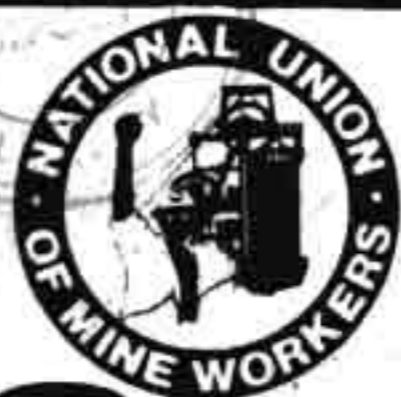


NUM News



OFFICIAL NEWSLETTER OF THE
NATIONAL UNION OF MINeworkERS

SEPTEMBER 1990

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MASS
DEFIANCE
OF MINE
RACISM



Workers show their militancy. Anglo workers in Johannesburg protest racial discrimination and call for recognition of the union

SAVE OUR JOBS

TEN thousand mineworkers will lead a march against retrenchment in the heart of the city of gold - Johannesburg - on Saturday, 15 September.

The march on the Chamber of Mines was sparked by the war declared by the mine bosses against mineworkers's jobs.

This year 8000 mineworkers on average are retrenched every month.

The Chamber of Mines has already dumped over 50 000 mineworkers since the beginning of the year. And with the constant threat of the closure

of 18 so-called marginal mines another 78000 mineworkers are faced with an uncertain future.

At Anglo American's Free Gold, near Welkom, the mine bosses plan to retrench 7 800 mineworkers soon.

At Genmin alone 25 000 workers have already lost their jobs and have been left with very small retrenchment packages.

Thousands of mineworkers and their families face starvation.

The mine bosses give the low

price of gold as the reason for ending jobs. But the NUM sees this as a half-truth which is paraded by the mine bosses to shield their gross irresponsibility towards mineworkers since the start of the industry.

Since the mine bosses organised themselves under the Chamber of Mines more than one hundred years ago mining has developed as a mere supplier of raw materials. An extractive economy as the policy of the mine bosses has stifled economic growth in mining related sectors.

Nothing has been done by the mine bosses to prepare mineworkers to become employable in other industries.

At the root of the problem is monopolistic control of the mining industry by a few corporations only concerned with making huge profits. Mineworkers will continue to resist this assault on their jobs until their future is secured.

A memorandum of demands will be handed over by marchers at the Chamber of Mines head office at No. 5 Hollard Street.

The Magistrate has already given the march the go-ahead. The march will start at corner of Bree and Sauer Streets, East into Bree Street, South into Simmonds Street, West into Main Street where the marchers will proceed to the Chamber of Mines head office.

PROTEST RACIAL DISCRIMINATION! FORWARD TO UNITY!

UNION WAGE POLICY

THE goal of the union wage policy is a living wage for all workers in the mining industry. Because mine wages are so low the union has adopted a three year plan to try and work towards a living wage.

The principles to guide our struggle which are applied in all negotiations:

- A NATIONAL MINIMUM WAGE in the mining industry. The demand is for R600 for underground workers, and R543 for surface workers in Grade 1. Workers earning more must get a guaranteed wage increase.
- SAME JOB - SAME

PAY. Workers wages must be based on the job they do, not which mining house they work for or metal they mine.

- NARROW THE WAGE GAP between grades 1 and 8, and between wages paid to black workers and white workers by raising the wages of the lowest paid workers.
- FAIR WAGE STRUCTURE - There must be regular steps between wage grades.
- UNDERGROUND workers must get more than surface workers because of the danger of the work.
- INFLATION - All workers must get a proper increase above inflation which is 15%.
- INCREASES in rands not percentages.

Gold 1990 wages settled

AFTER tough wage negotiations with the Chamber of Mines over 1990 gold wages, workers at report-back meetings accepted the last offer.

In Grade 1 minimum increases ranged from R68 (17%) surface at Anglo and R77 (17%) underground to R61 (17%) surface and R71 (16.9%) underground at Genmin to R55 (17%) surface and R61

(17%) underground at Goldfields. No wage accepted was below 14.5% increase.

The lowest wage is R379 surface at Goldfields, and the highest wage R1456 for Grade 8 underground at Genmin.

A tough decision

WORKERS are not very happy about the low wage increase which ranges from 14,5 % to 17% for gold.

But the decision for workers was if they chose to strike the bosses would use the strike as an excuse to retrench thousands.

The only way workers can push their wages up is becoming more strongly organised on all the mines.

ANGLO AMERICAN GOLD MINIMUM WAGES-1990

SURFACE				
Grade	1989	1990	Rand Increase	% Increase
1	399	467	68	17%
2	450	525	75	16.6%
3	519	603	84	16.2%
4	597	692	95	15.9%
5	682	788	106	15.5%
6	803	925	122	15.2%
7	943	1083	140	14.8%
8	1096	1255	159	14.5%
UNDERGROUND				
1	455	532	77	17%
2	520	606	86	16.6%
3	595	691	96	16.2%
4	687	796	109	15.9%
5	783	916	123	15.5%
6	913	1052	139	15.2%
7	1050	1205	155	14.8%
8	1222	1399	177	14.5%

Low gold price should not mean jobs lost

THERE is much concern over threatened retrenchments in the gold mining industry.

