutory discrimination by management, ANC deputy president Mr Nelson Mandela said on Saturday

Speaking at a National Union of Mineworkers central committee meeting in Johannesburg, Mr Mandela noted that whites were not subjected to strip hygiene checks as blacks were. Mine lift decks were segregated and blacks still received poor wages despite doing the most dangerous work. Now that the ANC was unbanned it would do all it could to aid the NUM in its fight for miners' rights.

Mr Mandela was presented with a framed NUM honorary life membership card depicting his own metamor-

phosis from humble mine policeman to deputy president of the African National Congress

Mr Mandela, in a jovial mood, thanked the union and did a sedate toyi-toyi on the stage as the audience of about 200 cheered and sang

Also on the stage were law lecturer and ex-detainee Mr Raymond Suttner, who is now a spokesman for the ANC, NUM general secretary Mr Cyril Ramaphosa, NUM president Mr James Motlatsi and Cosatu president Mr Elijah Barayi.

Mr Mandela left the meeting straight for Jan Smuts Airport, from where he was to fly to Transkei — there to speak to various ministers and to visit Qunu village where he was born

It will be his first return to the place of his birth, and it felt "tremendous", he told reporters. — Sapa

Star 2/11/90
 Union
 to fight
 racism
 on mines

By Drew Forrest

The National Union of Mineworkers has threatened to embark on "whatever action is needed" to force employers to abolish racial discrimination in the mining industry.

About 320 delegates at a weekend meeting of the NUM's Central Committee — the union's second most important decision-making body — decided to send letters of demand on the issue to all the mining houses.

To enforce its demands, the union would press on with its defiance campaign, NUM general secretary Mr Cyril Ramaphosa told a Johannesburg press conference yesterday.

If this failed, further action would be considered. He declined to elaborate.

Mr Ramaphosa said the Central Committee had isolated 59 areas of discrimination on the mines. These included racial underground queuing, segregated facilities and the subjection of black workers to heat acclimatisation.

Wage demands

The NUM's national executive committee had been commissioned to research the issue and its findings would be used in this year's wage talks on the mines.

While apartheid in the broader society has been declared outdated and unworkable, the mines are intent on entrenching it," he said.

The Chamber of Mines has consistently argued that the industry has opposed discrimination in word and deed.

At the press conference, the NUM gave further details of its wage demands this year.

These include paid holidays on March 21, June 16 and October 1 (health and safety days); 35 days' annual leave for underground workers and 30 days for surface employees; compensation for time travelling to the workplace and income security for workers injured on duty.

Attempts to win a national minimum wage on the gold and coal mines would be boosted by recent organising inroads at Goldfields and Rand Mines, Mr Ramaphosa said.

Mr Ramaphosa said the central committee had given its unqualified support to the ANC in its forthcoming talks with the Government, warning that if these failed to yield results, a response could be expected from workers.

NUM wants average wage increases of 35%

B/Dum 24/4/90

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THE NUM announced yesterday its central committee had decided the union should enter the 1990 wage negotiations with the Chamber of Mines demanding average wage increases of 35% for its members.

The proposed new minimum rates in the industry, R543 for surface workers and R600 for underground workers, were the same as the union's equivalent proposal last year.

General secretary Cyril Ramaphosa emphasised there were major differentials on wage scales between the six major mining houses, and the achievement of a single minimum wage in the industry remained a priority for the NUM.

Because of these differentials the NUM's opening minimum wage demand represented an increase of as much as 95% on the lowest paying collieries, but only 31,8% on the highest paying gold mines.

Ramaphosa said the union was now entering the second year of its three-year programme devised last year to achieve a national living wage.

Questioned on the wage negotiations, due to start in May, Ramaphosa said the union anticipated management would again argue costs and the low gold price

MATTHEW CURTIN
and ALAN FINE

mitated against such pay increases. The NUM would answer such arguments at the negotiating table.

Demand

NUM demands, endorsed by 320 branch representatives at its central committee meeting over the weekend, included a call for an 88- and 80-hour working fortnight for surface and underground workers. Present working hours range from 96 to 98 hours per fortnight.

The union also gave notice it was about to send a letter of demand to the Chamber of Mines and to individual mining houses detailing its grievances over "persisting" racial discrimination on the mines.

The central committee had identified 59 areas of "rampant discrimination", including hoisting procedures, changing houses and toilets, acclimatisation processes and medical facilities.

There was concern that while apartheid in broader society had virtually been declared unworkable and outdated, the mining industry was "bent on" ensuring it remained at the workplace.

The NUM's national executive committee had been commissioned to compile a document on racial discrimination to be used as a basis for negotiation with the industry.

Ramaphosa warned a failure by management to heed union demands would lead to an official dispute and workers taking whatever action they deemed fit. As it was, the defiance campaign on mines around the country would continue.

Chamber of Mines spokesman Peter Bunkell said the industry was opposed to any form of racial discrimination. Its commitment to this cause had seen the chamber take government to court over the implementation of potentially discriminatory provisions as well as continuing to address mineworkers' grievances.

Ramaphosa said the central committee had discussed the disbanding of the SA Congress of Trade Unions and welcomed the decision for Cosatu to join the ANC and SACP in a strategic alliance.

He warned if positive and tangible moves did not emerge on the part of the government after the forthcoming talks with the ANC, the government could expect protest action from workers.

Tension leads to closure of shafts

TWO gold mines have closed shafts at their Free State operations in the past six weeks due to tensions underground and, in one case, fears of sabotage and violence. *blDm 24/4/90*

On Monday last week the Number 3 shaft at Anglovaal's Loraine mine was closed because management feared violence, sit-ins and the of sabotage underground, Anglovaal's public affairs manager Ray Moore said

He said mine management had heard rumours and closed the shaft for the day shift rather than risk trouble underground. About 56 workers were dismissed "for incitement and failure to do their duties". A formal inquiry into their dismissals will be held.

Moore said the situation at the mine

BILLY PADDOCK

had returned to normal the next day. The general situation on Free State mines was fairly volatile with tensions between black and whites high at times.

Anglo closed its Western Holdings Number 2 shaft on March 9 "to ensure the safety of their employees" following protests at the mine, public affairs manager for gold and uranium division Adrian du Plessis said

He said there had been "unprocedural protests underground" and mine management decided to shut the shaft and lose one shift's production.

National Union of Mineworkers assistant general secretary Marcel Gold-

□ To Page 2

Shafts closed

ing said it was unnecessary to close the Loraine mine shaft as there had been no threat to the mine "The rumours of sabotage are spurious allegations"

Workers had attempted to bring their grievances to management for a long time but were consistently ignored so they "took spontaneous action to draw attention to their grievances more

strongly" They were planning a sit-in underground, he said

He said mine management asked the workers to return to the surface to discuss the grievances but as soon as workers returned management reneged

"Mine security is then called and attack workers who retaliate and a vicious spiral is the result," Golding said

□ From Page 1

Selected black
miners to go
to university

ALAN FINE and
MATTHEW CURTIN

THE NUM has initiated a major educational scheme for the university training overseas of at least 100 black miners in such disciplines as mining engineering, geology and metallurgy.

And it is to demand that industry employers substantially increase their commitment to the process of skills acquisition

General secretary Cyril Ramaphosa told a media conference yesterday the scheme was financed by fraternal mining unions in such countries as Sweden, Canada, the UK, Germany and Australia.

The prospective students would be placed in a number of universities and mining colleges around the world, he said. Their studies would begin later this year, and it was planned their number would increase in future

The NUM was conducting the selection process which had already begun, he said. It was selecting from working and retrenched miners who already had a matric education

Ramaphosa said the scheme would include, where necessary, an initial upgrading of candidates' educational abilities to qualify them for study in these disciplines.

He was unable say how much the scheme would cost annually. A Business Day estimate suggests an initial amount of R1.5m to R2m.

Ramaphosa said the NUM believed the creation of a skilled work force was the key to prosperity in a post-apartheid SA which mineworkers believed was within reach

It had noted many black mineworkers were denied opportunities to acquire education and skills largely because they were black — hence the decision to initiate a scheme aimed at enabling them to acquire skills in the various technical and managerial disciplines in the mining industry.

"Our union will be demanding that the mining industry also play a part in this skills acquisition programme .. by sending 250 miners and students to SA universities each year," he said

D/Dev 24/4/90



Miners want 16 to 68% increases

211
ARGUS
24/4/90

The Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers has demanded minimum pay increases of between 16 and 68 percent in annual pay negotiations affecting about 500 000 black workers in the coal and gold mines.

The demand, approved by the union's national executive committee earlier this month, has been put to the Chamber of Mines in preparation for the start of pay talks next month.

It was an item for discussion at the union's central executive committee meeting at the weekend attended by more than 300 delegates.

In line with its policy of setting a uniform minimum wage for all mining houses across the gold and coal mining industries, the NUM has demanded a monthly minimum of R600 for underground workers and R543 for surface employees.

Depending on the mining house, this represents increases of between R150 and R200.

Wage grades

According to NUM economist, Mr Martin Nicol, the minimum wage at Anglo American stands at R455 and at R356 at Goldfields.

The average increase across all the wage grades at Anglo's mines would be about 30 percent, he added.

Dominating the agenda at the CEC meeting was what sources described as "The red-hot issue of race discrimination" in the mining industry, the source of major unrest and friction between white and black miners in recent weeks.

Official union comment could not be obtained but it is understood that a resolution was passed challenging mine employers to eliminate discriminatory practices.

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NUM submits its Wage demands to Chamber of Mines

UNLESS the mining industry eliminated racial discrimination in all its facets the whole industry would be in dispute with the National Union of Mineworkers.

This was announced yesterday by the NUM Central Committee in Johannesburg

Workers would be entitled to embark on "whatever action they deem fit to ensure that racism is stamped out of the industry", a NUM statement said following a weekend meeting of its Central Committee

The Johannesburg meeting also endorsed new demands on wages and conditions of employment which have been submitted to the Chamber of Mines for the 1990 wage negotiations. *Southern*

Underground ^{25/4/90}

The NUM has proposed a national minimum cash wage in the mining industry of R543 per month for surface workers and R600 per month for underground workers.

This must exclude any payments for food, accommodation and medical care, the NUM said

Other issues which came up for discussion at the Central Committee meeting - the NUM's second highest decision-making body - were negotiations between the ANC and the Government; the alliance between Cosatu, the ANC and the SACP; nationalisation; and skills in a post-apartheid South Africa

Delegates identified 59 areas "where racial discrimination is still rampant on the mines".

They noted "with great concern that whilst apartheid in broader South African society has virtually been declared as outdated and unworkable, the mining industry still seems to be bent on ensuring that racial discrimination remains firmly entrenched in the industry".

The Central Committee, comprising 400 delegates from the NUM's 16 regions, decided mineworkers had a duty to see to it racial discrimination is eradicated from the industry.

To this end, the meeting decided the NUM should demand that the mining industry "in all its formations should abolish racial discrimination in all its facets".

It also noted the creation of a skilled workforce is the key to economic prosperity in a post apartheid South Africa.

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Opportunities

According to the NUM, many black mineworkers were denied opportunities to acquire education and skills largely because they are black

The mining industry had done very little to improve the skills among black workers, the NUM also alleged

As a result, the NUM has initiated a scheme which is aimed at enabling black mineworkers to acquire skills in the various technical and managerial disciplines in the mining industry.

"The primary objectives of this scheme is to prepare for a post-apartheid South Africa which mineworkers believe is within reach", the NUM said - Sapa

NUM to demand 35% rise in wages

JOHANNESBURG — The NUM announced at the weekend its central committee had decided the union should enter the 1990 wage negotiations with the Chamber of Mines demanding average wage increases of 35% for its members

Proposed new minimum rates in the industry R543 for surface and R600 for underground workers were the same as the union's equivalent proposal last year

General secretary Cyril Ramaphosa stressed there were major differentials on wage scales between the six major mining houses, and the achievement of a single minimum wage in the industry remained a priority for the NUM

Because of these differentials the NUM's opening minimum wage demand represented an increase of as much as 95% on the lowest paying collieries, but only 31,8% on the highest-paying goldmines

Ramaphosa said the union was now entering the second year of its three-year programme devised last year to achieve a national living wage

Miners demand 20% pay increase

THE Council of Mining Unions, representing 24 000 skilled miners, has demanded a 20% pay increase in its annual round of wage negotiations with the Chamber of Mines. *(CMA)*
CMU chairman Ben Nicholson said other demands tabled by the council included a seven-day in-

MATHEW CURTIN

crease in annual leave to 28 days, and discussion of a five-day working week to replace the current 11-shift fortnight *(21)*

He said the two sides were scheduled to meet again on April 30

Nicholson said a principal stumbling block in negotiations was the chamber's refusal even to discuss a five-day week. Some mines were happy to accept the principle, so the CMU was obliged to discuss it with the chamber

Chamber spokesman Peter Bunkell said there had been several meetings with the CMU.

He refused to comment on the state of the negotiations *510am 25/4/70.*

Wage battle looms on mines

From MONO BADELA

JOHANNESBURG. — The giant National Union of Mineworkers (NUM) and the Chamber of Mines are likely to be locked in a fierce battle over wages and working conditions soon.

South 2614 - 275190

This follows an historic central executive committee meeting in Johannesburg last weekend.

The annual wage negotiations affect about 500 000 black workers in coal and gold mines.

NUM's assistant secretary, Mr Marcel Golding, told a press conference in Johannesburg earlier this week that the union's national Central Executive Committee (CEC) had approved the demand.

It had been presented to the Chamber of Mines ahead of the start

of pay talks next month.

In line with its policy of setting a uniform minimum wage for all coal and gold mining houses, NUM has demanded a monthly minimum of R600 for underground workers and R545 for surface workers.

This would mean an across-the-board increase at Anglo mines of about 35 percent.

NUM has declared war on racial discrimination at mines.

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Mining industry is mostly self-sufficient

21
B10271490
THE mining industry makes less use of outside consultants than any other industry, says National Productivity Institute (NPI) director Gert Geysler

This is because of the unique character of mining companies, their tendency to use in-house consultants, individual management styles and corporate structures, he says.

"Mine managers are typically autocratic

"They are strong leaders with extensive practical experience and can make snap decisions"

Usually, head office provides specialist support at mine level

"The NPI's mining consulting unit has identified considerable scope for consultants to assist by evaluating the effectiveness and suitability of structures and by helping facilitate change"

Conditions are changing radically, he says

"Managers will have to change to a more participative management style if they are to achieve optimal results

"It is here that consultants will play an important role"

Mining consultants require experience and qualifications if they are to avoid the many pitfalls, he says

Unwary consultants handling participative management as a "wonder drug" without adapting and upgrading support systems do so at their peril

It is impossible to apply a standard approach, and the consultant must provide tailor-made solutions to mining clients, says Geysler.

Just for starters

Against a backdrop of rising costs and a union protest drive against race discrimination on the mines, the National Union of Mine-workers (NUM) opened this year's wage negotiations with what amounts to an average 35% increase. The Chamber of Mines and the union are due to start formal bargaining in the second week of May (see Fox).

The union's "proposal" would mean an industry "national minimum cash wage" of R543 a month (rising to R1 339 at Grade 8) for surface workers; and R600 (R1 480) for underground miners, gold and coal. Open-cast rates would be the same, except for the top four grades which are a bit higher. This excludes any payments for food, accommodation and medical care, said NUM general secretary Cyril Ramaphosa. **211**

The same minimum rates were sought last year (based on a 95% demand), though NUM eventually settled for average increases of 18%. The union is aiming to eliminate wage grade differences among the major mining houses.

Regarding conditions of employment, Ramaphosa also announced demands for: paid public holidays on March 21, June 16 and

FIM 27/4/90

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October 1 (health and safety day); 30 days paid annual leave (35 for underground workers); holiday leave allowance equal to a month's pay; new service increments, an 88-hour fortnight for surface workers and 80 for underground miners; compensation for time travelling to work, no dismissal on medical grounds without negotiation; and income security for injured and, therefore, downgraded, miners.

The demands were formulated at NUM's central committee meeting last Saturday, which also discussed racial discrimination in the industry; skills in a post-apartheid SA; negotiations between government and the ANC; the alliance between Cosatu, ANC and the SA Communist Party, and nationalisation — though the substance of the last four topics was not made public.

No less than "59 areas where racial discrimination is still rampant on the mines" were identified, from hoisting (queuing underground), acclimatisation, toilets and recreation facilities to recruiting, medical care, wages and attitudes. If the mines fail to eliminate discrimination, NUM warned, the whole industry will be in dispute with the union "entitling workers to embark on whatever action they deem fit to ensure that racism is stamped out of the industry."

The chamber has said it opposes any form of race discrimination and is committed to ending it.

The industry is also charged with doing very little to improve skills among black miners and a skilled work force "is the key to economic prosperity in a post-apartheid SA" NUM says it has initiated technical and managerial training schemes. It also

LIFTING THE MINIMUM

Minimum wages on gold mines

	NUM demand 1990	Anglo 1989	Goldfields 1989	Genmin 1989	Rand Mines 1989	Anglo-vaal 1989	JCI 1989
Surface							
1	543	399	324	356	372	333	397
2	518	450	404	405	419	378	452
3	703	519	500	478	472	445	517
4	800	597	610	554	554	529	599
5	910	582	738	650	627	633	684
6	1 035	803	n/a	769	746	752	797
7	1 177	943	892	932	886	903	929
8	1 339	1 095	1 059	1 148	1 120	n/a	1 081
Underground							
1	600	455	356	420	432	394	453
2	683	520	446	475	489	447	517
3	777	595	551	558	551	520	620
4	884	688	671	637	637	600	679
5	1 006	793	812	760	722	710	785
6	1 144	914	n/a	895	854	847	883
7	1 301	1 050	975	1 055	980	1 004	1 050
8	1 480	1 222	1 165	1 274	1 228	1 223	1 228

Source NUM

announced that several miners' unions around the world have agreed to finance the training of 100 miners this year in a number of universities and mining colleges.

The union is expecting the mining industry to send 250 miners and students to SA universities every year "to acquire skills for a post-apartheid SA."

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(211) (100)

NUM calls on white miners: Let's join up!

WHITE miners should join the National Union of Mineworkers, said NUM president James Motlatsi after a meeting of the union's central committee meeting last weekend.

"Apart from addressing the racial discrimination issue through collective bargaining channels, we believe that mineworkers can come together. Our constitution is open, it is a non-racial constitution," said Motlatsi.

He said a few whites had already joined the NUM, mainly at mines which were not members of the Chamber of Mines, such as the diamond mines in Namaqualand and Kimberley, and at the Ergo gold reclamation plant on the East Rand.

Some white miners at Chamber-affiliated mines were interested in joining the NUM but their management discouraged this "because they would not like to see a good relationship between blacks and whites on the mines," Motlatsi said.

He said conservatism of white workers had been caused by the fact that they had enjoyed a lot of privileges on the mines and felt they could lose these to black miners.

"Because of this, it is easier for the Chamber to co-opt and use whites

to go to work whenever there is a strike, as they have done on numerous occasions."

The relationship between the NUM and white miners' unions was of paramount importance, said Motlatsi.

The NUM central committee, which is the second highest decision-making body in the organisation, said it had identified 59 areas where racial discrimination was "still rampant" on the mines.

Delegates at the meeting decided that the union should demand the abolition of all racial discrimination on the mines.

About 400 delegates who attended the meeting said their members were prepared to take whatever action they deemed fit, such as sit-ins and strikes, to stamp out racial discrimination in the industry.

Areas where racial discrimination was identified included separate

White miners have been urged to join the fight against racism in their industry, reports MZIMKULU MALUNGA

against black workers. They have been threatened by the Chamber that if they do not adhere to its call (such as helping mines' security staff during a strike), blacks will take their jobs."

He said the NUM did not want white workers to lose their jobs nor their privileges. "What we want is equal opportunities for all workers regardless of race."

Motlatsi urged white mineworkers to stop co-operating with mine security during strikes.

"They should not allow themselves to be used and carry guns, teargas canisters and all other weapons which will be used to force NUM members



NUM President James Motlatsi

The Chamber's public affairs manager, Peter Bunkell, said his organisation was "fundamentally" opposed to any form of racial discrimination.

An example of this was the Chamber's representations both to the government and white unions for the removal of discriminatory legislation, Bunkell said.

"In addition, we have taken the government to court to fight the implementation of provisions which could be used on a racially discriminatory basis," he said.

At its weekend meeting the NUM central committee resolved to start equipping black miners with the skills needed in a post-apartheid South Africa. Workers will be trained in various managerial and technical fields.

"Several miner's unions in the world have offered to assist NUM in preparing for a post-apartheid South Africa by agreeing to finance the training of 100 miners this year in a number of universities and mining colleges. This number will increase every year," said the union's statement.

Countries where these programmes will be conducted include Zimbabwe, Canada, Germany and Sweden.

queues for lifts taking miners to the surface and acclimatisation tests, which they allege only black miners had to undergo.

The issue of racial discrimination will be raised during the wage negotiations due to be held with the Chamber, as well as with individual mines, said the union.

Miners aim high

S/Times

27/4/90

211



CYRIL RAMAPHOSA, living wage for all the goal at least 30 days' paid annual leave, and underground workers a minimum of 35 In the event of a worker being injured on duty, the NUM demands that he be paid his full wage while he convalesces

THE National Union of Mineworkers' opening gambit for average increases of 35% in the annual wage negotiations means tough talks again this year.

The NUM wants a national minimum cash wage of R543 a month for surface workers and R600 for underground employees

The six major mining houses pay different rates, so some face a demand for an increase of 95%, and others are looking at about 32%

Because of the unstable gold price and rising working costs, these demands will be unacceptable to many mines, some of which are in danger of closing

NUM general secretary Cyril Ramaphosa says the union expects management to claim again that these two factors are a bar to large pay increases

He says the NUM has embarked on a three-year plan to bring about a national living wage, and will stick to its goal

This year's demands are on a par with the increases

sought in 1989. The final settlement after two conciliation board meetings comprised increases of between 13.5% and 16%

A major theme at this year's talks will be alleged racial discrimination on the mines. At a meeting of the NUM central committee, delegates identified 59 areas "where racial discrimination is still rampant"

They noted "with great concern that whilst apartheid in broader SA has virtually been declared outdated and unworkable, the mining industry still seems to be bent

on ensuring that racial discrimination remains firmly entrenched in the industry". Mr Ramaphosa warns that should the mining industry not eliminate racial discrimination in all its facets, the NUM will declare a dispute

Other demands include that March 21, June 16 and October 1 be paid holidays and normal hours of work should be 88 a fortnight for surface workers, and 80 a fortnight for those underground

The union is also asking that all workers be entitled to

White workers unite

A backlash by organised white workers seems to be developing — and it could find expression in the mooted formation of a new all-white "super union." (211)

As a result of the political changes undermining the white monopoly on formal political power, the unbanning of political opposition groups and the integration of facilities — reflecting social changes in the workplace — a white backlash "will certainly be fostered," concludes labour researcher Michael O'Donovan of the *Innes Labour Brief*.

In an article entitled "Reform and reaction — white trade union responses," O'Donovan says a backlash is developing rapidly and rigorously at shopfloor level. (66)

He identifies a tendency among white workers to move out of "moderate," multiracial trade unions into whites-only unions. This is encouraged by the weakening of industrial councils, a system on which the multiracial unions of the old Tucsra era tended to rely upon to serve members' interests. The weakening of industrial councils will further impair these unions' ability to serve their constituency adequately.

Increasing militancy among white workers has been expressed in the form of heightened wage demands and a willingness to embark on industrial action to achieve them, according to O'Donovan. In the former case, multiracial trade unions report that white workers have increased their wage demand from the "traditional" range of 15% to the 20%-60% range.

Factors such as heightened wage demands, increased industrial militancy and the erosion of the power-base of multiracial trade unions create the climate for the establishment of an "aggressive whites-only union movement aimed at protecting the status of white workers within and beyond the factory walls," O'Donovan observes.

While little information is available about the mooted new "super-union" movement for white workers, the main unions backing the drive are the Mine Workers' Union (MWU), Yster en Staal and Transnet's Running & Operation Staff Union. The unions' aim at this stage is to increase and consolidate membership as much as possible, with Running & Operation aiming for a fourfold increase in the immediate future.

The unions are also likely to follow the

PRESTON'S PRIZE

FM chief photographer Raymond Preston took the runner-up prize in the news category of the 1989 Ilford Photo Press Awards, announced this week. His picture "Apart-Hate" (reproduced below), captures an AWB supporter hitting out at a black bystander during the neo-Nazi movement's rally in Church Square, Pretoria, last September. The winner in this category was Juhan Kuus of SIPA Press, Paris. The SA Press Photographer of the Year Award went to Dana le Roux.



FIM 4/5/90

MWU's lead in organising workers in sectors beyond the union's original ambit

A third objective remains the merger of existing unions into the "super-union" which is intended to play an active political role. While members may be affiliated to right-wing movements like the AWB and the Conservative Party, these are not intended to reflect white worker interests.

Already doubts are emerging about the willingness of some general secretaries to step down, says O'Donovan — which could see the formation of a new federation of trade unions rather than an "umbrella" union (21) (21)

The extent to which any particular company will be affected by the anticipated backlash is dependent on a number of factors, he adds. These include the number of white workers at companies, the extent to which white workers monopolise skilled positions, work location and market conditions.

Industrial relations practitioners, O'Donovan predicts, will be faced with two possible scenarios. In the short term, they'll be confronted with increased demands by multiracial unions, who seem unable to back up these demands because of declining mem-

FIM 4/5/90 (21) (21) bership and organisational difficulties. (21)

On the other hand "white exclusivist unions will be concentrating on a recruitment drive" which will either result in these unions having to out-bid the multiracial unions, or simply highlight their lack of any real power.

Where racial friction has occurred on the shop floor, it has led to mass assaults between black and white workers, O'Donovan states. The escalating conflict is best seen in the mining industry, where the MWU is actively campaigning against the "forced integration" of facilities at work. This directly clashes with the National Union of Mineworkers' defiance campaign against segregated facilities on the mines. ■

Num members in strike deadlock

By LEN MASEKO

EIGHTY workers yesterday went on a legal strike at a Rand Mines subsidiary, Geotest, in Johannesburg in support of their wage demands and better working conditions

They are members of the National Union of Mineworkers (Num), whose negotiations with the company have reached a deadlock

The Num members demand an increase of R160 a month - to be backdated to January 1 - against the company's offer of R69. They also demand a monthly "inconvenience allowance" of R100 as well as a 40 hour working week

Num official Mr Jerry Majilubi said the strikers were locked out of the company's premises yesterday

A Rand Mines spokesman confirmed that Geotest employees had embarked on a legal strike, saying management would hold further negotiations with the union with a view to seeking an early settlement of the dispute

An executive member of the Metal and Electrical Workers Union of SA (Mewusa) has been detained

Mr Kalzer Makapan was taken by the police from his home last Friday. Mewusa official Mr Tom Oliphant said the union and Makapan's family were still trying to secure his release

Barbrook to dismiss strikers

Specimen 75190

PIERRE DU PREEZ

(211)

(18)

RAND Mines's newest gold mine Barbrook in the eastern Transvaal is to dismiss most of its 850 striking workers.

A company announcement today says operations will be affected adversely in the short term, although the company is recruiting to re-establish its labour force.

Rand Mines says several incidents of labour unrest have occurred at the mine during the past three months.

Repeated discussions between management and employment representatives were undertaken during which concessions were made by management, the announcement said. Despite these measures various work stoppages and illegal strikes ensued. Rand Mines said strikers were given an ultimatum to return to work or face dismissal. The ultimatum was defied.

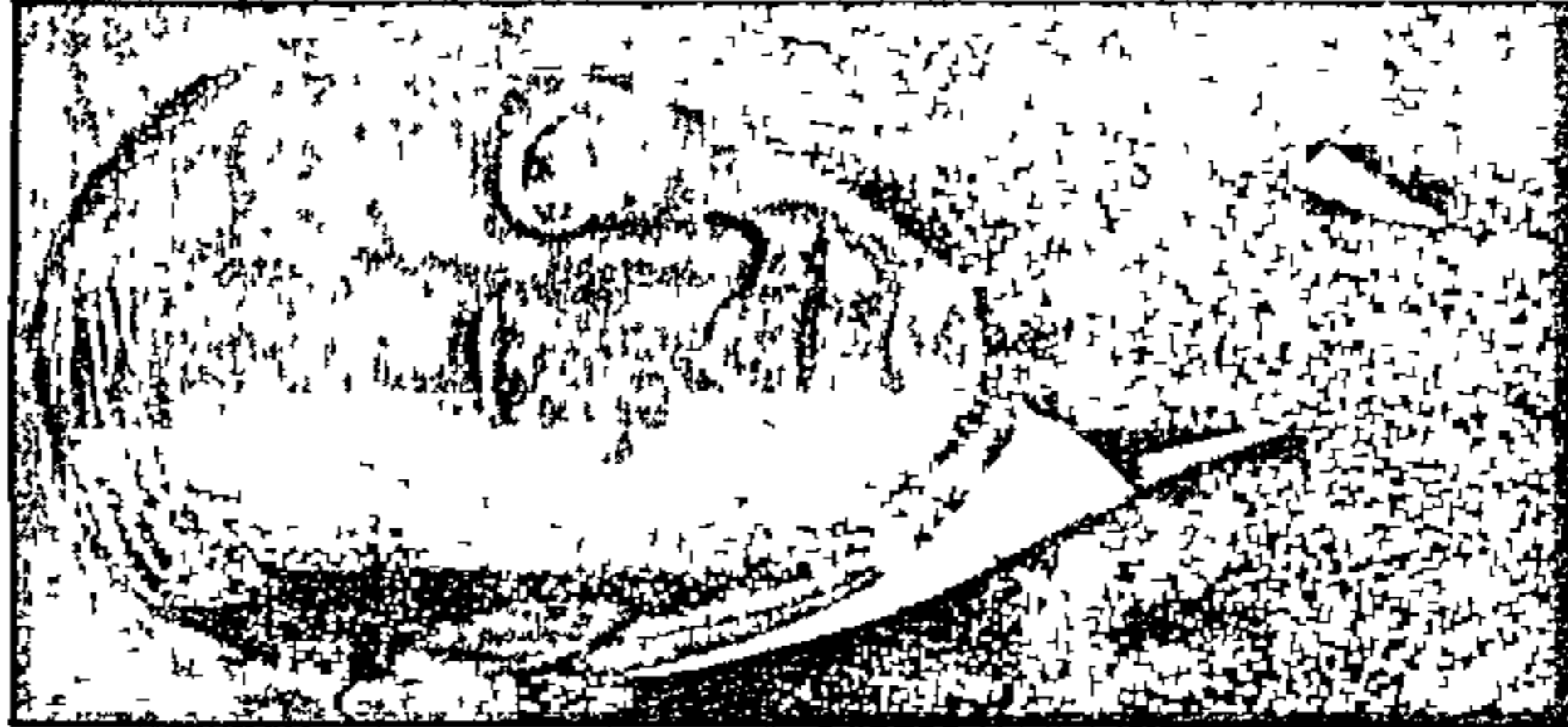
BACKGROUND

Anglo's contribution to political debate in SA

Early this year a secret document was flown to Lusaka for presentation to the ANC and delivered to the desks of various government Ministers — creating the impression that the mining giant Anglo American was seeking endorsement for its own ready-made constitution for the new South Africa and has been presented to the people it was actually meant for South Africa's citizens.

The document aims at equipping ordinary people with the knowledge to actively and effectively participate in shaping their society's future.

The book was commissioned by now-retired Anglo boss Mr Gavin Eddy. It was researched and written by Mr Bobby Godsell, a director of the corporation responsible for public affairs and industrial relations.



Equipping ordinary people — Mr Mike O'Dowd, a director and chairman of the Anglo American Chairman's Fund

Mr Michael Spicer, Anglo's public affairs consultant, Mr Mike O'Dowd, a director and chairman of the Anglo American Chairman's Fund, and Gavin Eddy, Anglo's special assistant Ms Marie Keenan. A panel of international experts screened the report.

South Africans are bombarded daily by political jargon, echoing through packed sports stadiums and on television spread across newspaper columns. Anglo's report assists the layman by clarifying some key terms of the political debate.

Concepts such as democracy, group rights and socialism — used regularly but often incorrectly — are assessed in the context in which they are applied in various countries.

"Shaping a Future South Africa" also analyses various constitutional options — a divided or a united country, a central or a Parliament.

Drawing from international experience, it discusses the advantages and disadvantages of various constitutional options used in countries ranging from the US to Japan and Brazil to Botswana.

"People often say South Africa's involvement in public affairs and industrial relations, Mr Michael Spicer, Anglo's public affairs consultant, Mr Mike O'Dowd, a director and chairman of the Anglo American Chairman's Fund, and Gavin Eddy, Anglo's special assistant Ms Marie Keenan. A panel of international experts screened the report.

Anglo American's long-awaited contribution to the political debate in South Africa, "Shaping a Future South Africa: A Citizens' Guide to Constitution-making" (Human & Rousseau and Tafelberg), was published yesterday. Political Reporter ESMARE VAN DER MERWE wrote the following report.

The alternative is a united country, functioning either as a federation or a central state.

Dealing with the centralised state in only one paragraph, the authors merely cited examples of unitary states (such as Britain and France) and explain that all powers and functions are concentrated in national institutions.

Far more space is devoted to federalism.

Political power is shared between a central administration and federal units such as in the US, the Federal Republic of Germany and Switzerland.

Although a federation does not necessarily resolve group conflict, it offers opportunities to accommodate group diversity — first because different groups may exercise power in different federal units, second because devolved decision-making allows for "different patterns of govern-

ment as well as the competition between rival policies."

Because federalism allows people to "vote with their feet" it provides greater scope for local government.

The authors prefer a devolution of power to a democracy of the suggestion that "the more numerous the forms of government are, the easier it will be to accommodate divergent and rival groups within the institutions of government."

Using education — a political concern — as an example, the authors suggest that decisions about schooling should be taken at community level.

When national or even provincial education authorities determine how they choose sides between different interests and where these decisions are made to the neighbourhood or community level, divisive emotion-charged issues are avoided.

"Various mechanisms exist, of which one is the voucher system. The voucher method is provided to the parent rather than the school system."

Success of a new SA constitution hinges on 'broad political participation'

"Shaping a Future South Africa: A Citizens' Guide to Constitution-making" suggests how ordinary South Africans can participate in drawing up a new constitution. ESMARE VAN DER MERWE reports.

"We must look for countries of comparable levels of economic development, industrialisation and urbanisation. Brazil, Mexico, Portugal, Greece and India may all have something to offer in this regard."

Second, alternative proposals should be debated by all groups with significant political power — on the condition that they are willing to compromise. The process of debate should allow for leaders to discuss concession or deadlock issues with their supporters.

"Constitutions agreed to by leaders without the step-by-step knowledge and support of their followers are unlikely to be effective."

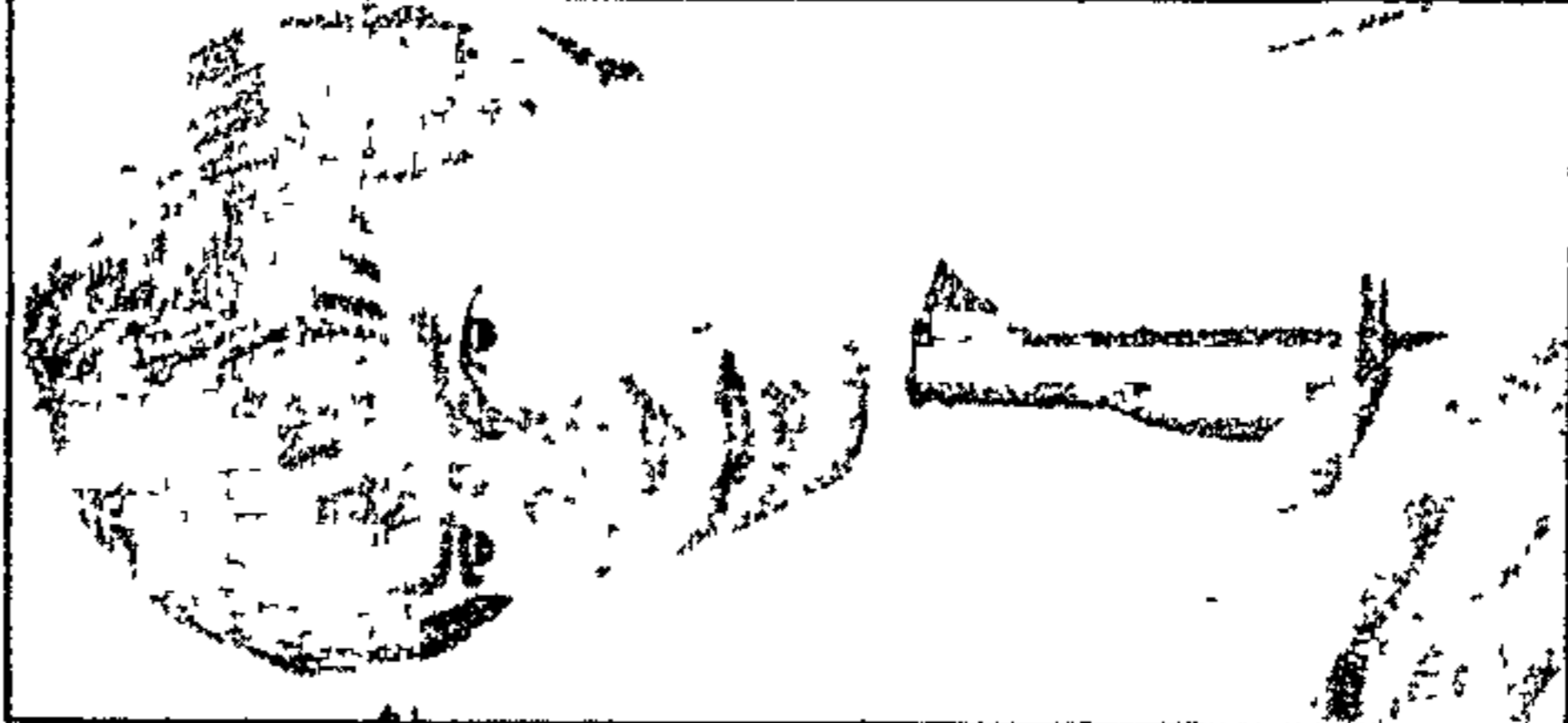
A third stage is the ratification and adoption of agreed compromises by the broadest and most inclusive process of popular participation possible. In divided societies like South Africa, constitutions not only need the support of numerical majorities but also those politically organ-

"Surely this instruction is supported by a political culture which is more than a piece of paper — that is, a promise of reconciling freedom and a way that will make a debate about future constitutions both possible and constructive. Perhaps the first debate should be about the bill of rights."

Urging all citizens to demand of their destiny by participating in the drafting of a new constitution, the authors conclude "Democracy is not a static, inevitable or automatic process — history government by consent is the exception rather than the rule. There are grounds to believe in democratic politics are possible in South Africa."

"Popular cultures, traditions and imported, which cherish the democratic institutions such as the press and universities, the independence; and — perhaps — a set of alternatives, all of which are much less attractive, all suggest the possibility for a meaningful, non-violent democracy here."

"Much will depend on the extent to which SA's citizens express their demand of their political leaders."



Spelling out options — Anglo director Mr Bobby Godsell, responsible for public affairs and industrial relations

Dealing with the competition between rival policies."

Because federalism allows people to "vote with their feet" it provides greater scope for local government.

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Chamber and NUM square up for first round of talks

By Day 8/5/96

MATTHEW CURTIN

THE first round of the annual wage negotiations between the Chamber of Mines and the NUM will take place on Thursday, the two sides announced yesterday.

The NUM has called for an average wage increase of 35%, representing increases of 92% at the lowest-paying collieries, and 32% at the highest-paying gold mines.

The union has also called for new minimum wage rates in the industry, of R543 for surface workers and R600 for underground workers. (211) (USA)

Announcing the proposals on April 23, NUM general secretary Cyril Ramaphosa said a major theme of this year's negotiations would be the "persistence" of racial discrimination at the workplace.

The union had identified 59 areas of "rampant discrimination".

The Chamber of Mines has not offered comment on the NUM proposals, but reaffirmed the industry's opposition to any form of racial discrimination.

Ramaphosa warned if tangible and positive moves did not emerge on the part of the chamber after the forthcoming talks, the government could expect protest action from workers.

