

# NUM LAUNCHES CAMPAIGN TO DEMOCRATISE GOLD FIELDS

**N**UM has launch-ed a campaign to democratise Gold Fields' mines which are currently notorious for brutal suppression of human rights

Central to the campaign is mass participation by mineworkers to ensure that the wall of repression covering Gold Fields mines is shattered from



NUM President James Motlatsi lead a march to hand over the memorandum to Deelkraal Management

within. The campaign will involve various forms of mass actions at local, regional and national levels.

International solidarity will also play an important role to ensure the success of the campaign. The campaign follows many years failed attempts at using conventional methods of organising workers on Gold Fields mines. Freedom of association is totally denied to workers with bosses resorting to

repressive tactics such as denial of access to mine, refusal to facilities NUM stop-orders, falsification of union membership figures, intimidation of members and supporters and outright use of physical brutality by their private army.

The strategy of divide and rule is fully utilised with mineworkers herded in overcrowded single sex compounds separated along tribal lines and forced to be led by indunas.

Information from NUM sources is barely tolerated or totally outlaw thus leaving workers totally exposed

mine bosses anti-union and anti-democracy propaganda. Central to Gold Fields slave mentality is to reap maximum profits at the expense of mine-workers who still earn as little as R482 per month.

Workers are subjected to terrible conditions of work underground which in civilised countries would have been condemned nationally due to high accidents and deaths rates presently prevailing.

The campaign kicked off with a massive miners march on Deelkraal mine led by NUM President James Motlatsi. ■

## SEHOPODISO SA LEFU LA BASEBETSI BA BOLAILWENG KE GOLD FIELDS

Ho dibui tse hlwahlwa tsa lenane tsamaiso wa mophato Gwede Mantashe o lokodisitse kगतello ya Gold Fields ho basebetsi, ha puso yona e le ya dinwamadi le ka moo ba nkgang lefotha ka teng pherekanong ya dintwa le tsa merabe.

Mopresidente James Motlatsi ha a dihela dikgala o itse lefu ke ngwetsi ya malapa ohle, mme bomadimabe ba ketsahalo ena ke hore e phethahetse ka nako e se le. A kgothalletsa ditho ho kopana, ho bopana le ho ratana. Ha o se na lerato ho ngwaneno, le ho

mohaelane wa hao o tla rata mang. Setjhaba se lahlang meetlo ya sona se ya timelong, ha lelapa le lahlang meetlo lena leya tahlehong. Basebetsi hore le dibaka tsa bona tsa tshebetso le merafo e kena boitsekong seo sohle se matsohong a bona.

Merafo ena ya Gold Fields e leng Leeudoorn, Kloof le Wes Driefontein ke e meng ya e ruileng hahole ya kgauta e bolleng bo hodimo, naheng le Lefatsheng ka bophara. Rona ha re no nehelana ka maphelo a rona teng etswe bona ba sa kgathale hore ba sirelletsa maphelo jwang, etswe ba re bo rantshonyane ke dikafore tse ngata. Bohle basebetsi ba thohoselletswe ho tseba ditokelo tsa bona, e tswa ya sa tsebeng tokelo tsa hae ke sera sa lelapa le hae le yena ka boena. ■



NUM Health & Safety reps. with H & S leadership at the meeting in NUM H/O

## HEALTH AND SAFETY VICTORY

**N**UM has won a major victory by forcing the government to establish a Commission of Inquiry into Health and Safety.

The struggle for high quality health and safety conditions has been central to the union's campaigns since its inception.

In terms of proposals regarding the objective of the Commission it has:

- To investigate all aspects of the legal regulation of occupational health and safety in the mining industry of South Africa, including compensation for injury, illness and health.
- To make recommendation to the State President on improvements to the existing legislation and implementation thereof in the light of circumstances prevailing in the industry and international standards. ■

## Strike at Foskor

### Police detain Union officials

**F**oskor bosses use SAP to break NUM legal strike over wages and conditions of employment for 1993.

Foskor bosses resorted to a lock out after an overwhelming majority of NUM members voted for strike action in a attempt to force management to accede to their reasonable demands on wages and conditions of employment. The union and management failed to agree in the dispute concerning better improvement in wages and conditions of work. The union opted for ballot which was held on 18

January 1994.

The issues in dispute are as follows:

- 6% wage increase provided other demands are acceded to: Introduction of shift allowance starting at 1%
- Implementation date 1 July 1993 not October 1

The union obtained 560 votes in favour of strike action while 23 voted against the action. Management is attempting to foil NUM action by employing scabs. Management called in SAP and over 15 workers were detained including Edward Molondobozi the regional organiser. ■

## MINERS HALT PRODUCTION AT KINROSS

**A**bout 6000 gold miners down tools at Gengold's Kinross mine in Secunda. The strike started after management had refused to respond to workers demands submitted by workers. Kinross miners organised march proceeded despite management attempts to block it using various repression methods. It was after this arrogant attitude of management that workers decided not to go to work until management received their letter of demands



Kinross miners strike against racial discrimination

Among key demands are:

- Abolition of racial discrimination

- Recognition of full-time shaft stewards
- Sharing information with NUM
- Stop victimisation of blacks by forcing them for early retirement
- Six months maternity leave
- Management stop deciding alone on the fate of injured workers At the time of going to press a meeting was planned to address these grievances. ■