The mine bosses are linking retrenchments to the low price that gold is getting on the markets overseas.

The worst retrenchments are planned at Anglo American's Freegold, where 7800 workers may lose their jobs. The jobs of another 500 workers at Stilfontein and 600 at Loraine are under threat.

The NUM has vowed it will explore all avenues to make sure workers are not dumped by the mine bosses without struggle.

It has called on the government to establish a commission of inquiry to investigate the running of the gold industry.

Huge profits

"Such a strategic industry should not be left under the control of people who are solely concerned with making huge profits", said the NUM press officer, Comrade Jerry Majatladi.

Anglo's Freegold as a whole is



not in crisis. Last year it made profits of R700 million.

Because it is the biggest mine in the country it has the capacity to protect its workers from changes in the gold price - for example by giving all workers an extra three weeks leave.

But instead the bosses have chosen to protect themselves and their share holders so that their profits do not drop.

Gold is the most important product of the mining industry as it provides foreign exchange for the economy and jobs for

thousands. But the mining of gold also means low wages, dangerous working conditions and repression.

The price of gold swings up and down throughout the year. Although it has dropped to about \$350 dollars per ounce, economists says this will not last and gold will rise.

Gold should be shared

The union says because gold is so important in the South African economy, workers should not be fired and shafts closed as a reflex action each time the price of gold drops.

The main concern of the mining houses is for their own growth and profits. Under the rule of mining houses there will be no changes in the repressive structure of the mining industry.

The union says we must find another way forward - such as nationalisation by the people of the mines. If SA needs foreign exchange, mining must be done in fair and humane conditions.

SACP welcomed as party of the workers

THE South African Communist Party re-emerged as a legal political party of the working class after 40 years to the tumultuous welcome by 80 000 people at Soccer City, near Soweto.

The mass rally coincided with its 69th birthday, 29th July.

Urban and rural workers, women, youth and students in came in their thousands to witness the historic occasion of introducing some of the Central Committee members forming the Internal Leadership Group.

ANC Deputy President, Cde Nelson Mandela re-affirmed the SACP - ANC alliance.

Side by side

"We are here today participate with you in the public launch of the Communist Party, 40 years after it was banned. We do this because during the nearly 70 years of its existence, the Communist Party has distinguished itself as an ally in the common struggle to end the racial oppression and exploitation of the black masses of our country.

"It (SACP) has fought side by side with the ANC for the common objective of the national liberation of our people, without seeking to impose its views on our movement. It has been and is a dependable friend who respected our independence and our policy.

"Its members have been devoted congressites who, as



COSATU general secretary Jay Naidoo, SACP general secretary Joe Slovo and NUM vice-president Elijah Barayi together at a COSATU workshop

members of the ANC have propagated and defended the policies of our movement including the Freedom Charter, without hesitation.

"They have therefore given strength to our own movement, whatever their separate perspectives might be as an independent political formation".

The main speaker of the occasion, SACP general secretary, Cde Joe Slovo speaking after Cde Nelson Mandela, attacked the racist National Party regime for its hatred of communists.

"They hated us because communists were always in the frontline of the struggle for freedom even unto death. They hated us for the ideas which

became the bread and butter of the liberation struggle.

They could not forgive the Communist Party for being the first to demand majority rule. But their greater reason is to fear socialism like the devil."

Paying tribute to the role played by communists in the liberation struggle, Cde Slovo said, "In 1961 communists were among the first to volunteer for MK. Since then one hundred party members lost their lives on the gallows in police cells, at the hands of assassination squads and in battle.

Lives lost

"Thousands of communists suffered prison, detention, bannings and exile. The party

interim leadership we are announcing, between them, spent 137 years in prison. It is because of the sacrifices by communists and many thousands of non-communists patriots that we are closer to a people's South Africa." Cde Slovo flayed the apartheid regime for its demand for protection of white privilege.

Power over economy

"We will never accept the so called democracy which prevents the majority from having real power. Real power is more than putting a cross on voting papers once every five years. It is power over the economy.

Coal wages accepted

COAL mine workers accepted the revised coal wage offers after strike ballots on nearly all mines.

The NUM called for higher coal wages for its 35 000 affected members because of increased coal profits, and because higher productivity was not reflected in wages.

The increases in coal wages average out at about 17, 3 percent.

At Amcoal Grade 1 surface workers received an increase of R74 (18.64%) and underground workers in Grade 1 received R83 (19.1%).

At Genmin surface workers in Grade 1 received an increase of R 102 (30.8%).

Underground workers at Genmin in Grade 1 received R103 (28.5%).

At GFSA surface workers in Group 1 accepted an increase of R55 or 17% while underground workers in the same category took an increase of R58 or 17%.

At JCI surface workers in Group 1 accepted a rand

increase of R66 a month or 17.5 % and underground workers now take home R72 or a 17.5 % increase.

At Rand Mines surface workers in the Group 1 category surface received an increase of R78 or a 15.7 increase and underground workers a increase of R83 or 15.6 %.

Workers to visit Australia

AUSTRALIAN miners have invited two NUM mineworkers to live and work with them for a year or two as part of an exchange programme.