Black illusions about SA's wealth

By KENNEDY MAXWELL, President of the Chamber of Mines

THE South African mining industry welcomes Mr Cyril Ramaphosa's proclamation of 1990 as the Year for Justice, Democracy and Peace on the mines

It agrees with the general secretary of the National Union of Mineworkers when he mentions the social and economic damage done by apartheid, especially to black people

And, yes, it agrees that a new ray of hope has emerged, that resolution of conflicts through peaceful means is "the new international norm of our time"

Assumptions

Regrettably, that course is not served by the emotional tenor and sweeping assumptions that colour some of Mr Ramaphosa's recently expressed views on the mining industry

The first and most dangerous assumption, because it invites unrealistic expectations that cannot be fulfilled, is that South Africa is a wealthy country, and that a fairer division of its wealth would ensure prosperity for all

The hard fact of the matter is that this is not a wealthy country, that if all personal wealth were pooled and equally divided, most whites and many blacks — including the majority of his union members — would lose, but the gain spread among the masses would be minimal

Resources

And those with the skills which generate wealth and create employment would take those skills elsewhere — leaving behind a further impoverished country

The answer is not to rob the rich but to uplift the poor. A look at the wealthy nations of the world will indicate that a country's most valuable asset is not its mineral or other natural resources but its human resources. The only way

to increase wealth, or the size of the cake to be divided, is by greater productivity and economic growth

Education

South Africa has one of the lowest productivity rates in the world, and part of the reason for this has been inferior black education under the apartheid system — exacerbated by the township dictum of "liberation before education"

Mr Ramaphosa refers indirectly to the changes in Eastern Europe, where socialism has so dramatically failed, and then proposes that failed system — including nationalisation — for South Africa. He does not say how nationalisation of the mines is going to be achieved or how it will create more wealth, but it is worth looking at some facts

Revenue

During 1989

□ 33 percent of the revenue earned from gold sales was paid in wages

□ 39 percent was paid to suppliers of stores, materials and services required to produce the gold

□ 15 percent was spent on capital expenditure items to keep the mines going

□ 8 percent went to taxation and lease payments

□ That left 5 percent for the shareholders which meant that they earned 3,2 percent return on the market capitalisation of all the gold mines. Hardly profiteering!

How would Mr Ramaphosa propose to rearrange these figures? How would he compensate shareholders if the industry was nationalised? How would he retain the confidence of local and international investors without whom new mines will not be opened up to create more jobs and more wealth?

It is patently absurd to write off the economic contribution of the mining industry with the comment that it has enriched only a tiny minority

Some R7 000 000 000 was paid out to 513 000 employees in the gold and coal mining companies during 1989 and two thirds of all foreign currency earned by exports came from the mining industry

It has given birth to whole towns, to educational and medical institutions, dams, roads and railways. It is the backbone of the economy

At the same time, the eighties have not been good for South African

gold mining. During this decade inflation has seen our mines move from being the lowest cost producer of gold in the world to the highest

Since 1980 real annual profits have fallen every year, and the fall in the price of the metal means that by July half the mines will be operating at a loss

Efficiency

What is needed now if further improvement in productivity and efficiency, not political rhetoric which provocatively seeks to place the Chamber of Mines and "the apartheid State" in the same camp

The mining industry fully supports peaceful moves toward the creation of a non-racial, democratic post-apartheid society. Its opposition to apartheid has been expressed frequently and effectively through representations to win full and equal trade union rights for all employees, irrespective of race, through successful efforts to secure the abolition of the "scheduled person" definition from the statute books, scrapping statutory job reservation, and through numerous other motivations including the scrapping of the Group Areas Act

Restrictions

The industry has also initiated legal action against government and conservative unions over the training of coloured winding engine drivers, the segregation of change houses, restrictions on the number of people employed with blasting licences (which could restrict the entry of blacks into jobs requiring this certificate), and on the admission of qualified blacks, Asians and coloured people to the Mine Employees Pension Fund

When Mr Ramaphosa wilfully confuses recruitment with abduction, employment with slavery and hostels with prisons, when he makes totally unfounded allegations about workers being denied the right to organize themselves or elect their own representatives, then he mocks the peace he proclaims

Aspirations

The government has conceded that apartheid is doomed. What is now at stake is what is to take its place, and how

Only if we work together constructively will we be able to match our common aspirations of building a prosperous nation in which democracy and an equitable distribution of wealth is fully realised

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Welkom boycott starts 'apartheid war'

WELKOM. — White-owned businesses in this usually bustling town put up their shutters yesterday at the start of a black consumer boycott which some residents say is the start of an apartheid war.

Shopping streets were all but deserted as the town was gripped by the boycott, called to protest against the alleged shooting of blacks by local white extremists.

Union and civil-rights officials say at least two blacks have been murdered at the hands of khaki-clad white vigilantes since they launched street patrols earlier this year.

The white organisers of South Africa's biggest vigilante scheme — they boast a membership of more than 4 000 — deny the murders and are

unrepentant about their actions. They say they have a mission to clean up their home town of 75 000 whites in the Free State, which is surrounded by huge compounds housing thousands of black miners who work in the gold fields.

A black school secretary who declined to be named said she was shot at on Sunday in Welkom's black township of Thabong.

"I was just passing through the town at around

6.45pm when a shot came through the wind-screen. It went right through the combi and out the back," she said.

She said the man who fired the shot was wearing khaki and was in another minibus.

"He was a policeman," she said. "It was easy to recognise him, I've known him for quite a long time."

Boycott organisers were nervous about talking to journalists, but one said residents welcomed the action as it was the only way they could hit back at right-wingers, some of whom own shops in the town.

One shopkeeper said there would be a meeting tomorrow to decide on counter-action to the boycott. — Sapa-Reuter.

Chamber strikes wage deal with eight unions

MATTHEW CURTIN

THE Chamber of Mines and the Council of Mining Unions (CMU), which represents more than 22 000 mostly skilled white miners and artisans, have reached agreement on a 13,5% wage increase for all employees represented by the eight CMU unions, it was announced in a joint statement yesterday.

But ERPM gold mine, the loss-making Rand Mines operation which last registered an annual profit in 1980, was excluded for the second year running from these negotiations and will be subject to separate direct negotiations.

The chamber and the CMU agreed on a 13,5% increase last year after a 12% increase in 1988.

The CMU demanded the introduction of a five-day week instead of an 11-shift fortnight, and yesterday's agreement included an undertaking by the chamber to set out in full its reasons for not being prepared to consider the introduction of a five-day week. The chamber said it was willing to schedule a special meeting with the unions to debate the issue.



Both the chamber and the CMU agreed yesterday that employers and employees would make equal increased contributions, amounting to a 1% increase in pensionable emoluments, to the existing death benefit scheme under the Mine Employees' Pension Fund to enable members to convert death benefits to additional pension on retirement.

CMU chairman Ben Nicholson described these developments as major breakthroughs. It was the first time the chamber had agreed to share the cost of employee benefits and to discuss the issue of a five-

day week, he said.

The chamber described the negotiations as "tough, but conducted in a constructive spirit". BID 07/10/5790

The unions involved were the Amalgamated Engineering Union; the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Ironmoulders' Society; the Mineworkers' Union, the SA Boiler-makers, Iron and Steel Workers, Shipbuilders' and Welders' Society; the SA Electrical Workers' Association and, the SA Engine Drivers' and Firemen's Operators' Association

 Demand 

The settlement came a day before the first round of wage negotiations between the chamber and the mainly black NUM. NUM settlements have, on a percentage basis, traditionally been above the CMU level.

The NUM demand is for an average wage increase of 35%. Yesterday a chamber spokesman would not comment on the implications of the CMU settlement for today's talks, but said the chamber was looking forward to a "good and constructive negotiating session".

The NUM talks coincide today with continuing negotiations between the engineering industry's employer federation, the Steel and Engineering Industries' Federation of SA (Seifsa), and the National Union of Metalworkers of SA (Numsa)

Racial violence

set to explode

Sowetan 10/5/90

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RACIAL hatred has placed the town of Welkom under siege.

After Nelson Mandela and President F W de Klerk's first tentative steps towards negotiating a settlement to South Africa's political stalemate, white diehards are stoking apartheid's fires in this Orange Free State mining town

Khaki-clad vigilantes, charging that police are unable to contain crime in Welkom, have established night patrols to chase blacks from the town's neat suburbs and leafy avenues

Armed with shotguns and Magnum pistols, vigilantes head out in groups of 12 in unmarked vans to patrol the uneasy streets of the town, which means "Welcome" in Afrikaans

Organisers say most night patrols are uneventful, with routine checks on the properties of elderly people and women living alone.

Murders

But trade union and civil rights officials say the vigilantes are more concerned with "black-bashing" and terrorising law-abiding residents than maintaining law and order.

They say at least two blacks have been murdered, allegedly at the hands of the patrols, since they were launched earlier this year

The white organisers of South Africa's biggest vigilante scheme - they boast a membership of more than 4 000 - deny the murders and are unrepentant about their actions

They say they have a mission to clean up their home town of 75 000 whites, surrounded by huge compounds housing thousands of black miners who work in the goldfields

"We don't want kaffirs dancing in the streets. If they want to play with fire we can play with fire as well," said Hennie Muller, one of the masterminds of the "White Security" scheme.

It was established shortly after the Government opened the flood-



Against the backdrop of negotiations between the Government and the ANC, white right-wingers threaten to match fire with fire in the Orange Free State town of Welkom.

gates of black dissent in February by releasing Mandela from jail and legalising protest movements

But whites living in South Africa's conservative hinterland did not subscribe to the generally favourable reviews of De Klerk's initiative, and their reaction in Welkom has fuelled fears of a white pro-apartheid backlash

The conservative reaction is spreading, mainly from towns like Welkom - rural communities of Afrikaners where strict racial segregation often still prevails

Muller said that his telephone never stops ringing from like-minded citizens all over South Africa who want to establish armed neighbourhood watches in their towns.

But he denies his vigilantes are responsible for terrorising or intimidating innocent blacks

He blames the neo-fascist white supremacist Afrikaner Weerstandsbeweging (AWB), which has an active branch in the town, for the night-time raids

"It is the AWB who do these things. They have their own patrols and then blame the violence on us," he said.

Things may be coming to a head in Welkom. Battle lines are being drawn for a full-scale racial confrontation

Strict apartheid

Black community leaders have retaliated against this white pressure by staging a consumer boycott of white businesses. Muller said his members will counter by blockading wholesalers to starve out the black townships

Muller said the boycott would only spawn violence within the black community, and said most blacks opposed such militancy

David Naude, one of Muller's fellow vigilantes, said most blacks were conservative at heart and subscribed to the policies of the white rightist Conservative Party,

which advocates strict apartheid

"They don't want to live with us just as much as we don't want to live with them," he said.

The Welkom offices of the National Union of Mineworkers were bombed earlier this month, and officials believe that right-wingers angered by the union's part in organising the boycott were behind the blast.

Damage was slight and no one was injured, but few believe the violence will stop there

As the atmosphere grows ever more poisonous, the Welkom police force is stuck in the middle, countering accusations of bias from both white and black

A spokesman said the force was doing its best to get both sides to sit down and talk

But unless they succeed soon, Welkom may be blown apart by the kind of racial violence that most South Africans were fervently hoping had become a thing of the past - Sapa Reuter

SA mine in bid to save 10 000 jobs

Business Editor

THE country's oldest gold mine, ERPM at Boksburg, plans to sell off its mine dumps in an effort to save the jobs of about 10 000 miners and avoid going into liquidation.

The surface dumps contain gold with an estimated value of R800 million in minute quantities — as little as three grams in a ton of ore.

The mine is unprofitable at a gold price below \$400 an ounce, is millions of rands in the red and has not paid any tax for 10 years

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NUM, chamber adjourn talks

MATTHEW CURTIN

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THE first round of pay negotiations between the Chamber of Mines and the NUM was adjourned yesterday until May 15 and 16.

NUM president James Motlatsi said there had been insufficient time yesterday for the chamber and the union to motivate all their proposals.

He said the approach of both sides had matured towards discussing pay and conditions, but it was premature to comment.

On the likelihood of industrial action, Motlatsi said the union had not gone to the negotiating table "with a shotgun at the head of the chamber".

A strike by the NUM would be a last resort, and he hoped the two sides would reach agreement without the declaration of a dispute.

The chamber is responding to the NUM demands for an average minimum pay increase of 35%. On Wednesday the chamber and the Council of Mining Unions, representing mostly skilled white mineworkers and artisans, agreed to a 13.5% award.

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Mines dispute over a national Aids policy

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By JOHN PERLMAN

THE National Union of Mineworkers has charged the Chamber of Mines with making a long-term solution to the Aids problem "impossible" following its decision that an industry-wide policy on Aids is no longer necessary.

The NUM insists there are issues, such as migrant labour and the hostel system, which contribute to the spread of Aids and cannot be dealt with at a mine level.

"We are horrified by this," said NUM health and safety officer May Hermanus. "Dealing with HIV and Aids requires a high level of co-ordination."

"If you are forced to deal with the issue mine by mine, it becomes impossible to deal with the social issues surrounding Aids and its prevention, like migrant labour and the hostels. You can only deal with individual cases," Hermanus said.

Dr Daniel Pollnow, the chamber's senior general manager for health care services disagrees. "The hostel system and migrant labour are the subject of ongoing discussion. If anything, discussing them in the context of Aids could make them more difficult to resolve."

Pollnow said the chamber's decision to rescind its policy, adopted in August 1988, stemmed from the view that Aids "should be treated like any other terminal disease."

"The issue of the continued employment of a man with HIV is no different from the continued employment of a man with cancer. These are not issues that have needed discussion at industry level before."

Hermanus said the NUM's intention was to get the chamber "into an industry forum to negotiate an acceptable Aids policy".

The chamber's rescinded policy noted the need to educate and protect workers against the disease and "to

treat those with HIV infection or Aids with due compassion and with full regard for the dignity and rights of the individual".

The policy's implementation was, however, "subject to the overriding requirements of legislation". This referred to the Aliens Act, amended in 1987, to make it an offence to employ a foreigner known to have tested positive for HIV.

The policy also specified that people from "a high-incidence area defined by the chamber, whether foreign or South African", would not be employed unless they tested negative for HIV infection.

The NUM put forward counter proposals this year which "disputed the Chamber of Mines right to unilaterally implement a policy on Aids" and said the policy sought "to build into the employment contract a degree of employer licence and caprice".

The NUM listed eight principles which it believed should guide policy on Aids, including

- HIV infection should not be grounds for discrimination or dismissal;

- HIV screening was only justifiable if the objectives were clear and accepted by the NUM. It should not be used as a basis "for irrational and discriminatory employment policies";

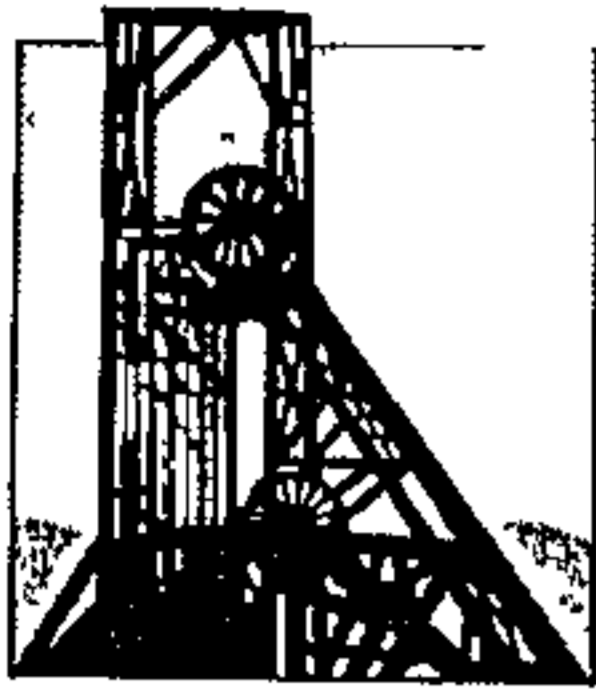
- The hostel system impeded effective Aids containment. The industry should commit itself to family housing, facilities for visiting wives and "humane hostel management";

- Education and counselling efforts should be jointly developed by management and worker representatives.

Pollnow said the chamber would welcome NUM involvement in Aids education "They know how to talk to workers far better than we do. They know what would have an impact."

How tarnished a future?

■ SA still has a golden future — if it avoids the pitfalls



Three weeks ago, as the National Union of Mineworkers (NUM) kicked off this year's round of bargaining by calls for wage increases averaging 35%, mine managers groaned. How, they wondered, does one convince an increasingly confident and militant union that inflation-beating wage hikes are not on without accompanying productivity deals?

Wages are about half the average gold mine's working costs. Judging by latest Chamber of Mines figures, any more than a token increase could tilt several into loss. Naturally, there are ways around this. Gencor has come up with one — cost-cutting by reducing ore production and employee numbers at small, marginal mines. Anglo has taken a different tack, seeking to contain unit costs by seeking to raise output at large mines.

Wage talks are due to start within days. Ahead of them, the chamber is reluctant to discuss its negotiating stance. Nor are spokesmen happy about discussing nationalisation. But as NUM leaders Cyril Ramaphosa and James Motlatsi increasingly toe the ANC line on nationalisation, resolution of the question of State ownership of mines grows daily more pressing.

Basically, the ANC argues that State ownership will be beneficial, while the mining companies believe it will lead to gold mining's rapid decline.

Earlier this year, Wits University's Economic Geology Research Unit reckoned that a tad less than 40 000 t gold remains under the surface of SA, almost as much as the 42 000 t extracted since mining began on the Witwatersrand in 1886. Remaining reserves represent over 60% of the estimated 65 000 t

gold still to be mined the world over.

Of that 40 000t, 23 000 t could be extracted by existing mines and 17 000 t by new mines. Mining that gold will, nonetheless, be accompanied by a steady decline in annual production. A couple of months ago, Lloyd Pengilly, Martin & Co mining analyst, told a New York conference that, in the best circumstances, production could hold fairly steady for three or four years before sliding from last year's 619 t to an estimated 324 t by the year 2014. That is his most optimistic

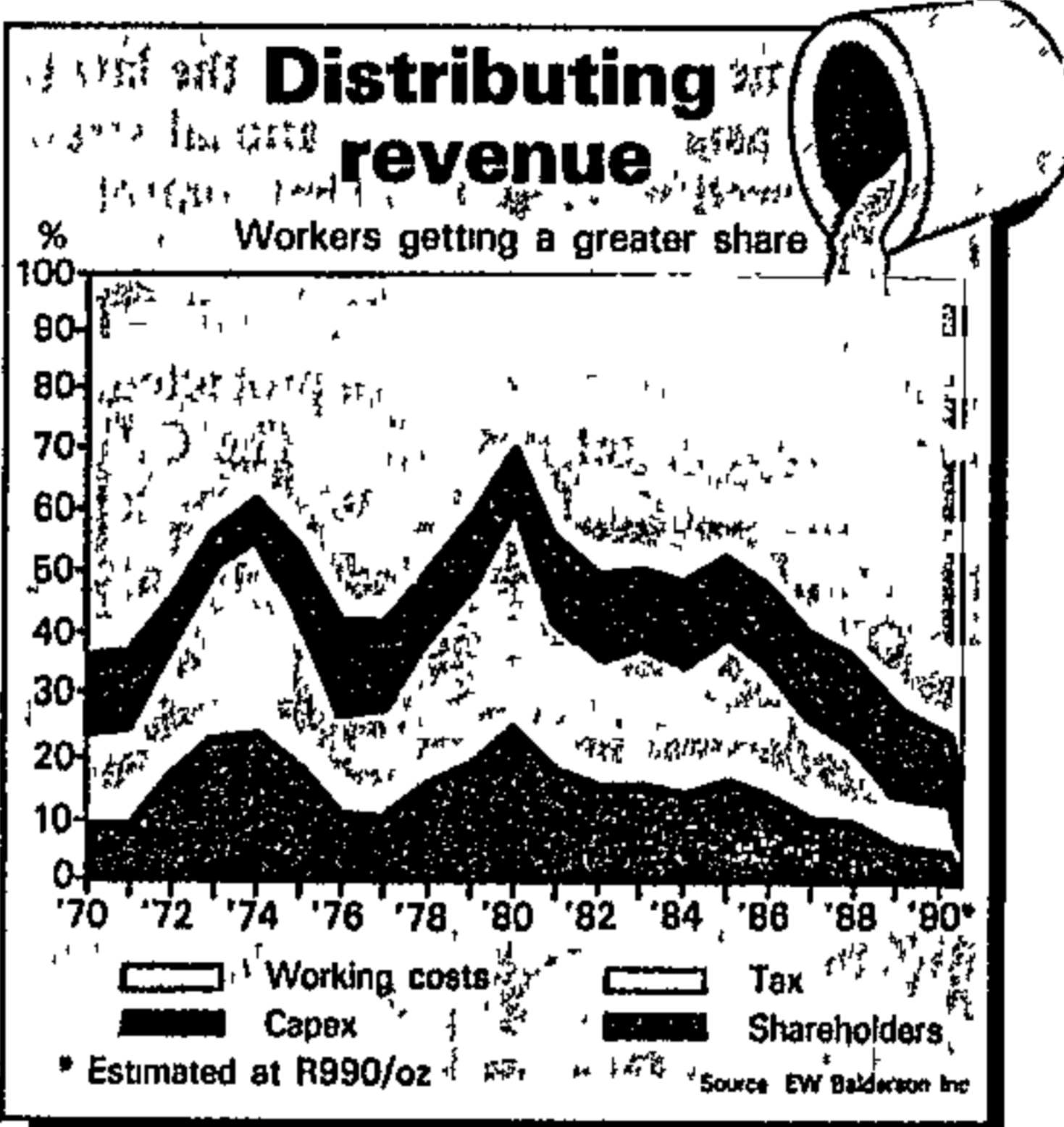
scenario, which assumes new mines will be opened in the Free State and Transvaal. Of that 40 000t, 23 000 t could be extracted by existing mines and 17 000 t by new mines. Mining that gold will, nonetheless, be accompanied by a steady decline in annual production. A couple of months ago, Lloyd Pengilly, Martin & Co mining analyst, told a New York conference that, in the best circumstances, production could hold fairly steady for three or four years before sliding from last year's 619 t to an estimated 324 t by the year 2014. That is his most optimistic

few days, the metal traded at more than US\$800/oz. Then, according to E W Balderson's Nick Goodwin, working costs absorbed only 30% of the industry's total revenue and capital spending 9%. After necessary working and capital expenditure, residual revenue was split 36% to the taxman and 25% to shareholders. That was the best year, as our graph shows. Back in 1970, just as gold was freed from its \$35/oz straitjacket and annual production was peaking at just over 1 000 t, two-thirds of revenue was swallowed by working costs and shareholders had to make do with 9%. Still, that did not prevent mining houses from sinking funds into new mines, even though their commissioning did not prevent a fairly steady decline in total production. Throughout the Seventies, the houses counted on gold prices rising to counter-act rising capital and working costs.

This year's first quarter, Goodwin says, was the worst since 1970. Working costs swallowed 75% of revenues; a mere 6% was left for shareholders. This year, he reckons, could be even more miserable. If gold averages R990/oz, more or less its present price, working costs could absorb 82% of revenue. A further 11% will be needed by already attenuated capital spending programmes. Revenue will rake in 4% and shareholders will get the rump of 3%.

So, ironically, the threat of nationalisation has become a factor just as the industry is embroiled in one of its most difficult periods. Wholesale nationalisation now would merely give the State an additional 3% of total gold revenues. And getting that 3% could dry up any new investment funds, lead to an exodus of mobile, skilled whites and possibly precipitate some sharp cuts in employment.

There is, though, another way of looking



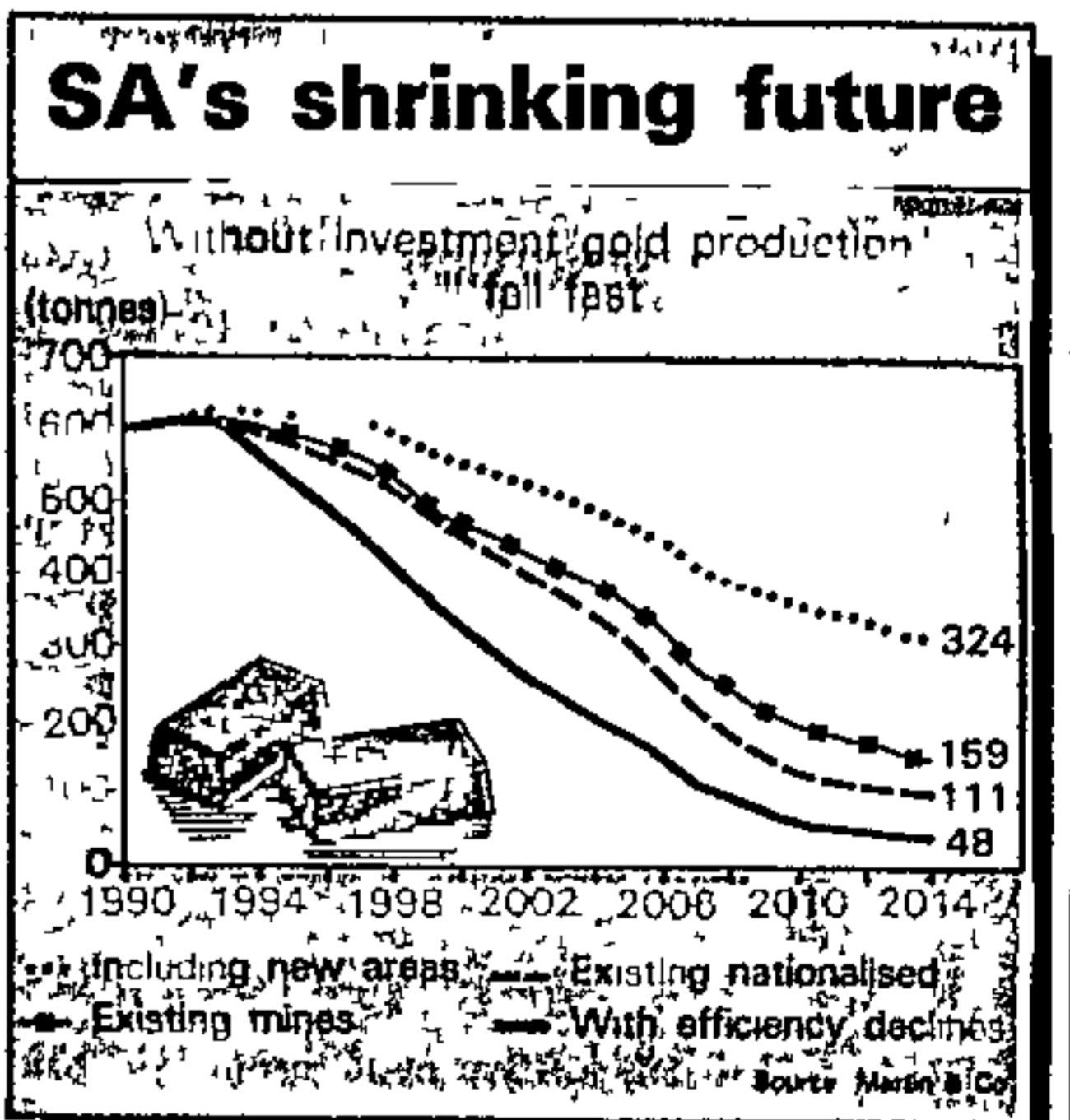
scenario, which assumes new mines will be opened in the Free State and Transvaal.

As our graph shows, Pengilly has some less cheerful predictions. If no new mines are established but existing mines open new shafts to replace those whose ore becomes exhausted, production tumbles to an estimated 159 t by 2014, if existing mines are nationalised and private-sector capital spending to replace tonnage dries up, production is slated to drop to 111 t; and if nationalisation and no capital spending are combined with productivity declines, Pengilly reckons annual gold production will be a mere 48 t a quarter of a century from now.

That is one outlook if nationalisation removes the profit motive. Not that profits are anything to get excited about. Gold mining's heyday was in 1980 when, for a



Ramaphosa and Motlatsi ... people power?



at it. Since 1970, annual gold production by SA's fiercely private enterprise mines has dropped by just short of 40% — more or less the same drop as recorded by Zambia's copper mines since they were nationalised. That, proponents of nationalisation argue, proves private ownership does not necessarily ensure better performance.

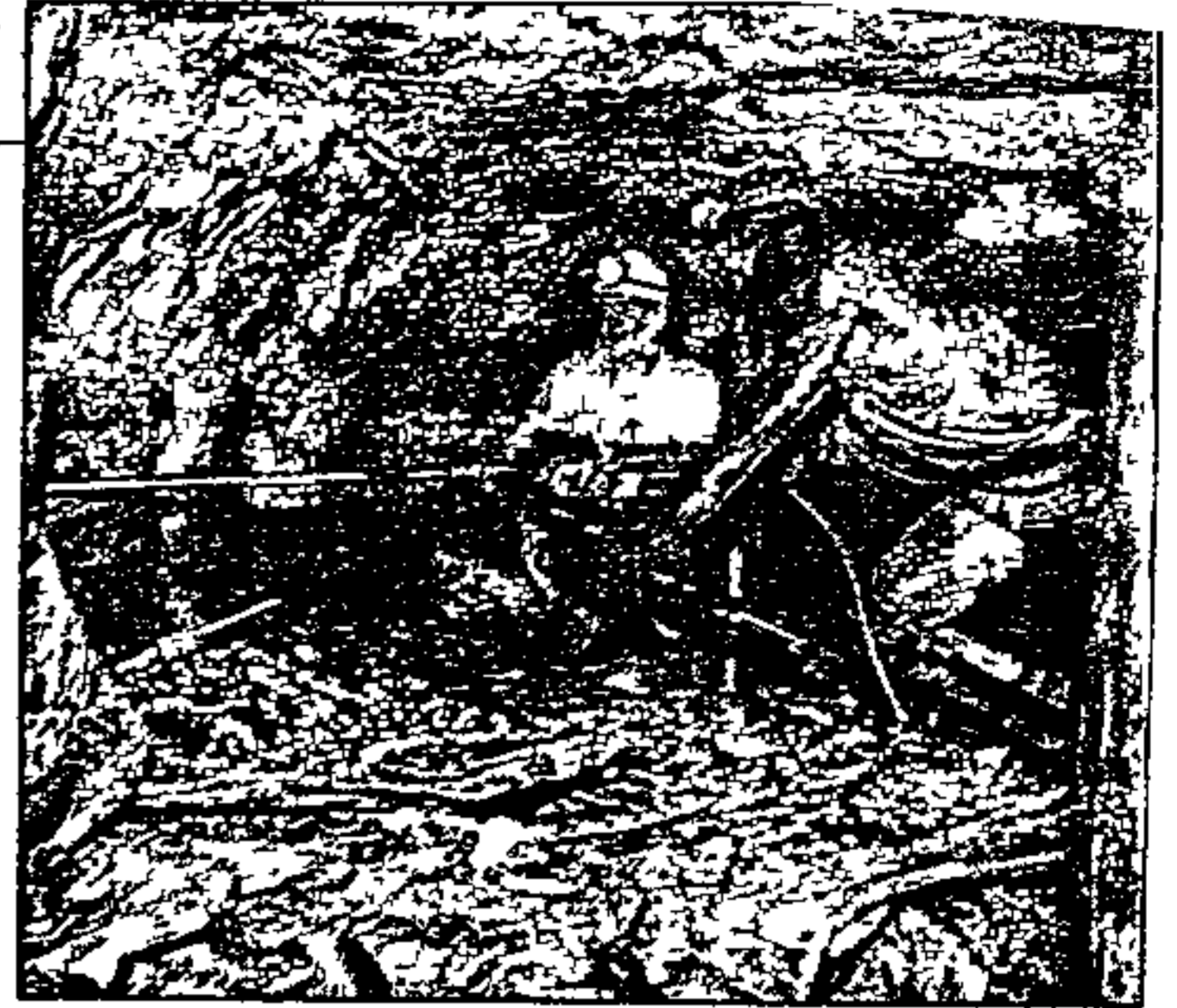
Even setting aside how State-owned mines will raise development capital, there remains the problem of just how private enterprise will cope. Hard-pressed mines, such as ERPM, have already turned to government to help stave off closure — but sauce for the goose, union economists argue, should be sauce for the gander. Why should loss-making mines expect to be subsidised by taxpayers if the State receives only a tax benefit from profitable ones?

This type of argument is probably academic as far as investors in potential new mines are concerned. Even if investors had cast-iron guarantees of no nationalisation, it is not altogether certain they would find investing in new gold mines attractive.

For the past century, gold has been the principal generator of funds to finance other development. Now roles seem to have been reversed, as mining companies eye other capital sources. Finance Minister Barend du Plessis' Budget concessions on ring fencing and non-taxation of investment portfolio sales have improved the investment climate. But a new deep-level gold mine costs upwards of R2bn. While the gold price shows no signs of advancing, it is unlikely institutions like life insurers would choose to invest in new, risky mines rather than in shares in proven, existing operations.

The mining houses' dilemma is underscored by Anglovaal's foot-dragging over its Sun project in the Free State. The group is raising R1,2bn through its rights issue. But that will nowhere near cover Sun's likely full cost and, meanwhile, the house seems reluctant to disclose Sun's known grades for fear of dissuading shareholders from following their rights.

Anglo is more open about its Potchefstroom Gap drilling. But, understandably, it



Questions over productivity

wants to be belt-and-braces sure of what is in the ground before committing itself.

Geological certainty is all very well, but, these days, the mining companies are more preoccupied with SA's political and investment outlooks. Until they become clearer, it might be wiser to count on gold production being near the bottom of our range a quarter of a century from now.

Jim Jones

JCI firings 'increase tension'

THE dismissal of 1 500 workers at JCI's Lebowa Platinum Mines' Atok section last Thursday for their strike occurred as management and the National Union of Mineworkers were on the verge of concluding negotiations on the recognition of the union at the mine

NUM spokesman Jerry Majatladi yesterday criticised JCI's heavy-handed approach, saying their failure to listen to workers' grievances would increase tensions throughout the industry. The issue was likely to appear on the NUM's agenda at the second round of pay talks with the Chamber of Mines, the first round continues today and tomorrow

The decision to dismiss the workers was an unfair labour practice, and the NUM would campaign for the reinstatement of the miners, said Majatladi.

JCI liaison officer Anne Dones said

MATTHEW CURTIN

workers had gone on an illegal strike on the nightshift of Tuesday May 8 when management had refused to comply with their demands for the sacking of a mine overseer

Workers had ignored established grievance procedures and management efforts to persuade them to return to work, precipitating their dismissal. The mine was recruiting and expected to have 1 000 new workers by tomorrow

Short-term production at the mine had been affected, said Dones, but it was not possible to predict how long production would be disrupted

The industrial action at Lebowa Plats brings the number of incidents of industrial action by the NUM to five, involving more than 2 400 workers in total

At Consolidated Metallurgical Indus-

tries, 448 workers represented by the NUM out of a 562-strong work force went on strike yesterday in protest at the dismissal of six workers for "disciplinary offences", said Majatladi

A strike over pay and conditions by 79 workers at Rand Mines geological research centre in Johannesburg, Geotest, entered its second week, as did a strike by 70 of the staff at the Chamber of Mines sports club

At Anglovaal's Lavino chrome mine, Majatladi said 339 workers held a second stoppage over the weekend, and were back at work yesterday although the dispute over the dismissal of a worker last week had not been resolved

An Anglovaal spokesman said the mine did not work on Saturdays or Sundays. However, there had been an illegal work stoppage on May 3

Smiling AWB

Chief Sees Vlok

GM-
TMB
K/S/90
211
By BARRY STREEK
Political Staff

THE Afrikaner Weerstandsbeweging (AWB) leader, Mr Eugene Terre'Blanche, yesterday walked away smiling from his meeting with Law and Order Minister Mr Adriaan Vlok — and denied that the AWB had any plans for a private police force or army.

But he stressed that AWB "commandos" would remain intact and that his militant right-wing organisation would defend its "boere" people against any attacks from the communists and the ANC.

The commandos, he claimed, were a long-standing right Boers had to protect their own.

During their three-hour meeting in Cape Town Mr Vlok promised the three-man AWB delegation an urgent investigation into the alleged intimidation of white miners in the Free State goldfields.

The joint statement issued afterwards stressed the "friendly atmosphere" of the talks.

It also seems clear that Mr Terre'Blanche has not been challenged on the right of the AWB to maintain para-military structures.

Condemned

Yesterday's talks followed the refusal of the AWB to meet Mr Vlok last week when he visited Welkom — because of the presence of an ANC representative — and Saturday's events at Ventersdorp where the AWB opened a training camp to the media.

In an angry statement in Johannesburg last night, the general secretary of the South African Council of Churches, the Rev Frank Chikane, condemned the "open mobilisation" of the right wing.

Mr Chikane called on the government to take immediate action against the Afrikaner Weerstandsbeweging which, he said, had been allowed to mobilise with impunity in direct contravention of security legislation.

Commenting on reports and pictures of armed and uniformed AWB commando leaders receiving military training on a Transvaal farm, he said: "The security legislation has been used, and continues to be used, to repress and outlaw the armed struggle conducted by the liberation movements."

"The obvious conclusion is that the state is reluctant, for political ends, to prosecute white South Africans."

In their joint statement, Mr Vlok and Mr Terre'Blanche said the discussions held at the invitation of the minister, mainly concerned the security of whites in South Africa.

"Both parties expressed their aspirations for the safety and security of the peoples of South Africa."



ALL SMILES An air of bonhomie is evident as AWB leader Mr Eugene Terre'Blanche talks to Law and Order Minister Mr Adriaan Vlok before their meeting yesterday

Picture: STEWART COOMES

From page 1

and also advocated the necessity for normalisation of the situation in the country. *GM-7/4/80*

The AWB had expressed its concerns for the safety of whites particularly white miners in the goldfields area.

According to the AWB aspects that especially cause concern are the question of intimidation, the arming of black miners, as well as allegations that some black members of the SA police have taken part in intimidation. *(2/4/80)*

Mr Vlok also undertook to hold discussions as quickly as possible with the Chamber of Mines and the white Mineworkers Union about the safety of white miners as well as the safety of other miners.

Regarding the question of the AWB's so-called "boere army" that was presented to the media during the weekend Mr Terre'Blanche gave the minister the assurance that the AWB was not establishing a boere army but was only training people to defend themselves.

"He said the AWB's motive is defensive and not offensive and this movement does not have any plans to establish its own police force or army."

After the meeting, Mr Terre'Blanche, asked about DP calls for action to be taken against his organisation, said: "There is no force in the world that will stop the boere from defending themselves, least of all the DP."

Mr Terre'Blanche said further talks with Mr Vlok were envisaged and it is understood, discussions with other right-wing groups, including the Conservative Party are being planned.

The MINISTER OF LAW AND ORDER.

(a)	(b)	(c)	(d)	(e)(i)	(ii)	(g)(i)	(ii)	(h)	(i)
30	20	187	38	29	385	444	394	170	1

Own Affairs

Indian education: expenditure

35 Mr M RAJAB asked the Minister of Education and Culture

- (1) How much was spent *per capita* on (a) teachers, (b) administrative staff, (c) grounds, cleaning and caretaker staff, (d) books and stationery, (e) equipment, (f) building maintenance and (g) other specified items in respect of (i) primary and (ii) secondary Indian State school pupils in the 1988-89 financial year.

(2) whether the above personnel expenditure includes employer contributions to pension funds, if not, what is the employer contribution to pension funds calculated on the same *per capita* basis?

Answer: 17/5/90 D141E
The MINISTER OF EDUCATION AND CULTURE

- (1) (a) (i) to (g) (i) information in respect of State school pupils not maintained separately
(ii) to (g) (ii) information in respect of State school pupils not maintained separately

(2) Falls away

Educators resigning

47 Mrs D GOVENDER asked the Minister of Education and Culture

- (a) (i) How many educators resigned from his Department in each year from 1985 to 1990 and (ii) in respect of what date is this information furnished for resignations in 1990 and (b) what are the main reasons advanced by these educators for resigning?

(a)	(i)	1985	169
		1986	123
		1987	142
		1988	206
		1989	191
		1990	50

(ii) As at 1990 05 14

- (b) Alternative employment
Confinement/to take care of child
Emigration
Personal
A large number did not advance reasons

Answer: 17/5/90 D182E
The MINISTER OF EDUCATION AND CULTURE

HOUSE OF ASSEMBLY

QUESTIONS

† Indicates translated version

For written reply

General Affairs

Recovery of mercury: working conditions

416 Mr R J LORIMER asked the Minister of Manpower

- (1) Whether his Department monitors conditions under which workers are employed in facilities for the processing and/or recovery of mercury; if not, why not, if so, (a) in terms of what statutory provisions or regulations, (b) (i) which facilities are monitored and (ii) what is the nature of such monitoring and (c) what standards apply in this regard.

(2) whether his Department liaises with any other Government Department in this regard, if so, (a) with which other Departments and (b) why?

Answer: 18/5/90 B963E
The MINISTER OF MANPOWER.

- (1) Yes, with the exception of places of work falling under the Mines and Works Act, 1956 (Act No 27 of 1956), or under the Explosives Act, 1956 (Act No 26 of 1956).
(a) In terms of regulation 5(f) of the General Administrative Regulations and regulation 2(1) of the General Safety Regulations, made under section 35 of the Machinery and Occupational Safety Act, 1983 (Act No 6 of 1983).
(b) (i) Subject to (1) above, all places of work where mercury is processed and/or recovered
(ii) As set out in the Machinery and Occupational Safety Act, 1983 (No 6 of 1983) and the regulations made thereunder

(c) For airborne mercury The "Threshold Limit Values" published by the American Conference of Governmental Industrial Hygienists For mercury as an alkyl compound The exposure limit value 0,01 milligrams per cubic metre For all other mercury compounds Limit 0,05 milligrams per cubic metre For biological monitoring Limits recommended by the International Labour Organisation (ILO)

(2) Yes

- (a) Department of Environment Affairs, Department of Mineral and Energy Affairs; Department of National Health and Population Development, and Department of Water Affairs
(b) To exchange expertise and to prevent unnecessary duplication

Own Affairs

Management Boards of certain schools

118. Dr C P MULDER asked the Minister of Education and Culture:

- (1) What are the (a) names and (b) occupations of each of the persons who were members of the management boards of the (i) Laerskool Lupardsvlei, (ii) Laerskool Betsie Verwoerd, (iii) Laerskool Rapportyer, (iv) Laerskool Randfontein, (v) Laerskool Wheatlands, (vi) Laerskool Kocksoord, (vii) Randfontein English Medium School, (viii) Hoërskool Riebeeck, (ix) Hoërskool Jan Viljoen, (x) Hoërskool Goudrand and (xi) Randfontein High School on 17 April 1990,
(2) on what date will the present term of the management board of each of these schools expire?

Answer: 18/5/90 B854E
The MINISTER OF EDUCATION AND CULTURE

- (1) and (2) It is not possible for the Department to furnish this information. It may,

Welkom tense after mineworkers killed

South 17/5 - 22/5/90

(211)

From MONO BADELA

JOHANNESBURG. — The Orange Free State town of Welkom is sitting on a powderkeg, following the killing of two white mineworkers at the President Steyn gold mine on Wednesday.

Tension has been mounting in the town since the killing a fortnight ago of two members of the National Union of Mineworkers by bands of rightwingers which sparked off a black consumer boycott.

NUM spokesperson, Mr Jerry Matlajawadi, expressed fear that rightwing elements would use the killing of the white mineworkers as an excuse to launch further attacks on the black community.

Wednesday's killing took place after a protest by about 3 000 mineworkers against the dismissal of a colleague.

Rightwing elements are thought to be responsible for the shooting of a man and the disappearance of three youth leaders in the Botleng township near Delmas in the Transvaal this week.

UDF sources here claimed a resident of Botleng was shot dead on Tuesday by a man wearing an Afrikaner Weerstandsbeweging (AWB) uniform.

A lawyer acting for several township organisations said three executive members of the Botleng Youth Congress, which is spearheading a consumer boycott in the area, were reported missing on Sunday.

Tension in the Botleng township was running high, the lawyer said.

Lutheran church minister, the Reverend Frank Muller, said several incidents of arson, looting and stoning had occurred since last weekend after an armed AWB supporter entered the township and was attacked by youths

"The man fired and wounded one,"

he said.

In a separate incident, two youths were shot dead by police in Kroonstad's Maokeng township in what has been described as a second "Trojan Horse" ploy.

The police claimed that about 1 000 people surrounded a truck and threw stones and a petrol bomb at them

Meanwhile, the open mobilisation of the rightwing was condemned by anti-apartheid bodies this week.

ANC national executive committee member, Mr Steve Tshwete, described the AWB's display of "fire power" last weekend as a "disturbing phenomenon".

"Their target is the ANC. This is an army being trained to attack our people."

The general secretary of the South African Council of Churches (SACC), the Rev Frank Chukane, called on the government to act against the AWB.

Lebowa demands fired
miners be reinstated

del. (211)
CART TINTS 8/5/90
Own Correspondent

JOHANNESBURG — The Lebowa government yesterday demanded that 1 500 workers, fired last week by Johannesburg Consolidated Investment Company (JCI) at its Atok platinum mine, be rehired unconditionally

The work stoppage which led to the firing of the workers resulted from a misunderstanding between management and the work force, Strategic Planning and Mines Deputy Minister Mr L A Mamabolo said in the Lebowa Legislative Assembly

He warned that the recruitment of any alternative labour by management must stop immediately, Sapa reported

WELKOM tense after killings

211
Apr 7/15 18/5/90

WELKOM. — Hundreds of armed right-wingers were meeting behind closed doors here last night to discuss Wednesday's riot at the President Steyn gold mine in which two white miners were killed and 14 black miners injured.

Meanwhile the mine's No 1 shaft has been

closed and the Conservative Party has called on white miners not to work unless they were sure they would be safe. Last night's meeting of Afrikaner-Weerstandsbeweging and Blanke Veiligheidsbeweging members as well as white businessmen was held in the city's Portuguese Hall.

Press people were brusquely turned away by BV guards carrying rifles over the shoulders and pistols on their hips. A planned Conservative Party press conference yesterday was abruptly cancelled and reporters were told to expect a statement after last night's meeting.

In the tense city, blacks decided on Wednesday night that the consumer boycott, which has badly hit white shops, would continue.

Today a crisis meeting has been called in a bid to ease the tension. It will bring together the National Union of Mineworkers, the Minister of Law and Order Mr Adriaan Vlok, the Defence Force, the police, Anglo American (owners of the mine) and the Chamber of Mines.

Yesterday Mr Vlok said police reinforcements, backed by troops, had been sent to the city. This action would make it unnecessary for vigilante action there, he said.

However, Mr Vlok's action came as right-wing whites threatened to take the law into their own hands unless police intervened to halt what they claim is black intimidation of whites on the mines.

The AWB warned that unless security forces acted urgently, "no power on earth" would be in a position to prevent boers and white miners from taking drastic steps if they were not protected satisfactorily at the President Steyn gold mine.

Yesterday 14 police vehicles with scores of armed police and dogs entered the mine area. Barricades manned by security forces were thrown across the entrances.

Hostels at the mine were searched for weapons. Police confiscated weapons from both blacks and whites at the hostels and interviewed all hostel members. Police urged the men to remain calm.

To page 2

Mine shaft closed

From Page 1

primarily trade union leaders, and appealed for restraint

Other shafts and mines in the Freegold south region were functioning normally.

Meanwhile, Law and Order Minister Adriaan Vlok will meet the National Union of Mineworkers, the SADF, police, Anglo and the Chamber of Mines in Welkom this afternoon.

Num publicity secretary Mr Jerry Majatladi said the parties would discuss the racial conflict in the area.

Among Num representatives to attend are general secretary Mr Cyril Ramaphosa, president Mr James Motlatsi and regional chairman of the Welkom area Mr Jan Selepe.

"It is hoped that this (the meeting) will mark the beginning of a process that will lead to the final resolution of the conflict which has already claimed more than five lives since it started," said Majatladi.

"The Num wishes to reiterate its position that all the people of Welkom, both black and white, remain calm and maintain a high level of discipline."

Meanwhile, right wing groups in Welkom - armed with shotguns, rifles, whips and knives - waited outside the police station on Wednesday night while talks were held. - Sapa.

Shaft shut at Welkom clash mine

PRESIDENT Steyn Number 1 Shaft in Welkom has been closed in terms of the Mines and Works Act to secure the safety of all employees, Anglo American announced yesterday.

The closure follows a violent clash between mineworkers and mine security on Wednesday afternoon in which two men died and several were injured.

Of the four company officials injured two are in hospital, one in a serious but stable condition, Anglo said in a

statement.

Fourteen marchers were also injured. Eight are in hospital, three in a serious but stable condition.

"The incident is the subject of a criminal investigation by the South African Police.

"The shaft will be re-opened when employees indicate a clear commitment to peaceful and orderly work practices," the statement said.

It said mine management was meeting all parties concerned,

To Page 2

LEPLAT FIM 18/5/90 (211)

All out battle (~~211~~)

Lebowa Plats' stand on last week's wildcat strike has overturned a hornet's nest. The company has fired 1 500 workers, almost the entire work force of its Atok mine, after attempts at negotiation failed to end two days of illegal strike action by black miners protesting at "racism" on the mine. Specifically, the men claim one mine overseer persistently

FIM 18/5/90

(~~211~~)
(211)
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used racially offensive language.

Rustenburg Platinum, which controls Leplat, says there has been a "campaign of mass defiance" at the mine and that management attempts to mediate a return to work were howled down by miners.

Mine spokeswoman Anne Dones says Atok is recruiting replacement labour and had expected to have signed up about 1 000 men by Wednesday this week. NUM spokesman Gerry Matjatladi says there are no skilled miners available in the area and adds that union attempts to talk to management were rejected early this week. If Matjatladi is correct on the unavailability of skills, production could be disturbed for some weeks as novices are trained.

Derek Ritchie, of Fergusson Bros, estimates that Atok is producing platinum at a rate of around 130 oz a day now, allowing for the lock-up in the new plant. Production has been halted for at least a week and even if it resumes promptly, at least 2 000 oz, or about 5% of this year's estimated 47 000 oz, will be lost.

Gillian Findlay

Weapons confiscated from hostels

Police seal off mine shaft in tense Welkom

MATTHEW CURTIN

WELKOM — President Steyn gold mine's No 1 shaft was closed and sealed off by police yesterday after two white mine employees were killed and 14 black miners injured in violent clashes on Wednesday.

White right-wing factions in Welkom have threatened to take the law into their own hands unless police intervene to halt what they claim is black intimidation of whites on the mines.

Law and Order Minister Adriaan Vlok said last night extra police and troops would be deployed in the town soon to prevent further inter-racial clashes.

Fourteen SAP vehicles with scores of armed police and dogs entered the mine area yesterday. Barricades manned by security forces were thrown across the entrances. Hostels were searched and weapons confiscated from blacks and whites.

Police patrols maintained a high profile in Welkom's streets.

The CP and other right-wing groups called a mass meeting in the town last night. Media representatives were barred from attending.

Earlier, the CP called on white mine workers not to go to work unless they were certain of their safety.

Some whites were reported to have spent the day buying up ammunition from gun shops in what one gun shop owner described as a "tense situation".

Welkom police liaison officer Maj Johann Fouche named the dead men as Sydney Koen, 43, and Johannes du Preez, 57.

A meeting between the NUM, the SADF, the SAP, Anglo American and the Chamber of Mines, as well as Law and Order Minister Adriaan Vlok, will take place in Welkom today.

At a Press conference yesterday, Anglo gold and uranium division MD Lionel Hewitt said President Steyn mine management had met NUM officials and had scheduled a meeting with the white mine workers' federation the Council of Mining Unions today.

Hewitt said overall production at the mine complex, known as South Freegold, was not seriously affected by the closure of the No 1 shaft at President Steyn as shafts two and three were working normally.

President Steyn accounts for 5% of Freegold's production. In the first quarter of this year it earned about R44,6m.

NUM publicity secretary Jerry Majatladi said the parties involved in today's meeting would discuss the racial conflict which has been prevalent in the area for about two months.

NUM earlier expressed regret at the death of the two whites mine workers.

"We make a special appeal to all the people of Welkom, both black and white, particularly the mineworkers, to remain calm and exercise maximum discipline."

Anglo public affairs manager Adriaan du Plessis said the shaft had been closed in terms of the Mines and Works Act to "ensure the safety of all concerned". Thousands of workers had been sent home on full pay, he said.

President Steyn mine management was holding discussions with all parties concerned, Du Plessis added.

All employees at the President Steyn mine number 1 shaft were being briefed on the situation and asked to desist from further violence.

□ To Page 2

Welkom

Police searched employees on their way from the mine to Thabong township after all workers had been sent home yesterday.

Giving an account of Wednesday's violence, Anglo regional GM Jan Roussouw said 35 marchers armed with knives and chanting slogans approached 20 white officials who were giving a technical presentation. Mine security forces were summoned and six security officers ordered the marchers to disperse. When they refused, security personnel fired warning shots into the ground with rubber bullets.

As the situation threatened to get out of control, one officer fired live ammunition from a 9mm revolver.

The whole incident lasted a matter of minutes, he said. Four white officials were injured and 14 marchers were in a private mine hospital, 13 with rubber bullet wounds, one with a gunshot wound. Three were in a serious condition.

□ From Page 1

About 300 whites and 3 500 blacks usually work at No 1 shaft.

Mine management said it had yet to identify the cause of the unrest that had led to the dismissal of 31 mine workers for illegal activities over the past few months.

These activities included sit-ins, refusals to attend disciplinary hearings, refusals to work underground and general neglect of established grievance procedures.

Management had received no explicit grievances from the NUM.

Referring to the general situation in Welkom, Hewitt said Anglo had approached political groups across the spectrum, calling for restraint.

He said Anglo's other mining operations in the area were unaffected.

Spokesmen for Gengold, Rand Mines, and Anglovaal said the situation at their mines in the Free State was normal.

From JOHN BATTERSBY WELKOM. — Amid the seething racial tension and violence which have engulfed this mining town, militant black mineworkers and conservative white miners are exploring a negotiating model for ending racial confrontation.

The peace bid emerged from the aftermath of an ugly confrontation on Anglo American's President Steyn mine last Wednesday which left two mine officials dead, and four officials and at least 12 mineworkers wounded in clashes with mine security officials.

But the historic peace bid received a severe setback last Sunday when police shot dead at least four people in Welkom's black township of Thabong and injured more than 40.

The shooting following a mass rally at which the black community decided to suspend a two-week-old consumer boycott.

By Wednesday night the death toll stood at 11.

Community organisations and the boycott committee, chaired by the National Union of Mineworkers' Mr Mbulelo Bungwane, had decided to suspend the boycott following the undertaking by the white vigilante groups, Blanke Verligheid (BV) and the AWP, to suspend its armed patrols of the town.

Minority

When the suspension decision was announced at a rally last weekend, militant comrades — apparently beyond the control of youth leaders — led a protest against the decision by a significant minority of the 5 000-strong crowd.

There is a feeling of sorrow among community leaders about this element.

But it has not dissipated the strong anger directed at the police, whose undisciplined actions have clearly become a major obstacle to reform.

ANC deputy president, Mr Nelson Mandela, returning from a trip to seven African states on Monday, blamed the government for the police action.

"The government is either conniving or has ordered police to be engaged in this (violence in Welkom)," he told a news briefing on his return.

"The massacre of innocent people is inexcusable," Mandela said.

Despite an announcement by the BV and AWP on Monday that they had renegotiated on the agreement with Law and Order Minister Adriaan Vlok and would resume patrols, National Union of Mineworkers (NUM) officials said the Thabong residents would probably abide by the decision to suspend the consumer boycott from Tuesday.

"Then it will be up to the police to enforce the agreement reached with the vigilantes," said Mr Jerry Majatladi, a NUM spokesperson.

Jittery, undertrained and overworked policemen — many of whom harbour strong rightwing sympathies — have become the unlikely thin line between angry blacks, impatient for change, and whites who see rapid political change as the forerunner of black majority rule.

Discipline

The government is under increasing pressure to confront the white vigilantes and the ANC/NUM is under pressure to discipline radical youth elements who oppose democratic decisions by the community.

The suspension of the boycott is part of a complex interlocking deal aimed at achieving a lasting peace both on the mines and in the conflict-ridden town, where rising black expectations have collided head-on with white conservatism and fear.

If the accord holds, it could serve as a

South 23/5-29/5/90

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SEARCHED: Police roadblocks outside Thabong

Law and Order Ministry spokesperson, Brigadier Leon Mellet, said the police had opened fire after repeated warnings to prevent the crowd from marching into the town's white areas and sparking off a "war" with armed white vigilantes.

But militant black youth leaders insisted that the police had fired indiscriminately on crowds in the streets of Thabong as they left the rally.

It is clear that the undisciplined and incompetent actions of the police in areas such as Welkom and Vereeniging have become as much of an obstacle to negotiated solutions as the wilder antics of comrades beyond the reach of the youth leadership.

Following the landmark meeting last Friday, black mineworkers' chief, Mr

Cyril Ramaphosa — who welcomed the meeting — shared a media platform with Mr Vlok and Chamber of Mines chief executive, Mr Tom Main, who represents the major mining houses.

The meeting decided to set up a working committee on security and labour issues consisting of representatives from NUM, the CMU and the Chamber of Mines.

In the past, mine employers have dealt separately with the rival black and white trade unions.

All parties called for restraint on the mines and agreed to a full-time security presence on the ill-fated President Steyn mine.

But Welkom remains wracked with racial tension and fear.

It has become a microcosm of the racial nightmare which government officials fear could sabotage the bid to reach a negotiated political settlement.

The conflict on the mines — as that in the town — has its roots in rising black expectations.

It is fuelled by white miners' fear of displacement by blacks following the scrapping — two years ago — of the law which prevented blacks from becoming fully-qualified miners with blasting certificates.

A visit to the Anglo American-owned Western Holdings mine on the outskirts of Welkom last week revealed a situation of transition.

The first fully-qualified black miners, who command teams of up to 30 black mineworkers and earn up to R5 000 a month, have not yet won acceptance by their white counterparts.

Mr Christopher Mba, the first black miner to win a contract at Western Holdings, has felt the power of resistance from his white colleagues.

"If you are not careful, they can put you out of a job," he said. "Management tends to believe their side of the story."

On most mine shafts, Mba and his few colleagues are still confined to

segregated change-rooms. At Western Holdings, "whites-only" signs could be seen scrawled in the white miners' change-rooms.

Although the black miners are on the same pay scales as their white counterparts, they earn about 10 times more than black mineworkers who mainly live in single-sex hostels — with up to eight in a dormitory — and have inferior change-rooms.

Company officials argue that such discrimination is justified on the basis of seniority rather than race. But in an industry where blacks have been blocked from advancement — solely on the grounds of skin colour — the argument does not wash with black mineworkers.

Anglo American offers company-subsidised housing in Thabong, but this is still beyond the financial means of many black mineworkers.

Resentment

It is an attempt to phase out, gradually, the notorious migrant labour system which remains a cause of resentment among the black miners.

"It makes me angry when I see my white bosses knocking off at 4pm and going back to their wives and families," said Mr Sacha Rathohoka, 34. "I also want my family to stay with me."

But Rathohoka, whose wife and two small children live 60 miles away in the settlement of Onverwacht, admits that the times are changing.

"I have an equal chance now with the white guys, and I want to become a miner," he said, taking time off from a free company literacy course.

Although Anglo American has trained only 75 black miners nationwide, this year's trainee intake is 40 percent black.

"Within five years, 70 percent of all miners will be black," said Western Holdings manager, Mr Dick Solms (*John Battersby is Southern Africa correspondent for The Christian Science Monitor*).

Sowetan 21/5/90

Back to normal

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ALL employees reported for night shift at the Number One shaft at Welkom's President Steyn mine yesterday and normal working operations have begun, a spokesman for Anglo American, who administers the mine, said last night.

Work stopped at President Steyn on Wednesday after a demonstration in which two people were killed and several injured.

Black miners returned to work on Friday evening but white staff did not.

White miners did not report for work on Saturday morning but black staff worked normally.



BREAKTHROUGH ... National Union of Mineworkers general secretary Cyril Ramaphosa and Southern Life chairman Neal Chapman shake hands after the signing of an agreement for the Cape-based insurance giant to administer the Mineworkers Provident Fund. The newly established fund, which has more than 220 000 members from more than 70 mining operations, marks a breakthrough in the mining industry and caters for unskilled and lower semi-skilled employees. Membership is compulsory for NUM members in recognised bargaining units within the industry. Voluntary membership is not restricted to NUM members and the total number of employees who could be admitted to the fund is estimated at more than 300 000.

JAMES MOTLATS

FIM 25/5/90

Testing times

James Motlatsi is almost an hour late for the interview. Violence has erupted in Welkom and foreign television crews are queueing in the passage of the National Union of Mineworkers' (NUM) offices to speak to him.

When we finally get to see the president of the NUM, the interview is interrupted by French radio which wants his comments on the killing of two white miners. His tone is conciliatory, he does not blame the extreme rightwing, but mine management. NUM has sent condolences to the families of the dead miners and he will travel with NUM general secretary Cyril Ramaphosa to Welkom for urgent talks and investigations.

A big, gentle man, Motlatsi (49) says he is "very, very perturbed by what happened. For a long time we have tried to establish a forum for white mineworkers to speak with us, or even join NUM, so we can understand each other. They are workers like us.

"We don't want to take anything away from the white mineworker. He is not our enemy. All mineworkers should share in benefits."

Motlatsi puts the blame for the conflict at the door of mine management. The use of white mineworkers to help quell demonstrations has exacerbated tensions, he says. "If management were in line with the political changes in the country, the conflict could have easily been stopped. Some mines like Grootvlei in Springs have no conflict."

Mine officials, however, prefer to see the incident as a manifestation of rising racial tensions on the Free State goldfields.

Born in Motalieshoek, Lesotho, Motlatsi is a third generation mineworker. As a child he ploughed the fields and cared for the cattle while his father worked on a Welkom gold mine. Motlatsi had eight years of schooling before going to work on the same mine as his father, Welkom No.1, now Western Holdings No 1, in April 1970.

The 19-year-old youth was shocked by conditions on the mines, not only was the 40 °C heat underground almost unbearable,

but the destruction of traditional values and dehumanisation troubled him.

"Traditionally I knew the classes of people I could share bedrooms with at that age, but here we were, 20 men to a room and some old enough to be my father or grandfather. When we went to shower, 30 or 40 of us of all ages would be naked in the same room.

"The toilets were just a line of 20 or 30 seats with no privacy. I found it unacceptable and degrading."

He worked his way up the ranks until in 1973 he was earning R2,60 per shift as a stope team leader. After refusing to pay bribes to personnel assistants he was demoted to a job where he would earn 80c a shift.

He left mining and tried his hand at construction work where he earned 75c an hour. "It was so much money, it seemed unbelievable." But pass raids forced him back to mining.

In 1975, he was involved in a mining accident and still has a deep scar across his skull. He received R35 compensation. Not long after he became a personnel assistant, a post he thrived in.

In August 1982, he was introduced to Cyril Ramaphosa, the young lawyer who was organising the fledgling NUM. Motlatsi had long been interested in a mineworkers' union. That year, at NUM's inaugural conference, he was elected the first president of the union, a post he has held ever since.

He lives in Hillbrow and is the father of four children, but also helps support the children of his sisters. "All in all, I'm looking after 11 children," he discloses.



Motlatsi ... worker to union boss

Whites-only miners' union in a tight spot

211
1/5/90

THE all-white Mineworkers Union - and by implication the white labour movement - has been dealt a severe blow in a key Industrial Court judgment.

The court this week upheld the refusal of Anglo American's East Rand Gold and Uranium Company to formally recognise or bargain with the MWU on account of its racial constitution. Ergo was justified in

SOWETAN Correspondent

not wishing to follow "retrogressive" policies which would be "increasingly anachronistic in a new South Africa", held court member Ameen Bulbaha.

Sowetan 25/5/90
Statement

In a statement, Anglo stressed that the ruling did not stop workers from belonging to the MWU,

with which it would maintain informal dealings.

The MWU went to court in February, arguing that Ergo was unfairly refusing to bargain in good faith and thwarting freedom of association.

Responding, Ergo held that recognition of the MWU would breach its "non-racial, equal opportunity" policy, offend most employees and amount to a violation of human rights.

Bulbaha found in the first instance that the MWU was insufficiently representative. A refusal to bargain in no way affected workers' right to join the union of their choice, he found.

Recognition of the MWU would harm the firm's relationship with other unions and invite industrial unrest. And by accepting work at Ergo, MWU members had tacitly agreed to abide by its non-racial policy.

Describing the judgment as a "foot in the door", lawyers said it could provide a legal basis for stripping racial unions of existing bargaining rights.

NUM strike 'unlikely' to result from dispute

MINING industry sources yesterday expressed confidence the dispute declared by the NUM against the Chamber of Mines on Wednesday could be resolved without strike action

The NUM declared the dispute at the end of the fourth round of the 1990 wage talks between the two parties

An employer source pointed out that there had not yet been an occasion in the seven-year history of NUM-chamber wage negotiations that settlement had not been preceded by a dispute declaration

"The possibility of a strike always exists. But it does not appear to be heading that way this year. Both teams appear to genuinely want a settlement," he said.

He said the talks had been held in a good atmosphere

He added that two issues other than the actual level of wage increases appeared to be of greatest concern to the NUM

First was the union proposal that the industry allocate 1% of its annual wage bill for developing black miners' skills, and to grant scholarships to 250 black miners each year to acquire technical and managerial skills.

The chamber was, in principle, in favour of developing miners' skills, but had proposed at this stage the establishment of a working committee to investigate the proposal in more detail, he said

Secondly, the NUM believed members were losing a great deal through non-payment of overtime. The union

ALAN FINE

had threatened a work-to-rule if this problem was not corrected

The deadlock arose at a point where, regarding wage increases, the chamber had offered 13.5% to 16%, with the higher percentage increase offer directed at employees at the lower end of the wage scale. The NUM demand stood at 20% to 32%.

In addition, the chamber said, it had made certain concessions relating to the collection of NUM membership subscriptions

The chamber's GM industrial relations services Barry Shipman said: "At a time when the viability of certain mines is being threatened and considerable effort is being devoted to saving jobs we believe that the offer presented today was eminently reasonable. It is unfortunate that the union does not share our view."

Refused

Sapa reports NUM Press officer Jerry Majatladi as saying the chamber's wage offer was "ridiculously low".

Majatladi said the chamber had refused to grant a union demand for March 21, June 16 and October 1 to be paid holidays

"The chamber's refusal to accede to the reasonable proposals by our union is a short-sighted and arrogant stance, which is set to plunge the entire mining industry into a climate of tension and conflict," Majatladi warned

B 16/90

Big cutback in budget of mine safety research unit draws criticism

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THE Chamber of Mines Research Organisation (Comro) has cut by about 75% the budget of the hazardous materials unit (HMU) set up as a result of the 1986 Kinross disaster in which 177 people died in an underground fire.

The move, disclosed by a Comro source, has sparked bitter criticism from the NUM's health and safety department and from a well-known consultant who advises the NUM in accident investigations.

The HMU cutback — from R1.7m to R435 000 — was one of a number of cuts following a 43% reduction in Comro's overall budget from R70m to R40m announced in April. It is alleged the HMU's status — its ability to enforce findings — is also be-

ing downgraded.

NUM health and safety department head May Hermanus objected that the HMU should have been the last victim of the cutback, rather than one which is to be affected far more than the average.

"The latest events show us that health and safety research — which does not directly bring in profits — has become an expendable item."

"Now that the chamber faces cutbacks, health and safety research is one of the main victims," Hermanus said.

Mike Martinson — a consultant and retired senior lecturer in mining engineering who is representing the NUM in three accident investigations related to the ignition

"And the individual mines do not have the personnel or facilities to take its place," said Martinson.

Chamber senior research GM Horst Wagner confirmed the HMU budget cut, but said this was because circumstances permitted this.

Wagner said in the last three years the HMU had conducted extensive tests for hazards associated with all materials now being used in mines.

"Having caught up the backlog, there is no necessity to continue testing with the same intensity," he said.

He added the unit would continue testing new materials, but the costs would in future be charged to suppliers, giving the

unit some income.

Further, the unit had established a surface testing tunnel to operate in addition to its underground one, and the former would be more economical. The unit would continue conducting a reduced number of tests, he said.

Hermanus said another example of industry cutbacks on health and safety matters was a recent decision by the chamber to halt talks with the NUM on developing an industry-wide AIDS policy.

However, the chamber's senior health care GM Dr Daniel Pollnow denied this. He said the chamber had decided policy on how to deal with employees suffering from AIDS was best determined at mine level.

ALAN FINE

of hazardous materials — said the HMU was the only Comro department oriented solely towards safety. Other research was predominantly productivity-oriented.

He said there were 150 reported mine fires in 1989 which caused 12 deaths. "It was only a matter of luck that not more people were killed last year," he said.

"We are losing a relatively independent body apart from specific technical problems, the industry needs a unit to continually draw attention to fire hazards. Every fire should be investigated and lessons learned."

W/Hand 116-716/90

Miners gear for biggest wages fight since '87

By EDDIE KOCH (211)

THE National Union of Mineworkers, by far the biggest union in South Africa, declared a dispute in the gold and coal mining industries as annual wage negotiations reached a logjam this week.

The union, whose members have adopted a militant stance over racial discrimination on some mines in the past six months, may be gearing for its first real show of strength since the marathon miners' strike of 1987.

The political mood in the country is likely to fuel militancy among the unions' rank-and-file. Parts of the Free State goldfields and collieries in the eastern Transvaal, both strongholds of the NUM, are currently experiencing consumer boycotts which will add to the tension surrounding the wage clash.

In the past two years, the NUM has accepted offers from the Chamber of Mines in order to avoid a dispute while trying to recover from the mass dismissal of some 40 000 members during the 1987 strike.

The African National Congress, whose deputy president Nelson Mandela is also honorary president of the NUM, has repeatedly warned that companies with poor labour relations practices will be first on their list for nationalisation in post-apartheid South Africa.

But industrial action is still a long way off. The union has applied for a conciliation board to try and resolve the dispute and will wait for its hearings to run their course before deciding on whether to ballot its members for a strike.

S/Times 3/6/90

Agony goes on for ⁽²¹⁾~~21~~ ERPM

Business Times Reporter

WHILE Minister of Mineral and Energy Affairs Dawie de Villiers takes a long weekend, 10 000 miners on East Rand Proprietary Mines wait to hear whether the mine is to close. The Cabinet discussed the latest ERPM rescue proposals this week and last, but no decision has been taken.

ERPM chairman Clive Knobbs criticises the delay. He says morale and production are suffering. Some miners have given up hope and resigned.

Mr Knobbs says that if it were in Rand Mines' hands, any miners laid off would receive retrenchment benefits.

But if the mine went into liquidation, Rand Mines would be powerless and it would be up to the liquidators to decide on compensation for those laid off.

ERPM owes R300-million and has realisable assets of R100-million. If it is liquidated, 10 000 jobs will go and the State will have to pay a consortium of banks R220-million.

ERPM produces 6,5 tons of gold worth \$75,8-million a year.

So many of our members have described how unpleasant it is to be in business these days. The businessman is caught in the middle of a drama over which he has no control," he said.

Over the next few days businessmen would have to think meaningful strategies for survival, he said, adding, they had to review past strategies and honestly question their



Anglo chairman Mr Ogilvie Thompson.

Anglo lost R3,5 - R5,5m in unrest

By JOSHUA RABOROKO

ANGLO American Corporation (AAC) lost between R3,5-million and R5,5-million in gold mines following the widespread violence that erupted in the goldfields towns of Welkom, Theunissen and Virginia in the past month.

At a Press conference in Johannesburg this week, the company's managing director in the gold division, Mr Lionel Hewitt, said over 30 000 shifts were lost during the uprisings that left many dead and several injured.

Decrease

However, Hewitt said that work stoppages and violence had decreased tremendously after the Minister of Law and Order, Mr Adnan Vlok, had visited the areas and

talked to various groups.

The National Union of Mineworkers, the Chamber of Mines and the Council of Mining Unions had agreed to restore peace in the troubled areas. As a result the situation was calm, although there was still tension in the gold mines.

Answering a question,

*The Foundation for African Business and Consumer Service is to hold its corporate advisory council meeting in Johannesburg today at the Mariston Hotel. The following day a Fabcos members, sponsors, satellite companies and advisers, will hold a meeting at same venue

*The Soweto Department of Education

he said that although the NUM had declared a dispute with mine bosses, it was hoped that the matter would be settled in a satisfactory manner.

Dispute

The dispute was taken to the Conciliation Board and the company was not expecting strikes on its mines.

Industrial actions and the heightened political tensions had contributed

to the drop in the price of gold. However it was expected that the company would do well in future.

AAC's chairman Mr Ogilvie Thompson said that job reservation was abolished on the company's goldmines, but agreed that there were people who still had not changed their attitudes because of apartheid. "We have not completely succeeded in eradicating this system in the mines,"

Some few 7/6/90

he said.

Commenting on the company's financial results for the year ended March 31, 1990, he said the corporation was again able to report satisfactory results despite the continuing decline in profitability of the gold mining industry, which they had substantial investment and which recorded a drop in earnings this year after static earnings the previous year.

Anglo's attributable earnings increased 20,1 percent for the year ended March 31. Earnings from gold mines comprised 24 percent of a new record R1,5bn in attributable in-

come compared with 30 percent of R1,3bn in the previous year.

The corporation's performance was a tribute to the foresight which had built up a broad spread of investments able to provide sound growth, despite the poor performance of the gold segment of that portfolio.

He expressed concern about the industrial sector. In the light of steps taken to dampen the economy and of lower commodity prices, it may prove difficult for that sector to repeat the 12,8 percent higher earnings of R563 million for the year under review.

Business Diary

By JOSHUA RABOROKO

Phone 474-0128 for all your announcements of a

New firms chosen for competition

By GILLIAN COUNIHAN

F/M 8/6/90

(211)

~~(1407)~~

MINE WAGE TALKS F/M 8/6/90

Siege or skirmish? (211)

After two years of relatively smooth wage bargaining between the Chamber of Mines and the National Union of Mineworkers (NUM), the question is whether the union is in more of a fighting mood this year.

It has declared a dispute with the chamber, following deadlock at last week's bargaining session, yet declaration of a dispute is not unusual and can concentrate minds.

Deadlock arose in the fourth round of pay talks, as the chamber stuck to its opening offer of between 13,5% and 16%, but made certain concessions — on collection of NUM membership subscriptions, for instance.

The union's opening proposal was an average 35% rise. This was moderated to increases of between 20% and 32%, which would mean an R80 increase for the lowest paid surface worker — taking the minimum

on Anglo American gold mines, for example, to R479 a month. The increase for the lowest paid underground miners would be R92 (*Current Affairs* April 27).

The union is aiming to standardise wage rates among the different mining houses. Based on its first demand, the targeted minimum would be R543 industry-wide.

NUM publicity secretary Jerry Majatladi says the chamber's opening offer was "ridiculously low". Its refusal to accede to union proposals "is a short-sighted and arrogant stance which is set to plunge the entire mining industry into a climate of tension and

F/M 8/6/90

(211)

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conflict"

Chamber of Mines industrial relations GM Barry Shipman counters "At a time when the viability of certain mines is being threatened and considerable effort is being devoted to saving jobs, we believe that the offer presented was eminently reasonable."

Regarding the union's demand for standardised wage structures, a chamber spokesman says that for the first time the industry has agreed in principle to move towards a structure that will level differences between the mining houses.

NUM also says its demands on conditions of employment were rejected by the chamber. These include paid public holidays on March 21, June 16 and October 1 (health and safety day), additional leave; holiday leave allowance, and reduced hours of work.

The union further claims members are not being paid for "unofficial" overtime, which, though not formally sanctioned by shift bosses, does occur and which is a major area of contention.

Another issue worrying the union relates to training and skills development. NUM wants the industry to allocate the equivalent of 1% of its annual wage bill to developing black miners' skills and to grant scholarships to 250 black miners every year. The chamber has agreed to the establishment of a joint committee to look into this.

The union is now filing an application for the establishment of a conciliation board. ■

THE MINE OF MISERY



OPTIMIST . . . Giovanni Spennato, who believes that ERPMM won't die

THE LIVES of nearly 40 000 people hang in the balance this weekend as they await a decision on the fate of an historic gold mine

The crisis-hit ERPMM mine in Boksburg — over 90 years old — is one of those which face possible closure as the plunging gold price causes crippling losses

For the tough miners and their families who live on the mine, the uncertainty is "hell"

They anxiously await the finding of Mr Justice Melamet's Commission which will recommend whether or not the state should continue to subsidise ERPMM

Meanwhile, a heavy veil of uncertainty shrouded the limping mine when the Sunday Times visited it this week

Miners, returning from a hard underground shift, had no idea what fate awaited them after they had finished showering and clocked out

Others feared that if they took leave they would be told their services were no longer required when they reported back for duty at rural recruiting offices in neighbouring states

Confident

But, still, there is a glimmer of hope. Strongly optimistic Giovanni Spennato, a 59-year-old mine overseer who has been at ERPMM for 35 years, said "The mine has been good to me and I've worked hard to get where I am

"When I arrived here the gold price was low and there was also talk of it closing. Since then she has gone through some tough times and always survived. I am confident that this mine won't die"

Mr Spennato came to South Africa from Italy. The son of an established farmer and winemaker, he was recruited by the SA Government shortly after World War II

"My father was upset about my decision and said I was disgracing the family. We finally agreed that I would spend six months in South Africa and then go home"

Today, he and his wife Joy have three grown-up children and he proudly calls himself a South African

"The mine is part of my life. If the mine had to close it would not be too hard on me. I could retire with a full pension, but I hope to stay on for a few more years and train young people"

However, for office clerk Happson Dlamini and his five sons life without his job at ERPMM would not be easy

"I'll suffer until I get another job"

Mr Dlamini comes from Mahamba, a small Swazi village on the border with South Africa. He was an unqualified teach-

FATE OF THOUSANDS HANGING IN BALANCE

S/Times 10/6/90

Report: DOMINIC JONES Pictures: PIERRE OOSTHUYSEN



WORRIED . . . Happson Dlamini, who fears he won't get another job

er before coming to the mines in search of better pay

"I want to study and get a degree, but the money I earn is just enough to keep my family back home alive, and I also don't have enough time to study"

Worried

He admitted he would be forced to return to his impoverished village if he was laid off

"That is my biggest fear because there is no work at home"

The slender, 29-year-old father told with worry wrinkling his forehead about workers who have gone home on leave and not returned

"They get their bonuses after 12 months and go home for three months, believing

they will be able to come back. But they aren't accepted at the recruiting offices when they report back"

Even if he found a new job, it would mean less money. Accommodation on the mine, while "not exactly good", is free and so is the food

Weary miner Dave van Aswegen was also worried

"After this chat, I'll shower and go to the office, where I might be told that I'm being laid off"

"When I come to work in the morning I don't know if I've still got a job. It's hell"

"Everyone else — from the shift bosses up — know where they stand, but us miners haven't got a clue"

He spoke from the heart, as if he had nothing to lose by revealing his hopes and fears for all the world

"What will happen to my children? I must look after them, it's a man's responsibility"

Grateful

"I have a mine house which costs R10 a month in rent. Anywhere else, the same house would cost me R850 a month. I could never afford that"

"This is a matter of life and death"

Mr Van Aswegen said that many miners were being transferred to other mines in the Rand Mines group. But he did not want to be relocated

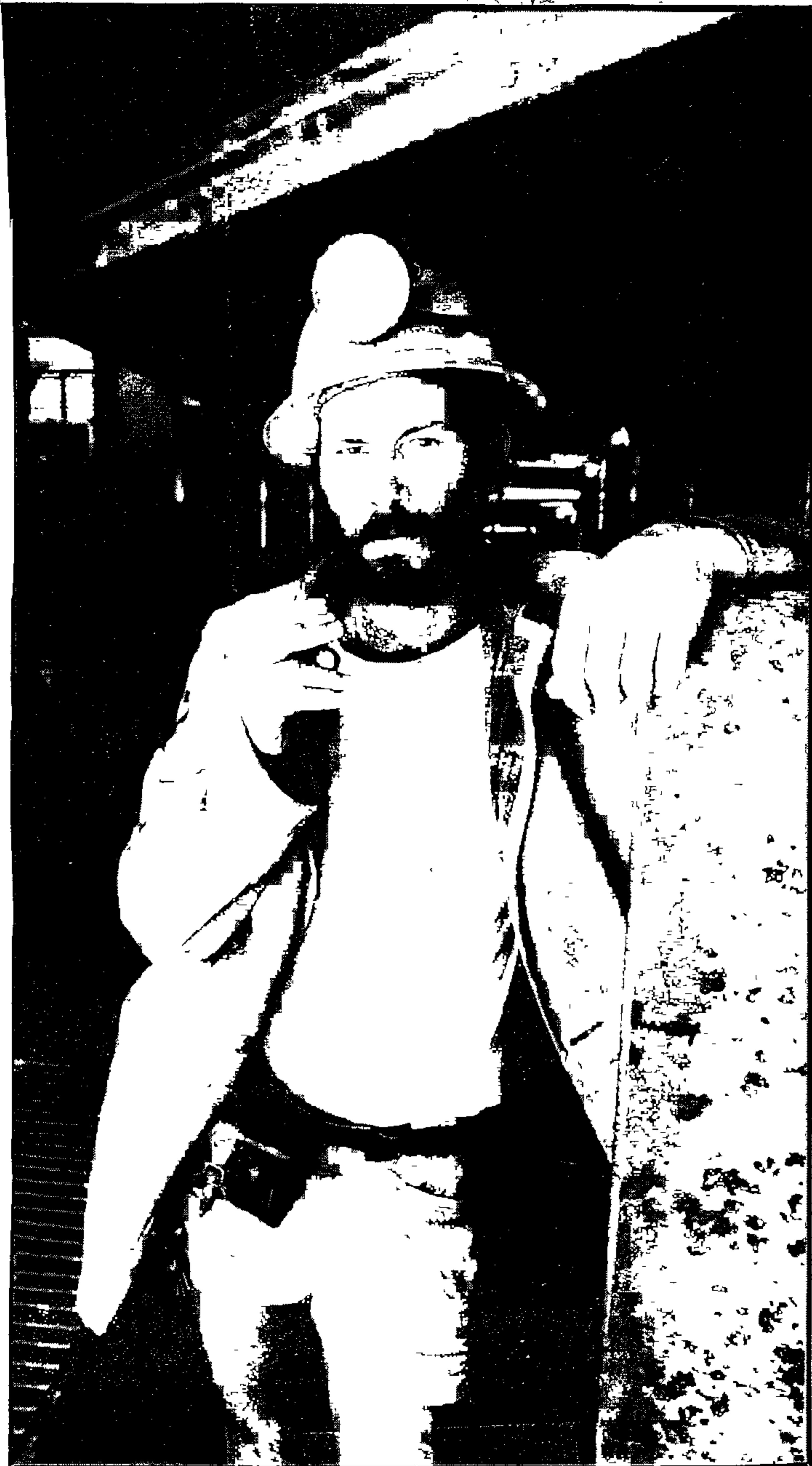
"My roots are here. I've been on this mine for seven years. A move would mean leaving all my family and friends behind. My children would have to change schools"

Mr Van Aswegen knows only mining. He married into it. His father-in-law, and his father, both worked at ERPMM

He is a Boksburg right-winger and pointed out quickly that he "didn't vote Nat" in the last election

But how would he feel about the National Party if the Government were to bail out the mine?