The coal-producing Queensland district of the United Mineworkers Federation of Australia extended the invitation to the NUM during a visit by their vice-president, Jim Lambley, to South Africa.

Lambley visited South Africa as a guest of the NUM to promote solidarity against apartheid, and establish links between miners in industries of the two countries.

He said the reason the Queensland miners wanted South African workers to come to Australia was to promote "internationalism, equality and friendship". It would be useful for the NUM mineworkers to learn about working in a highly mechanised industry.

Australian mineworkers were very opposed to racism, he said. What had angered him most during his visit to a gold mine was how apartheid wasted the greatest resources of a country - its people. "The machines were modern, but the working conditions barbaric."



15 000 in Bekkerdal march - one of the many around the country

Mass marches for union recognition

UNION recognition and an end to racism is the chief demand of the thousands of mineworkers who have taken part in mass action over the past few months.

15 000 mineworkers and residents from Bekkersdal

marched to Randfontein Estate Gold Mine Cooke no 3 shaft on Monday, 5 March.

Mineworkers called for freedom of expression and association on the mine, which is viewed as highly repressive.

The march started off with an

open air rally at Bekkersdaal Stadium attended by 30 000 people. Workers wore mine helmets and carried banners of COSATU, NUM, the ANC and SACP.

As yet management has not responded.

SAFETY. ANGER



Workers have stopped work for a few hours to protest bad safety conditions or to mourn the deaths of their fellow workers.

Homelands must be joined to S.A.

REINCORPORATE Bophuthatswana!

This is the demand of 3000 mineworkers at Rustenberg Platinum Mines (RPM) who went on a one day strike in support of their demand that the "homeland" be reincorporated into South Africa.

The mineworkers live in Bleskop hostel in Thlabane which is part of Bophuthatswana. The area has been tense since anti-bantustan marches were brutally broken up by Bophuthatswana police.

The Thlabane Crisis Committee has called for a

Bophuthatswana.

The union is consulting with workers from other mines in Bophuthatswana such as Impala Platinum to form a united committee.

The NUM is not recognised by Bophuthatswana which leads to contradictions for members.

Workers can educate others

THE great need for literacy and the building of worker educators was the main focus of the NUM National Education Conference.

144 mineworker delegates attended the conference in Johannesburg on 27 and 28 April

which also elected the 1990 NESCO (National Education Co-ordinating Committee).

Five thousand workers came to the cultural rally at Jabulani Stadium, Soweto, which concluded the conference.

The highlight of the conference was a talk by ANC political

education officer, Raymond Suttner, who said we should not wait for freedom before we start teaching people to read and write.

Delegates decided to train worker educators. Their tasks would be to teach others about political and economic matters to promote our struggle.

The newly elected NESCO is:
Sam Tambani (Chairperson)
Joseph Nkosi (Vice-Chair)
Amon Teteme (Secretary)
Thomas Qhena (Vice Secretary)
Bethuel Xungu (Treasurer)

MINE WORKER NEWS BRIEFS

WORKERS KILLED

EIGHTEEN mineworkers were killed, and 108 injured, on 12 September in an explosion at Anglo's Vaal Reefs No 9 shaft.

The explosion occurred less than two weeks after 10 workers died at Anglo's President Steyn Gold mine.

The union sent its deepest sympathy to the families of those killed.

In a statement the NUM said mineworkers were forced by management to work in places they considered unsafe.

In Klerksdorp alone 93 workers have lost their lives since January.

30 000 ATTEND RALLY

OVER 30 000 mineworkers attended a health and safety rally at Kanana stadium near Klerksdorp on Sunday, 9 September.

Eight workers were shot by mine security by rubber bullets on their way to the rally.

NUM President James Motlatsi told the rally mine management was still committed to a policy of profit first, human life later.

Comrade Essop Pahad said the strength of the ANC/SACP/COSATU alliance depended on the full participation of workers.

WORKERS SHOT

ELEVEN workers were injured at St Helena Gold Mine on 16 July when mine security opened fire on 2000 workers without warning.

Previously workers had submitted a memorandum calling for mine security to be disbanded.

ESKOM MARCH

NO to privatisation and retrenchment was the message of 200 Eskom workers who took part in a protest march in Cape Town on 23 June.

EXPLOSION AT ERMELO

ANOTHER methane gas explosion at Ermelo resulted in the injury of 10 workers.

Three years ago 35 workers died in the same shaft from methane explosion. The NUM said management had "learnt no lessons" about safety.



South African police wheel away the bomb placed outside the NUM Carletonville

Call for restraint after bombing

TWO large bombs have been planted at union offices by rightwing groups in the space of a few weeks.

The first bomb at Welkom in May destroyed the union offices, causing thousands of rands of damage.

On Thursday, 5 July, workers at the union's Carletonville offices found another bomb capable of flattening a building.

Two former mineworkers, union organiser, Ben Felanto, and a taxi - marshal, Wellington Gwilli, defused the Carletonville bomb before police arrived late.

The bomb consisted of 6 dynamite blocks attached to a PM9 battery.

The union said such senseless acts of violence should be condemned by all peace loving people.

Damage to the union offices is estimated at about R250 000.