"A lot of people would be grateful to them"



IT'S HELL . . . miner Dave van Aswegen, who calls it a matter of life and death

Students called on princi- were not disrupted.

NUM office rocked by mystery blast

211

A BOMB blast rocked the offices of the National Union of Mineworkers in Voorspoed East, Welkom, late on Saturday night.

A police spokesman for the liaison division in Pretoria yesterday confirmed that substantial damage had been caused to the offices by a commercial explosive.

The incident was not officially included in the unrest report issued daily by the police.

Upon inquiry, SAP Colonel Eddy Everson said the incident had occurred at about 11.45pm on Saturday.

The front of the building was extensively damaged. No injuries were reported and no ar-

rests have been made.

No-one has claimed responsibility for the blast.

The bombing was "an attack on the union and its policy of conciliation and restraint, which it has successfully shown since the Welkom conflict started three weeks ago", the general-secretary of the Num, Mr Cyril Ramaphosa, said last night.

"Unless the Minister (of Law and Order Mr Adriaan Vlok) gives immediate satisfaction and disarms all right wing vigilante groups of their guns and bombs we shall have to call on our members to decide on how best to protect the union," he said. - Sapa

11/6/90
S and J

NUM condemns Welkom blast

THE National Union of Mineworkers and employers have condemned the bombing of the union's offices in Welkom.

NUM's general secretary, Mr Cyril Ramaphosa, said the blast was an attack on the union's policy of conciliation and restraint.

He said: "We view this as an attempt to esca-

late the tension and conflict that had been caused by vigilante groups.

"We call upon the Minister of Police, Mr Adriaan Vlok, to give the same priority to the investigation of this bombing incident as he gave to that of the deaths of the two white miners who died at President Steyn a few weeks ago."

The Chamber of Mines said the attack was "an appalling irresponsible act" committed by people who were obviously ignorant of the process of recon-

struction that level-headed South Africans were currently striving to promote.

The president of the chamber, Mr Kennedy Maxwell, said the mining industry gave its unqualified support to the NUM's plea to Law and Order Minister Adriaan Vlok to spare no effort in bringing the perpetrators to justice.

"Violent activities of this kind are always unacceptable and they are particularly reprehensible at a time when constructive influences are at work," he said. - Sapa

Lorraine to cut workforce by 600

CAF 11/13 13/6/90

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Own Correspondent

JOHANNESBURG. — Anglovaal Free State gold mine Lorraine is to retrench at least 600 (about 6%) workers over the next four months, and cut its tonnage milled by 10%.

The announcement last night by Anglovaal signals the first bloodletting after the sharp recent drop in the gold price.

Analysts have been expecting a drop in Lorraine's milling rate to be announced

Anglovaal's contingency plans, after disappointing development values from Lorraine's Eldorado reef, have seen the mine's capital expenditure curtailed to an absolute minimum over the past few years.

Analysts say that maintenance of profitability at Lorraine could be crucial for development of Anglovaal's massive potential deep-level mine, Sun

Lorraine has experienced difficult mining conditions for a number of years, and unit costs are among the highest in the industry. It has not paid a dividend since its 1988 final of 25c. The mine, situated at Allanridge in the Free State, opened in 1955 and currently employs about 10 000

In the March quarter, Lorraine's working costs before capital expendi-

ture were R1 019/ounce. At the current rand gold price, the mine is losing at least R150/ounce, based on its March quarterly results. It recorded a small profit after tax in the March quarter of R3,2m.

Lorraine's gold output climbed rapidly over the past decade to 9 014 kg in 1985, falling to 8 029 kg in 1989

One major problem has been that Lorraine's development values on its Eldorado reef have been disappointingly low, dropping ore reserves from 5,1m tons to 4,3m tons

Anglovaal said last night that "in the light of the prevailing low gold prices, combined with rapidly-escalating costs, it has become imperative for the mine to reduce total costs and minimise the extent of future losses"

The effect of the rationalisation programme, says Anglovaal, will be that, over and above normal attrition, about 6% of the mine's 10 000 employees will be retrenched over the next four months

The retrenchments will be concurrent with a reduction of 10% to about 120 000 tons a month (stated capacity is 137 500 tons a month).

Anglovaal says: "Every effort is being made to minimise the number of retrenchments by placing affected employees on other mines within the Anglovaal group and elsewhere."

time.

According to Mr Kunert "someone probably tried to steal it as I parked it with the hand-

She was pinned against the wall lapsed on impact, saving her from tain serious injury.

Sharp slide in gold

Own Correspondent

JOHANNESBURG — Gold closed in Europe yesterday at its lowest level since July 1986 after being dragged down by a sharp fall in silver prices below the psychologically important \$5-level.

The metal slumped nearly \$8 to close in London at \$350,75 after earlier touching critical support levels of \$350. The downtrend came on speculative selling in New York.

"It wasn't a case of the Russians or Arabs doing anything this time," a trader said

"If the \$350 level is breached, then

gold could drop at least a further \$4 to \$5."

Sapa reports that the gold mining industry has announced the retrenchment of more than 1 100 miners and thousands more jobs are on the line.

Gold shares on the Johannesburg Stock Exchange dropped in sympathy with the lower bullion price, taking the index down nearly 3%.

Brokers said shares could weaken further today as the full extent of the fall in the gold price had not yet been felt by the time the market closed yesterday afternoon.

● Gold hits 4-year lows — Page 9

CAPE TIMES 14/6/90 (211)

NUM stands firm despite gold's fall

DESPITE plummeting gold prices and the recent announcements of miners' retrenchments, the National Union of Mineworkers (NUM) is standing firm in its refusal to alter its 1990 wage demands.

NUM spokesman Jerry Majatladi said yesterday: "These recent problems do not justify paying low wages. The Chamber of Mines can still meet our demands and realise a profit, although it won't be as large as before."

Chamber spokesman Peter Bunkell said the gold industry's current situation to some extent mandated what it could offer the union. "We believe under the circumstances our offer was eminently reasonable," he said.

Two gold mines this week announced a total of 1 100 miners would be retrenched. Yesterday the gold price fell to \$339,50 and closed in London at \$346,25, its lowest level in almost four years.

The NUM has declared a dispute in

211
DANIEL FELDMAN

its wage negotiations with the Chamber, and a conciliation board is scheduled for Monday, said Majatladi.

Demands include a minimum wage of R600 a month and average wage increases ranging from 20% to 32%. The Chamber has offered increase of 13,5% to 16%.

Majatladi disputed the Chamber's alleged lack of funds. He said it was able to offer the Council of Mining Unions, which represents white miners and artisans, an average increase of nearly R500 a month. In comparison, the union's demands translated into an average increase of about R202 a month.

In response to the announcement of forthcoming retrenchments, Majatladi said: "Of course we don't want to see any miner retrenched due to circumstances beyond his control, and workers cannot be blamed for poor showings."

OK legal action to remove strikers

OK BAZAARS began legal action yesterday against the SA Commercial Catering and Allied Workers' Union (Saccawu) aimed at the removal of strikers from the Eastgate Hyperama premises.

The case is due to be heard in the Supreme Court today.

OK spokesman Gavin Brown claimed that about 160 strikers were guilty of drunkenness, assaults on employees, and disorderly conduct.

Saccawu has already agreed to remove the workers from the store's premises, but plans to contest the company's demand that the strikers not be permitted within 500m of Eastgate.

"That's half a kilometre. Workers have to be closer to the store to picket,"

said union spokesman Jeremy Daphne Brown said the 500m demand was made because assaults had been reported as occurring at bus and taxi stations about that distance from the store.

The union has promised to look into the allegations of violence. Daphne claimed many unrest incidents countrywide had been instigated by non-striking employees, casual labourers and customers.

He said the union would contest OK's decision to close its Johannesburg Faraday store today.

Saccawu said it also intended challenging OK's practice of not giving bonuses to workers who took part in legal strike action, saying this was viewed as an unfair labour practice.

Friday June 15 1990

Jobs in danger as gold price slides

Sowetan 15/6/90
Sowetan Reporters

ABOUT 18 South African gold mines employing more than 100 000 workers are in danger of running at a loss as the gold price struggles to stay above 350 dollars an ounce.

Analysts said today thousands of workers were in danger of losing their jobs as gold yesterday sank to its lowest level in four years.

At the London afternoon fixing, the metal fell five US dollars to close at \$350,75. This morning it opened in London at \$351,30

Retrenchments have been announced at two mines - Loraine in the Free State and Stilfontein in the Transvaal --and the future of ERPM mine in Boksburg hangs in the balance.

At Anglovaal's Loraine a rationalisation programme will cut 600 jobs over the next four months

The mine has 10 000 employees

Gencor is to retrench 500 workers at Stilfontein in the western Transvaal.

"The extent of the reduction in staff will depend on how far the gold price drops. The situation has meant we can only mine parts that are payable," said Gengold managing director Mr Gary Maude.

Programme

This was a continuation of a programme which had resulted in the loss of 13 000 jobs in the group over the past 12 months

Maude said unless the gold price recovered, another 2 000 to 3 000 workers could be retrenched within the next three months.

Spokesmen for other mining companies said there were no plans

at present for retrenchments

The country's biggest gold producer, Anglo American Corporation, said it was constantly monitoring the situation and was keeping its options open.

Chamber of Mines president Mr Kennedy Maxwell has listed 15 gold mines that operate at a loss when the gold price falls below \$390.

They are ERPM, Venterspost, Western Areas, Durban Deep, Doornfontein, Libanon, Marievale, Loraine, West Rand Cons, Blyvooruitzicht, Harmony, Barberton, Bracken, Randfontein and Grootvlei

A chamber spokesman said "It is premature to even speculate about the risk of any possible closures, but the mines involved between them employ a combined labour force of well over 116 000."

211

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8 000 jobs under threat

CHM
Times
16/6/90
(21)

THE crash of the gold price this week has put at least 8 000 jobs on the line at Anglo American mines.

Most of the attrition will be at the south region of Freegold, the world's biggest gold producer. Freegold employs more than 106 000 people — about one-fifth of the gold mining industry's workforce.

Gold and uranium division managing director Mr Lionel Hewitt said at current gold prices and operating costs, certain mining areas were incapable of sustaining mining operations at present levels, and steps would be taken to curtail operations.

He added that management had invited discussions with representative bodies of employees.

Operations at two Vaal Reefs shafts would be curtailed together, with underground operations at Afrikander Leases, but Mr Hewitt said possibilities existed for employees to be redeployed within Vaal Reefs.

W/K
AR 6/45
16/6/90

8 000 miners could lose jobs

Weekend Argus
Correspondent

JOHANNESBURG — Another wave of widespread retrenchments at gold mines is looming as the gold price shows little signs of recovering from this week's four-year low

Adding to the gloom of recent lay-offs, Anglo American has announced that up to 8 000 employees could lose their jobs at the world's biggest mining complex, Freegold, if gold failed to rebound

Gold was fixed yesterday afternoon in London at \$346,90, slightly up from Thursday's close of \$345,80

Curtailed

Anglo American's gold and uranium division managing director Mr Lionel Hewitt said the retrenchment would involve 7 800 workers as Freegold curtailed operations at its south region

"At present gold prices and operating costs certain mining areas are now incapable of sustaining mining operations at their present levels and steps would be taken to curtail these operations over the next nine months," Mr Hewitt said

He added that the management had invited discussions with representative bodies of employees who would be affected by the curtailment of these operations

Mr Hewitt said that operations at other Anglo American mines could also be affected

Redeployed

"Vaal Reefs No 6 and No 7 shafts will be curtailed, together with underground operations at Afrikander Leases, but this will not necessarily result in loss of employment, he said, adding that where possible, employees would be redeployed within other shafts at Vaal Reefs

The entry of Freegold on to the list of gold mines which are operating at a loss at the present gold price has alarmed the industry, already battered by a wave of retrenchments

Freegold is the largest gold mine in the world, employing about 110 000 people

Gold's slump costs 8 900 jobs

S Times 17/6/90 (211)
Union insists on 20% minimum wage rise

Business Times Reporters
THE slump in the gold price has wiped out 8 900 mining jobs on the eve of a crucial round of pay talks.

The 6.4% decline in the JSE's All Gold index on Thursday wiped R16-billion from the market capitalisation. But the fall slowed on Friday.

Anglo American's shock decision to cut back mining at two of its big operations will cost at least 7 800 jobs, with 500 people laid off at Gencor's Siffontein mine and 600 retrenched at Anglovaal's Lorraine mine in the next four months. An industrial conciliation board meets tomorrow.

The board will begin hearing evidence in the dispute declared between mining companies and the National Union of Mineworkers over pay demands ranging from 20% to 32% from July 1.

The gold price has fallen nearly \$7 an ounce since February — and there's little hope in London of an early improvement from its low of \$347.05.

Anglo's decision to curtail operations at Freegold's South Region at Vaal Reefs' No. 6 and No. 7 shafts and at Afrikaner Lease took the industry by surprise.

ADVERSE
 Gold and uranium division managing director Lionel Hewitt said the cutbacks would be made over the next nine months.

He said the mines had introduced many programmes to maintain existing levels of operation against adverse cost and price movements.

These included cost reductions and the deferment of capital expenditure. "Despite these efforts, at current gold prices application costs certain mining areas are now incapable of sustaining operations at present levels," said Mr Hewitt.

All the declared redundancies will take place at Freegold but the mine's production will be cut by less than 1%. No jobs should be lost at Vaal Reefs because "where possible workers will be redeployed within Vaal Reefs Johannesburg Consolidated Investments and Gold Fields have no plans to re-trench workers, but are constantly doing costing exercises. Wherever possible, high-grade ore is being

Rapid
 Some of the R15 million allocated in L.M. 11, his offer



Office Doctor David Lavelle who says plants can 'treat' sick buildings plagued with poor air conditioning. Picture TOM EDLEY

Sick buildings can be cured by plants!

JUST when you thought it was safe to go into the office the 'sick Building' on how best to counter indoor pollution. "In Holland a company

By CHARMAIN NAIDOO

OMNIA AT THE CROSSROADS

high-tech area of agriculture in the development and marketing of improved varieties of seed for a number of crops," said Dr Winkler.

A small trading operation acquired in the Cargill deal was transformed into Omnia Trading, which became the biggest grain trader in SA last year.

Omnia Farming Enterprises was set up to gain first-hand knowledge of farmers' problems and to demonstrate the effectiveness of fertilisation.

"We are very happy with our diversification but we are not certain that we want to go further in this direction," said Dr Winkler.

He believes that Omnia's profitability compares well with its giant competitors — Kynoch and Sasol.

Not bad for a company registered in 1963 by Dr Winkler and his partner William Marais, who met when they were clerks working for Anton Rupert's fledgling Rembrandt Group.

The initial capital was \$125 million. Market capitalisation today is nearly R130-million. The share is standing at 330c, close to its 365c high. But Mr Crosse reckons that it is still undervalued.



POISED FOR GROWTH Omnia's founder Dr Joe Winkler (standing) and group MD Neville Crosse

Materials, have proved a useful hedge against the vagaries of farming.

Omnia has about R42 million in retained earnings and decisions will be made soon on the direction in which the group will move.

Omnia moved successfully into explosives through Bulk

By IAN SMITH

THE Swiss based founding chairman of the Omnia fertiliser group has flown to SA to preside over a vital board meeting this week.

Dr 'Joe' Winkler will hear arguments as to whether the group should diversify or continue to grow in its chosen fields.

"I have an open mind, and will be listening carefully to my fellow directors," he said.

Omnia, the smallest of the 'big three' in South Africa's R1.5-billion-a-year fertiliser industry has done remarkably well, despite the recent drought, floods and a vicious fertiliser price war.

STOCKS Stable

The year to December 31 saw record sales and profits. Turnover jumped 39% to R366.2-million, net income rose 43% to R25.2 million and earnings 53% to 66.64c a share.

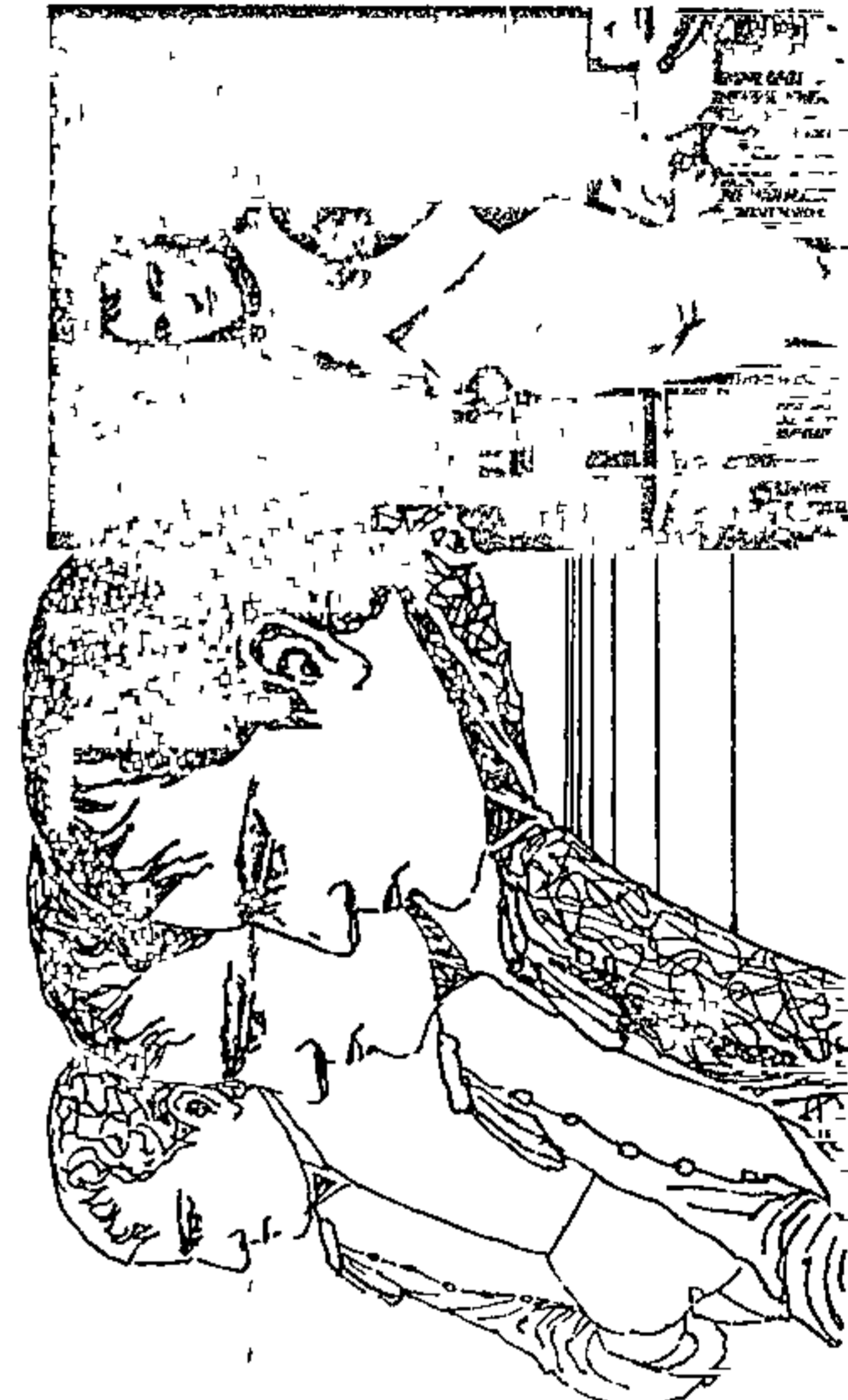
Omnia is confident it can maintain its 25% share of the local fertiliser market. About 10% of production was exported 'very profitably', said group managing director Neville Crosse.

There is also hope that agriculture has moved into a more stable era, improving prospects in the longer term. But the group's tentative moves to diversify, all prompted by markets or raw

materials, have proved a useful hedge against the vagaries of farming.

Omnia has about R42 million in retained earnings and decisions will be made soon on the direction in which the group will move.

Omnia moved successfully into explosives through Bulk



Omnia's founder Dr Joe Winkler (standing) and group MD Neville Crosse

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Omnia has about R42 million in retained earnings and decisions will be made soon on the direction in which the group will move.

Omnia moved successfully into explosives through Bulk

Investor returns to the basics of Acrem

By JULIE WALKER

BACK to basics is how Gordon Polovin of Columbia Consultants describes his group's investment in retailer Acrem.

The Columbia flotation in 1986 was a sensational success. Priced below a rand, the share price of the financial services and investment banking outfit topped R8 before its gradual slide to the current 95c was triggered as far back as October 1987.

"We have got away from being a glamour company," said the chief executive.

Over the last two years Columbia has sold off its holdings in 11 companies, mostly listed and is left with two-thirds each of Powernet and Blocktec.

Mr Polovin said any proceeds or cash which Columbia generates will be invested in Acrem a long term credit retailer of non-food goods. Columbia bought the chain a few years ago out of the estate of Benny Sloame. Following the recent rights offer Columbia will own 90% of the company, which will be capitalised at close to R45-million.

Rapid
 Some of the R15 million allocated in L.M. 11, his offer

Acrem

By JULIE WALKER

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Mr Polovin said any proceeds or cash which Columbia generates will be invested in Acrem, a long-term credit retailer of non-food goods. Columbia bought the chain a few years ago out of the estate of Benny Sloame. Following the recent rights offer, Columbia will own 90% of the company, which will be capitalised at close to R43-million.

Rapid

Some of the R15-million raised in the rights offer will be used to bring down Acrem's gearing from a hefty 124% to 33%. This is after taking into account the R4-million cash acquisition of I Lubner & Sons, a cash discounter in consumer electronics and furniture.

Acrem's pre-tax profit margin was 14% in the financial year to March. It has a rapid stock turn — 7.7 times — and returned 18% on assets managed.

Acrem earned 15.6c — 35% more than last year and 2c ahead of the forecast. A 5c dividend has been declared.

Mr Polovin said it had been a difficult year for Columbia, which will probably earn about 16c in the year to March 1990. As investments were sold, so were earnings.

But he is confident that the year to March 1991 will be one of good growth from the group, now capitalised below R30-million.

"Acrem is going places, and Powernet and Blocktec are performing well."

to ruin

...nting against Presto is the fact all contracts with customers are long term and therefore without interees.

...e word in the transport industry, ...e fixed overheads are high and ...n on capital small, is that every...s struggling to keep their heads ... water.

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...h shareholders equity at R7...m, fixed assets in the form of ...s, tractors and trailers is R14 mil...n. With stock and debtors around R4.5...n (recoverable).

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...hin 50 weeks, controlling share...rs upped their interest from 27% ...% by buying out the major share...rs and making an offer to minor...

\$347.05

Anglo's decision to curtail operations at Freegold's South Region, at Vaal Reefs' No 8 and No 7 Shafts and at Afrikander Lease took the industry by surprise.

ADVERSE

Gold and uranium division managing director Lionel Hewitt said the cutbacks would be made over the next nine months.

He said the mines had introduced many programmes to maintain existing levels of operation against adverse cost and price movements.

These included cost reductions and the deferment of capital expenditure.

"Despite these efforts, at current gold prices and operating costs certain mining areas are now incapable of sustaining operations at present levels," said Mr Hewitt.

All the declared redundancies will take place at Freegold, but the mine's production will be cut by less than 1%.

No jobs should be lost at Vaal Reefs because "where possible" workers will be redeployed within Vaal Reefs.

Johannesburg Consolidated Investments and Gold Fields have no plans to retrench workers, but are constantly doing costing exercises. Wherever possible, higher grade ore is being mined.

TRANSFERS

William Conn, general manager of Johnnies' gold division, said no decision on retrenchments would be taken for the next few weeks until he and Ken Maxwell, head of the gold division, return from the Financial Times gold conference in Venice on June 25 and 26.

Kobus Olivier, senior consulting engineer at Gencor, said he was "very concerned" with the current gold price.

In the past 18 months, Gencor has rationalised its mining operations and has reduced its staff by about 13 000 people through transfers, retirements and retrenchments.

Johann Liebenberg, the Chamber of Mines' general manager for external relations, said despite the seriousness of the situation there would not be any panic decision-making.

"Mines do not make major decisions on a low gold price for a week or a month. They take a longer view."

The current gold price and exchange rate have pushed 19 of the country's 33 major gold mines into losses.

Mr Liebenberg said the low price would not be used as a weapon in the pay dispute with the NUM. "We will continue to negotiate in the normal way."

BLAME

Analysts were puzzled by the bear attack on bullion, which drove the price down \$15 in 48 hours to \$339 an ounce just before the London fixing on Thursday morning.

Once again blame was levelled at the National Commercial Bank of Jeddah — reported by the Financial Times and The Economist to have dumped 100 tons of bullion in the past 10 weeks.

A trader at one of the main London bullion houses said "If the reason was to sell gold to offset falling oil prices one would expect it to be done more responsibly. But these people are not subtle."

"It does beg the question of whether the underlying reason is to buy gold at lower levels."

JOURNAL TRUCK TIMES looks at relevant and controversial issues concerning all involved in South Africa's trucking and transport industry.

In today's issue we investigate the implementation of RTQS, the risks of overloading, the availability of spare parts, fleet insurance and truck stops. Don't miss it!

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Anglo plans talks on mine cutbacks

211 RIAAN SMIT

ANGLO American Corporation would start discussions with all representative bodies of Freegold employees "within the next couple of days" on a planned cut in the labour force of 7 800 jobs, spokesman Adrian du Plessis said yesterday.

Operations at Vaal Reefs No 6 and No 7 shafts would also be curtailed together with underground operations at Afrikaner Lease, the corporation said.

This curtailment would not necessarily result in loss of employment because, "where possible", employees would be re-deployed within Vaal Reefs.

The steps at Vaal Reefs should improve total gold production above current levels, while production at Freegold was anticipated to be reduced by less than one per cent, Anglo said.

Freegold and Vaal Reefs had adopted different strategies because Vaal Reefs has greater flexibility in the opening of new ore reserves than Freegold, it said.

"Over recent months management has effected numerous programmes in an effort to maintain existing levels of operation against adverse cost and price movements. This has included cost reduction initiatives and the deferment of capital expenditure."

Anglo said in spite of these efforts, at current gold prices and operating costs certain mining areas were now incapable of sustaining mining operations at their present levels.

Management's view was that the cutbacks at Freegold, Vaal Reefs, and Afrikaner Lease would optimise the levels of operation and employment under the adverse economic circumstances.

Coal mining: 50 000 new jobs if sanctions lifted

JOHANNESBURG — Nearly 50 000 new jobs could result from the lifting of sanctions on coal exports and positive economic growth, said Kennedy Maxwell, President of the Chamber of Mines, at the chamber's 100th general meeting yesterday.

Under these conditions total coal output could be expected to increase to 230m tons per annum by the year 2000

In terms of job creation, this would mean an estimated increase in direct employment in the coal industry of some 29 000, and a further 18 000 in indirect employment in major sectors of the economy, said Maxwell

He said the coal mining industry had recorded good results in 1989. Record exports of 47m tons earned the country R3,6bn in foreign exchange, some R800m more than the previous year's figure of R2,8bn

About R270m of this increase was due to higher sales, R120m to higher prices and R410m the result of the depreciation of the rand

"Export sales are expected to increase slightly by volume in 1990, but profit margins are likely to be eroded because of inflationary operating cost increases including higher railage rates.

"These increasing costs are not likely to be offset by higher dollar prices

"Domestic sales fell by some 11,4m tons in 1989 and are expected to remain weak in 1990, reflecting the current low rate of economic growth," said Maxwell — Sapa

50 000 jobs after sanctions

Sowetan 20/6/90

280

211

NEARLY 50 000 jobs could result from the lifting of sanctions on coal exports and positive economic growth, said Mr Kennedy Maxwell, President of the Chamber of Mines, at the Chamber's 100th Annual General meeting yesterday.

Under these conditions total coal output could be expected to increase to 230-million tons per annum by 2 000.

This would mean an estimated increase in direct employment in the coal industry of some 29 000, and a further 18 000 in indirect employment in major sectors of the economy, said Maxwell.

He said the coal min-

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"Export sales are expected to increase slightly by volume in 1990, but profit margins are likely to be eroded because of inflationary operating cost increases including higher railage rates.

"Domestic sales fell by some 11,4-million tons in 1989 and are expected to remain weak in 1990, reflecting the current low rate of economic growth." - Sapa

Gold rallies on strike threats

(21) MERVYN HARRIS (21)

GOLD staged a late rally in London yesterday to close \$2.25 higher at \$350 on news that SA trade unions were threatening a national strike in the dispute over labour legislation. *BWM 21/6/90*

Bullion dealers said the news prompted investor interest and trading was active in London and New York where the metal touched an early high of \$351.25. It ended at \$350.05, up \$1.55 on Tuesday's close.

Reuter reports that London dealers said an SA production stoppage would negate some of the market's bearish sentiment.

The activity came after gold had weakened to a London afternoon fix of \$346.90 amid increasing bearish sentiment which saw widespread selling of SA mining shares from London.

The selling pulled prices of SA shares down in dollar terms but as the financial investment unit held largely steady with a slightly softer bias, there was little protection for local investors and prices declined in rand terms.

The JSE all gold index drifted lower throughout the session to close 35 lower at 1322 to bring the overall index down 37 points to 2956. The weak undertone was reflected in market leader De Beers easing 1.6% to R92 with sellers offering the shares at that price but no buyers emerging.

Industrials also continued to backtrack but the decline in the index was limited to eight points at 2921 as heavily weighted Richemont moved into higher territory on a 25c gain to a fresh peak of R25.30 on expectations of good results.

Recruiting of foreign labourers questioned

(200) 211 CAPT with 2/16/70

THE Department of Home Affairs had been instructed to conduct an in-depth investigation into the recruitment of foreign workers, the Deputy Minister of Mineral and Energy Affairs, Dr Piet Welgemoed, said in Parliament yesterday.

Replying on behalf of the Minister of Home Affairs, Mr Gene Louw, to a question from Mr Luwellyn Landers (LP Durban Suburbs), he said the investigation would be carried out in co-operation with the Department

of Manpower. Policy was that local workers should be given preference when recruiting took place, and practices that jeopardised this would not be tolerated.

The government itself was not involved in foreign recruitment as it merely gave out contracts to private concerns which then recruited labour.

But Mr Landers said the government was involved "because it issues visas and work permits" — Sapa

Mine wage talks end next week

Sowetan

Correspondent

Sowetan 21/6/90

CONCILIATION board talks between the Chamber of Mines and the National Union of Mineworkers over wage increase demands are expected to wind up next week. (211)

The board met for five hours on Monday to hear evidence from mine employers and the NUM on union demands for wage increases ranging between 20 and 32 per cent.

Meetings will continue next week, a Chamber spokesman said.

So far, employers have offered increases of between 13,5 and 16 per cent.

Assurances have been given by the Chamber that the collapse of the gold price would not be used as a weapon by employers.

Gold price slump dims hope for 1000s of miners

Sowetan 21/6/90
WHILST common sense dictates against the risks of relying too much on a single commodity, the temptation provided by South Africa's plentiful gold mines was too great.

In just 20 years after the discovery of gold in 1886, Johannesburg was transformed from a stark veld into an affluent mining town. The supposed "unlimited" pool of 'cheap' labour that was made available to work in the mines, and the fact that gold is an industry that 'feared neither locusts nor cattle diseases, neither drought nor summer flood', caused increasing specialisation and dependence on the mines.

Very quickly, the South African economy began to rely very heavily on the 'barbarous relics of gold' as a major engine for domestic growth as well as being the main source of our foreign exchange earnings.

The risk of relying on a single commodity to such a massive extent becomes more acute when one takes into account that the demand for gold is completely determined by foreigners; the price being heavily influenced by international events, often unexpectedly.



Oil crisis

(211)

Less than 10 years ago, owing largely to the oil crisis in 1979, the gold price soared through the \$800 level. This boosted domestic growth considerably and served to encourage people to ignore the need to expand South Africa's narrow economic base.

Today, with a gold price that dipped recently below the crucial \$350, the necessity for South Africa to reduce its massive dependence on the metal can no longer be ignored.

Whereas in the past, declining international demand for gold causing insufficient foreign earnings to be brought in to finance our imports resulted in borrowing funds from abroad, this is no longer possible.

Since September 1985, when financial sanctions were imposed on South Africa for political reasons, the country has been excluded from the international financial community. With large amounts of foreign debt still owing, the current slump in the gold price is a very worrying phenomena.

The gold bulls, who were in January punting for a gold price to \$450 by mid-year, have been bitterly disappointed. Their optimism, based largely on technical factors as well as the turmoil in Eastern Europe and the USSR seems to have back-fired.

Gold sales

In fact, it is the very disarray in the Soviet Union that has, to a large extent, been behind the gold price decline.

Reports have indicated that tons of gold dumping by the USSR have been almost completely responsible for the metal's slump.

The gold sales are believed to be coming from the USSR's reserves. If this is indeed the case, and the Russians are close to depleting their gold reserves,

FOR the past two weeks the gold price has been problematic for the country's economy with the price going more down than up. There are fears that mines may be forced to close and there is general gloom on the stock exchange. In this article Lynn Pikholtz gives us the background to what is happening.

the potential for gold to move much lower is unlikely.

The more bearish analysts are seeing \$320 as a "rock-bottom" floor. Although this is only \$25 below present levels, the implications for the South African economy are devastating.

At a dollar gold price of around \$320 and a rand gold price of R920 an ounce, it is estimated that over 50 percent of South Africa's gold is being produced at a loss.

About 22 mines are in the "marginal" category which means that in the absence of a speedy recovery in the gold price, they could be forced to close down.

Fortunately, many have been able to cut costs through reducing capital-expenditure and by mining higher-grade reserves. Unfortunately, labour is suffering the brunt of the crisis as the mines struggle to maintain profitability.

It is ironical, although perhaps not surprising, that it is the same workers who hands made the wealth-creation possible that are currently being dispensed owing to the mines' cost-cutting programme.

The announcement, on June 14, that gold had slipped through the psychologically important \$350 level above which it had been hovering for the previous two weeks, was met almost instantaneously with the announcement of a further retrenchment of 1 100 workers by two mining groups.

Laid off

In the past 12 months, a particular mining group has laid off 13 000 workers. The same group is anticipating a further 3 000 loss of jobs within the next three months if the gold price does not recover substantially.

The mines have been taking advantage of the drop in the gold price, currently at its lowest level in the past four years, to justify their retrenchment programme.

The Chamber of Mines disclosed that 54 381 people were retrenched between 1986 and March 1990. In the first three months of this year alone, a total of 25 388 jobs were lost.

Since the gold price was above \$400 for January and February this year, it is more likely the higher wages that are being demanded by unions that have been behind the labour rationalisation programme.

The increase in imported capital-intensive equipment, on the mines, has also added substantially to their production costs owing to the sharp depreciation in the rand in recent years.

In terms of the future scenario for the gold price, the odds are not in favour of it going much lower.

Setting the stage for a transfer of wealth

WALKING down a garbage strewn street this week, a colleague of illiberal bent remarked sarcastically: "Well, there you have it — the new South Africa!" No doubt he meant to convey the irrational belief held by many such people that the "new" South Africa will go the same way as the many squalid countries to the north of us where standards of public hygiene are dismal.

But, in fact, Cape Town's municipal strike does have within it an important element of the new South Africa.

It is, after all, a process for the redistribution of wealth, a means whereby wealth is caused to flow from one group of citizens — in this case, the ratepayers of Cape Town — to another group, in this case thousands of municipal workers who are comparatively far less affluent.

So far the transfer has not been consummated in the case of the municipal strike, but there can be no denying the fact that the comparatively wealthier citizens of South Africa, predominantly whites, are going to be under relentless pressure to relinquish more and more of their wealth to the comparatively poorer citizens who are not generally white.

That was heralded loudly yesterday when the major union federations, led by Cosatu, threatened a national upheaval — a country-wide strike, a campaign against constitutional negotiations, et al — if the government failed to introduce a radically changed Labour Relations Act during the current session of Parliament.

Specifics

This is strong-arm tactics the likes of which the country has not seen before — a confrontational "do as I say, or else..." demand from the unions on a matter of crucial importance to most South Africans for it will in large measure determine the rate and dimensions of the redistribution of wealth in both the private and public sectors, and the manner in which that change will take place.

At issue is the existing labour law which specifies what constitutes an unfair labour practice (on the part of the unions) — and itemises such things as sympathy strikes, wildcat strikes, intimidation, boycotts and discrimination.

The unions want the specifics replaced by wording which, labour experts suggest, probably would leave it to the courts to decide on an ad hoc basis what constitutes an unfair labour practice.

There is much to commend the Cosatu position, just as there is much to support the demands of Cape Town's municipal workers. There is a persuasive argument to support the claim that existing labour law skews power in favour of the bosses and the bureaucrats and that more judicial arbitration is needed. And the incomes of some of Cape Town's municipal workers are indeed a disgrace.

Squatters

But the merits of these arguments aside, it is the long-term political and economic implications of what is happening that is more important, for we are witnessing the laying of the economic foundations of the new South Africa — and for the whites the experience is not going to be pleasant, or even-handed, or necessarily restricted to the area of labour relations.



ISSUES

Hugh
Robertson

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For instance, at almost the same time as pressure was being put on the Cape Town City Council, property owners in the Hout Bay and Fish Hoek areas had to face up to another aspect of wealth redistribution when the decision was made to settle squatters in these areas, cheek by jowl with those who fear that the wealth bound up in their homes will be diminished as a result.

Experimental

Granting permanency of residence to squatters does not immediately improve the economic lot of these people, but if the precedent set in black townships across the country is followed, there is every likelihood that sooner or later squatters, too, will be offered freehold title and that in the meanwhile some white-owned properties will be rendered less valuable as less attractive squatter communities develop nearby.

(Experimental freehold ownership to squatters in parts of Chile has resulted in a steady improvement of squatter dwellings and access by the desperately poor to capital (since their properties can be hocked) and a commensurate explosion of informal sector businesses and jobs.)

In other areas, too, the redistribution of wealth is taking place haphazardly and often with bitter resistance. For instance, this week the president of the Chamber of Mines, Mr Kennedy Maxwell, noted in his annual report that in the past decade more than 6 000 posts held by whites in the mining industry were transferred to people of other races.

Ruffling

One need only look at the political complexion of most white mining constituencies, among them Welkom, to know how ruffling the change has been for some whites.

Also, white parents will be painfully aware of the steady rise in school fees — several increases at white Cape Town schools were announced yesterday — a phenomenon which has flowed from the government's decision to spend significantly more on black education.

While all this might be a drop in the ocean compared with what has still to be done, it illustrates an important fact — that even before the advent of a "new" South Africa, even before the socialist thinkers in the ANC can attempt to introduce measures here which have failed everywhere else, potent natural forces have come into play to redistribute wealth.

Examples

A few examples cited by Mr Maxwell this week illustrate the scope which lies ahead for this "natural" process of redistribution.

□ South Africa has 23 000 artisans in training, while the economy right now needs 100 000.

□ In Australia some 800 000 students are in technical training, but in South Africa, with twice the population, there are only 60 000.

The final words of wisdom are Mr Maxwell's, and I believe they go to the very core of the issue "Ultimately prosperity must depend on human rather than mineral resources, and I think it is no exaggeration to say that our future constitutes a race between education and disaster."

Mines crisis concern

THE National Union of Mineworkers has expressed concern over the current crisis facing the mining industry.

The industry is facing a plunging gold price and closure of several mines with an estimated 12 000 workers being threatened

with retrenchments as the crisis worsens.

"It is totally unacceptable that a few mine bosses should have a monopoly of deciding the fate of more than half a million miners," the NUM said in a statement yesterday.

It accused the Chamber of Mines of stifling industrial growth by imposing an "extractive economy". - Sapa.

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EMPLOYMENT AND THE GOLD PRICE

Juggling with margins

Shivers in mining will dictate a tougher line with unions

The Chamber of Mines says it will not use gold price fluctuations as a bargaining chip in wage talks with the National Union of Mineworkers. In the event, however, this year's negotiations deadlocked and were referred to a conciliation board before bullion's dramatic dip technically plunged at least 20% of the chamber's 33 gold mines below break-even cost.

That said, though, the spectre of mine or shaft closures, and with them huge lay-offs should gold stay below US\$350, casts a pall over the industry and seems likely to check any appetite for a strike this year. The NUM has moderated its wage demand to 20% against the chamber's 13%-15% opening offer. Settlement somewhere between seems probable.

As part of the crucial need to contain costs the industry grappled with the productivity problem long before the shine came off gold. The fall in the metal's price will concentrate efforts.

On the labour front, Gencor, for instance, is examining options to lay-offs and Anglo American, which recently took a view on curtailing operations at Freegold and Vaal Reef's involving a cut of 7 800 jobs, is committed to negotiating the matter with unions.

Labour costs represent over 25% of total expenditure and more than 45% of working costs. "They, therefore, must be controlled and the unions must realise that wage increases must be rewarded by productivity gains," chamber CE Tom Main says.

Labour is but one factor in mining's cost spiral. Addressing the Association of Mine Managers in March, chamber president Kennedy Maxwell illustrated the unhappy outlook generally in the gold mining industry.

Based on 15,3% cost inflation to July 1 1990, a projected average gold price of R33 403/kg (about \$395/oz) and excluding capital expenditure, his graph shows that 15 of the chamber's 33 member gold mines "will have production costs in excess of the estimated average price of gold."

Add capex and 18 move into this marginal category.

With the metal's fall to below \$350 (hitting a low R921/oz) "there must be at least 20 mines that are now marginal," says a chamber spokesman. This implies about 200 000 miners "have reason to feel insecure."

Though it is premature to say all those jobs are in jeopardy, they are certainly not secure.

Even if not all automatically lose their jobs, should the worst happen, "if the price stays as it is, the situation becomes critical." Closing loss-making mines is not something chamber members have contemplated before on the strength of a temporary or cyclical fall in price. In short, the situation is "potentially calamitous."

That may be overstating matters. However, concern is understandable because gold mining remains the bulwark of the economy. Over the past five years chamber gold producers have generated revenues of more than \$37bn, profits approaching \$16bn, dividends of \$15bn and invested \$5,3bn in capital development.

Five years ago we were the cheapest of the world's major gold producers, today we are the most expensive. At current prices, however, not just SA but world production is under threat, according to Anglo's Bobby Godsell.

Yet shutting a gold mine is not a decision taken lightly, as the stumbling saga at ERPM demonstrates. The report of the Melamet Commission, investigating continued State support of the old Boksburg mine, ought to be interesting for any policy outlines it proposes on marginal mines.

One argument holds that if the 15 mines first identified as marginal were to close, it would mean the loss of 50 t of gold a year (SA last year produced 606 t), which is not insignificant in terms of achieving a positive BoP. And what happens when and if the price rebounds? It's not easy to re-open a mine. State aid to loss-making mines in the past was money well spent in view of the gold bonanzas of 1973 and 1980.

Further, the argument runs on, it needs to be borne in mind that the 15 marginals account for 100 000 jobs (of the industry total of 486 000), not counting half as many

again in related employment. Though strict economics would dictate that they should be closed after long unprofitability, there is now a socio-political consideration.

Main told a Perth gold conference in March that, while SA's share of free world gold production has fallen from 70% in 1970 to less than 40% (606 t) last year, it continues to be the biggest producer and the Witwatersrand Basin remains by far the biggest potential source of new gold.

Exploration estimates show that nearly 17 000 t of gold (out of 40 000 t that still remain underground) have been identified for exploitation, which means gold mining will continue well into the next century, according to Main.

"But the industry does have some structural problems relating to costs, grades and increasing mining depths that have to be immediately addressed if it is to unlock its full future potential," he warns.

Main explains that over 90% of SA's gold comes from mines established in the "new" gold fields and while it is the older mines (like ERPM) that have experienced the most difficulties in recent years, "the entire industry has been plagued by double digit inflation since 1971 and confronted by the inevitability of declining average grades as the industry ages" (see graph).

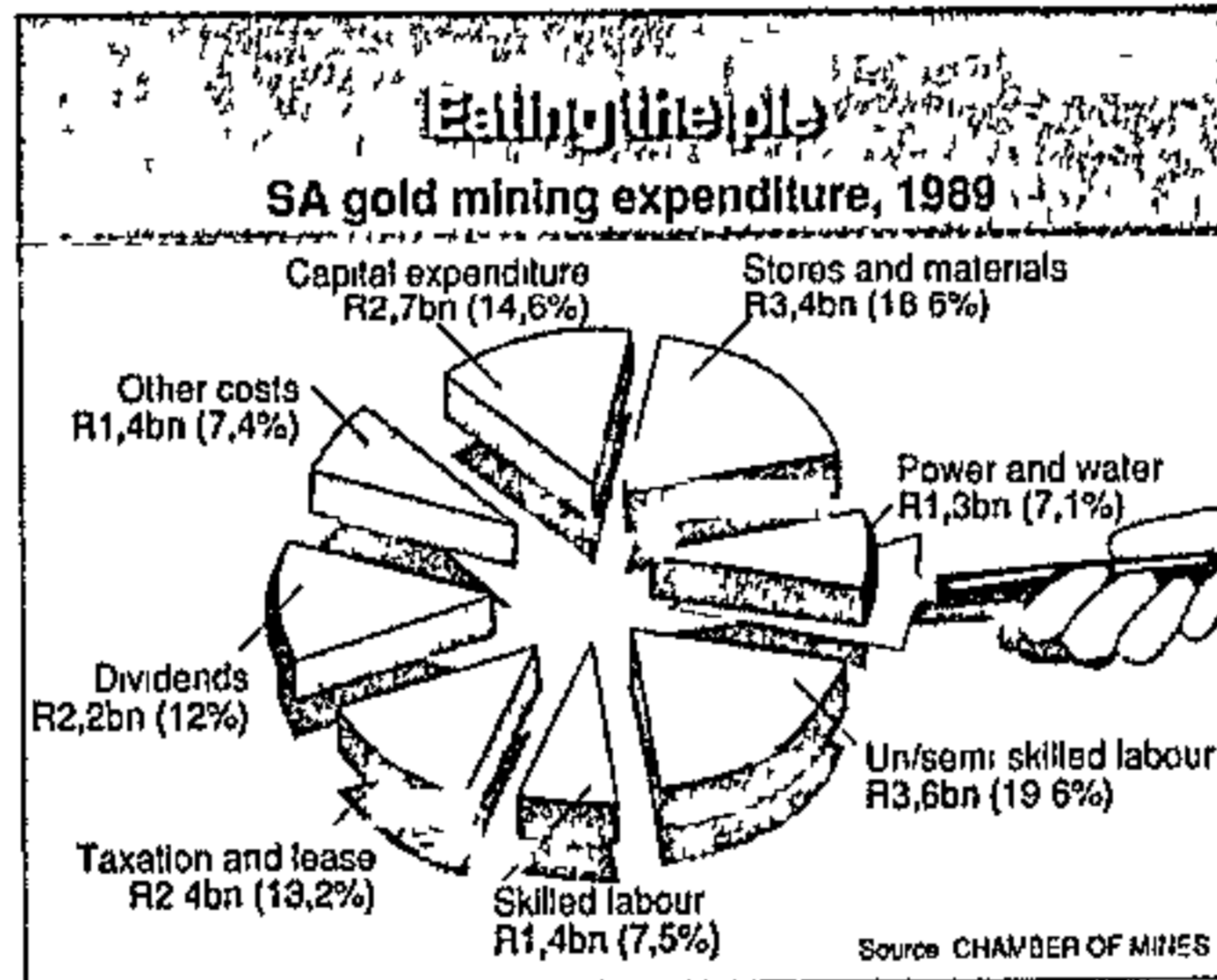
This necessitates the mining and milling of more ore for a given quantity of gold but, while the cost of this has been more or less in line with inflation since 1979, Main points out that "the cost of producing a kg of gold outpaced both the CPI and milling costs because of the effect of declining grades."

Many mines, especially the older ones, he adds, "are now unable to increase grades as working costs increase, or as the rand gold price falls, because they no longer have the flexibility to alter grades as they had in the past."

These fundamental problems of declining grades and rapidly increasing costs were obscured in the early Eighties by a firm dollar price on the one hand and a declining rand on the other. In real terms, though profits have been in decline worsened by a weak dollar price in the past two years, he observes.

Not much can be done about the dollar price of gold but SA's high inflation rate is self-inflicted (though it is being addressed by the authorities) and far outstrips that of competitors like the US and Australia.

It also leads to strong union pressure for big wage increases.



Then there is the ironical problem of the recent strength of the rand, which has kept down the rand price for gold. Together these problems present a formidable challenge to the industry, which Main says will require a re-assessment of its operational role and development of special skills to face competition.

It would be unrealistic to expect a falling rand to come to the rescue of the mines, as in the past.

The key is improved productivity, which, however defined, basically comes down to producing more gold with a constant amount of effort. It is especially difficult to measure productivity in gold mining because of grade and depth variations, which make changes in output unrelated to input. Thus a marginal mine could well be efficiently run, while a high grade, high-profit mine could be inefficiently run.

Main says better productivity can be achieved in two ways: technological advances and improved management. Both hold implications for labour unions. Chamber and mining house researchers are devel-

oping a range of new technologies that will have far-reaching effects on productivity, he adds.

They include trackless mining backfill and selective mining to tackle the problem of poor grades. Reaching the 4 000 m now being plumbed relies on modern techniques rather than traditional, labour-intensive hand-drilling and blasting methods.

This is going to mean a gradual shift (not without union opposition) towards a much more skilled work force and structural change in the composition of the mine labour force.

The NUM had yet to put out its statement on the matter of marginal mines as the *FM* went to press. In the past, however, it has argued for measures like using profitable mines to subsidise loss makers and negotiating the issue of lay-offs with a view to finding other jobs.

"For the unionised part of our economy," observes Godsell, "unless we're able to make a joint issue of competitiveness, this economy is not going to grow. It requires new attitudes from both sides — labour and management

— to deal with challenges of survival of the economy."

The Witwatersrand Basin remains, in Main's words, "the premier repository of exploitable gold deposits in the world and new mining ventures will take place in years to come."

Government's adoption last year of the proposals of the Marais Technical Committee on Mining Taxation has encouraged mining men, as the new formula will phase out surcharges and amount to a flat rate of 50% for the mines — a saving of about R40m a year for the industry.

Similarly the loosening (though not the scrapping) of ring fencing, which prevents capex for a new mine being written off against an existing one helps while the industry has to rely on domestic capital for expansion.

Barring nationalisation, assuming the gold price will claw its way back, and with the apparent return of foreign investment in SA, gold mining's sun may not be setting after all.

It just looked that way.

EX-1111111111 top of the pension pay-outs

By JULIE WALKER

ASSETS under management at the Mine Officials and Mine Employees Pension Funds total R10bn and inflow of more than R38m a month needs to be invested by fund manager Barry Botes.

Pensions of more than R20m a month are paid out.

The two are in the top three private pension funds Mr Botes says benefits to members are among the best \$1 (line 24690

"A pension fund investment is usually the largest made in a lifetime by mineworkers. In the past, because membership is compulsory, the funds' administrators never tried to advise members.

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"Now, with changes to the laws governing pension funds, we have started an educational programme. We are giving presentations at mines, and for the first time in 25 years we are talking to pensioners."

The funds have been going for more than 40 years.

Members receive above average pay-outs. A member of the average fund with 25 years' service will receive only 44% of his final pensionable salary. MEPF and MOPF pensioners receive 78% and 73% respectively.

It is possible that those with 35 years' service receive more than their last salary as pension.

Mine pension funds sparkle

TWO mine pension funds have assets exceeding R10bn and, with R2m a day to invest, expect to be able to influence the market

The two funds were the Mine Employees' Pension Fund, which held about R3,4bn, and the Mine Officials' Pension Fund, with about R5,9bn at end December 1989, ranking them the fifth-largest investment mass in SA behind Old Mutual, Sanlam, Liberty Life and Southern Life.

CE of the two funds Barry Botes said although the assets were split the pension funds were treated as one investment entity. More than R870m, or about R72,5m a month, had been invested last year.

"When you invest R2m in new money every day, you can expect to have some influence on the market," said Botes.

The employees' fund's investment return on total assets (excluding property)

PIERRE DU PREEZ

for calender 1989 was 39,5% and the average annual increase of investment return on assets for the five years ending December 1989 was 25,9%.

The officials' fund showed a 38,9% investment return on total assets (excluding property) last year, while the average investment return on assets increase for the five years to December was 25,5%.

Pensions paid out and lump sums awarded by the pension funds increased 17,5% on the previous year's. (211) (303)

The bulk of both funds' assets invested in the equity market total almost R700m.

About 8,1% of the officials' fund assets and 10,7% of the employees' fund assets were invested in property. A large portion lay in fixed interest stock.

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In the light (211)

Beyond the brokerage-hungry community, the Mine Officials and Mine Employees Pension funds are virtually unknown. Now, a change in top management has initiated the funds taking a public place among the top investment institutions in the country.

The new CE of the management corporation which administers the two funds as one entity, Barry Botes, explains that combined assets of about R10bn make it the fifth largest investment institution in the country. He feels that its role in the economy should be better known and that the 125 000 predominantly white members and pensioners, mostly from the coal and gold mining industries, should be told about the funds' performance and administration.

In the past, most investment decisions were made in committees where employers and employees are equally represented. But over the past 18 months, with the strengthening of the investment team, operating deci-

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sions have increasingly been made at the management level with employer and employee board representatives relegated to setting policy and monitoring developments. Whether emphasis will change as more black miners join, is another matter.

Still, the present management strategy appears to be bearing fruit. The officials' fund achieved a return on total assets (excluding property) of 38,9% in the year to December 1989, equities fared best achieving 54,2%, while fixed interest managed 19%. The smaller employees' fund did slightly better. Botes says on a five-year basis the funds' 26% return on assets compares favourably with other funds.

Last year, R870m was invested, more than 80% of this in equities. Little went into fixed interest but the portfolio was substantially shortened to take advantage of the inverse yield curve and marketability of short-dated stocks. Botes says that a long-term restructuring of the R479m property portfolio has begun and low-yielding properties will be disposed of. The funds are invested in prime properties such as the City Lodge hotel chain, the new Ernst & Young building and Norwich Towers in Sandton.

This year, Botes plans to keep the fixed interest portfolio fairly short. He expects interest rates to stay relatively high if the monetary and fiscal authorities remain committed to maintaining real interest rates and beating inflation. A lesser percentage of available funds may be committed to equities this year, but the depressed market does offer buying opportunities. Botes says the present 40:60 split between mining and non-

mining will be maintained this year, but mining houses will be given greater weight as a hedge against the funds' gold exposure. Highly-g geared industrials will be avoided.

Until now the funds have been inactive in the options and futures markets but Botes expects to make greater use of these instruments in the future.

Pam Baskind

Millions spent on training Anglo

8/Day 29/6/90
ANGLO American and its associated companies spent more than R200m on skills training last year.

And the Anglo American and De Beers Chairman's Fund and Educational Trust made 980 grants worth R47,8m during the 1989/90 financial year, the latest Anglo American Corporation annual report said.

Since its formation in 1973 the fund had been the largest corporate contributor to educational and social development in SA, the report said.

One of the fund's major projects is the new R15m Atteridgeville College which is due to open to about 700 students in January 1991.

During the past year Anglo invested in 2 696 trade apprenticeships, 23 high school scholarships, 122 pre-university programme bursaries, 669 university scholarships, 581 technikon scholarships, 101 in-service bursaries and 422 part-time, company-sponsored students at universities and technikons.

The corporation's Central Training Unit — which employs about 50 professional

TANIA LEVY

training staff — provided about 40 000 delegate man-days of training and development.

During the 1989/90 financial year, Anglo American Corporation agreed to invest another R1,3m over five years in the Small Business Development Corporation (SBDC), bringing its total commitment to R5m.

The report said that Anglo formalised its support of small business development by embarking on a new two-pronged strategy called the Small Business Initiative.

One arm is a company called LITET Limited (previously Labour Intensive Industries Trust Limited) which acts as a vehicle for investing in smaller business concerns.

The aim is to provide financial and managerial assistance through the taking of minority stakes in emerging businesses.

The other arm is the Small Business Unit, which aims to increase Anglo's and its associate companies' business transactions with the small-business sector.

Changing health threats will need new services report

8/Day 29/6/90
CAPE TOWN — AIDS, assaults, smoking and alcohol-related diseases will replace diarrhoea and measles as major health threats in poorer communities during the next decade and dealing with them will require fundamental changes in health services.

This is the conclusion of a group of academic doctors in a recently published paper entitled Critical Issues for Community Health in the 1990s.

The authors argue that socio-political and demographic changes, particularly associated with high fertility rates and rapid urbanisation, will have a profound influence on the state of community health and

LESLEY LAMBERT

the provision of health care.

Another major influence will be the residual effects of apartheid which will remain for some time once the current race-based system has ended, they say.

To address the new health threats, fundamental changes will be required in the way community health professionals are trained, in the direction of medical research and the relationship between state health authorities at all levels and non-governmental organisations.

In addition, non-governmental organisations will be required to play an in-

creasing role in extending and complementing the changing function of government health services.

The authors emphasise the need to address the private sector's tendency to treat conditions that produce maximum profit, while neglecting preventive, promotive and rehabilitative activities.

They accept that involvement in the less profitable activities will need to be compensated and that this may require a revision of medical aid benefits.

They welcome government and ANC announcements on the restructuring of health services with more emphasis on primary health care.

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Pay hike ⁽²¹¹⁾ ~~(211)~~ agreement

THE Federated Mining Union yesterday reached a wage agreement with Rustenburg Platinum Mines and Chrome Limited (Mooi-nooi Mine), a statement from the union said.

The union and the RPM agreed on wage increases effective from July 1 *Sowetan #1/7/90*

Under the agreement, the minimum salary for surface workers has been raised from R430 to R503 a month, while for underground workers the minimum salary increased to R585.

At Chrome Limited, the union successfully negotiated a minimum salary of R420 a month for surface workers and R470 a month for underground workers.

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Union to give Chamber decision on wage offer

B/Day

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DANIEL FELDMAN

NUM members will decide by Wednesday on the final Chamber of Mines wage offer of increases ranging from 14,5% to 17% at gold and coal mines, according to industry and union sources

The Chamber made its offer late last week, up 1% from its opening offer of between 13,5% and 16%. The higher percentage increase offer is directed at employees at the lower end of the wage scale

NUM spokesman Jerry Majatladi said outstanding issues still to be decided included the union's demand for March 21, June 16 and October 1 to be paid holidays, additional leave, training and skills development, and reduced hours of work.

The union's opening proposal was an average 35% rise. This was moderated to increases of between 20% and 32%, which would mean an R80

increase for the lowest paid surface worker.

The demands were to eliminate anomalies in the industry's wage structure — between different mining houses, job grades and gold mines and collieries

Problems

Negotiations were deadlocked and a wage dispute was declared by NUM a month ago

However, there has not been an occasion yet in the seven-year history of NUM/Chamber wage negotiations that settlement has not been preceded by a dispute declaration.

The continuing wage talks had often been frustrating, said Majatladi. The Chamber has said it could not meet union demands because of the

continuing problems in the gold industry — including its problematic price, its high production costs, and the possibility of mine closures

While acknowledging the problems in the industry, the NUM has said there are still more than enough funds to grant its demands

It said the cost of the full wage demand for all workers on gold mines was about R1,1bn, only a fifth of the industry's total 1989 profits of R5,4bn. The union also cited references claiming the gold mining industry was poised for "a third wave of new mine development"

The Chamber of Mines 1989 Annual Review said "last year was more than satisfactory, with gold revenues bringing in a record R36,7bn"

The union is responsible for negotiating for 23 gold mines and 29 collieries, affecting more than 500 000 black mine workers

Day 4/7/90

Democracy in the workplace vital, says NUM official

Reports by
GERALD REILLY

PRETORIA — The development of a political democracy would mean little if it was unaccompanied by economic and industrial democracy in the workplace, NUM general secretary Marcel Golding said yesterday.

Speaking at a seminar on mediation structures in a future SA, Golding said that given the present inequalities, it seemed the mediating role of labour would be limited.

Referring to the Labour Relations Act, Golding said in many areas of industrial life, rights including the right to form a trade union and participate in union activities were at best formal.

Where rights of workers were formal and where employers used proprietary rights to restrict access, regulate meetings and interfere directly and indirectly in the lives of workers, effective and equitable industrial relations were impossible.

Referring to the mining

industry, Golding said the mining community was structured tightly. There were few freedoms, making access difficult because of private roads, checkpoints and privately armed security guards.

In general, black workers in the mining industry were denied civil liberties such as free speech, the right of assembly and the right to strike.

"We cannot have effective collective bargaining if employers curtail, or deny, workers and their unions fundamental rights."

Employer support for government policies against the wishes of the majority of SA would continue to confirm the belief that they were not committed to addressing the needs of the majority.

Instead, profit and more profit as well as the increasing concentration of wealth would remain the preoccupation, Golding added.

White miners ²¹¹ 'need protection'

6/Day 4/7/90

THE AWB yesterday blamed "unreasonable working practices for white mine workers" as a major factor leading to the killing of a Virginia mine official on Monday.

AWB leader Eugene Terre'Blanche said white mine workers were drastically outnumbered, with eight white workers to every 100 black workers.

"As a result of the old mine regulations, whites are not allowed to carry any weapons for self-defence, either on the mine premises or underground," he said.

A police spokesman said Virginia's Merriespruit mine chief personnel officer Steve Buitendag was killed on Monday evening after being confronted by a crowd of between 800 and 1 000 miners apparently dissatisfied with their wages.

Buitendag's companions, Ernest Perry and Mathew Human, fled when they were confronted by the crowd.

The police said in a statement that Buitendag had died as a result of several stab wounds and multiple head injuries. No arrests have been made.

A mine spokesman said the situation had quickly returned to normal and no further incidents had taken place.

Terre'Blanche called on Law and Order Minister Adriaan Vlok and the Chamber of Mines to "introduce legislation making the position of whites on the mines more secure." He warned that if the situation was not addressed the AWB would be forced to look after the interests of white mine workers.

CP law and order spokesman Moolman

TRACY MELASS
and LINDEN BIRNS

Mentz said yesterday the lack of action by mine managements after the killing of Johannes du Preez and Sydney Coen at Welkom in May, and yesterday's killing of Buitendag, highlighted the need for security forces on the mines.

National Union of Mineworkers (NUM) spokesman Jerry Matjatladi described Monday's killing as "unfortunate", adding that attempts were being made jointly by the Council of Mining Unions, the Chamber of Mines and mine officials to reduce inter-racial conflict in the mining industry.

Meeting

He described the negotiations as positive but "sincerely hoped that all parties involved in the negotiations will still show commitment both in deeds and words and that factors considered to be causing racial tensions are speedily eliminated".

Matjatladi said about 12 000 mine workers met on Monday at the Merriespruit mine's hostel arena to review the stayaway and last week's wage offer from the chamber.

"Mineworkers stopped their proceedings to ask why Buitendag, Perry and Human had interfered with the meeting.

"When they failed to answer, they were asked to leave. Later all except Buitendag left and workers started dispersing. It was during this process that Buitendag met his death," Matjatladi said.

75 mine hospital staff to lose jobs

SEVENTY-FIVE Rand Mutual Hospital workers will lose their jobs, the Chamber of Mines said in a statement yesterday

The Chamber said this was due to a decline in the number of patients.

It quoted Mr KC Mourant, general manager of the 640-bed hospital, as saying the daily average number of patients had fallen from 540 to 300 since 1986.

About 12 000 workers are threatened by retrenchments as companies struggle to keep the mines profitable in the face of the fluctuating gold price

The Chamber cited the drop in the industry's workforce, improvement in the injury rate and upgrading of

regional mine hospitals as factors in the hospital's decision.

But the National Union of Mineworkers says the death and injury toll in the mines is too high and unacceptable.

It said recently 238 mineworkers had died and 3 939 others had been injured in accidents since January this year

The Chamber said: "Consultations are planned with the National Union of Mineworkers which has been informed of the intended retrenchments"

Spokesmen for the union were not immediately available for comment

The hospital employs about 750 people. - Sapa.

MUNTU MYEZA

Myeza dies

AN executive member of the Azanian People's Organisation, Mr Muntu Myeza, was killed in a car accident on Monday, a family spokesman said yesterday.

Myeza, who was a founder-member of the Black Consciousness Movement in the 1970s, died in the Free State.

Sowetan 4/7/90

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Sowetan 4/7/90

Racial tension on mines: 'reduction seen'

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STEPS taken after weekly meetings between the Chamber of Mines, the NUM and white union federation the Council of Mining Unions (CMU) in the aftermath of May's violent incidents in Welkom have led to "an appreciable reduction in racial tension" on mines.

Chamber senior GM external relations Johann Liebenberg said the unions had noted the reduction in tension at last week's meeting at the Chamber of Mines building. *Monday 5/2/90*

Liebenberg issued the statement yesterday in response to calls by the AWB

MATTHEW CURTIN

for the chamber to give urgent attention to the situation on the mines after the murder of a Virginia mine chief personnel officer on Monday evening.

Steve Buitendag died of stab wounds after being confronted by 800 to 1 000 mineworkers protesting over wages. Twelve men were being held for questioning in connection with his death, police said.

Liebenberg said he hoped the death would not have a negative impact on discussions to eliminate racial strain

Sharp-eyed union men foil another bomb attack

W/Mail 6/7-8/7/90

By CHARLES LEONARD

A MAJOR disaster was avoided yesterday morning when a dispatcher discovered a bomb in a cardboard box placed in the Carletonville offices of the National Union of Mineworkers

Had the device exploded, according to NUM representative Jerry Majatladi, it could have killed everyone in the building and destroyed the offices

It could also have killed scores of people at the adjacent taxi rank and in a block of flats across the road

The bomb — made of commercial explosives — was found at about 8am yesterday when Wellington Gwili, who oversees traffic at the taxi rank, finished a regular patrol at the NUM offices. The union has stepped up security since its Welkom office was damaged extensively in a blast last month.

Exiting on to the veranda, he found a box with explosives wrapped in newspaper, a petrol drum and a battery. He alerted union official Ren Falando and



Police explosives experts examine the home-made bomb

the two men — both former mineworkers — defused the bomb, according to a union representative, who said police took an hour and a half to arrive at the scene

South African Police representative for the Western Transvaal, Lieutenant Rita Akkerman, said the device was found at 10 45am and defused by "a local explosives expert".

The discovery of yesterday's bomb has swung the spotlight once again on to white miners' easy access to explosives. Commercial explosives have been used in at least three explosions this week, at the homes of Johannesburg city councillors and the offices of *Vrye Weekblad*.

Senior Chamber of Mines executive Johann Liebenberg said it would be "silly" to say that despite fairly stringent controls, the commercial explosives used in recent blasts were not stolen from the mines.

"With thousands of people having blasting certificates whereby they have access to explosives," Liebenberg said, "if they have external motives to use the explosives they would certainly be able to get hold of them."

Majatladi confirmed this view, saying white mineworkers can easily take explosives home, whereas their black colleagues are thoroughly searched.

●See picture, PAGE 3

Colliery strike ballot on cards

THE wage dispute between the NUM and the Chamber of Mines in respect of gold mines has been resolved. However, the union is holding out for more from collieries and is gearing up for a strike ballot among its 35 000 affected members.

NUM assistant general secretary Marcel Golding said last night the union had just conveyed its stance to the chamber.

In terms of the gold mine deal, workers stand to receive increases ranging from 14.5% to 17%. *1504 61790*

However, in response to an equivalent offer for colliery workers, the union's 20% demand remained on the table.

"Coal mines are much more profitable than the gold mines now. But they pay substantially less than gold mines for the same class of work, and this is a good opportunity for these disparities to be narrowed," Golding said.

The NUM accepted all other facets of the chamber's last offer.

ALAN FINE

This included a five percentage point increase in holiday leave allowance; the establishment of a working committee to investigate unresolved proposals on skills development and education of black miners, and Gold Fields coming into line with other mining houses on terms for mine accident leave agreed between the NUM and the remainder of the industry in 1986.

On hours of work the NUM would "comply with the existing agreement" on a 96-hour fortnight, Golding said. However, it seemed this could lead to a work-to-rule given union allegations of widespread contraventions of the agreement.

Golding said the union remained open to further talks on colliery wages.

A chamber spokesman said employers were still studying the NUM response and were not ready to comment.

Govt sends lifeline to troubled ERPM mine

By REG RUMNEY

11/04/90 6/7/90
THE government has given troubled marginal mine ERPM a new lease of life. But thousands of jobs will still be lost.

Yesterday, acting Mineral and Energy Affairs Minister Barend du Plessis announced the state had accepted a rescue plan for ERPM.

ERPM chairman Clive Knobbs could not be contacted for comment last night.

The rescue plan, put forward by ERPM, entails a drastic rationalisation, including cutting jobs from roughly 10 000 now to 4 000.

Du Plessis said in a statement that the government was dealing with ERPM as a special case, in a sense treating it as a new mine.

The commission into marginal mines concluded there was a reasonable prospect of ERPM being re-established as a viable mine.

"In view of the substantial financial commitments which the state has already made to ERPM and in view of the socio-economic implications of closing the mine it is recommended that the state join Rand Mines and First National Bank in providing further assistance to ERPM.

"This will enable the mine to complete its drastic reorganisation and to continue its operations."

Additional financial assistance, "all enjoying the same protection in the event of failure", will consist of a further loan from Rand Mines, deferral of some of the interest on existing loans by FNB and Rand Mines until all loans are repaid, and an undertaking by the state, if necessary, in December 1992 to assist in the payment of the deferred interest by way of a guarantee, loan or subsidy.

The recommendations which will be implemented with immediate effect.

Rand Mines' rationalisation plan detailed as major aspects, aside from the cutting of the workforce:

- Achieving a recovery grade of 5,6g/t from underground sources;
- An gold price of R30 500/kg, rising in subsequent years;
- A R35-million loan from Rand Mines at the prime interest rate,

- The government paying from July 1 this year to December 31 1992 an additional interest subsidy of 30 percent of the interest rate on the government guaranteed consortium loan,

- Sale of surplus assets,

- Completion of capital spending on the Far East Vertical project,

- A reduction of current liabilities,

- Rand Mines limiting its management fees for the same period to 50 percent of what it is entitled to or R3-million a year; and

- The pumping loan continuing.

ERPM owes R300-million, R220-million of this to the consortium, R60-million to FNB in an unsecured loan, and R20-million to Rand Mines.

ERPM's working loss for the year was R37,7-million.

Rand Mines owns 30,4 percent of ERPM.

w/mca 6/7/90 - 8/7/90

Gold strike averted but coal mine battle looms



By DREW FORREST

STRIKE action has been averted in South Africa's strategic gold mining industry — but sector-wide industrial action by 22 000 coalminers looms.

Responding to the Chamber of Mines' final wage offer yesterday, the National Union of Mneworkers accepted the proposal, between 14,5 and 17 percent, for gold mines but rejected it for collieries.

The NUM will now inform the department of manpower that conciliation board talks have failed, clearing the way for a strike ballot.

Yesterday NUM assistant general secretary Marcel Golding said the union remained open to further offers to avert a strike.

The chamber declined to comment, saying it was considering its response. In its letter to employers, the NUM

says it wants a 20 percent increase on the collieries and the closing of pay differentials, both between job categories and different mining houses.

Stressing that coalminers earn less than their counterparts in gold mines, it says the collieries have been "extremely profitable" over the last 18 months.

The NUM also rejected an employer proposal of a joint working party to probe work hours. The chamber had agreed workers were working much longer than the stipulated hours.

They would comply strictly with the agreed limit, it said.

The union accepted the chamber's offer of a five percent increase in holiday leave allowance, bringing the allowance to 100 percent in some mining houses.

●The National Union of Metalworkers warned worker attitudes will harden

due to "poor progress" in an industrial council dispute meeting with metal employers yesterday.

Steel and Engineering Industries Federation director Brian Angus said Seifsa would meet on Monday to consider whether to revise its final offer of between 14,9 percent for skilled workers and 18 percent at the bottom.

In the light of any such improvement, representatives of all union sectors will meet next weekend to decide whether to strike.

Only Numsa is in dispute with Seifsa, but the Confederation of Metal and Building Unions, representing 100 000 largely skilled workers, has also rejected the employer offer.

Angus said the CMBU wanted the 14,9 percent on actual wages, rather than scheduled rates

Workers strike nationwide for more pay

6/7/90

JOHANNESBURG. — Workers at 177 Checkers stores throughout the country are likely to follow OK Bazaars workers in a nationwide strike following a union ballot showing 80% support for action. OK Bazaars management yesterday acknowledged the likelihood of retrenchments if the 31-day-old strike involving 7 500 workers did not end soon.

Southern Sun yesterday obtained a court order to remove 1 900 sit-in strikers from 19 hotels in the Transvaal and is considering similar action in the Western Cape at the Cape Sun, Inn On The Square, Newlands Sun and other hotels.

The Catering and Allied Workers' Union is demanding a minimum salary of R950 a month. The company is offering a maximum of R815.

By yesterday morning the strike had spread to 35 of the company's hotels and 4 900 workers.

The liquor industry is also facing a major strike following a ballot. Members of the Union of Wine, Spirits and Allied Workers were locked out yesterday after wage talks ended in deadlock.

Meanwhile, municipal strikes in Bellville and Port Elizabeth and a strike at Port Elizabeth hospitals continued yesterday.

Negotiations have begun to resolve the work stoppage by Belleville municipality's cleansing, roads and refuse staff.

A Municipal Workers' Union official said a statement would be made after a delegation had visited the Civic Centre.

● The National Union of Mineworkers said yesterday that it had accepted a pay offer for gold miners but not for coal miners. — Sapa and Staff Reporter

... and the fare increases

Four miners on murder charge

(211) LINDEN BIRNS (2)

FOUR men appeared in a Virginia court yesterday charged with the murder of Merriespruit gold mine's chief personnel officer Steve Buitendag, who was killed during a miners' protest on Monday afternoon. Bloom 67790

A police spokesman confirmed that 20 men had been taken into custody for questioning since Monday, when Buitendag and two colleagues were allegedly attacked at a mass meeting protesting against the latest Chamber of Mines wage increase.

Buitendag was stabbed and suffered multiple head injuries after becoming separated from his colleagues who ran for safety when a crowd surrounded them in a hostel arena.

The four miners charged with the murder are Win Xakatha, 19, from Virginia; Themble Mbele, 23, of the Transkei; Thomson Masipida, 27, from Vryburg, and Petrus Lefu, 28, of Ficksburg.

The magistrate remanded them in custody until the trial resumes on July 31.

Communist Party to drop elitist image and go for mass membership

A SENIOR NUM spokesman has declared the SACP and not Cosatu to be the representative of the Communist Party of the "mass" profile in favour of a national NUM structure in favour of a national working class.

And in a recent central committee report, the SACP says it should not fear to use the term, "mass party" as long as attention is paid to the questions of calibre and quality.

In an interview, Masatladi says he expects all constituencies to be represented at national negotiations with the ANC and government.

The role and position of workers in a free SA, Masatladi says, will be determined by the role they play in the present action struggle.

However, a trade union on its own could never transform itself into a political force to contend for state power.

Elitist image and go for mass membership

PETER DELMAR

Masatladi says the SACP has an historical track record of being the champion of the interests of the SA working class and party an historical makes the idea of a new type SA, Masatladi says, will be determined by the role they play in the present action struggle.

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The role and position of workers in a free SA, Masatladi says, will be determined by the role they play in the present action struggle.

However, a trade union on its own could never transform itself into a political force to contend for state power.

As we enter the new period we must be on our toes to eradicate all remaining vestiges of Stalinism in our work. In short, we must find ways of coping with the heritage by old thinking."

SACP general secretary Joe Slovo earlier said the party would be re-launched in the first year after its re-launch.

The SACP's role as vanguard of the working class, the report says, should be imposed on the style of operation imposed on it by many of the disasters which afflicted so many communist parties in the recent period.

Meanwhile Sapa reported at the week-end that the ban on all future editions of publications by its publisher, Inkululeko and that the African Communist had been lifted and that it was no longer an offence to import about 100 000 copies of the SACP's official mouthpiece Umsebenzi are being distributed ahead of the party's launch rally on July 29.

Nov 18 1990

Workers need real freedom

VIOLENCE in the workplace must surely rank as one of the most pressing matters preventing the development of a democratic culture in the workplace and in the rest of the society. But solving this problem is no simple matter.

In his speech at the May 23 Consultative Business Movement conference with the ANC, Gavin Relly said, "Collective bargaining is a widely practised redistributive mechanism". But I would question whether the trade unions actually have sufficient substantive bargaining rights to ensure effective bargaining.

Conflict is the product of unequal and divided societies and is essentially a struggle by social forces to effect equilibrium or a change in social arrangements.

In the political arena it is about forms of political representation; in the industrial arena it is about bargaining and organisational rights for workers and trade unions; and on the economic terrain it is about how wealth is to be created and distributed.

Put simply, conflict is a necessary component of our society and will remain so even after a non-racial, democratic SA has been established. What is important is whether con-

flikt can be managed in ways that ensure proper regulation through institutions enjoying consent and legitimacy.

While the Labour Relations Act promotes collective bargaining as the primary method of resolving industrial disputes and provides for the extension of formal rights or freedoms such as the right to participate in trade union activity, in many areas these rights are at best formal and have no real substantive content. The ancillaries to the free organisation of workers, such as the rights to assembly, free speech and movement are limited and, where they are granted, they are severely curtailed and regulated by the employer.

A classic example of management intervention and control over trade union activity is contained in an agreement which one mine in the Anglo American group (the very group of which Relly was chairman) insisted our union sign before they granted permission for union meetings.

We had to agree that only bona fide union-related matters may be

MARCEL GOLDING

discussed; that any management representatives, including security staff, may be present; that no political issues be discussed or political slogans used, that no singing and/or dancing take place and only such business as stated on the agenda may be discussed. No speaker, other than those whose names appear on the letter of application, may address the meeting.

Without basic liberties and trade union rights — including the right to strike without fear of dismissal — we cannot talk of the real freedom to pursue democratic trade union activity.

Conflict resolution cannot have the remotest possibility of regulation if there is no relative equality in the relationship between the trade unions and the employers, and where the institutions and legislation do not enjoy the support and legitimacy of the parties involved.

Collective bargaining as the primary method of conflict resolution is

futile if substantive rights do not exist for workers and their unions. Without those rights there will be no accountability, no institutional relationships, no regulation, and no incentive to abide by these rules.

Any serious unionist knows that violence is not beneficial for organisations. And union leadership does not accept violence as a method of achieving objectives. We have to use patient and persuasive work among workers to achieve consent.

But it would be naïve to discount the real presence of what is perceived as violent and intimidatory behaviour (although employers often exaggerate its extent, and misinterpret arguments between strikers and non-strikers, or singing, as intimidation).

The questions are: how can it be eliminated or is it containable?

Take the mining industry as an example. The range of authority structures, the unnatural environment of housing thousands of people in hostels, the limited avenues to pursue recreation and the highly re-

stricted environment, with an over-zealous security force, all contribute to a climate of heightened conflict and even violence.

When industrial action occurs, because picketing is restricted workers have little means to bring legitimate social pressure to bear on scab workers.

These restrictions do not eliminate picketing. Instead, it is driven to areas where it is less manageable and where over-zealous strikers are left unregulated. Instead of having it managed openly at the workplace, it is driven to the townships, buses, and trains where unions have little prospect of monitoring conduct.

The absence of facilities and substantive rights is a recipe for greater conflict and violence.

I believe that if democratic and organisational rights are extended to workers, and unions have access to counsel workers, greater prospects exist of dealing with violence at the workplace.

□ Golding is assistant general secretary of the National Union of Mineworkers. These are excerpts from a speech at a recent Unisa seminar.

12 hurt in clashes at St Helena mine

TWELVE people were injured — four seriously — after clashes between National Union of Mineworkers (NUM) members and mine security staff at St Helena Gold Mine near Welkom on Monday (21)

According to Genmin and the SAP, mine security was forced to use teargas, rubber bullets and birdshot to disperse a crowd of miners carrying pangas, knobkieries and iron bars. The NUM says a group of unarmed members was shot at without warning for singing, doing the toyi-toyi and wearing political T-shirts — practices banned by Genmin.

TANIA LEVY

SAP Pretoria liaison officer Lt Pieter du Preez confirmed four mineworkers and a security member had been injured during the incident. 610 am 18/7/90

NUM Press officer Jerry Majatladi said the four mineworkers were in a serious condition at the mine hospital and a further seven had been less seriously injured. He said about 4 000 mineworkers had attended an NUM report-back meeting on retrenchments on Monday (21)

To Page 2

Mine clashes 610 am 18/7/90

The mine plans to retrench more than 1 500 of its 9 000 workers and wants to grant two weeks severance pay for every year of service. The union wants three weeks severance pay and four months notice of the retrenchments.

After the meeting, said Majatladi, about 2 000 members were returning to their hostel singing and doing the toyi-toyi. Security

From Page 1

men ordered them to stop and remove their political T-shirts. Without warning rubber bullets and birdshot were fired by about 100 security officers.

Gengold MD Gary Maude said the security man's arm had been cut with a panga. He said the incident was not typical of management's dealings with the NUM.

Majatladi said mineworkers had been unarmed.

Harmony mine workers strike

ELB MATTHEW CURTIN 211

A WAGE strike involving 3 000 workers began at Rand Mines' Harmony gold mine yesterday.

A Harmony spokesman said the action was confined to Merriespruit number three shaft, one of seven shafts at the complex which employs 28 000 mine workers. b 10 am 19/7/90

Strikers' representatives and NUM officials met during the day with mine industrial relations officials.

The strike was peaceful without demonstrations, and the spokesman said the situation was contained.

Sapa reports NUM media officer Jerry Majatladi said yesterday strikers demanded the recent NUM Chamber of Mines pay settlement be extended to miners at Harmony at once.