The bombing follows months of tension in Welkom between right-wing vigilante groups, police, township residents and mineworkers.

Three weeks before the bombing two whites were killed in a confrontation at President Steyn Mine after mine security fired at mineworkers with live

bullets. Twelve mineworkers were injured.

A few days later police moved into Thabong township and fired on crowds - the eventual death toll being twelve.

General Secretary Cyril Ramaphosa said he bombing was an attack on "the policy of conciliation and restraint" which workers had successfully displayed in the Welkom conflict.

He said: "We are hopeful for a peaceful solution but our members' patience is rapidly being exhausted."

Disarm right-wing

He said the Minister of Law and Order, Adriaan Vlok, had to immediately disarm all rightwing vigilante groups of their guns and bombs. Otherwise the union would have to call on its members to decide on how best to protect the union.

Three weeks before the bombing the NUM, the white Council of Mining Unions (CMU) and the Chamber of Mines had met Adriaan Vlok to discuss the racial conflict in Welkom.

COSATU general secretary, Comrade Jay Naidoo, said the union delegation had called on the government to immediately disband right-wing vigilante groups such as the the AWB and

Blanke Veiligheid.

The mine captain arrested for the blast, Hendrick Steyn, is a member of the Blanke Veiligheid.

Comrade Naidoo added mine security had provoked the violence at President Steyn. Workers had been shot on five previous occasions for singing and marching.

Police not impartial

Since January right-wingers had been patrolling the streets of Welkom assaulting blacks while police turned a blind eye. Township residents and mineworkers called a peaceful consumer boycott to protest the assaults.

Right-wing miners also responded to the NUM defiance campaign against racist queuing by arming themselves when they went underground.

On 21 March Welkom right-wingers brutally killed a union member, Mnikelo Ndamase, from St Helena.

On 8 May at President Steyn the two whites were killed after mine security opened fire on 2000 mineworkers protesting the unfair dismissal of 33 workers. The 33 had previously been assaulted by white miners for wearing ANC t-shirts.

THE struggling people scored a major victory over the apartheid system when the regime was forced to unban the African National Congress (ANC) and other political organisations in February this year.

The South African Communist Party (SACP) was also unbanned after 40 years of illegality. Since its unbanning the ANC has begun a massive recruitment campaign to sign up members throughout South Africa.

The history of South Africa is full of heroic struggles waged by the oppressed black majority since white settlers arrived in 1652. These struggles took various forms depending on the grievances of the people and the type of weapons they had at different times.

At the centre of these struggles was the dispossession (theft) of the land of the African - their basic means of creating wealth. By 1900 the fierce land battles were over. The guns of the white settlers had won out against the spears and knobkerries of the warriors.

By the end of the Wars of

Dispossession, African leadership in the Boer Republics and the British colonies of the Cape and Natal had realised the struggle for power would happen in the political arena rather than on the battlefield.

At the same time the English and Afrikaners buried their quarrels to further oppress and exploit black people. In 1909 English and Afrikaner whites formed a National Convention which recommended to the British Government the four provinces be united as one - the union of South Africa.

Delegation to Britain

The African people challenged this racist move by sending a delegation to Britain in 1909 to oppose the formation of the racist union. Their pleas fell on deaf ears.

The racist constitution of the Union of South Africa in 1910 gave whites political and economic power at the expense of the oppressed blacks.

Faced with repression African people realised their power lay in unity to liberate themselves. Regional congresses in all the four provinces were formed to oppose racial discrimination.

This movement resulted in a South African Native Convention

held in Bloemfontein from 24 to 26 March 1909.

On 8 January 1912 representatives of Africans from the four provinces and Bechuanaland gathered in Bloemfontein to form the South African Native National Congress as the ANC called itself from 1912 - 1925.

Peaceful methods

Key among the aims of the ANC was to unite all Africans - irrespective of tribal divisions - in one political organisation. The ANC committed itself to use constitutional and peaceful methods to fight for the democratic rights denied to the black majority.

This defensive approach was because of the conditions of the time. The reality the ANC was facing was that white superiority was imposed on blacks through sheer force of arms.

The year after the formation of the ANC the government legalised land robbery by passing the Land Act of 1913. This Act gave 87% of the fertile land to whites while blacks were condemned to the barren reserves constituting 13%. This robbery condemned Africans to landlessness and poverty. They

The development of



Today and yesterday: a proud history of struggle

ANC - the long march to freedom

manufacturing industry around the thirties meant thousands of former peasants were forced to migrate to industrialised centres of South Africa.

It was from this emerging industrial working class that a new breed of ANC leadership came forward.

Co-operation between the ANC and SACP started during this period. With the formation of the Hertzog - Smuts coalition government in 1933, Africans in the Cape Province were removed from the voters roll in 1936. The notorious Hertzog Bills excluded Africans from the common roll and set land quotas at 13%.

African unity

To fight these issues, the ANC called in December 1935 for unity. The All African Convention (AAC) was formed, and attempted to oppose the Native Trust Land Bill of 1935 and expose the role of imperialists in Africa.

Influenced by the 1942 Atlantic Charter on post-war settlement, the ANC formulated the African Claims to independence or a bill of rights. These were adopted by the Annual Conference of the ANC at Bloemfontein on 16 December

1945.

This Bill Of Rights called for one man one vote, the recognition of African trade unions, the abolition of the colour bar and pass laws, freehold tenure rights, and equal education. It was sent to General Smuts, the Prime Minister, who refused to meet with the ANC.

The Youth League

The 1940's marked a turning point in the ANC with the formation of its Youth League in 1944. The Youth League brought fresh life to the ANC with militant action. Under the dynamic leadership of Anton Lembede and Nelson Mandela, ANCYL geared itself to transforming the ANC.

The Youth League with a African nationalist ideology adopted the Programme of Action in 1949. The emphasis of the Programme was on self-determination, rejection of white domination and the need for mass action.

These principles were adopted by the ANC at its annual conference. A new Executive including President General Dr. J S Moroka and Secretary General Walter Sisulu were committed to mass action.

In 1948 the National Party won the elections. Repression followed fast. In 1950 the notorious Suppression of Communism Act was introduced, and this effectively outlawed the SACP. The oppressed turned to mass action and defiance.

Mass action

On 26 June 1950, the ANC called for a one-day national strike to protest against increased repression. This National Day of Protest gave birth to South African Freedom Day - 26 June.

The Nats became even more determined to root out any form of peaceful protest by Africans.

Blacks lost hope of ever achieving their freedoms through the racist white parliament. They charted their own free South Africa by convening the Congress of the People.

Freedom Charter

It was at this historic congress attended by 3 000 people's delegates, at Kliptown on 26 June 1955, that the Freedom Charter was adopted.

The racist regime responded to the democratic demands embodied in the Freedom Charter by charging 156 leaders of the Congress Movement with High Treason. This fake trial came to nothing after four and half years (1956 - 1961) when all were acquitted.

The ANC advanced the fight against racial tyranny by organising a nation wide campaign in 1959 - 60.

By March 1960 when the ANC campaign was gaining momentum its splinter group - the Pan Africanist Congress formed in 1959 under the influence of black chauvinism - called for protests outside police stations on 21 March.

This led to the Sharpeville massacre and the ultimate banning of the ANC and PAC in 1960. The racist regime declared a state of emergency and detained over 20 000 anti-apartheid activists.

Armed struggle

In the face of this heavy repression the ANC had no alternative but to counter the violence of the apartheid police and army. In 1961 ANC and SACP members formed Umkhonto we Sizwe with Nelson Mandela as the Commander-in-chief.

The period of armed struggle had begun.

In 1963 the police arrested



Mineworkers are joining the ANC

eight leaders of the liberation movement at Rivonia near Johannesburg. Mandela was brought from Robben Island to join Walter Sisulu, Govan Mbeki, Ahmed Kathrada, Raymond Mhlaba, Rusty Bernstein, Denis Goldberg, Elias Motsoaledi and Andrew Mlangeni and face 193 charges of sabotage.

The following year all were sentenced to life imprisonment except Bernstein. The External Mission of the ANC under O R Tambo became the leadership.

Freedom

The fall of colonial regimes in Southern Africa around 1974 inspired millions to intensify their struggle. The Soweto student uprising marked a turning point as the youth filled the ranks of ANC soon to return as guerillas.

The period 1984 - 86 saw militant mass action mounted against apartheid under the United Democratic Front. The ANC/SACP alliance became virtually unbanned under the leadership of the ANC as the liberation movement scored victories over apartheid.

This culminated with the unbanning of the ANC, SACP and other organisations. Nelson Mandela and other ANC leaders were unconditionally released.

ANC policy

Today the ANC has launched a major campaign to recruit members. ANC policy is embodied in the Freedom Charter. As a matter of policy the aims and objects of the ANC are:-

1. To unite the people of South Africa, Africans in particular, for the complete liberation of the country from all forms of discrimination and national oppression.
2. To end apartheid in all its forms and transform South Africa as rapidly as possible into a united, non-racial and democratic country based on the principles of the Freedom Charter.
3. To defend the democratic gains of the people, and advance towards a society in which the government is freely chosen by the people according to the principles of universal suffrage on a common voters' roll.
4. To fight for social justice and eliminate the vast inequalities created by apartheid.
5. To build a South African nation with a common patriotism and loyalty in which the cultural, linguistic and religious diversity of the people is recognised.
6. To promote economic development for the benefit of all.
7. To support the cause of national liberation, development, world peace, disarmament and respect for the environment.

EXAMPLES OF RACISM

Mass defiance of racism on mines

DELEGATES to the Central Committee identified over 50 areas of racial discrimination on the mines.