He said Harmony management initially refused to recognise the NUM on the mine until a one-day strike two weeks ago. The NUM has 10 000 members at Harmony.

The work stoppage, organised at branch level, was backed by the NUM head office.

NUM report attacks SA mining safety

A REPORT on safety standards released by the National Union of Mineworkers (NUM) yesterday says one miner dies and 18 are seriously injured for each ton of gold mined in SA.

It says the "battery of laws" regulating the mining industry are poorly enforced and inadequate and, in general, safety standards on SA mines are poor.

These are the major points contained in the report.

61 Day 19/7/90
"There is a lack of concern for the lives of black workers," NUM general secretary Cyril Ramaphosa claims in the paper. The NUM calls on government and the Chamber of Mines to set up a national forum to address "the poor health and safety standards of the industry".

The report says 68 000 mineworkers have lost their lives in accidents since 1900, and more than one-million have been per-

manently disabled

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In 1989 alone 753 miners died in mine accidents and more than 10 000 were injured

"At this rate, one worker dies and 18 are seriously injured for each ton of gold that is mined," the report says

The union accuses management of being unwilling to introduce modern technological methods to ensure accidents are "prevented"

"Rockbursts are regarded as an act of God, unpredictable and unpreventable," the union concedes.

The NUM says that health and safety problems in the mining industry are deeply rooted in the "general inequalities that characterise our society".

It says despite the "annual carnage", no commission of inquiry into mine safety has been held since 1963. — Sapa.

3 000 stop work at Harmony gold mine

A STRIKE by 3 000 mineworkers began at Rand Mines' Harmony gold mine in Welkom yesterday morning to back demands for an immediate wage increase.

National Union of Mineworkers publicity secretary Mr Jerry Majat-

ladi said yesterday members on the mine are demanding that management implement an immediate wage increase in line with the increase negotiated by NUM with the Chamber of Mines last month. *Sowetan 17/7/90*

The NUM has 18 000 members out of a total workforce of 25 000 at Harmony.

Increase

Union officials were scheduled to meet Harmony management on July 27 to review an offered 13 percent increase at the mine, Majatladi said.

The chamber had of-

fered an increase between 14,5 and 17 percent for the gold sector but Harmony management initially refused to recognise the union on the mine.

A one-day strike two weeks ago resulted in union recognition.

Majatladi said workers felt they should now also benefit from the chamber's offer.

The strike had been arranged at branch level on the mine but would be backed by the NUM head office, he said.

The regional OFS union office had written to Harmony management outlining their position - Sapa.

7 800 jobs threatened at South Region

JOHANNESBURG —
The sharp drop in the gold price coupled with industrial action could lead to a restructuring at Freegold's South Region involving 7 800 jobs, chairman Clem Sunter said

Sunter who was speaking at the release of Anglo American Corporation's June gold quarterlies yesterday, said that negotiations would be held with employee organisations to see whether operations could be curtailed and the labour force reduced

"This could involve reducing jobs by some 7 800, but at this stage it is not known how many employees will be retrenched"

To be discussed too with the unions was the possibility of reverting to the 12-shift fortnight from the present 11-shift fortnight, Sunter said.

The group was also looking into the redeployment of labour within the Anglo group as well as the introduction of early retirement and extended unpaid leave schemes

During the June quarter 16 669 man-days were lost as a result of labour strife, but since then there had been a marked downturn in unrest activities and a return to normality, Sunter said

— Sapa

Anglo mines — govt aid 'only in exceptional circumstances'

By REG RUMNEY



ANGLO America's gold mines would only ask for government assistance in "exceptional circumstances", Anglo gold division head Clem Sunter said yesterday.

He was speaking in Johannesburg at the presentation of Anglo's gold quarterlies. "We want our mines to stand on their own feet," he said.

The government would be approached only in the last resort.

Discussing some of the suggestions put forward by the Marais Committee of Inquiry report released recently, he said hedging was a good idea, but the present gold price uncertainty made it difficult.

The report recommended before a mine applies for State assistance it should be able to show it negotiated concessions with suppliers, and approach the Reserve Bank to use futures transactions. There had been hedging at all mines, he said, but he could not state the extent, for competitive reasons.

The amount of hedging as a percentage of output had not, however, increased markedly.

Anglo had also taken advantage of the Reserve Bank's scheme, in the present quarter to end September, for hedging for two years.

Putting pressure on our suppliers is also a good idea," he said, referring to the report's suggestion that marginal mines negotiate with suppliers. One had only to look at the results of the

suppliers to Anglo mines to see that this had already been done, he said.

No policy decision had been reached on the idea of a stabilisation fund, he said.

It was also revealed yesterday that Anglo's Freegold mine has suffered a 5 per cent drop in gold production as a result of the tornado that struck parts of Welkom on March 20 this year.

Industrial unrest, particularly in the South region, also hit gold production in April and May.

A amount of 16 869 man days had been lost in the quarter through unrest.

It was confirmed that Freegold was looking at restructuring the South region, though negotiations were being conducted with unions to see how the impact of the restructuring could be lessened.

One possibility was the return to a 12-shift fortnight, from the present 11-shift fortnight.

And extra shift would produce gold at 70 percent of normal cost, despite the slightly higher wage paid for the shift.

It was reiterated that 7 800 jobs would be lost, but the exact number of retrenchments was not yet known.

Workers were being placed elsewhere and natural wastage would account for some job losses.

Around 800 employees in the short term were being placed in other mines. Natural wastage would account for 300 workers a month out of a total workforce of 47 000.

FREEGOLD

Tons milled 6 439 000t (6 434 000t)

Yield 4,09g/t (4,31g/t)

Gold produced 26 327kg (27 727kg)

Working costs R29 518/kg (R28 399/kg)

Taxed profit R52,72-million (R184,45-million)

Available profit R14,17-million loss (R87,82-million)

EPS 12c loss (75c)

ELANDSRAND

Tons milled 583 000t (497 000t)

Yield 6,04g/t (6,27g/t)

Gold produced 3 521kg (3 116kg)

Working costs R20 703/kg (R22 808/kg)

Taxed profit R37,09-million (R31,84-million)

Available profit R197 000 (R15,15-million)

EPS nil (16c)

VAALE REEFS

Tons milled 2 700 000t (2 684 000t)

Yield 6,67g/t (6,64g/t)

Gold produced 18 008kg (17 818kg)

Working costs R23 670/kg (R23,959/kg)

Taxed profit R137,96-million

(R120,71-million)

Available profit R31,78-million

(R60,81-million)

EPS 167c (318c)

SA LANDS

Tons milled 581 000t (597 000t)

Yield 0,68g/t (0,62g/t)

Gold produced 395kg 372kg

Working costs R25 990/kg (R26 468/kg)

Taxed profit R871 000 (R903 000)

Available profit 834 000 (R1,15-million)

EPS 9c (12c)

WESTERN DEEP LEVELS

Tons milled 1 616 000t (1 638 000t)

Yield 5,93g/t (5,69g/t)

Gold produced 9 589kg (9 318kg)

Working costs R23 279/kg (R23 781/kg)

Taxed profit R89,49-million (R81,24-million)

Available profit R21,43-million (R23,22-million)

EPS 77c (84c)

ERGO

Tons milled 9 460 000t (9 463 000t)

Yield 0,30g/t (0,32g/t)

Gold produced 2 844kg (3 010kg)

Working costs not given

Taxed profit R15,63-million (R24,88-million)

Available profit R9,89-million (R15,36-million)

EPS 22c (33c)

7 000 miners on strike over union and wages

By GLENDA DANIELS (211) (213)
MORE than 7 000 mineworkers at Harmony Goldmines in the Free State went on strike yesterday, following a dispute over union recognition and wages.

Chamber of Mines official Simon Crawford said: "About 7 100 workers stayed away from the Merriespruit No 3 shaft and the Harmony No 4 shaft."

He cited low National Union of Mineworkers' membership at Harmony and exclusion from a 14-to-15 percent wage increase, agreed to after recent negotiations, as the reason for the action.

He said mineworkers had only received a 13 percent increase — lower than that stipulated by the chamber. "It is only in recent weeks that the union's membership had increased to about 55 percent," he said. NUM 207-247/90

Crawford said NUM regional representatives yesterday went to Harmony to ask the workers to go back to work.

NUM representative Jerry Matjaladi said he was sceptical of the figures quoted by the chamber.

According to Matjaladi, about 18 000 workers signed up for membership (70 percent of the workforce), but management had not processed their forms.

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OFF TIME 20/7/90

Gold mine set to retrench 4 400

Own Correspondent

JOHANNESBURG. — JCI's Western Areas gold mine is to discontinue operations at its north shaft and will have to retrench up to 4 400 employees, about half the mine's total workforce.

The mine this week reported a R17,3m loss for the June quarter.

The step, which will mean the loss of six tons in annual gold production — about 40% of the mine's total — was announced in a statement last night by JCI. It takes effect next month.

Other steps include forward sale of about 50% of anticipated gold production from the south shaft until June 1991 at a fixed price of R33 114/kg — about R2 500/kg more than the current price; and disposal of Western Areas' 41% stake in the South Deep project to an exploration company yet to be formed.

JCI said the company would make every effort to have retrenched workers re-employed elsewhere.

● 7 800 jobs threatened at South Region — Page 7

A question of jobs

Why is the National Union of Mineworkers (NUM) taking so long to respond to the Chamber of Mines' "final" wage offer to black colliery workers? It accepted the chamber's 14,5%-17% offer on behalf of gold mining members on July 5, but rejected the same offer to coal miners, holding out for an across-the-board 18% to 20%. ~~211~~ 211

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The chamber's "final" offer was followed on July 6 by separate and improved offers from Amcoal (16,4%-18%) and Trans-Natal (14,5%-28%), but by early this week those two also still awaited a reply. JCI, GFS, Lonrho and Rand Mines have not improved on the chamber's offer and the union is talking of a strike ballot by the end of this week.

There were compelling reasons for the NUM to accept a moderate increase for gold miners — thousands of jobs are on the line and some mining groups make no bones about the fact that they are using the present period of low gold prices to reduce employee numbers.

Fact is that, since the early-Eighties, retrenchments of unskilled (for that, read black) workers have been proportionately more severe on collieries. From 1984-1989, says the chamber, the number of unskilled coal miners dropped by 21,2%, while skilled employment rose by 4,5%. Over the same period, coal production rose by 9,2%.

In terms of tons produced per man, unskilled productivity improved by 38,2%, while that of skilled men in charge of sophisticated mechanised equipment rose by only 4,2% (see table).

The reason for the disparity is clear. Numbers of unskilled men have been cut as the industry has swung away from labour-intensive underground collieries towards mechanisation and strip mining. It has not led to any great increase in skilled employment, but has helped cut unskilled labour.

Again, over the same arbitrary period, skilled annual wages per man have risen by 96,6% while those of unskilled men advanced 128%. Put another way, wages paid to unskilled workers amounted to R2,64 per ton of coal produced in 1989, an increase of 65% on the 1984 average. Skilled wages added another R2,07/t, 88,2% more than in 1984.

At first glance, the cost and wage increases might appear to be insupportable — and employers have regularly warned of the dangers of retrenchments if wage demands are excessive. But, according to the Department of Mineral & Energy Affairs, coal price increases have compensated. The aver-

age pit-head price of domestic coal rose by 92% between 1984 and 1989, the average fob export price was 73% ahead.

Wage increases to unionised white workers have regularly been lower than inflation for several years, while black union men have generally won inflation-beating increases. As each year's wage negotiating round has been completed, commentators have remarked that moderation has been forced on whites by fears that jobs will be lost to blacks.

The chamber's statistics seem to prove the converse — skilled employment is rising while tumbling black employment has not apparently modified NUM's militancy. Nor has the disparity between percentage increases narrowed the absolute gap between skilled and unskilled wages, though the ratio has fallen.

Employers argue that excessive wage demands and sanctions will lead to job losses on coal mines. Whether or not there is a causal relationship, black unskilled employment has certainly fallen and the retrenched men have not shifted into skilled labour categories. However, some black miners have moved into skilled jobs previously reserved for whites. Their entry, at wages comparable to those paid whites, helps in part explain why average skilled wages have risen proportionately less rapidly than unskilled.

But where are the productivity increases supposedly possible when skilled men are given mechanised equipment? *Jim Jones*

Days of woe for gold miners

Gold from the computer dump



AKI MANOLITSIS precious metals recovered from high tech scrap

THERE'S gold in computers. Scrapped machines also contain silver, platinum, palladium and rhodium.

Metal Concentrators has set up a refining plant in Kew, Johannesburg. Director Aki Manolitsis says it is a "place of last resort for computers which have no useful life left".

Helping to make the business profitable is the fact that vintage computers have a high content of valuable materials.

Metal Concentrators is called in by many firms to scrap computers.

Mr Manolitsis says "We often move in with angle grinders to dismantle the machines on site, causing consternation and even grief to staff who have babbled them for years."

Boards

The machines are stripped to basic steel, aluminium and copper state Motors, transformers, plastic and precious metal-bearing components are separated.

Base metals are sent to smelters and steel to scrap merchants. Metal Concentrators is particularly interested in printed circuit boards.

Metallicist and director Bernard Stern has a coaster on his desk made from a mainframe memory device.

By MELANIE SERGEANT

which probably cost about R20 000 in its heyday.

Mr Stern says "It has a high gold content. In the old days manufacturers put between 30 and 40 microns — a micron is 1/100th of a millimetre — of gold on edge connectors. It has come down to between three and seven."

The value of old central processing unit boxes can range between R300/ton to R2 000, ton depending on vintage and configuration.

Mr Stern says computer scrapping began in the mid-1970s.

Early processors handled more than 200 tons of scrapped machines a month.

Overall boards went into furnaces and owners were paid for gold and other precious metals.

Metal Concentrators has developed processes to extract precious metals efficiently. Manolitsis says of computer equipment has lowered the volume of scrap equipment to about 25% of levels five years ago.

Mr Stern says "We recently scrapped one of SA's last IBM 3033 mainframes. Although we spoke to people who were thinking of setting up a computer museum, we couldn't get them to save the old lady."

Picture PIERRE COSTHUYSEN

The company does not destroy all the machines it receives. It sells components like memory chips if they are in good condition. But most contracts stipulate destruction of machines.

Chairman Terry Manolitsis says Metal Concentrators is a tightly run family type business.

Realising the recovery of metals from computer equipment is a slowing business, the company does not have all its eggs in one basket.

"We upgrade precious-metal bearing equipment into a concentrate which is easily treated by ourselves or by other refiners, local or foreign."

Dodgy

Silver recovery from photographic waste is ignored because the "market is poor and highly competitive with a dodgy track record."

The company also extracts gold from jewellers' sweepings and scrap jewelery and 24-carat gold is returned to the jewellers. "We also take low grade material from mines by products — essentially the tailings from their processes," he says.

One large contract under way is recovering gold from a refinery which is being demolished. The equipment is scooped to ensure that residues of precious metals are recovered.

2m people face crunch as thousands lose jobs

THE crunch for South Africa's gold-mining industry drew nearer this week. More workers were retrenched, bringing the total to at least 15 000 in the past eight weeks.

Another 184 000 jobs are on the line in the medium to long term if the gold price remains low in dollars and the rand-dollar exchange rate stays where it is. At risk are 18 marginal mines.

Chairman of Mines senior general manager Johann Liebenberg says "To survive the next couple of years the industry needs to be extremely cautious."

"Every gold mine is trying to rationalise, lower working costs and improve profitability."

With the extended family system — one breadwinner feeds, clothes and houses several people — nearly 2 million could be affected by gold's woes.

Rationalisation in under way at marginal mines. Unprofitable sections have been closed and operations cut to bare essentials.

About 100 000 jobs have gone in the past 18 months, about 25 000 through retrenchment and the rest through natural attrition.

Not only the mining houses are feeling the pinch — "the multitude of industries which depend on the mines have hit hard times," says Mr Liebenberg.

Tough

Gold contributed more than 11% to SA's gross domestic product five years ago. The multiplier effect took it to about 18%.

But its contribution has dropped to about 9%.

Argus American gold and uranium division chairman Clem Suter says the industry is negotiating tougher contracts with suppliers of goods.

"We are saying we want concessions if our shares close, everyone suffers. It's survival logic."

"We are also looking at ways to use labour more productively. We have to slim down. We hope that in the late 1980s, when the gold price recovers, we can be profitable again."

The gold industry is made up of 44 major mines — all quoted on the JSE, administered by six major mining houses and all belonging to the Chamber of Mines.

DEEPER

The mines employ nearly 500 000 people, of whom 10% are skilled professional or managerial.

Mr Liebenberg says "At least 6 000 of the 50 000 skilled employees are black, coloured or Asian."

attributable to new business fails to display in meaningful accounting of the trading

BANKORP HOLDS FIRE

THERE'S no quick fix for beleaguered Bankorp. The effects of the extended snafu at Sanlam's banking arm will be felt far down the line.

Surgery by former Nedcor chief executive Piet Liebenberg who took over as executive chairman on June 24, 1979 will take time to produce a cure.

Group results for the year to June 30 are likely to be delayed — and analysts expect poor figures, possibly earnings a share cut by nearly 40% to 7c.

Mr Liebenberg has predicted that the benefits of a leaner bank with three operating divisions will show on the bottom line only in the next financial year.

The share price has barely moved through the drama of the past two weeks, sticking at 255c comfortably above its year's low of 250c, but well below the 1987 high of 705c.

It would make sense to present the worst scenario in the results now, and investors are staying out of the market in spite of the attractive price earnings ratio of 2.6.

A banking analyst says "Piet Liebenberg's personal stock is high after the good job he did at Nedcor and he appears to have done many of the right things."

"But the market will want to see positive effects. It will want to be sure no more skeletons are left in the cupboard."

Pool-pools for platinum claims

Business Times Reporter

51 June 24 1979

CLAIMS about two platinum finds are being treated with scepticism by the South African industry — although there were some foreign sellings of platinum shares after the London report.

The Indian deposit has not been publicised before, but the Peruvian deposit has been known for some time.

A laterite deposit in northern eastern India is reported to show platinum grades of between 220 and 520 grams a ton. Platinum alone in the Bushveld complex is about 4t/t.

A geologist says India was a part of Gondwanaland and it is not impossible for ores similar to SA's to occur there. However, laterites are notoriously inconsistent and usually shallow.

It seems more likely a case of exaggerating the early results of a find ripe to rule the established platinum market, he says.

The deposit in southern Peru is reported to yield two tons of concentrates a day and contain high values of platinum group metals. But a high amount of iron makes refining difficult.

A backer of the Peruvian deposit says SA refiners have rejected approaches to treat the material. This seems unlikely because the refiner's major shareholder Bushveld has information about the deposits.

Underlining scepticism about the size and value of the Indian find is its announcement at a time when Rhodium in particular is buoyant. There are few suppliers, making the price vulnerable to manipulation.

SHELVED

Agreement was reached at 17% for the lowest category of unskilled workers and 14.5% for the highest.

As a result of an agreement reached last year, the chamber also agreed to a contribution 2% more to a provident fund from July 1.

Everyone is counting cents in gold mining and scaling down where necessary. Even the chamber is cutting expenditure.

Mr Liebenberg says "We have the biggest private research organisation in the world."

Staff

The likelihood of a new rights issue also overhangs the share.

The new Bankorp executive in charge of communication, Etienne van Loggerberg, says the restructuring is working down from the top management level.

A central rationalisation committee is looking at all operations and it has been accepted that staff numbers will have to be reduced from 16 000.

Dr Van Loggerberg cannot give a date for publication of results. "There is a lot of work to be done."

Sometalk

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"We are saying we want concessions. If our shafts close, everyone suffers. It's survival logic.

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Mr Liebenberg says: "At least 9 000 of the 50 000 skilled employees are black, coloured or Asian"

The gold industry in SA is more than 100 years old

Mr Liebenberg says "We have had to go deeper and deeper — we're at depths of 4km in some mines. It costs more to get to the gold as we go deeper and farther out.

"Working costs have risen sharply. Grades have been declining. Twenty years ago we were mining average grades of 14 grams of gold a ton.

"Now the industry average is below 5g/t. We have to bring a lot more rock to the surface for the same amount of gold

"Inflation in SA has been in the double digits for nearly two decades. Our working costs — including labour

will take time to... 22790... year to June 30 are... and analysts expect... mings a share cut by... predicted that the

Books for fun claims

which 52%... by b... year... these... price... the s... after... two... as not... fall... e, but... exch... has... price... time... with... north... ted to... rem... of be... kilos... in the... about... "I... be... la was... fact... and... creat... ores... trol... there... mine... noto... sup... and usu... out... "a case... cou...

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The Graduate School of Business Administration
UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

Prospective students and others interested in learning about academic courses offered by the School, are invited to attend an Open Day

The WBS postgraduate programmes which will be discussed in

- Master of Business Administration (MBA): Full-time Part-time
- Master of Management (MM) in the field of Human Management, Part-time
- Postgraduate Diploma in Management in Human Full-time and Part-time
- Postgraduate Diploma in Management in the field of Administration Full-time

Venue: WBS Auditorium
2 St David's Place, Parktown
Date: Monday, 30 July 1990
Time: 5 00 p.m.
Refreshments will be provided

WBS OPEN DAY

Gold-mine woes

211 ● From Page 1

a corresponding rise in demand

southern hemisphere To continue with all its research work, Comro needed R72-million for 1990. It has been cut to R43-million

"Five years ago, SA was the cheapest producer of gold in the Western world. Today we are one of the most expensive"

"The downside is that many research projects have been shelved. At least 200 people have had to be retrenched.

Does this mean that the gold industry in SA is dead?

"Even the Rand Mutual Hospital, which is not fully used, is retrenching staff. We chamber are tightening up so that we will cost the mines less money

"Certainly not," says Mr Liebenberg

"SA produces 610 tons of gold a year, not much less than five years ago.

"Gold has always had an intrinsic value and will always have one. Like us, other producers in the world are starting to feel the pinch of increasing working costs.

"Canada, the US and Australia have lifted their gold output. There has been an increase in supply without

A decline in the supply of gold is predicted.

"If demand stays the same or increases, we can expect more in dollar terms. We are not dejected"

Pay packets are thinner, says the Reserve Bank

8/10/90 23/7/90

A SLOWING down of the rate of increase in total nominal remuneration of employees was apparent in most sectors of the economy, most noticeably in mining and general government, said the latest Reserve Bank quarterly bulletin

The annualised rate of increase in the total remuneration of employees slackened to about 10% in the first quarter of 1990 compared with a 23,5% increase in the first half of 1989 and a 12,5% increase in the second half of 1989, the bulletin said.

In the mining sector the slowdown was attributed to, among other things, a gradual reduction in the number of workers employed, especially in the gold industry where marginal or vulnerable mines had been cutting back on their operations.

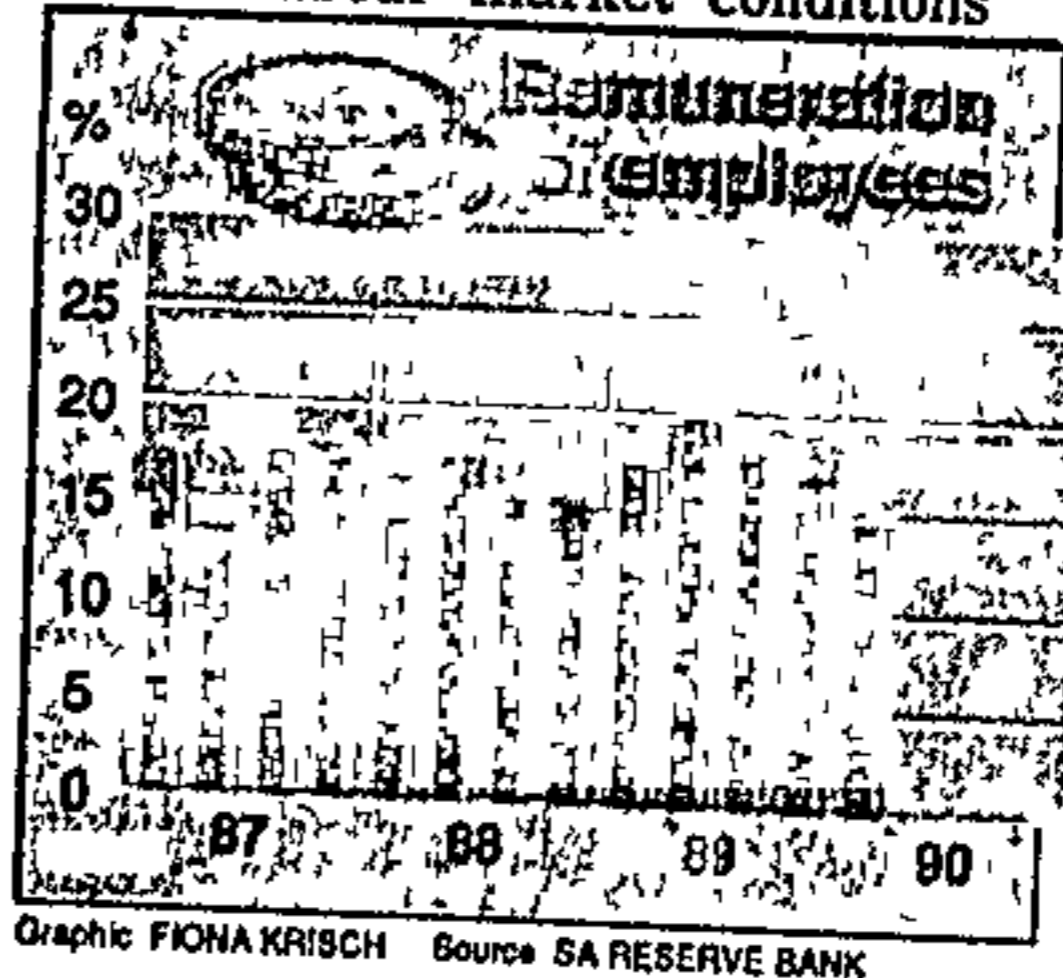
The fact that the National Union of Mineworkers had only submitted their wage demands in the second quarter of 1990 was another factor, the bulletin said

In general government, an overall

ANDREW GILL

increase of 10% was only granted from the second quarter of 1990 compared with a 15% adjustment in 1989 that came into effect in the first quarter of the year.

The gradually lower rates of increase in nominal remuneration in other sectors in the first quarter of 1990 was a reflection of apparently reduced rates of new job creation and easier labour market conditions



8/10/90 231790

Uncertain future ahead for miners

EDWIN UNDERWOOD 211

WESTERN Areas' North Shaft employees are facing an uncertain future, as management has still to decide who will be retrenched when operations at the shaft are discontinued.

JCI's Western Areas gold mine announced on Thursday that it would close the shaft. This would involve the retrenchment of up to 4 400 employees — about half the mine's total workforce.

Many employees did not expect to find alternative employment because of staff cutbacks elsewhere. Migrant contract workers expected to be sent home for good.

JCI said it would make every effort to place retrenched workers elsewhere. The closure would be done in such a way that most operating sections could be reopened if the gold price improved.

One miner, Peet Potgieter, said on Friday management was expected to adopt a last-in, first-out policy. He believed staff would be cut by a least 40%.

Most miners said JCI had a reputation for looking after its employees, and they expected a fair deal if they were retrenched.

A senior mine official, who declined to be named, said employees had been well informed about mine difficulties and should have expected the closure.

NUM sticks to its mine safety demand

THE establishment of a national forum to review health and safety standards and attitudes in the mining industry was long overdue, NUM health and safety officer Hazy Sibanyoni said on Friday.

He was elaborating on a report by NUM general secretary Cyril Ramaphosa, in which the proposal for the forum with the Chamber of Mines and government was prefaced by an attack on the "poor" safety conditions in the industry.

Sibanyoni reiterated the NUM's concern about the chamber's approach to mine safety and said the time was opportune for setting up a formal structure in which to debate issues with the industry's decision makers

The chamber earlier rejected Ramaphosa's criticism, saying it took the strongest exception to allegations that the industry had a callous disregard for employees' safety.

Sibanyoni said that while the concept of tripartite structures was still foreign to SA industrial relations, the Saccola/Cosatu/Nactu accord on the Labour Relations Act demonstrated how consensus could be achieved between unions, employers and government.

The forum should focus on mine workers' rights with regard to safety and management attitudes, especially at lower levels.

The NUM strove to make its members aware of safety regulations. Mine workers founded their own safety committees, but were hamstrung by the absence of formal or legal structures through which to approach management.

Sibanyoni said the mining houses' concern for safety in SA mines did

MATTHEW CURTIN

not match that of overseas operations. He cited the continued use of the highly flammable polyurethane in SA mines until the late 1980s. The substance had been outlawed in British mines since the 1960s.

In its statement, the chamber said injury statistics should not be seen in isolation, and the industry's record compared more than favourably with those in countries like the US and China.

The chamber said fatality rates on gold mines and collieries dropped by 23% and 55% respectively in the last decade

Chamber spokesman Peter Buhkell dismissed the proposed forum as unnecessary

"The chamber has always pursued a most open approach to the NUM with regard to safety matters. The NUM should rather go to the government to set up the forum," he said.

Adequate

Government Chief Mining Engineer Jan Raath said on Friday that existing structures were adequate for dealing with safety matters.

The Mine Workers Act, which the NUM damned as part of existing legislation which left management as "a law unto themselves" provided for a mines safety committee.

There was provision for the committees to include three government mining officials, including the chief mining engineer, three mine owner nominees, three mine employee nominees — one each from the NUM, Mine Workers Union and Council of Mining Unions — and a mine officials nominee.

Negotiations are under attack

PRETORIA — People were following a deliberate strategy to disrupt or prejudice efforts to promote the negotiation process, Education and Development Aid Minister Stoffel van der Merwe said at the weekend.

Speaking at the opening of the Gazankulu Legislative Assembly, Van der Merwe said it was clear, too, that at the beginning of the year there were people who set out deliberately to do everything possible to disrupt education.

They had decided long ago to sacrifice the interest of students, teachers and the entire community on the political altar. In some areas they had prevented tuition.

They had been given a fair hearing and all demands were investigated.

Other demands concerned political issues outside the ambit of education.

The first half of the year had been marked by extensive disruptions in the schools of most education departments.

The impression had been created that the entire education system had come to a standstill. This was untrue as the majority of teachers and students were going about the business of preparing for the future.

The time had arrived, he said, for educators, parents and communities to communicate the message that education could not be reconciled with deliberate and con-

GERALD REILLY

sistent disruption of schooling

Van der Merwe said government had stated that the present constitution was not the final blueprint. It served merely as a departure point to reform

SA had been put on a course of change, which was irrevocable. It would never be the same again. The move was to a new, democratic SA

"The reasons put forward in the past, by organisations such as the ANC, for violence and the armed struggle have lost their justification. Violence will bring no solution," he said

What was needed was negotiations, acceptable agreements and compromises, Van der Merwe said.

He appealed to all organisations to abandon the violence option and to commit themselves to negotiations

"Half hearted methods will not work for any of us — we need a joint commitment"

He said there was a need for stable government at all levels until a new constitution had been agreed on. Government institutions would have to remain effectively functional.

"And it should be remembered that politics have never fed empty stomachs"

EC 'economic overhaul' team is to visit Soviet Union next month

MOSCOW — The EC is to send a special team to Moscow next month to find ways of hauling the Soviet Union from its economic quagmire.

EC president Jacques Delors said after talks with Soviet President Mikhail Gorbachev on Friday that the Kremlin leadership was committed to a market economy and that Gorbachev "knows what he is talking about".

The report to be made by the EC's team of analysts by the end of October will assess the worth of Soviet reforms and the usefulness of aid.

Gorbachev has asked for economic assistance from the West, saying his reforms have reached their "critical moment".

His taming of hardliners at the recent 28th Communist Party congress put him in a stronger position to push ahead with reform.

The EC summit in Dublin last month

Own Correspondent

agreed that Soviet reforms should have financial backing Delors said on Friday that the country needed, at the very least, technical assistance.

The EC is planning to establish an office in Moscow.

Delors would make no comment about the Soviet economy, except to say that monetary policy should be guided by central government.

He expressed concern that some Soviet republics might introduce their own currencies as they moved towards autonomy.

He told the Kremlin: "We hope to create a big Europe that could be a great arena of peace and prosperity. EC countries can make their contribution to restructuring in the Soviet Union. We can co-operate with you on the road that should lead to well-being and peace." — Daily Telegraph.

Call for unity in attack on AIDS

TRACY MELASS

THE National Union of Mineworkers (NUM) has called for co-operation between employers and unions in combating AIDS.

NUM health and safety spokesman Hazy Sibanyoni said on Friday: "This is the ideal situation needed to solve the problem, but as yet nothing has been formalised"

He stressed the need for private sector intervention in providing housing for miners and their families so that AIDS could in some way be controlled

Chamber of Mines spokesman Peter Bunkell agreed that the mining industry was well positioned to play a significant role in combating AIDS.

"The industry looks forward to co-operating with all parties involved. It is obvious there is much common ground between the NUM and the employers on the issues of HIV infection and AIDS," he said.

"The chamber has already spent a large sum of money on activities aimed at contributing to general knowledge of AIDS and at preventing the spread of the disease in southern Africa, and in the mining industry in particular."

It had made donations to the SA Institute for Medical Research for AIDS-related research and for setting up counselling training courses and offering HIV testing to patients attending clinics for sexually transmittable diseases.

Transport and General Workers Union spokesman Cally Forest said that from September the union would employ an officer to provide education on AIDS. It would be the first union to do so

Needles to be made in SA

ACHMED KARIEM JOHANNESBURG housewife turned entrepreneur

Gun

FIFTEEN rifying ex three gun occupying nesburg E

News in brief

Workers' protest march

BETWEEN 500 and 700 people, primarily employees of Anglo American Property Services (Ampros), took part in an orderly protest march on Saturday which ended at the head office of Anglo American Corporation. *Sowetan 23/7/90*

A list of demands was presented to Mr Alec Gullan, a director of Ampros, with a request that it be given serious consideration - Sapa

Pay talks for mediation

MEDIATION in the current wage dispute between the Black Trade Union and Transnet will begin on Monday July 30. Blatu acting president Mr D Phiri said on Friday. *Sowetan 23/7/90*

Blatu is demanding a minimum salary of R1 100 a month and an across-the-board salary increase of R500. Management is offering a minimum wage of R680 plus a 9,1 per cent increase - Sapa

Quit, Aids row doc told

A DOCTOR from Highveld Blood Transfusion Services (HBTS) was asked by the Black Health and Allied Workers Union of SA to resign following the issue of a directive which called on all staff to stop using blood received from coloured and black people. *Sowetan 23/7/90*

Mr Siphon Ngwenya, General Secretary of Bhawusa, told Sapa the doctor - Dr SP Field - had issued the directive which said blood from black and coloured people was "high risk" and may be infected by the HIV virus which causes Aids - Sapa

Education 'tops the list'

BLACK South Africans should consider education as their first priority in preparation for leadership positions in the post-apartheid society. *Sowetan 23/7/90*

This was said by the United States Ambassador to South Africa, Mr William L Swing, in his farewell speech to a group of South African students who left on a study tour to the United States yesterday.

Letter of demand for FW

ABOUT 15 000 people in Nkowankowa township in Gazankulu near Tzaneen marched from the local stadium to Rutavi Police Station on Saturday where the Rev B M Maakana handed a letter of demand to chief of Gazankulu Police Major B Chabalala. *Sowetan 23/7/90*

The letter, directed to State President F W De Klerk, contained demands including the release of all political prisoners and detainees, the removal of the army and the security police in the townships and villages of Gazankulu and the holding of free political activities without hindrance. - Sapa

Next move in Zambia

LUSAKA - Advocates of a multi-party system in Zambia elected a national committee yesterday to lead the campaign for an end to one-party rule, culminating in a referendum scheduled for October 17. *Sowetan 23/7/90*

The National Interim Committee for Multi-party Democracy Referendum (NICMDRF), formed after a two-day meeting in Lusaka, is headed by former Cabinet Minister Arthur Wina. The government has promised Zambians a free campaign and vote in a referendum to decide if the country will revert to multi-party politics after 17 years of single-party rule - Sapa-Reuter

Num seeks recognition

SOME 600 guards and cleaning staff, members of the National Union of Mineworkers, on Saturday marched through central Johannesburg and presented a memorandum to the headquarters of the Anglo American Corporation, pressing demands for the recognition of NUM as their union. *Sowetan 23/7/90*

NUM's Witwatersrand chairman, Mr George Nkadimeng, said "Anglo American Corporation refuses to recognise NUM as a union for the workers. Anglo says the workers are members of the Transport and General Workers' Union" - Sapa

NUM conducts ballot on a collieries strike

(25) ALAN FINE (21)

THE NUM is conducting a strike ballot of about 23 000 members at 22 collieries party to negotiations between the union and the Chamber of Mines, assistant general secretary Marcel Golding said yesterday.

The ballot, which began yesterday, is being held at collieries owned or administered by Amcoal, Trans Natal Collieries and Rand Mines, and the result is expected by the end of the week.

But Golding declined to say when a strike could be expected if workers voted for action. "We are first canvassing our members' opinions. Once that is done we will decide on the next step. But we have repeatedly indicated we are open to further negotiations," he said.

The chamber said last week its latest offer was final. 10⁰⁰ 251710

The colliery dispute arose from the NUM's rejection of the 14,5% to 17% chamber wage offer which the union accepted in respect of the gold mines on July 5.

The union said at the time that given the good profitability of the collieries, compared to that of the gold mines, it was a good opportunity for the mining houses to raise colliery wages so as to close the wage gap between the two sectors.

Golding said Amcoal and Trans Natal had improved their offer — Amcoal to about 18% and Trans Natal to 14%-28%.

The NUM's colliery demand was 20%. Golding said although some Trans Natal workers stood to win a better increase than that demanded, the dispute was with the coal-mining industry as a whole.

DEPARTEMENT VAN LANDBOU

No. 1730

27 Julie 1990

WET OP DIE BEWARING VAN LANDBOUHULPBRONNE, 1983 (WET No. 43 VAN 1983)

TOESTEMMING OM VELD TE MAG BRAND EN GEBRANDE VELD TE MAG BEWEI IN DIE LANDROSDISTRIKTE VREDE, HARRISMITH, REITZ, BETHLEHEM, FOURIESBURG, FICKSBURG, CLOCOLAN EN LADYBRAND

Ek, Johannes Lodewikus Vosloo, aangewys as Uitvoerende Beampte volgens artikel 4 (1) van die Wet op die Bewaring van Landbouhulpbronne, 1983 (Wet No. 43 van 1983), gee hierby kragtens regulasie 12 (1) saamgelees met artikel 7 (1) van bogenoemde Wet skriftelike toestemming dat veld wat volgens 'n aanvaarde veldbestuurspraktyk gebrand kan word, vanaf 1 Augustus 1990 tot 15 Oktober 1990 gebrand mag word. Op geen boerdery-eenheid mag meer as een derde van die beskikbare veld jaarliks gebrand word nie. Geen gebrande veld mag voor 15 November 1990 beweï word nie. Geen oorbeweïding van gebrande veld mag voorkom nie. Hierdie toestemming is geldig vir die jaar 1990. Enige grondgebruiker wat genoodsaak is om af te wyk van die gestelde brandtydperk of die gestelde datum van beweïding, moet minstens 30 dae voor die beoogde datum van brand of beweïding, met vermelding van die redes waarom daar afgewyk wil word van die bepaalde datum, skriftelik aansoek doen by die Hoofhulpbronnobewaringsinspekteur, Privaatsak X01, Glen, 9360. Enige beswaar teen hierdie toestemming of voorwaardes moet skriftelik gerig word aan genoemde Hoofhulpbronnobewaringsinspekteur. Die vorige toestemming in Goewermentskennisgewing No. 1540 van 21 Julie 1989 word hiermee ingetrek.

J. L. VOSLOO,

Uitvoerende beampte: Wet No. 43 van 1983.

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

No. 1743

27 Julie 1990

VERKLARING VAN WERK IN DIE NASIONALE BELANG

Die Adjunk-minister van Mineraal- en Energiesake en Openbare Ondernemings en van Vervoer het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet No. 27 van 1956), verklaar dat die verrigting op Sondae van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, na sy oordeel vir 'n tydperk van vyf jaar vanaf 17 Augustus 1990 in die nasionale belang nodig is.

BYLAE

Werk in verband met prospektering na en ontginning van edelgesteentes in die see langs die weskus van die Republiek van Suid-Afrika in gebiede wat deur die Staatsmyningenieur geïdentifiseer en geklassifiseer is as gebiede waar sodanige werk verrig mag word.

P. J. WELGEMOED,

Adjunk-minister van Mineraal- en Energiesake en Openbare Ondernemings en van Vervoer.