Working conditions

- Lower wages
- Separate cages
- Long waits for black workers
- Acclimatisation not for whites
- White get free boots and clothes
- Separate pay offices and administration
- Discriminatory PAYE
- Whites get higher bonuses
- Collective bargaining
- Racist personal attitudes
- Picannin system
- Eating or resting underground

Repressive control

- Armbands for black workers
- ID cards for black workers
- Security deployed only against black workers
- White workers not searched
- Black workers are finger-printed
- Disciplinary code
- Encouraging of ethnic divisions

Facilities

- Toilets segregated
- Cubicles for whites, buckets for blacks
- Separate change rooms
- Senior mess segregated
- Telephone usage
- Separate sports and recreation

Medical treatment

- Segregated clinics and ambulances
- Different medical schemes
- Different payouts for occupational diseases
- Compensation takes longer
- Better treatment for whites
- Shorter sick leave

Living conditions and family life

- Migrant labour system
- Undemocratic hostel system
- Whites get better houses and single accommodation
- Better food for whites
- Free transport for whites
- Better bursaries for white children
- Schooling assistance for whites
- Racially separate mine schools

Training and job mobility

- Job grading racist
- Whites maintain position when transfer, blacks start again
- Difficult to transfer



Racism exists at every level of the mining industry

THOUSANDS of NUM members and mineworkers have vowed to end racism on the mines.

320 worker delegates at the Central Committee (CC) meeting on 21 April resolved to give the mining industry a deadline to eliminate apartheid. If this does not happen workers will take national action.

The decision was taken after weeks of protest action on the mines and a brutal response to worker demonstrations by the mine bosses. Delegates to the CC identified at least 50 areas of racial discrimination.

Repressive control

The challenges of the 1989 Mines Defiance Campaign against "petty apartheid" practises such as hoisting are now shifting to demands for "Justice, Peace and Democracy" directed against repressive control and the racist mine system.

The unfair allocation of facilities and working conditions have been targeted as a first step in the

campaign. Other demands common to many mines are recognition of the union, an end to union bashing and democratic hostel conditions.

The bulk of worker action, marches and protests have been in the OFS, Witbank, Secunda and Rustenburg.

Bosses use force

Mine management has responded with excessive force on many mines, using teargas, rubber bullets and mine security - injuring at least 500 workers. At least 300 have been dismissed on a selective basis.

The harsh and uncompromising response of management exposes the true racial basis of the mining industry.

Racism exists at every level in the industry. Mineworkers are discriminated against in wages, conditions of employment, housing, training and advancement opportunities, recreational and social facilities, and worker and human rights.

Over the last six months the chief demands expressed in worker action and petitions are

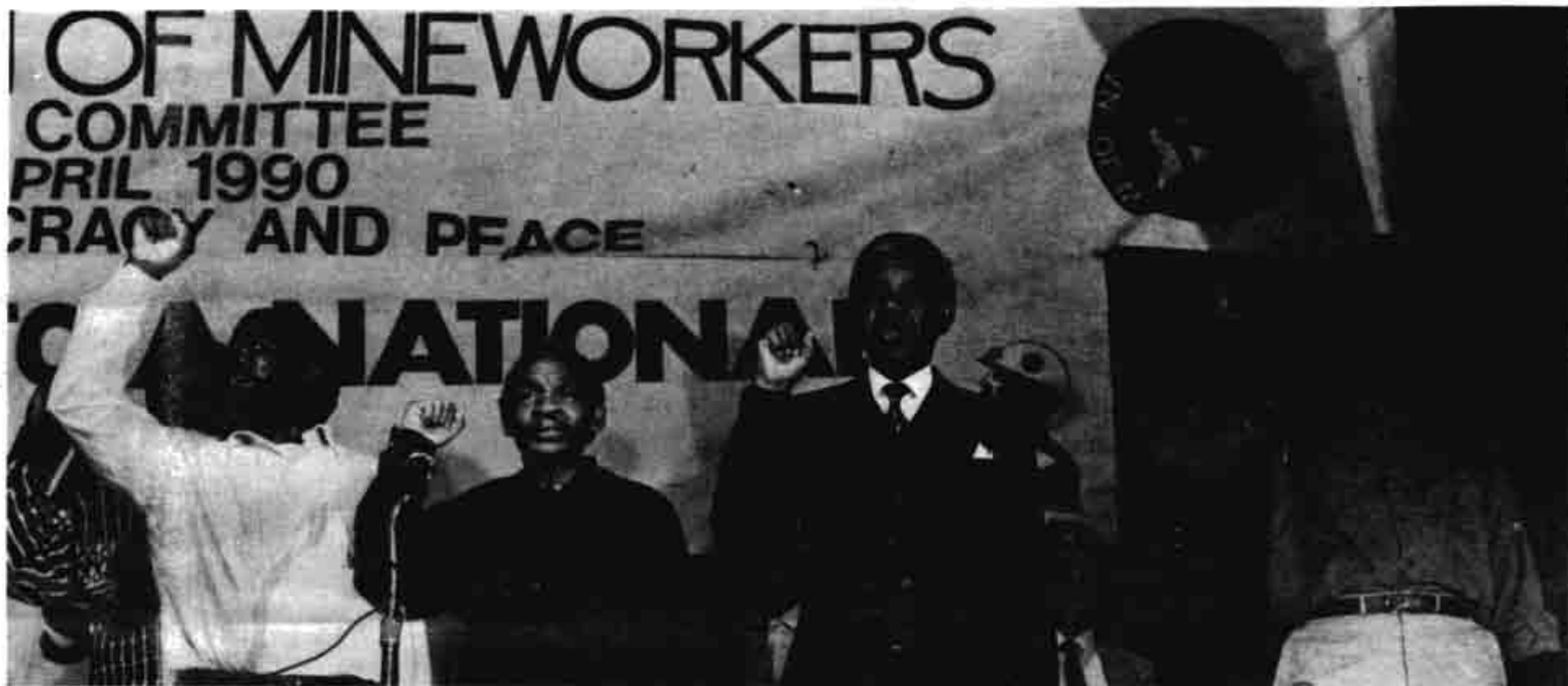
an end to segregated cages, toilets, canteens, hostels and sports. The recognition of the union, the right to form democratic hostel committees, protection from mine security and the right to bring wives into the hostels are a .ands.

Negotiations

Backed by worker action, the union must move to a position where it is able to negotiate the removal of what is racist on the part of employers and even government legislation. The mining industry needs be turned upside down as discrimination is eradicated.

Delegates at the CC said the main problem for workers was that companies denied there was racism and claimed privileges on the basis of "job seniority" and job categories. Workers argued seniority was a false argument because on many mines workers were discriminated against on grounds of colour.

Another problem identified at the CC with the campaign against racism was the lack of co-ordination between shafts, branches, and regions.



Nelson Mandela joins the NUM office bearers at the Central Committee meeting

CC calls for action

UNLESS the mining bosses meet a deadline on 31 May to end racism on the mines, the industry will be in dispute with mineworkers who will take national united action.

This was the main decision of

the NUM Central Committee which met in Johannesburg on 21 April. Three hundred and twenty worker delegates attended the Central Committee meeting - the NUM's second highest decision making body.

Delegates discussed the 1990 wage demands, nationalisation, socialism, the problems of skills

in a post-apartheid South Africa, negotiations between the government and the ANC, and the alliance between COSATU, ANC and SACP.

Mine apartheid continues

NUM general secretary Cyril Ramaphosa said while apartheid in South Africa was being changed, no changes or moves to end apartheid were happening on the mines.

The CC decided it was the duty of mineworkers to end racial discrimination in the industry.

The meeting also endorsed the 1990 wage demands which have been submitted to the Chamber of Mines for the 1990 negotiations.

The CC gave its full support to the African National Congress in

Resist racism, says Motlatsi

"WE will rather die fighting, than, crawl and accept apartheid and racism."

These were the stirring words of NUM President Comrade James Motlatsi at the NUM Central Committee.

Comrade Motlatsi said the past few weeks had seen union members challenge racism on the mines. "Our members have been defiant." "They have said in a clear and united voice - that there should not be any discrimination. Comrade Motlatsi said "the time has come for us to ensure that this system of racism and discrimination is destroyed".

its negotiations with the government to attempt to resolve the political conflict in the country.

The CC also said many mineworkers were denied opportunities to get education and skills because they were black. The mining industry had done very little to improve the skills of black workers.

Worker study scheme

Because of this the union had started a scheme to help mineworkers get technical and managerial skills. "The creation of a skilled work force was the key to economic prosperity in a post apartheid South Africa". The scheme involved the sending of workers to universities and training colleges.

The CC passed a resolution in favour of nationalisation noting the concentration of wealth in the hands of a small number of white monopoly capitalists promoted racial oppression. "Nationalisation and a mixed economy will facilitate the distribution of wealth", the resolution said.

A resolution on the liberation alliance noted the unbanning of the ANC and SACP and the phasing out of SACTU and incorporation of SACTU members into COSATU. It recommended that COSATU join the liberation alliance and the alliance be based on "mutual respect of each other's independence."

Mandela receives NUM life honorary presidency

NUM LIFE Honorary President Nelson Mandela was presented with his honorary life presidency and a union membership card at the NUM Central Committee meeting.

Comrade Mandela, who worked as a mine security guard at Crown Mines in 1941, thanked the 320 delegates for the great honour and the trust the union had placed in him.

He reminded delegates of his days on the mines. In 1941 he had worked as a mine security guard on Crown Mines. Crown Mines was the branch that proposed his election to Life Honorary President in 1986 while he was still in prison.

Comrade Mandela called on mineworkers to intensify the struggle against racism on the mines. De Klerk was starting to move away from racial discrimination in South Africa,

said Comrade Mandela, but there was still open apartheid and racial discrimination on the mines.

He understood on some mines black recruits were ordered to strip naked, while the same did not apply to white recruits.

"You are not allowed to have visitors and are also prevented from visiting your friends on other mines."

Comrade Mandela said in other countries mineworkers were among the best paid workers. "In South Africa black mineworkers are among the lowest paid", he said.

He said the ANC and COSATU had to come together to discuss ways of ending racial discrimination and exploitation of workers.

"The future government must be a government of the workers so that they too can enjoy the riches from the mines", he said.



The ANC negotiating team: Back row, From left to right: Archie Gumede, Ahmed Kathrada, Joe Modise, Beyers Naude, Thabo Mbeki. Front row: Ruth Mompati, Alfred Nzo, Nelson Mandela, Joe Slovo, Walter Sisulu, Cheryl Carolus.

ANC in historic talks with government

AT the beginning of May an ANC delegation met with De Klerk and members of his cabinet.

While not negotiations as such the talks were very significant.

What came out of the talks was the Groote Schuur minute.