DEPARTMENT OF AGRICULTURAL

No. 1730

27 July 1990

CONSERVATION OF AGRICULTURAL RESOURCES, 1983 (ACT No. 43 OF 1983)

PERMISSION TO BURN VELD AND TO GRAZE BURNED VELD IN THE MAGISTERIAL DISTRICTS OF VREDE, HARRISMITH, REITZ, BETHLEHEM, FOURIESBURG, FICKSBURG, CLOCOLAN AND LADYBRAND

I, Johannes Lodewikus Vosloo, appointed as Executive Officer according to section 4 (1) of the Conservation of Agricultural Resources Act, 1983 (Act No. 43 of 1983), hereby give written permission in accordance with section 12 (1) of the regulations read in conjunction with section 7 (1) of the above-mentioned Act, to burn veld according to accepted veld management practice from 1 August 1990 to 15 October 1990. On no farming unit more than one third of the available veld should be burned. No burned veld may be grazed before 15 November 1990. No overgrazing of burned veld may occur. This permission is valid for the year 1990. Any landuser who is forced to deviate from the determined date of burning or the permissible date of grazing shall submit an application in writing at least 30 days prior to the intended date of burning or grazing, mentioning the reasons for the deviation. Such application shall be lodged at the Chief Resource Conservation Inspector, Private Bag X01, Glen, 9360. Any objections to this permission or the conditions as set out here-in must be submitted to the mentioned Chief Resource Conservation Inspector. The previous permission in Government Gazette No. 1540 of 21 July 1989 is repealed herewith.

J. L. VOSLOO,

Executive Officer: Act, No. 43 of 1983.

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

No. 1743

27 July 1990

DECLARATION OF WORK TO BE IN THE NATIONAL INTEREST

The Deputy Minister of Mineral and Energy Affairs and Public Enterprises and of Transport has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956, (Act No. 27 of 1956), declared that in his opinion the performance on Sundays of certain work, details of which appear in the Schedule hereto, is necessary in the national interest for a period of five years from 17 August 1990.

SCHEDULE

Work in connection with prospecting for and the exploitation of precious stones in the sea along the west coast of the Republic of South Africa in areas that have been identified and classified by the Government Mining Engineer as areas where such work may be undertaken.

P. J. WELGEMOED,

Deputy Minister of Mineral and Energy Affairs and Public Enterprises and of Transport

Strike by 22 000 coalminers looms as NUM rejects offer

BY DREW FORREST

INDUSTRY-WIDE strike ballots involving 22 000 coalminers have yielded an overwhelming majority vote in favour of strike action, a National Union of Mineworkers source said yesterday.

Ballots were conducted this week at 22 collieries owned by Amcoal, TransNatal and other companies following the NUM's rejection of the Chamber of Mines wage offer, of between 15,5 percent and 17 percent, in respect of the coal mines. w/mcu 277-29/7/90

Arguing that the collieries have shown good profits and the colliery wages lag behind those on the gold mines, the NUM has demanded

an average 20 percent increase. Sources consider industrial action is likely next week.

Yesterday the NUM announced it had won an important victory at Rand Mines' Harmony gold mine, near Welkom.

NUM economist Martin Nicol said that in talks with the NUM, the mine had agreed to raise wages for its 20 000 workers to levels negotiated with the Chamber of Mines

Harmony had earlier offered 13 percent, on the grounds the union was not recognised. This sparked worker protests culminating in the killing of a mine official and a strike by 7 000 workers.

Describing the agreement as a "major ad-

vance", Nicol said the NUM had been locked in a "years-long" battle for recognition and bargaining rights at the mine.

While the union was strongly represented at Anglo mines in the Free State, this was the first bridgehead at Harmony, one of the largest gold mines in the region

GLEND A DANIELS reports that a strike at the biggest wholesalers in the country, Metro Cash and Carry started today involving 5 000 members of the South African Commercial Catering and Allied Workers' Union members in 150 stores

The union has agreed to management's proposal to go to mediation on Monday.

NUM GOES FOR THE MINNOWS

5 Times 29/7/90
CONS Modder shares softened on the JSE because of foreign sales on Friday after a strike at the East Rand gold mine.

The mine is managed by independent Golden Dumps. The National Union of Mineworkers is not recognised at the mine, or at other independently run mines.

The wave of strikes in the gold-mining industry in the past few years missed the independents. Their labour relations never made the news.

Now the NUM says workers are demanding recogni-

By JULIE WALKER

tion of their union. More than 1 500 came out on strike at Cons Modder after 30 drillers were dismissed for demanding bonuses.

The strikers want better pay and service increments, and call for improvements in the food and kitchens and the removal of a security gate to allow taxis to drop workers near the hostel gate.

The union claims that management has divided workers across tribal lines "to break the strike and dismiss the Xhosa- and Sotho-speaking workers".

Nobody at the mine or the management company was available to comment on Friday.

Modder is not the only independent mine to experience difficulties. Severin Mining & Development's Rand Leases has reduced tonnage in an effort to make the mine profitable.

Severin Mining director Franka Severin says the mine has changed its mining philosophy from increasing tonnage to reducing it to 12 000 tons a month. Operations at the KR2 shaft were stopped and 600 miners retrenched. Labour unrest is reported to have contributed to loss of production.

Rights

Ms Severin says working costs are falling and the mine is diversifying its activities.

Interest has doubled the amount of borrowings at Rand Leases in five years. A rights issue is possible, in which the management company would willingly capitalise its loans to the mine.

Severin's other gold mine, Eersteing, suffered from lower grades in payshoots in the variable greenstone orebody.

It will also mine at 12 000 tons a month, and 400 employees have been retrenched. An illegal two-week strike affected a month's production.

The two mines suffered large losses because of retrenchments.

Mining jobs on the line as gold slumps

By JOSHUA RABOROKO

GENMIN has dismissed more than 700 miners since March, and a further 800 may be axed in another 12 months, as a result of the low bullion price and rising costs that have caused losses to the mines.

(211)

Gengold's chairman, Mr Gary Maude, says in a quarterly report that over the past two years the company has reduced its workforce from 93 775 employees - the majority of whom are blacks - to 71 087. *Sowetan 30/7/90*

He says 502 miners at Stilfontein and 180 at West Rand mines have been retrenched since March.

Stilfontein could lay off a further 800 workers over the next 12 months if there is no real improvement in the gold price.

Increase

He says the company has an ongoing retrenchment programmes at most mines as a result of the low gold price on the international markets.

Some retrenchments, he adds, are directly due to the 16 percent wage increase.

He warns that the bigger the wage increases awarded now, the more people will be affected by the rationalisation scheme.

He says, for example, that Bracken mine is threatened with closure by the end of next year. However, generally other mines had come through the quarter well.

Surprise

The closure might affect more than 1 000 workers.

He says most of the mines performed considerably well during the quarter. Best performance came from Unisel but Stilfontein was the real surprise.

Following the company's uncompromising approach to the business of gold mining in recent years, many thought that Stilfontein might close.

Care

He says before any mine is closed and workers retrenched, care is always taken. One of the options is to discuss the problems with the trade unions representing the workers.

Meanwhile, the June quarter has not smiled on South Africa's gold mining industry, with some cutting costs and retrenching workers, according

sources in the mining industry.

At the end of June, total employment in the Chamber of Mines stood at 424 635 people, most of them unskilled and semi-skilled blacks.

This figure compares with 477 400 in 1986 and a high of 481 470 in 1987. Total employment in the mining industry fell to 467 000 in 1988 and 458 000 in 1989.

STRIKE BALLOT

211

~~213~~

Coal miners vote yes

Coal miners are poised to strike after an overwhelming ballot in favour of strike action by union members last week.

Industry-wide ballots involving more than 20 000 men at 18 mines culled a 90% vote in favour of striking, says National Union of Mineworkers press officer Jerry Majatladi.

Ballots were held at collieries owned by Amcoal, Trans-Natal, Rand Mines, Gold
FIM 318190

FIM 318190

Fields and others after NUM's rejection of the Chamber of Mines' final offer of wage increases between 14,5% and 17%

The same basic offer was recently accepted by gold miners, whose jobs were on the line as gold's crumbling price shoved gold mines into the red

211

~~213~~

NUM is demanding increases averaging 20% and argues that collieries have shown good profits. Majatladi says even non-union members support a strike

The NUM claims a membership of 16 117 out of a total of 21 164 coal miners and, according to the union, 11 357 men voted for a strike

A meeting was set up immediately with the chamber after news of the ballot

The union still has to determine when a

FIM 318190

211

~~213~~

strike will begin. But it might be hoping industrial action can be averted as unskilled jobs have been shed in large numbers by the collieries since the early-Eighties

Vera von Lieres

DEMOCRACY FIM 318190

Strike ballot at De Beers' mines

THE National Union of Mineworkers (NUM) will conduct a strike ballot among 11 000 workers at De Beers' mines after a conciliation board meeting with management deadlocked yesterday.

NUM spokesman Marcel Golding said last night the union had rejected a De Beers' offer of a graded across-the-board increase of between 15,9% and 15%, as against the NUM demand for an increase between 22,5% and 19%. **(211)** **(213)**

The union demanded a job grading agreement and improved shift allowances.

MATTHEW CURTIN reports the Chamber of Mines and the NUM were locked in

THEO RAWANA

discussions late last night to discuss the union's revised colliery wage demand of a 19% across-the-board increase.

The meeting had not ended by the time of going to press. NUM Press officer Jerry Majatladi said earlier yesterday that future developments depended entirely on the chamber's response to the NUM.

The NUM rejected the chamber's final offer of 14,5% to 17% wage increases for its members at 22 collieries on July 5.

The union did not accept revised offers from individual mining houses: Amcoal (at

To Page 2

Strike ballot

16,4%), Trans Natal (14,5%-28%) and Lonrho's Duker Exploration Ltd (17%).

At the last meeting between the chamber and the union, the chamber offered to improve holiday leave allowances.

On August 1 there was a 76% union vote in favour of industrial action on coal mines after an NUM strike ballot.

A spokesman from Winterveld mine, where a 15 000 workers were locked out, said chrome orders were being met from

mine stockpiles and he believed the dispute would be referred to mediation soon. **(211)** **(213)** From Page 1

Majatladi confirmed the NUM was in the process of setting up mediation, but regretted Rand Mines had not co-operated in applying for independent mediation.

Management's final wage offer was for a 14,5% wage increase. The NUM was demanding a R225 or 60% across-the-board increase.

Threatening coal mines strike put on ice

THE threatening coal mines strike has been put on ice with the Chamber of Mines currently considering a reduced wage demand by the National Union of Mineworkers.

The NUM's demand for its 20 000 members on coal mines had dropped from 19 to 20 percent, chamber spokesman Peter Bunkell said on Monday.

A ballot was held last week when about 90 percent of the NUM's mem-

bers voted in favour of striking, but the union then met the chamber in a last-ditch attempt to avoid a strike

Only one coal mine, Dunker Exploration, was willing to improve on the chamber's offer of increases between 14 and 17 percent, NUM spokesman Jerry Majatladi said last week

Other offers in the form of holiday benefits

were also received, he said

The NUM believes coal mines can easily afford its demand because they are not facing the financial constraints which beleaguered gold mines are presently groaning under

The low gold price and increasing costs of deep level mining have hit them hard - a fact recognised by the NUM earlier this year

~~21~~ 211

Sowetan 8/8/90

NUM's members consulted on strike

THE National Union of Mineworkers (NUM) would not take strike action at collieries until it had reported back the Chamber of Mines' revised offer to members, union spokesman Jerry Majatladi said at the weekend.

Chamber public affairs manager John Imrie said yesterday it would meet the NUM this week to establish what the union's decision on the revised offer was.

The offer involved increased holiday leave allowance, but the wage offer remained unchanged. Only Lonrho's Duker Exploration Ltd raised its wage offer to an across the board 17%.

Majatladi said after Wednesday's meeting Amcoal had increased its holiday allowance offer by a range of 16,4% to 18%, a 20% increase compared with last year. Genmin, JCI and Rand Mines had also increased theirs by 20%. Only GFSA had not improved its offer.

The chamber and the NUM would enter into discussions on the current charges applied to miners for food and medical care, he said.

The NUM had demanded a wage increase of between 18% and 20%, while the Chamber of Mines' "final" offer was for a 14,5% to 17% increase.

The union had rejected the chamber offer and separate offers from Amcoal (16,4%-18%) and Trans-Natal (14,5%-28%) and had conducted a strike ballot.

Results from the strike ballot were that 16 117 members polled at 22 collieries were in support of a strike over the wage demand, while 3 878 were against.

Meanwhile, the wage strike at Rand Mines's Harmony gold mine was resolved last Thursday after discussions between strikers' representatives, the NUM and mine management concluded amicably. Miners had returned to work on Friday, a mine spokesman said.

About 4 500 miners went on strike at the V-1 shaft after confusion about the reflec-

OWEN MAUBANE

tion of wage increases on their pay slips. In other developments last week, the dispute between Metro Cash and Carry and Saccawu over a wage increase was resolved after the union agreed to accept a R40 across-the-board wage increase.

The metal industry was facing possible strike action as the National Union of Metalworkers of SA (Numsa) and Steel and Engineering Industry Federation of SA (Seifsa) wage dispute reached deadlock.

Numsa began an 11-day strike ballot on July 30. Numsa national organiser Alistair Smith said a decision on strike action would be taken shortly after August 10, the last day of the ballot.

Handicap

The four-week old wage dispute between the National Wine and Spirit Allied Workers' Union (Nuwsaw) and the SA Wine and Spirit Industry Employers' Association showed no signs of ending at the weekend.

Industry spokesman Riaan Kruger said that while the strike involving 3 800 workers at 83 depots was a handicap, employers made use of casual workers.

Nuwsaw president November Nkosi said that no meetings had been scheduled with the industry.

The strike began on July 11 after the industry failed to raise its R33 across-the-board wage increase offer to the union's demand for R40.

Meanwhile, the SA Commercial Catering and Allied Workers Union (Saccawu) and Southern Sun/Holiday Inn management wage dispute remained unresolved after five weeks of mediation.

Saccawu national organiser Jeremy Daphne said the union negotiated with management last Friday.

"A settlement now seems likely but we are not prepared to comment on what agreements have been reached," he said.

By GLENDA DANIELS

A ROW has broken out over allegations that the managements of at least three Barlow Rand subsidiaries have been using electronic listening devices to monitor union activities at their plants.

The Congress of South African Trade Unions says this is in line with a coordinated campaign by the group to undermine militant unionism in its subsidiaries. Group management denies that it is using "bugging" devices against the labour movement.

Bugs were discovered this week at Nampak factories in Rosslyn and Wadeville as well as Harmony Gold Mine, owned by Rand Mines. All three plants belong to subsidiaries of the Barlow Group.

Cosatu yesterday challenged Barlow

to come clean on the alleged buggings and state whether the use of listening devices was part of an anti-union campaign on the part of management.

"Barlow Rand has been saying that it is opposed to apartheid but it has been actively contributing to the production of technology and armaments for the South African Defence Force — does this also include sophisticated listening devices?" a union representative asked reporters at a press conference in Johannesburg.

"We know already that Barlow Rand will deny all knowledge of these activities. Nampak will also try to use the Rosslyn manager as a scapegoat. But

that will not satisfy us at all, because our information is that bugging is a widespread practice at Nampak."

Ken Ironside, Barlow Rand general manager for group public affairs, replied: "Any instance of bugging within the group is unacceptable and contrary to our values. The companies should investigate and take appropriate action. There is no question of us having a policy on bugging. These allegations are as distressing to us as they are to the union."

Nampak manager Neil Cummings said the company was following normal procedures of taking

Stop 'bugging' us, unions tell Barlow subsidiaries

— was bugged.

Experts discovered a microphone hidden in a window frame which was linked to a tape recorder in the managing director's office. The managing director admitted that the recording facilities had been installed more than two years ago.

At the Wadeville plant the union's informant gave them similar information — but stressed that the managing director intended removing the devices.

PPWAWU official, Siphon Kubheka, said: "The experts were brought in, but the recording devices were no longer there."

This week it was revealed that

Mines Harmony Gold plant in Welkom a radio transmitter was discovered two weeks ago, accidentally, by a worker who was tuning his radio. He tuned into a National Union of Mineworkers meeting where his comrades were discussing their grievances — 300m away from his hostel room.

Jerry Majatladi, spokesman for the union said "The worker walked with his radio to the union office and to his amazement discovered the voices got louder and clearer."

The meeting, Majatladi added was immediately terminated and a search began for a bug.

A small microphone was found in the ceiling and when it was pulled the ceiling

211

1000

Welkom mine shaft 'should be open by today'

THEO RAWANA
and MATTHEW CURTIN

PRESIDENT Steyn Mine's No 4 Shaft, near Welkom, was expected to re-open last night after Friday's meeting between management, trade union representatives and associations affected by last week's violence at the mine.

The opening depended on employees signing a declaration committing all parties to uphold discipline and good order on the mine, Anglo public affairs manager Adrian du Plessis said yesterday. He hoped this would be done by last night.

He said all parties condemned the violence on Wednesday and Thursday and agreed to take steps to prevent people from taking part in violence and intimidation.

Anglo closed the No 4 shaft on Friday "in the interests of the safety of employees" under provisions of the Mines and Works Act after four mine workers died in violent incidents.

The parties met to discuss under what circumstances work could resume on the shaft.

The shaft produces 40% of the President Steyn mine's gold output at the corporation's Free State Consolidated Gold Mines complex.

The decision to shut the shaft followed the deaths of three black mine workers in the No 4 shaft hostel (on Wednesday police and mine security clashed with workers) and of a white miner, N J Jordaan, found underground on Thursday. The NUM said mine security and police fired on mine workers without warning, while Anglo and police reports said security forces defended themselves against mine workers who attacked with petrol bombs and pangas.

Du Plessis said it would be "conjecture" to link Jordaan's death to the earlier incident.

Mine security was monitoring the situation closely and the mine was quiet on Friday, he said.

Welkom police liaison officer Maj Johann Fouche said police detained 10 black mine workers for questioning. It was not clear whether Jordaan's death — from head injuries — was an accident.

An investigation by police and the Inspector of Mines would continue.

13/18/90

B/Dam

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White miners reject truce

Sowetan 14/8/90

WHITE miners at tension-wracked President Steyn gold mine near Welkom yesterday refused to sign a truce undertaking drawn up by management and signed by black miners

A spokesman for the white Mineworkers Union said they did not see the point of signing the undertaking after having signed a similar one ear-

lier this year when another white miner was killed in a clash with black workers

Union representatives were locked in talks with mine management yesterday morning after they refused to sign the agreement or to go underground

The document says the signatory agrees not to

take part in violence, to incite violence, to intimidate other workers, or to undermine discipline at the mine

(211)

Anglo American spokesman Mr Adrian du Plessis said management believed it was safe to go underground because members of the National Union of Mineworkers had signed the agreement

White miners seek Anglo assurances

MATTHEW CURTIN

810ca 14/8/70
ANGLO American's President Steyn gold mine's Number 4 shaft was "not fully operational" yesterday as management and representatives of the white Council of Mining Unions (CMU) were locked in talks, public affairs GM Adrian du Plessis said.

He said, while black mine workers had reported for work on Sunday, the CMU wanted management's assurances for their members' personal safety before they would return to work. (211) (213)

He said the meeting looked set to continue until the start of the night shift.

After a meeting between management and National Union of Mineworkers (NUM) representatives on Friday, black miners signed a written declaration not to partici-

pate in or encourage violence and not to take part in certain actions likely to compromise discipline and good order at the workplace. Management undertook to launch a commission of inquiry into last week's incidents, Du Plessis said.

Three black miners died in a confrontation with police and mine security last week. A white miner N J Jordaan, was found dead underground the next day.

Sapa reports that 10 men appeared in the Welkom Magistrate's Court yesterday in connection with Jordaan's murder. The case was postponed pending further investigation.

Carry arms to work: CP tells white miners

Sowetan 18/8/90

211

WELKOM remained tense yesterday, in spite of a peace deal at President Steyn gold mine, as the Conservative Party called for its members to form countrywide self-defence units and for white miners to carry arms underground.

A threat was made that the CP would resort to violence if one white person died when black miners staged a march through the streets of Welkom in the heart of the Goldfields on Saturday.

White miners returned to work for last night's shift at the Number 4 Shaft at the mine according to a spokesman for Anglo American, Mr Adrian du Plessis.

The situation in the town is expected to be high on the agenda when the CP takes an in-depth look at political events at its two-day annual Free State confer-

ence which begins in Bloemfontein today

CP MP for Overvaal, Mr Koos van der Merwe, told a stormy right wing meeting in Welkom on Monday night that the party might soon call on members to stop protest marches by violent means should the lives of whites be threatened.

Carry arms to work: CP tells white miners

211
Sowetan 15/8/90

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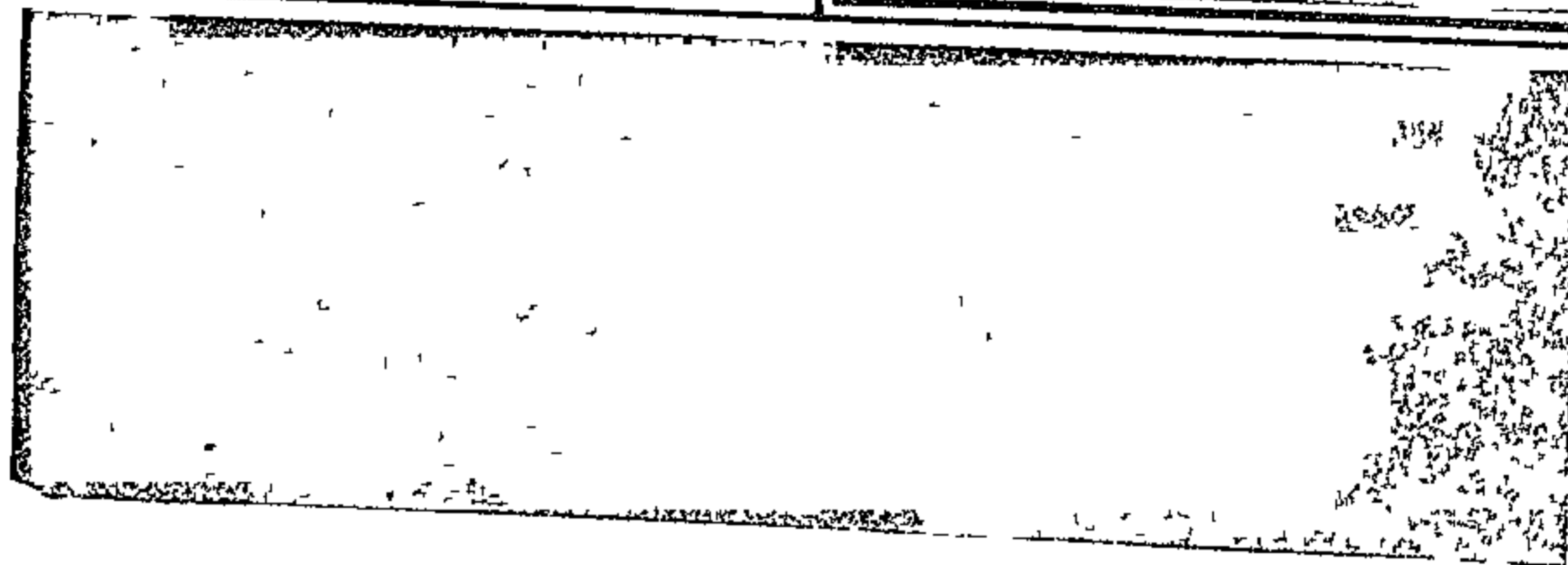
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**Crosby Park
facting results
are on page 27**



MINE DISPUTES

F/M 17/8/90

No strike

(211) ~~(211)~~

The National Union of Mineworkers has accepted a revised Chamber of Mines wage offer to coal miners. This averts the threat of a national strike by 22 000 men at 22 collieries.

Last week union members lowered their

F/M 17/8/90

demand for an average 20% across-the-board increase to 19%. The chamber increased its offer of increases between 14,5% and 17% to between 14,5% (the lowest in any category) and 30,8% (the highest in any category).

(211) ~~(211)~~
According to union spokesman Jerry Matladi, the chamber's offer, expressed as an average, came pretty close to the original 19% demand.

Two weeks ago the union got an overwhelming mandate in favour of strike action at collieries. It had accepted the chamber's offer for gold miners but declared a dispute with the collieries, arguing that coal mines had shown good profits and it was an opportunity to close the wage differentials between job categories and mining houses.

□ The union is conducting a strike ballot among its 12 000 members on diamond mines owned by De Beers. Last week, the company announced that conciliation board talks over wages and conditions of employment had broken down. The dispute hinges on the NUM's demand for a 22,5% increase on the current R635 minimum wage, with the company offering between 15% at the top and 16% at the bottom.

The union's assistant general secretary, Marcel Golding, said other demands include a commitment from the company to negotiate a job grading programme.

Strike ballots are being conducted at several diamond mines, including Premier, Koffiefontein, Namaqualand, Geology, Finsch and Kimberley. ■

THE CO-OPERATIVE SYSTEM



The National Union of Mineworkers (Num) became involved in co-op development after the 1987 mineworkers' strike. Num has assisted ex-miners to start co-ops in the Northern Transvaal, the Transkei, Lesotho and Swaziland.

Picture AFP

Num explores models for job creation in rural areas

W/Mail suppl 17/8 - 19/8/90 (211)

THE National Union of Mineworkers (Num) became involved in co-op development in the aftermath of the 1987 mineworkers strike, when more than 10 000 of the dismissed workers were reinstated.

These workers organised themselves into district committees in the rural areas, and approached Num for assistance in starting production co-operatives.

Num has assisted ex-miners to start co-ops in the Northern Transvaal, the Transkei, Lesotho and Swaziland.

By getting involved in co-op development, Num is exploring models of development and job creation in the rural areas. While the process began in response to the 1987 dismissals, it is now part of a broader strategic vision.

At one level, it is part of laying the groundwork for an end to the migrant labour system. Many of our members do not want to give up their rural base for the stresses of urban townships, so until there are economic alternatives in their home areas, they will continue to migrate for jobs. A rural development strategy is needed to create such alternatives.

Secondly, mass retrenchments are likely to be a feature of the mining industry for the coming decade. Num does not have the resources to solve the vast social problems of unemployment that this will create, and our policy makes it clear that we place this responsibility squarely at the feet of capital and the state.

However, through our involvement in co-op development we are attempting to build workable models of development that can empower workers and their communities, and provide a sound basis for policy formulation. At the same time, we are learning practical lessons about the potential and pitfalls of building democracy into production.

Num policy on co-ops emphasises the necessity for co-ops to develop into economically viable enterprises, able to survive in a market economy and give their members job security, and regular wages.

Num co-ops have already had some success reaching this goal. The Phalaborwa Workers T-shirt Printing Co-op (Pawco), which has 50 members, has been able to pay better wages than the minimum in the mining industry for over a year.

National Union of Mineworkers' co-operatives have had some success in developing into economically viable enterprises.

By KATE PHILIP

Num projects co-ordinator

However, in the initial stages, many co-ops rely on "sweat equity" to get off the ground, because of their limited access to capital. But subsistence-level survival can only be a temporary and undesirable situation for workers. If the co-op cannot move beyond this stage, it is likely to lose its more skilled members, who will most easily get other jobs.

This locks the co-op into a vicious cycle in which it is unable to develop the skill base needed to grow and develop economically, and is doomed to limping along on the margins of the economy, fulfilling all the prophecies of co-op failure.

From Num's experience, these issues have to be anticipated before the project starts. A crucial factor here is not only the skills complement in the co-op, but also the number of workers that are included.

In a context where there is enormous pressure to create as many jobs as possible, the tendency is to include more members than the production unit can sustain economically.

Where Num has fallen into this trap, the co-ops have shrunk before they were able to stabilise. However, the Leribe Block Co-op in Lesotho started with 40 members rather than more, and within its first year of operation, it has been able to finance expansion, with the development of a smaller-scale block co-op in a nearby village, and an agricultural project.

Pawco has also financed its own expansion, purchasing new equipment earlier this year. "Our aim of working in the co-op is to create jobs," explains Stanley Matebula, secretary of Pawco. "We are trying to get enough money to expand our co-op, so that even if we cannot give employment to all the people, we will be able to help some with jobs. It is for this reason that we have recently

started to sell cooked chickens."

The chickens are sold outside the beerhall in Namagkale township, under a big sign that says "Comrades Come Buy!"

At a recent congress of the Lesotho Mineworkers Labour Co-operative Union (the umbrella body in Lesotho), the Liphakoe Co-op from Quthing proposed a motion that a third of their surplus should go into a social fund to create co-ops for other ex-miners. The congress amended their constitution to include this as a requirement for all member co-ops.

In building economically viable co-ops, an effective feasibility study is essential, but even if the co-ops are technically viable, it is the internal organisation and the skills of democratic management that will make or break the project.

In the Num co-ops, the structures of management are decided by the members, and the positions are elected from within the co-op.

The possibility of "buying in" skills from outside is not rejected in principle, but in outlying rural areas, it is often not a realistic option.

Skills training in the co-op has to cover the full spectrum from literacy training to financial management and production planning, all members must understand the basic relationship between productivity, sales, income and expenditure if they are to participate meaningfully in decision-making.

In the Qwe Qwe Brick Co-op in the Transkei, these links were not initially clear. For months, the co-op failed to meet its production targets, and at the same time, basic issues of the day-to-day management were being taken to lengthy meetings.

Finally, a crisis was reached and Num facilitated restructuring. A clear division of labour was agreed to, in which the members approve monthly production plans. These provide the framework within which the management structure has the mandate to make day-to-day management decisions in the co-op.

In addition, the wage system was changed. Instead of the members simply dividing the net wage bill equally, the co-op members decided to divide themselves into production teams, each with its own target. Wages are now paid in proportion to the team's output.

THE CO-OPERATIVE SYSTEM

Num explores models for job creation

● From PAGE 2

Within a week, the co-op was reaching the daily production targets, and hasn't looked back. "Now those of us who are serious don't have to suffer because of the loafers," a member explained.

In this way, practical experience is providing the best teacher in building viable co-ops and workable methods of democratic control. In the process, the members are able to start meeting their full human potential in ways that work on the mines denied them.

At the same time, the co-ops are impacting on the rural community, which they relied on for support and sometimes they have needed more than just a solidarity market.

At the Flagstaff Co-op in the Trans-

kei, the road to the river sand was washed away by rain, and production came to a standstill. The headman in the area agreed to call an "ahma", which is a traditional workparty called together when collective labour is needed. The community took a week to rebuild the road, and the co-op provided the *gqombothi* (home-brewed beer) and other refreshments.

The co-ops also have the potential to introduce new forms of collective activity into their rural context. At a training workshop held in Zimbabwe, Num co-op members were helping to build a dam as part of a local village effort. They found that the participation of the women was limited by their responsibilities for child care. This initiated the establishment of a creche, which has continued

since the dam wall was completed.

In these ways, the experience of democracy, organisation and struggle on the mines is being fed back into the miners' home areas.

Against this backdrop, Num co-op members dispute the conventional wisdom that co-ops necessarily fail. It is a tough battle, but in three years, Num has learned a wealth of lessons

"It would be a drawback for the struggle for us to go back to the old, narrow work known as being employed," explains Charles Ramahlerwa, Pawco chair. "There is something beyond money that we get here. We work democratically, with every member having the right to speak freely and to be heard equally. There is surely no better way to work than that."

W/Mail suppl 17/8-19/8/70

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Miners return to work
JOHANNESBURG — More than 4 000 striking miners at Johannesburg Consolidated Investment's Western Areas Gold Mining Company returned to work yesterday morning after management agreed temporarily to halt its retrenchment of workers.

24/8/90

LABOUR NEWS

DAILY UPDATE ON LABOUR RELATIONS, UNION
POLITICS AND INDUSTRIAL DISPUTES

w/ Mail 24/8 - 26/8/90

NUM demands mines bankroll retraining plan

By DREW FORREST

THE National Union of Mineworkers has demanded that employers bankroll an industry retraining fund as a shield against job cuts on the gold mines

In a response to the Marais Committee's report on marginal mines, the NUM says the fund should be financed through contributions equivalent to 10 percent of dividends paid to shareholders and a five percent levy on the administration fees paid to mining houses in respect of their work for the mines

"The burden should not be on a levy on the wage bill, which will simply make labour more expensive and impact heavily on the marginal-profit mines," it says

The proposal implies the wealthy mines would contribute most. These stand to benefit most from the fund, as they would be able to absorb retrained workers

In its report, which it says has been sent to the Government Mining Engineer for study, the NUM says the retraining fund should be jointly controlled by the union and the Chamber of Mines — although other unions could be included "on a strictly proportional basis"

The aims of the scheme would be:

- To retrain and upgrade enough black mineworkers to alleviate the "chronic shortage of skilled labour in the gold mining sector"

- To give a guaranteed six months' paid retraining to un-

skilled workers, to improve their chances of finding jobs outside mining or to equip them for more skilled jobs on the mines

- To draw up a register of retrained mineworkers who have been retrained, so these can be offered mining jobs as they become available

Other NUM proposals are that retrained workers should receive a guaranteed minimum severance package, including a month's pay for each year of service.

Advance warning of at least a year should be given in cases of threatened rationalisation or closure, coupled with full disclosure of the facts to the unions and their advisers. "This will give the unions and their members a proper opportunity to discuss ways in which jobs might be saved"

The NUM also argues that the state can repay considerably more tax than Chamber estimates to tide loss-making mines over until the gold price rises

Calculating that the actual tax gain an employee on a loss-making mine is R5 144 an employee, it recommends subsidies of up to this level — R26-million for a mine with 5 000 employees — can be paid to keep a gold mine operating

"This calculation does not take account of the cost savings enjoyed by every other industry because of the large volumes of inputs demanded by the mines," it adds

military officials said yesterday

CAF 7/14 25/1/90 (211)

De Beers offers on wages

JOHANNESBURG — De Beers has offered monthly wage increases ranging from R112 to R298. The offer lifts the minimum rate by 17% to R765 per month and includes improvements to other allowances. The National Union of Mineworkers will respond by the end of next week.

March: Union men held

vt. Times 27/8/80 Own Correspondent (211)

JOHANNESBURG — National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa and president Mr James Motlatsi were arrested in the northern Natal town of Newcastle yesterday

Police said last night that the two men and 59 mineworkers were held when they staged an "illegal" march through the town to plead for peace in strife-torn Natal. They said no permission had been granted for a march.

The arrests were made under the Internal Security Act, rather than the state of emergency powers still in operation in Natal.

All 61 were released on bail of R50 each. They are expected to appear in court soon.

March: Union men held

OWN Correspondent

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Mine's letter to NUM leads to row over union rights

211

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A LETTER sent to the National Union of Mineworkers by Free State Geduld Mine, owned by Anglo American Corporation, showed a flagrant disregard for human rights, NUM Press officer Mr Jerry Majatladi said yesterday.

"NUM intends submitting a memorandum to the Chamber of Mines on the denial of human rights on the mines as evidenced in this latest list of rules," Majatladi said in an interview.

The letter stipulates a series of regulations Free State Geduld Mine workers must observe, such as not being allowed to display political flags or banners or singing political songs at meetings.

Anglo American's public affairs manager for the gold and uranium division, Mr Adrian du Plessis, said yesterday that the rules were not designed to legislate against trade unions but to encourage more constructive and acceptable codes of conduct.

"We have found that political activism in the workplace is inconsistent with good work relations," Du Plessis added.

A general set of principles from which the various mines could compile their own specific rules

SA PRESS ASSOCIATION

was in operation at Anglo American's gold division, which operated about 36 shafts in the Free State.

"Anglo American has been constructively engaged in discussions with the unions on a code of conduct which we hope will establish more agreeable forms of behaviour," Du Plessis said.

The letter was sent to NUM general secretary Mr Cyril Ramaphosa by the manager of Free State Geduld, Mr JG McCallum, who said management's move had been motivated by unacceptable conduct.

Threats to kill mine security and union misinformation, including claims that blood samples were used by whites "as wine after their meal",

were among the activities alleged by mine management.

The political activities which Free State Geduld Mine found unacceptable and has now banned are discussions or indications of political affiliation during normal work operations; disorderly behaviour; display of flags or banners of a political nature; political meetings, marching; and singing and chanting of a political nature.

Majatladi said prohibitions on worker organisation and self-expression, introduced by management after the 1987 mine strike, had intensified in the wake of the unbanning of the ANC.

"We are meeting about this threat to union activity and workers' rights Majatladi said." Sapa.

Programme for retraining miners mooted

211
30/9/90
By DON SEOKANE

THE lower levels of gold production from marginal mines will have serious repercussions for mine-workers, Press officer for the National Union of Mineworkers, Mr Jerry Majatladi said yesterday.

Majatladi said closures and rationalisation of mines would lead to job losses because majority of mineworkers had no chance of getting alternative employment.

He said, instead, the mining industry should contribute to a central fund which could be used for retraining.

The fund would provide a full re-training and upgrading programme so that black mineworkers could alleviate the "chronic shortage of skilled labour in the gold mining sector".

The fund would also provide six months' re-training with guaranteed pay for unskilled workers.

It could also establish a register of retrenched mineworkers who completed re-training courses so they could be offered any suitable jobs in industry.

Majatladi said all mines could contribute a sum equivalent to 10 per cent of the dividends paid to shareholders to the fund.

The burden of financing the fund would be shouldered by shareholders.

Mineworkers, retrenched as a result of mine closures and rationalisation, should have a guaranteed minimum severance package which included one month's pay for each year of service including the option of re-training for six months.

Majatladi said the proposal, which had also been sent to the Government for consideration, meant that wealthy mines would contribute substantially to the fund because they were able to absorb most of the re-trained workers into their operations.

NUM, mines square off on 3 key issues

By DREW FORREST

THE Chamber of Mines and the National Union of Mineworkers squared off at a conciliation board this week following the NUM's declaration of a dispute on the burning issue of alleged race discrimination on the mines.

Race has been a potent flashpoint on the mines this year, and demands for desegregation have been a key focus of the NUM's "defiance campaign".

At the same time, a dispute is looming over retrenchments, with the NUM demanding talks on retrenchments and the restructuring of the industry. Failure to meet the demands by October 15 would trigger a dispute, the union warned.

NUM press officer Jerry Majatladi said a memorandum on the alleged denial of human rights to miners, including bars on free expression and assembly, would soon be presented to employers. "Given workers' strong feelings, it will be hard to avoid industrial action on all three issues."

The letter of demand, flowing from a decision of the NUM's central executive committee meeting in April, refers to the "intense feelings" of members on "apartheid in the workplace". Listing delegates' complaints at the CEC, the NUM said discriminatory conditions included a racial wage structure and bonuses, separate hoisting and racial cage queueing, the racial application of acclimatisation for underground work, discriminatory allocation of work clothes and separate pay offices.

Blacks had to serve whites through the "picannin system" and whites could rest and eat underground while blacks could not, the union said. It also complained of assaults and abuse by whites. Toilets, change-houses and sports facilities were segregated, as were medical services such as clinics and ambulances. Job grading was racially applied, and whites had greater upgrading and promotional opportunities.

On living conditions, the NUM complained of better housing for whites, racial transportation to work and segregated living areas and



Jerry Majatladi ... warns it will be hard to avoid industrial action on the mines

schools on mine property. The chamber said it would respond to union claims, but had no comment at this stage.

On retrenchments, which the NUM says have led to 25 000 job losses in the past two years, the union demands the chamber and its members meet proposals set out in a draft retrenchment agreement. These include

- At least four months' notice of retrenchments, with eight weeks' severance pay for workers with a year's service and one month's pay per year of service for those with two years or more.

- That employers agree to pay for vocational training courses for retrenched workers, lasting a maximum of 13 weeks. Retrenchment funds financed by individual mines and run by the union and management are also proposed

- That the chamber, with the union, sets up a technical skills development programme. The NUM also wants discussions on cost-saving, including mine restructuring

- That to avoid job cuts, employers stop new recruitment, suspend overtime, short time and job-sharing schemes, shed temporary workers and offer inter-mine or inter-group transfers

Num president, office bearers in the dock

Sowetan 4/9/90

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PRESIDENT of the National Union of Mineworkers, Mr James Motlatsi, of Johannesburg, and 56 NUM Northern Natal coal-mine office bearers appeared in the Newcastle Magistrate's Court yesterday in connection with an alleged illegal gathering in the town on August 26.

NUM general-secretary Mr Cyril Ramaposa was also to have appeared but was excused as he was busy with urgent consultations with Iscor.

The case is a sequel to a march from NUM headquarters in Newcastle, to a hotel a few kilometres away.

Good nature

The case was postponed to October 1 pending a decision by the attorney-general.

They appeared before Mr J von Reiche who asked them to disperse quietly as there were other cases in progress.

The men did so, many of them showing good nature. Most of the accused are office bearers of the NUM's 13 branches in Northern Natal and all are coal miners. They were released on R50 bail each - Sapa

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South Africa
South Africa
211

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Compulsory school fees in the pipeline, says DP

PRETORIA — The introduction of a system of compulsory tuition fees at state and provincial schools was likely during the course of 1991, DP education spokesman Roger Burrows said yesterday.

He said one indication of this was Finance Minister Barend du Plessis's statement at the NP congress in Natal last week that user charges would continue to creep into the economy, even penetrating education.

However, no agreement had been reached on the issue between government, the organised teaching profession and parents' organisations, Burrows said.

The last effort was 18 months ago. "What makes it a political hot potato is if it is applied only to white schools and is not imposed generally," he said. Right-wing reaction could be strong.

Other sources said the issue had been on the desk of Education and Culture Minister Piet Clase for the

past four years

Before provincial councils were abolished, the Transvaal Provincial Council amended the education ordinance to make provision for compulsory fee paying by parents.

A Transvaal Teachers' Association (TTA) spokesman said until the scheme was spelled out in detail and all the financial implications were known, it would withhold support.

Among major objections to enforced payment for education by parents was the issue of collection.

This, the TTA felt strongly, was not a burden that should be thrust on teachers.

It was also felt that compulsory school fees were a form of selective and discriminatory taxation.

At least some education authorities believe education has always been, and should remain, a community responsibility.

8/10/91 4/9/90
GERALD REILLY

NUM officials appear in Natal court

NEWCASTLE — National Union of Mineworkers (NUM) president James Motlatsi of Johannesburg, and 56 NUM northern Natal office bearers appeared in the Newcastle Magistrate's Court yesterday in connection with an alleged illegal gathering in the town on August 26.

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Part of Mayfair now Indian area

8/10/91 4/9/90
EDYTH BULBRING

PRETORIA — A 15ha piece of land in Mayfair has been declared a group area for Indians, according to the Government Gazette.

A spokesman from the department of Planning and Provincial Affairs said yesterday the application, made by Rand Mines Properties in 1986, had been approved in terms of the Group Areas Act last week.

The land, which is shaped like an aircraft, is proclaimed mining land and Rand Mine Properties intends to ask for it to be rezoned for residential purposes, RMP GM Gert Strydom said yesterday.

Rand Mine Properties intends selling the land for Indian housing development once the area has been rezoned. Strydom said rezoning could take up to two years and he did not know at this stage how much the land would be sold for.

The area, called Crown North Extension 1, lies south-west of Fordsburg, an Indian group area.

Strydom said that with the area declared an Indian group area, it would cut through the red tape of getting individual permits for Indians wanting to own land in the largely white suburb.

A Planning and Provincial Affairs spokesman said the department would continue considering group areas applications until the Group Areas Act was scrapped.

BROWN! NO! DADT

Denis Worrall deputy chairman

Job reservation 'being eroded'

MATTHEW CURTIN

(211)

JOB reservation in the mining industry was being eroded, and 64% of miners who qualified this year for blasting certificates were blacks and coloureds, the Chamber of Mines said on Friday

Chamber communications manager Pat Rodgers said that of the 395 blasting certificates awarded to miners in the first half of 1990, 254 went to black and coloured employees.

He was commenting on a report in this month's edition of the chamber's newspaper, Mining Sun, in which JCI gold and uranium division chairman Ken Maxwell said since the lifting of job barriers, 6 000 "white" jobs had gone to blacks. These included 600 miners with blasting certificates and 400 artisans

Rodgers said there were about 6 850 miners with blasting certificates and 10 800 artisans in the industry.

The majority of blacks in previously reserved jobs had clerical and technical posts. Those with blasting certificates could reach senior positions, such as shift bosses and section managers

Mine hospitals merger set to save R6m a year

211

Blomay 10/9/90

TANIA LEVY

THE merger of the Chamber of Mines' Rand Mutual and Cottesloe hospitals in Johannesburg is to be finalised by April next year, saving the chamber an estimated R6m a year.

Health care services senior GM Daniel Pollnow said besides the economic reason for the merger, racial divisions in SA could no longer be justified.

The chamber was still working out how many of Cottesloe's 230 staff members would be transferred to Rand Mutual and how many would be retrenched, Pollnow said

Certain wards at the predominantly black Rand Mutual Hospital would be set aside for Cottesloe patients — category nine employees or above, who are mostly white. Only Western foods would be served here while other wards would have an ethnic alternative, Pollnow said.

The differentiation along lines of seniority was not just a covert racial division, he said. No wards would be racially exclusive because there were some black employees in category nine and above. This number

would increase with time, increasing the racial integration of the hospital

Strong opposition from mainly white mine unions had held up the move since it was first proposed in June 1989, Pollnow said, but no feasible alternative could be found to combining the hospitals

The chamber would spend R300 000 altering the 642-bed Rand Mutual Hospital to accommodate Cottesloe, which had 155 beds, Pollnow said. Both hospitals were under-utilised

Sold

Mine safety levels had improved, better medical technology made average hospital stays shorter and employees preferred to stay at regional hospitals near their families rather than be transferred to Johannesburg, he said

The Cottesloe Hospital building in Auckland Park would either be sold or leased out, but would probably remain a hospital. The market would be tested and offers to existing Cottesloe staff would be an important

consideration in assessing interested parties

National Health and Population Development Minister Rina Venter had taken the lead in opening public hospitals to all races, he said

Mineworkers' Union general secretary Piet Ungerer said yesterday he was surprised to hear of the chamber's decision but was sure it would be unacceptable to the union's 30 000 members who did not want to be forced into integration

The decision would probably be opposed by the other five affiliates of the Council of Mining Unions and the three officials' organisations. A meeting would be convened shortly to discuss the merger

When the move was mooted, Mineworkers' Union members had indicated they would sign a declaration that in the event of a mine accident they did not want to be treated at the Rand Mutual Hospital

Ungerer said representations would be made to government to provide an alternative to the hospital despite the policy of state hospitals being integrated

211

Colliery warns 2 000 strikers of dismissal

ABOUT 2000 Sigma Colliery workers have been threatened with dismissal on Thursday if they do not return to work, union and management spokesmen have confirmed. *sowetan*

Speaking at a conference in Johannesburg yesterday, SA Chemical Workers Union leaders outlined worker grievances at Sigma colliery and gave details of an inter-union dispute with the National Union of Mineworkers. *11/9/90*

Sacwu is demanding an increase of R400 per month and a minimum wage of R1 200.

Sasol, the corporation which owns the Sigma mine, has offered increases of between 20 and 23 percent, which it says have already been unilaterally implemented. These minimum wage increases will mean underground employees earn R500 per month, and surface employees R454, "as well as substantial other benefits including free board and lodging, medical benefits and transport", according to a Sasol statement.

Sacwu noted that coal mined at Sigma was utilised to make a number of coal by-products, as well as being used in its raw form.

2 000 strikers face dismissal

211 MATTHEW CURTIN

STRIKING workers at Sasol's Sigma colliery have been given until Thursday to return to work or face dismissal, SA Chemical Workers' Union (Sacwu) general secretary Humphrey Ndaba said yesterday. *By 11 9/90*

About 2 000 Sacwu members have been on strike for 13 days over pay and conditions at the colliery, which supplies coal for the Sasol 1 chemical plant.

Sasol spokesman Jan Krynauw said the situation at Sigma was intolerable and the company would have to employ new people if strikers did not accept management's "improved" wage offer by 2pm on Thursday.

Sacwu is demanding a R400 a month increase and a minimum wage of R1 050 in line with labourers' wages at Sasol 1. Sasol's offer stands at minimum wage increases of between 20% and 23%.

MINE STRIKES

THE GAP CLOSES

FIM 1419190 (211)

The threat of a wage strike by about 11 000 diamond miners has been averted following an agreement reached between the National Union of Mineworkers (NUM) and De Beers Consolidated Mines over wages and conditions of employment for 1990

In terms of the agreement, the company is offering wage increases of between 16% at the top and 17% at the bottom, raising the current minimum to R765 a month (previously R653). NUM had originally wanted a 22,5% increase on the R635 minimum wage against the company's offer of 15% at the top and 16% at the bottom.

Other improvements relate to shift, field

FIM 1419190 (211)

work and other allowances, the company says

According to De Beers spokesman Andrew Lamont, both parties still plan to negotiate on job grading procedures though this was not in the ambit of the agreement

Following the failure of a conciliation board to resolve the dispute, the union recently conducted a strike ballot at five De Beers diamond mines — indicating an average 90% vote in favour of industrial action, according to NUM assistant general secretary Marcel Golding. Mines balloted include De Beers Premier, Koffiefontein, Namaqualand, Finsch, Kimberley and its geology section.

Job numbers drop in major sectors



GERALD REILLY

2.11



PRETORIA — Employment in three major sectors of the economy — mining, manufacturing and construction — is sharply declining and economists expect the trend to continue.

Volkas chief economist At Engelbrecht said latest official CSS figures showed that in the manufacturing sector in the four months to end-June the numbers employed decreased by 10 000 to 1 462 000.

In the construction industry in the same four months the number of workers decreased by 2 200 to 417 500.

And although official figures for the mining industry are not available for the four months, the expectation is that the work force would have declined by at least 15 000 to around 690 000.

The official CSS figures for the mining industry show a decrease of 91 113 to 619 527 between March and May. However, this figure is subject to review and there is doubt about its accuracy.

Engelbrecht said there was no way the economy could escape further unemployment. The latest figures mirrored the slump — "and all indications are that the depressed conditions will continue until at least mid-1990/91".

However, he said, insolvency figures for the May-July period showed a decrease of 91% compared with the same three months last year.

"But this we believe is a hiccup and the number of liquidations will continue to increase."

According to the CSS, the number of insolvencies in the second quarter of the year increased by 9,7% to 732 compared with April-June last year.

Sasol fires striking workers

MATTHEW CURTIN

SASOL dismissed 2 000 striking workers from its Sigma colliery, company spokesman Jan Krynauw said yesterday.

Krynauw said the workers — members of the SA Chemical Workers' Union (Sacwu) who have been on strike over wages for two weeks — yesterday failed to respond to management's return-to-work deadline.

The union was told on Monday that its members had to end their industrial action by 2pm yesterday.

Krynauw said production at the colliery was seriously affected. However, Sasol 1 — which receives its coal from Sigma — has not been hit by the strike.

Dismissed workers had one week to reapply for employment. Sasol would re-

crut new workers if this deadline was not met. 810M 1419190

Union officials said on Monday they believed the coal stockpile at Sigma was running low but said they would continue their strike for a 300% wage increase.

The company has offered wage increases of between 20% and 23%.

The union was not available for comment yesterday.

Sasol had an industrial court declaration that their dismissal of 1 000 strikers in October 1987 was an unfair labour practice overturned in June this year. The union is applying to the Bloemfontein Supreme Court for the right to appeal.

'50 000 miners lose jobs'

The Argus
Correspondent

JOHANNESBURG.
An average of 8 000 miners are being retrenched every month and 50 000 had lost their jobs since the beginning of this year, says the National Union of Mineworkers.

A further 78 000 miners faced an uncertain future with the threatened closure of 18 marginal mines, said NUM. The Chamber of Mines said it could not comment at this stage.

Retrenchments 'inevitable'

8/10/90 17/9/90
THE National Union of Mineworkers (NUM) did not stand alone in its concern over retrenchments and the marginality of certain SA gold mines, Chamber of Mines president Clive Knobbs said at the weekend.

Retrenchments were the unfortunate consequence of adverse economic circumstances, and while the industry had done all in its power to avert them, they were inevitable in the recessionary climate.

Earlier, about 4 000 miners marched to the chamber and Anglo American head offices to present a petition to mining industry representatives

Union spokesmen said the NUM document was an earnest call to stop retrenchments and create more jobs for workers.

The NUM, which organised the march, said that up to 8 000 people were being retrenched a month. Knobbs said the chamber believed the number was lower. NUM general secretary Cyril Ramaphosa headed the march. ANC information director Pallo Jordan and SACP general secretary Joe Slovo also addressed the crowd. — Sapa.

Big business role in Soweto

THEO RAWANA

BIG business is expected to converge on Soweto tomorrow to take part in a conference designed to expose SA's corporate world to planned developments and allay fears about investing in the township.

The conference, with the theme Soweto — Untapped Source of Opportunities, will be held at the local Vista University (near Baragwanath Hospital), and will be hosted by the Soweto Builders' and Developers' Forum (SBDF) and the Soweto Friendship Month Steering Committee.

Subjects to be discussed include.

- Soweto CBD as a development opportunity;
- The role of banks in the future development of Soweto; 8/10/90 17/9/90
- Bridging finance and development;
- Development of entrepreneurial skills.

Govt spending

Total overspending is expected to amount to about R1,2bn this year. The government has spent 40,5% of its total budget so far, slightly below the 40,8% target.

The high deficit came about because of sharply higher revenue, which was 15% above last year's R26,23bn. The revised budgeted

Deployment

the first time on Friday, and South African police had confiscated an AK-47 rifle from a roadblock near Jabulani, Soweto, during the day night.

An ANC spokesman agreed that a "standoff" had been reached, but said further developments were being discussed until after tomorrow's emergency meeting of the organisation's National Executive Committee (NEC).

The ANC is expected to form an official response to the government's measures at the NEC meeting, called to end the violence.

LRA deal

This would mean that — changes to the legal rights of domestic farm workers are processed through the National Mediation Commission (NMC), as is normally the case with other labour law — the unions, as NMC would be directly involved

MR

South 20/9 - 26/9/90

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ON THE MARCH: Joe Slovo, Palló Jordan and Cyril Ramaphosa lead thousands of mineworkers in a march on the Chamber of Mines this week

PIC: ELMOND JIYANE

NUM gives mines an ultimatum

THE National Union of Mineworkers, (NUM), would declare a dispute with the Chamber of Mines if its draft proposal on retrenchments was not accepted by October 15, the union said.

About 4 000 miners, led by the NUM leadership and SACP and ANC leaders Joe Slovo and Pallo Jordan, marched to the Chamber of Mines and Anglo American offices to hand over the proposal on retrenchments

The union plans to get a uniform retrenchment policy applicable to all affiliates and members of the Chamber of Mines.

SOWETAN Correspondent

Among the wide range of demands forwarded were the following.

* A retrenchment fund be set up with contributions by mining houses in respect of each worker to be administered jointly by the company and the union and payable to workers who are retrenched.

* The Chamber and NUM undertake to establish a technical skills development programme and set up a fund to finance such a programme

* The last-in-first-out principle be used when retrenching workers.

* At least four months

prior notice be given on retrenchments.

* Overtime and short-time must be suspended and an extended leave system introduced

* Vacancies are available at other mines must be offered to retrenched workers.

* Retrenched workers must get one month's notice pay and one month's ex-gratia payment. In addition, workers with one year

service must get eight weeks severance pay and those with two years or more must get one month's pay for every year of service

The NUM proposed arbitration should the parties fail to reach agreement on any issue in the proposal

Both the Chamber of Mines and Anglo American confirmed receipt of the proposal but could not comment at this stage.

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Sowetan
25/9/90

EVEN the National Union of Mineworkers admits the inevitability of retrenchments as the SA gold mining industry battles to maintain productivity in the face of a weak gold price, falling ore grades and rising costs.

NUM economist Martin Nicol said this week the industry's problems were "endemic".

The union was aware the industry-wide problems had forced mining houses to consider retrenchments from Chamber of Mines and head office level downwards.

Last Saturday, after a march through Johannesburg by up to 4 000 NUM members, the union presented to the chamber a memorandum claiming 25 000 mineworkers had lost their jobs this year.

The NUM said retrenchments should be minimised and subject to negotiations with the union.

In another report at the weekend Genmin chairman Brian Gilbertson put the figure of jobs lost at 29 000 and said a further 80 000 jobs were at risk if the gold price stayed at

Gold price

around R1 000 an ounce — a scenario similar to one drawn in the Marais report on marginal mines.

Chamber spokesman Peter Bunkell confirmed the continuing downward trend of employment levels on the gold mines.

In June this year the black workforce on chamber-affiliated gold mines numbered 418 391, down almost 30 000 workers from 448 197 in June 1988.

Genmin senior consulting engineer Kobus Oliver painted a more graphic picture of falling employment levels on the company's gold mines.

He said Genmin's goldmining workforce stood at 82 000 at the beginning of the year. It now numbered 70 000.

Oliver said the ratio of miners retreating after the expiry of their contracts was very high at the moment, so there were only limited opportuni-

rules over union dictates

MATTHEW CURTIN

ties for relocating retrenched workers in other divisions.

He stressed the reduction of labour costs was inevitably central to attempts to maintain productivity as they accounted for almost 50% of all working costs and 25% of total expenditure on gold mines.

But Oliver said at least 40% of the 12 000 jobs lost at Genmin could be accounted for by natural attrition, resignations and retirements.

Nicol conceded that despite the union's decision to declare a dispute with the chamber if its demands on retrenchment negotiation were not met, the NUM was not necessarily in a strong position to fight job losses on the gold mines.

did not imply a revival in the industry was on its way.

He reiterated chamber president Kennedy Maxwell's warning in June this year that even with a projected gold price of \$395 an ounce, 15 of the chamber's 33 gold mines would have production costs exceeding the price of gold.

With the price at \$350 an ounce, 20 mines faced operational losses and 200 000 mineworkers would "have reason to feel insecure".

Nicol said if a mining operation was genuinely on the line, the union could not prevent the inevitable job losses.

But, he stressed, the NUM distinguished between genuine retrenchments and "productivity retrenchments".

As long as a mine was able to carry a workforce it ought to, he said.

The NUM opposed the practice of paring down a workforce so that workers' jobs rather than shareholders' dividends bore the brunt of the low gold price.

At many Goldfields, JCI and Genmin mines the NUM was not recognised and so was not in a position to negotiate retrenchments nor gauge for itself the extent of job losses in the industry.

But the NUM had been able to press its demands at individual mines where it was recognised, as at Anglo's Freegold South.

Anglo American gold and uranium division spokesman Adrian du Plessis said two months of talks with the union over the proposed laying off of 7 800 workers at Freegold South were proving constructive.

If proposals raised at the last meeting were accepted by both sides then there would be a "significant" reduction in the number of jobs lost.

Du Plessis said retrenchments at Anglo represented a tiny fraction of its 183 000 strong gold-mining workforce but the revival in the gold price

REVIEW

Sowetan 21/9/90

Dismissed workers picket

Sasol's Sigma Colliery in Sasolburg was picketed by about 2 000 employees who were dismissed yesterday.

The workers, who are members of the SA Chemical Workers Union, went on strike last week after wage talks which started on September 3 deadlocked.

Sasol had set yesterday as the deadline for strikers to return to work.

A company spokesman said they had started recruiting new workers but added that the dismissed workers could also re-apply.

Sasol's media manager, Mr Jan Krynauw, said the deadlock and subsequent dismissal of workers followed the union's "unrealistic and outrageous" demand for a 259 percent wage increase.

Krynauw said the company offered increases of between 20 and 23 percent on the minimum wage scale, which works out to R500 and R454 a month for underground and surface employees respectively.

He said the union rejected the offer. - Sapa

Sasol agrees to mediation to end strike

MATTHEW CURTIN

SASOL accepted a SA Chemical Workers Union (Sacwu) offer of mediation yesterday to resolve the strike by 2 000 workers at its Sigma colliery and extended yesterday's deadline to today for the dismissed strikers to reapply for employment

Sacwu national organiser Manene Samela said the decision to undertake mediation by the Independent Mediation Service of SA (Imssa) yesterday was a breakthrough.

A picket by 200 Sigma workers at head office and a petition spurred Sasol to accept mediation, he said. Sasol spokesman Jan Krynauw said the deadline for the 2 000 strikers

dismissed last week to reapply for their jobs was extended to 9am today

Sacwu has rejected a Sasol offer of 20% to 23% increases, which would take minimum monthly wages for underground and surface workers to R500 and R454, and demanded a 258% hike to take the minimum wage to R1 050 a month.

Samela said the union decided yesterday to hold a strike ballot on Monday among its 2 500 members at the Sasol 1, Saschem, Sasol Fertiliser and Natref chemical plants.

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10-fold increase in Aids

By TOM HOOD
Business Editor

A NEW study of the incidence of HIV (Aids) among gold miners indicates a tenfold increase in four years.

This is reported by Mr Robin Plumbridge, chairman of the giant Gold Fields of SA (GFSA) mining group

He said his group had been deeply concerned about the worldwide spread of Aids

Until recently South Africa had been regarded as a relatively low incidence country — a view borne out by a major study by the Chamber of Mines in 1986

Since then, GFSA monitored the situation at the Sexually Transmitted (STD) clinics

which were run in conjunction with the group's major hospitals.

By late last year it was apparent that a major adverse trend was developing in the HIV incidence, says Mr Plumbridge in his annual report.

As a result, a study was conducted in the first six months of this year with the co-operation of GFSA's gold mine employees

"This study indicates a tenfold increase in the HIV incidence since the mining industry's 1986 study," says Mr Plumbridge.

"This has occurred despite one of the most intensive educational programmes ever mounted on the subject.

"The benefits of these programmes can be judged in the comparison of HIV incidence at various STD clinics which reflects that the incidence at the group's major clinics is about 42 percent of the prevailing incidence at clinics in Johannesburg and 27 percent of the latest available figure for New York city

"The results of our study have confirmed the need to redouble our educational activities, to expand our counselling activities to handle an increasing number of employees who are unfortunate enough to test HIV positive, to continue monitoring the spread of the disease and to keep abreast of the latest research into prophylactics and cures."

are only 1 500 hotel rooms in the country
The Tourist Board is confi-

fied woods, history, culture and gambling

TRADITION DIES HARD . . . a horseman is silhouetted against the setting sun

Dying mines kill migrant labour

THE WATER project could not have come at a better time for Lesotho because of the large number of migrant labourers returning after being laid off by South African mines

So says Finance and Economic Affairs Minister Evaristus Sekhonyana.

SA mines started to retrench workers some time ago and many Lesotho nationals have been sent home.

Countering this through the provision of jobs in Lesotho would go a long way towards easing the eco-

SITimes 22/9/90
conomic blow to both the workers and the nation's economy.

Mr Sekhonyana says: "If I were to answer the question as to Lesotho's main economic occupation, I would have to say it is mining — only it is mining outside our borders."

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Devasating

The importance of migrant labour to Lesotho is shown by the fact that they send home R500-million per year. That is exactly

the amount Lesotho spends on importing food.

If migrant labour were totally cut, the effect on Lesotho would be devastating, says Mr Sekhonyana.

"That that is something we must plan for in the long term. If there is equalisation of salaries in post-apartheid, South African blacks will be attracted to mining and we will not be able to count on our income from supplying migrant labour.

"We must start now to develop a strategy for our economy which

will supplement what we get today in the way of money from the mines.

"I think say we are looking at 10 years, but we will start feeling the pinch within five years."

It is thus that the employment opportunities offered by the water project have come at the right time to replace the lost income and jobs of migrant workers

The long-term economic benefits of the project to Lesotho will counter the detrimental effects of future large-scale lay-offs

Knobbs tells of threats to mining

810 am 26/9/90

ROBERT GENTLE

POLITICAL conflict and unrest, coupled with disquiet fanned by the stubborn adherence by influential leaders to the tenets of socialism and Marxism, were major threats to the mining industry and SA

That was the message delivered by Chamber of Mines president Clive Knobbs to the American Mining Congress in New Orleans yesterday

Knobbs said euphoria in the wake of President F W de Klerk's February 2 parliamentary speech had been transformed into uncertainty and apprehension

"The threat of the imposition of a command economy in SA is without doubt the most serious single impediment to the prospect of economic growth and in-



● KNOBBS

creased prosperity of all its people," he said

Knobbs thought there was sufficient goodwill and good sense to ensure that the "socialist option" would not be pursued

Another problem facing the mining industry was "unrealistically high wage demands and other exorbi-

tant requests for improved employee benefits" from trade union leaders (211)

In just five years — from 1984 to 1989 — SA had moved from being the lowest-cost producer of gold in the world to the highest

Compounding these financial problems was the sanctions-induced capital flight

"Even if the industry is successful in cutting its working costs to more acceptable levels, there can be no sizeable expansion without substantial renewed investment from both local and foreign sources," he said.

The Witwatersrand basin was still the world's biggest known potential source of new gold, and SA gold mining could continue well into the 21st century if these technical, political and financial problems were solved

Thin line between free speech and incitement

W/E Mail 31/8 - 2/9/90

The leaking of a letter from an Anglo American mine has thrown into relief union claims that the mining industry is out of step with broader political changes in South Africa

DREW FORREST reports

NO toyi-toying, no ANC flags, insignias, T-shirts, marshals or slogans, no songs with "political connotations" — management scrutiny of meeting agendas and presence at meetings — do such sweeping controls add up to a "mini-Emergency" on the mines?

The National Union of Mineworkers certainly thinks so. Charging that broader political shifts — the unbanning of organisations, the licensing of marches and the lifting of clamps on free expression — have not yet touched the mining industry, the NUM plans submitting a memorandum to the Chamber of Mines on the "denial of human rights" to its members.

Management insists that the controls have to be seen against the background of "disorderly protests, demonstrations, the enforcement of boycotts and forms of racial incitement and mobilisation".

The prime target of the NUM's complaints, Anglo American, also stresses that the issue of political and other rights on the mines is currently the subject of union-management talks aimed at reaching mutually acceptable codes of conduct. These were at an advanced stage, a spokesman said this week.

NUM claims of an abnormally repressive regime on the mines made headlines early last year in a flurry of bitter exchanges with Anglo.

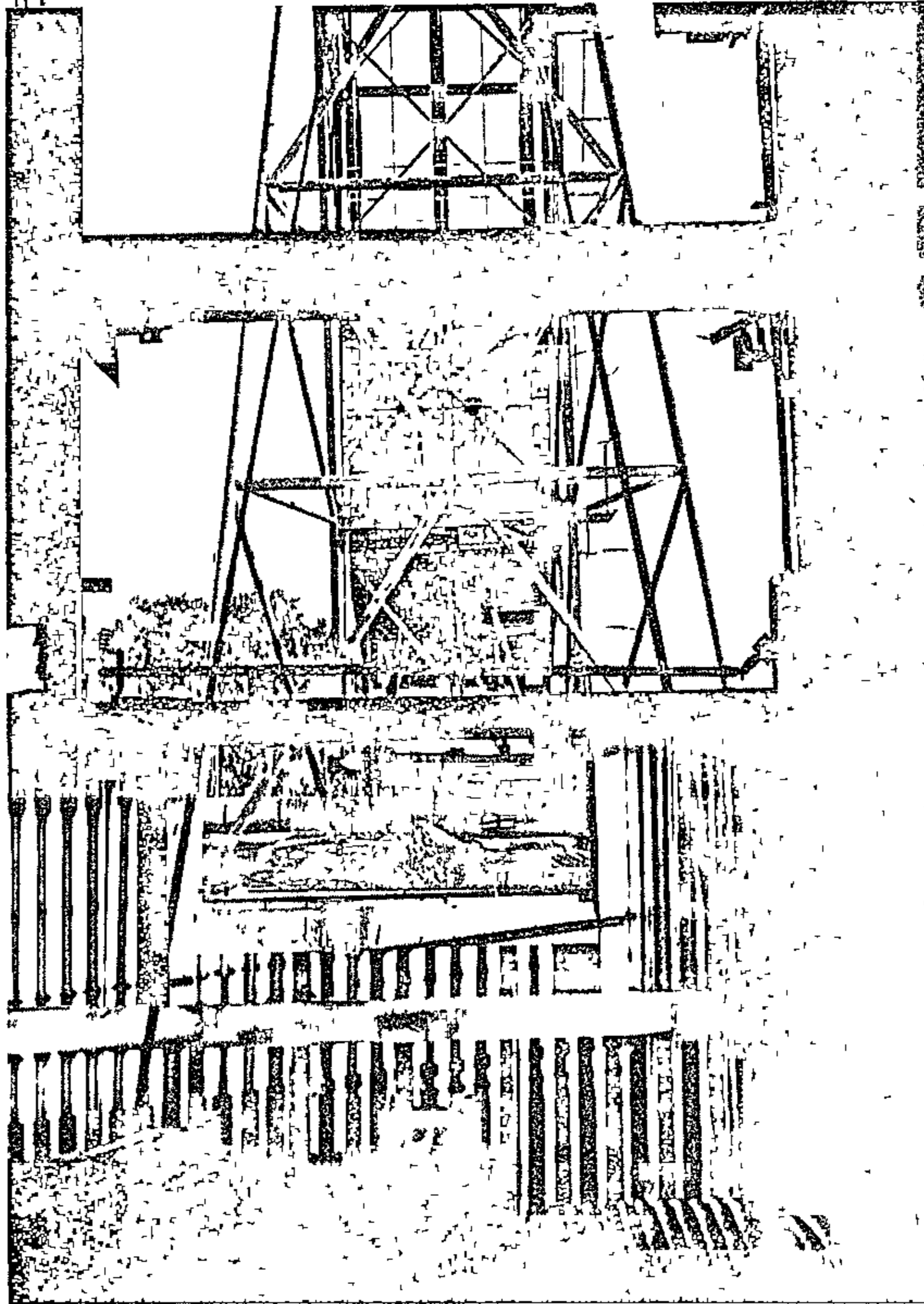
The union traces a radical shift in group policy to the "shock" of the 1987 national mine strike. Proprietary rights were invoked to curb union organisation and the movement and self-expression of workers, in a bid to "roll back the union and restate a subservient work force", says NUM press officer Jerry Majatladi.

But political détente in the country and specifically the lifting of bans on the African National Congress and the South African Communist Party have given a fresh twist to the controversy.

Against the background of a new political culture, Majatladi says, black mineworkers are becoming more politically aware, and are seeing workplace issues in a broader perspective. Fearing heightened militancy, mine employers have not adjusted to the new conditions, he says.

"More and more, workers are demanding non-racial democratic control on the mines, much of the recent workplace violence is rooted in racial discrimination. Workers want ANC branches and meetings at the workplace," Majatladi said this week.

It seems clear that President FW de Klerk's February 2 announcements have transformed many black miners



Area of conflict NUM's Marcel Golding warned recently that repressive practices were an obstacle to broader negotiations on South Africa's economic future

Picture JUSTIN SHOLK

When the NUM launched its defiance campaign late last year, it drew a patchy response. This year protests centring on alleged racial discrimination in hoisting procedures have been a constant flashpoint, particularly in the Free State goldfields.

Quoting a mine executive who allegedly said the mines "were run more like military undertakings than a business enterprise", the NUM's Marcel Golding warned the recent Five Freedoms Forum conference that repressive practices were an obstacle to broader negotiations on South Africa's economic future.

NUM complaints about curbs on political expression and activism were

given fresh impetus this week, with the leaking of a management letter to the *Weekly Mail*.

Sent by the manager of Anglo's Free State Geduld mine, JG McCallum, to NUM general secretary Cyril Ramaphosa, this lays down conditions for open-air meetings. Unacceptable worker activities which had led to a ban on rallies included:

- Songs with political connotations, including those with the words *Salute salute, How do the Boers feel?* and *Mandela is a soldier*.

- The presence of ANC marshals with ANC badges and carrying wooden rifles, and the display of ANC flags. Toyi-toying is also list-

ed.

- Political slogans including "Down with apartheid", "Down with white supremacy", "Forward with the ANC", "Downfall of the Chamber" and "Viva ANC".

- Union instigation and incitement, including claims that dismissals were "a challenge by management to workers, to see what their reaction would be".

- Hostile references to mine security and to the hostel system "is a form of oppression". One of the union statements listed says: "We do not want to be guarded at meetings at the hostel and shaft where there are many with dogs and bullets".

- The transporting of workers and marshals from different hostels to meetings.

Clearly the line between freedom of expression and incitement is a fine one. Statements reported in the letter include claims that blood samples are taken by whites "as a wine after their meal" that whites saw the Welkom town do as the work of blacks and that Aids is a white plot to divide workers.

Reacting to union charges, the public affairs manager of Anglo's gold division, Adriaan du Plessis, confirmed that management viewed workplace political activism as inconsistent with the demands of good industrial relations "as it could polarise workers and lead to violence".

In arriving at rules of conduct, management was guided by a number of key concerns. Among them were that organising rights should not jeopardise individual rights of privacy, security and property, that violence, threats of violence and racial incitement were not encouraged, that orderly procedures were observed in settling disputes and that the free choice of individuals and groups was respected.

Rules stipulated aimed not to inhibit union organisation but to balance legitimate union rights with the responsibility shared by all to maintain good order in a time of significant uncertainty, he said.

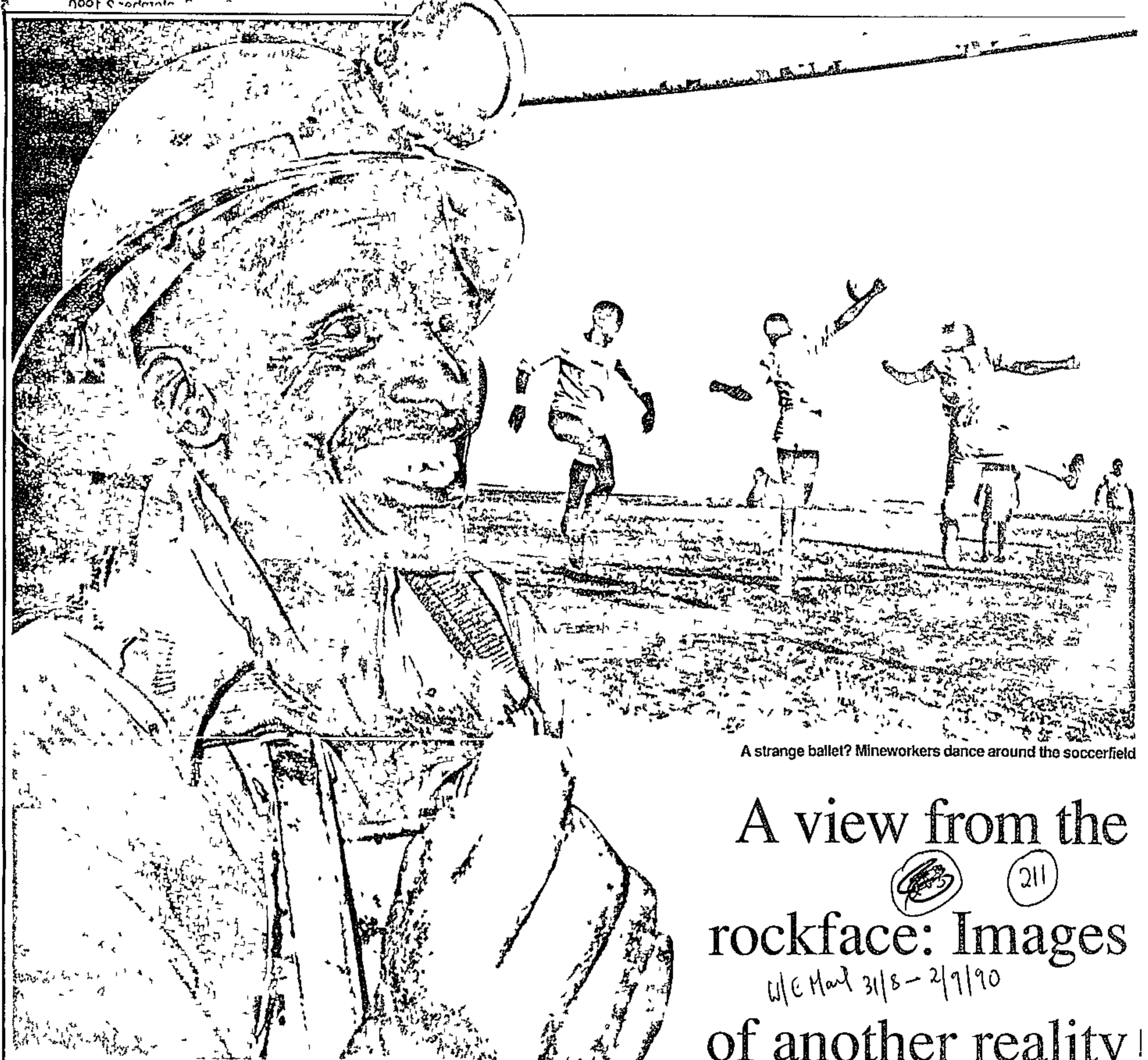
Hostile experiences at open-air rallies — including public executions — had led to a ban on such meetings at mines in the Gengold group, said the group's managing director, Guy Maude. "Order is very difficult to maintain at large meetings of up to 4,000 workers. People get worked up, and tend to attack mine property."

Union meetings were permitted in halls, which limited attendance to about 500, and management representatives were present to ensure adherence to an agreed agenda, he said. Only workplace issues could be discussed.

Maude stressed that a large measure of freedom was given to Gengold mine managers to decide appropriate measures. Recent problems at the Unsel mine, where white workers had taken to wearing Afrikaner Weerstandsbeweging (AWB) insignias while blacks sported badges of the ANC, had led to a ban on such practices in the workplace — although workers were free to display their political allegiances in the hostels.

Toyi-toying — on occasions by workers carrying makeshift arms — could within certain contexts "work people up", he added. At the Beatrix mine, dancing had been banned in a demarcated area near mine installations.

While the group was adamant that no facilities would be provided for political meetings at the workplace, workers were able to attend gatherings in nearby townships. Maude stressed. This was standard practice in Welkom, where workers attended meetings in the township of Ithabong.

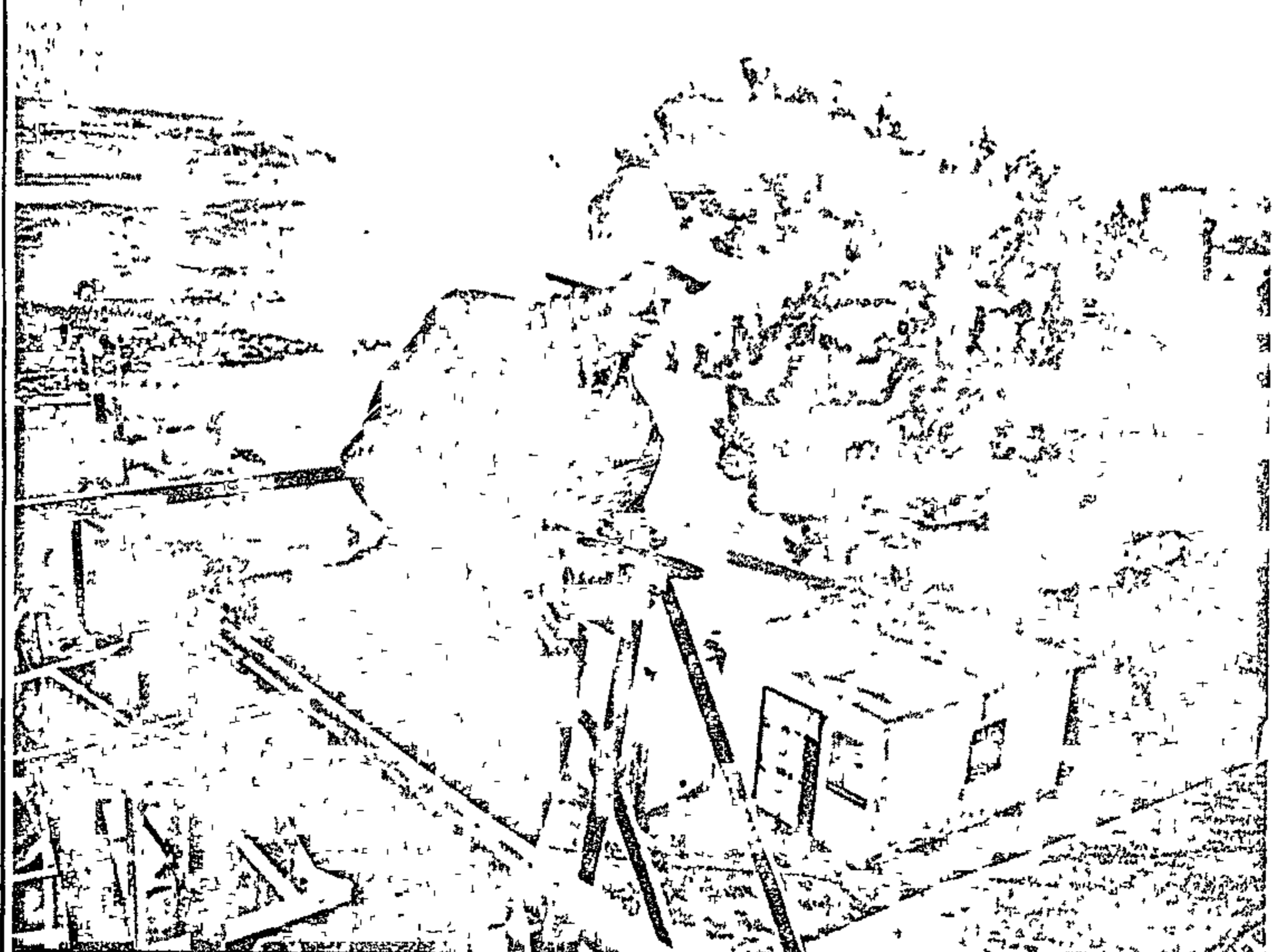


A strange ballet? Mineworkers dance around the soccerfield

A view from the
 rockface: Images
 of another reality

W/E Mail 31/8 - 2/9/90

A beam of light in the darkness 'Gumboots' has been a mineworker since his youth



FROM newspaper reports one might believe that life on the mines is an ongoing battle marked by labour conflict, racial tensions and violence

Life in the hostels as a migrant labourer, far away from home and family, offers few comforts. It is filled with frustration, loneliness — and anger

Providing accommodation for families on the mines would go some way to solving their problems

But has anyone asked the migrants what they want? And perhaps they do not want to leave their homes in faraway places. Yet they cannot earn a living in impoverished homelands

But behind these facts lies another reality — that of the stubborn vitality of men who wring South Africa's wealth at the rockface

They use it to forge another, more joyous, existence

These images from the Free State gold fields were captured by Weekly Mail photographer JUSTIN SHOLK

A pigeon trapped in machinery becomes a meal for a miner