The Groote Schuur Minute said "the government and the African National Congress agree on a common commitment towards the resolution of the existing climate of violence from whatever quarter as well as a commitment to stability and a peaceful process of negotiations." The next round of talks may be in August.

The two parties agreed to establish a working group to discuss the release of political prisoners, and the temporary immunity from prosecution for returning ANC members.

The ANC's position on armed struggle and the pre-requirements for negotiations contained in the Harare Declaration have not changed.

The main principles of the ANC on any negotiations with the government are:

- Negotiations should not be in secret or above the heads of the people. A free political climate is

necessary.

- Negotiations should take place as soon as possible.
- To supervise the process of handing over power to a non-racial government, there should be a neutral Interim government.

Since the unbanning of the ANC on 2 February, democratic organisations have had more legal space in which to work. But repression still continues

unbated.

Negotiations have to be viewed as a terrain of struggle along with others such as the armed struggle or mass action.

During the negotiating process it is vital that the people try and shift the balance to their favour. The regime has to have constant pressure on it.

Mass action needs to demand a impartial transition of power arrangement, - the Interim government, and a democratic

forum to draft a new constitution,

Above all in action the people need to demand a united, non-racial government and all the other rights contained in the Freedom Charter.

Mass organisation and mobilisation are crucial to any negotiations. The ANC believes the body to decide on a new constitution for this country should be a Constituent Assembly elected on the basis of one person, one vote.

ANC in second round of talks

THE ANC delegation met the government again on 6 August in Pretoria.

The ANC has suspended the armed struggle "in the interests of moving towards a negotiated political settlement."

Nelson Mandela said there would be no further infiltration of men and arms into South Africa.

Both parties said obstacles to negotiations had now been removed.

The government committed themselves to consider suspending the Internal

Security Act and lifting the State of Emergency in Natal.

Both delegations expressed concern about the level of violence, intimidation and unrest in the country.

Police violence

Nelson Mandela said after the talks the ANC was dissatisfied with the involvement of government organisations in violence throughout the country.

Comrade Mandela said there were many examples that "something was wrong - either the government has lost control or the police are doing

what the government wants.

The report of the Working Group set up to deal with political offenses and the release of political prisoners was accepted.

Further prisoners will be released from 1 September and indemnity will be with categories of people rather than on an individual basis.

The Working Group has adopted a definition of political prisoners that covers political acts such as treason as well as common crimes such as murder. The talks are being called the Pretoria Minute.



Mass action by workers against the LRA has forced the government to negotiate with the unions

Week of action by unions

COSATU held a very successful Week of Action against the LRA, Natal violence and privatisation during June.

Workers are mobilising against the Labour Relations Act, Barlow Rand's union bashing and the selling of our power stations and

railways to the bosses.

ACOSATU LWC/LRA conference on 12 and 13 May attended by 300 worker delegates from the unions called for joint national action.

This year COSATU is campaigning around five issues which affect the majority of workers:

- Living Wage
- Barlow Rand
- Privatisation
- Labour Relations Act
- Workers Charter

The campaigns and joint action at plant and factory level can take forward worker demands.

The LWC is demanding a

Living Wage for All and unemployment benefits.

It is calling for job security and job creation by the building of more factories. It is against retrenchments and the forcing workers into casual labour.

Bosses such as Barlow Rand are also trying to act against centralised bargaining to weaken workers united at a national and industrial level.

Stop Privatisation - the selling off of state organisations such as the railways and Post Office - and an end to monopoly control by companies like Anglo American are part of the Living Wage Campaign.

The Living Wage demands are:

- End racial employment
- A 40-hour work week
- A ban on overtime
- Reduction of job grading
- The right to social security
- Education and training

Two years of struggle against LRA

TWO years of struggle against the changes to the Labour Relation Act are bringing results.

But there is more struggle in front of COSATU before the battle is won.

Pressure by workers and negotiations between COSATU/NACTU and the bosses organisation, SACCOLA,

have resulted in an accord which will be put forward to the government.

The accord covers some of the rights workers lost in 1988 such as strikes becoming unfair labour practises. It was agreed all workers, including farm and domestic, should be covered by law and have basic rights.

Basic worker rights include the right to belong to a trade union,

bargain collectively, strike, work, stop order facilities, access and shop steward recognition.

But COSATU wants many more changes to the Labour Relations Act:

- Cover all workers
- Include so-called homelands
- Unfair for bosses to victimise or union bash

Stop selling what we have built!

UNIONS in the public sector have called for support in their fight against privatisation.

The regime is selling off public companies such as the railways, power stations, health services and the post office to companies and rich individuals.

This is because apartheid is crumbling and the bosses want economic power in their hands. COSATU and the democratic movement led by the ANC oppose privatisation and the theft of the wealth of our country.

The cost of electricity, health, education and transport will increase greatly as the bosses

will seek increased profits.

More workers will be retrenched as the bosses will try and rationalise production.

The ruling class also wants to rob a new democratic government in a non-racial South Africa of the resources needed to start removing the poverty and misery of apartheid.

These public sector companies have been built up by the sweat of the working people of South Africa over the years and belong to the nation as a whole.

The public sector unions such as POTWA, SARHWU, SAMWU and NEHAWU have called on workers to show solidarity and join in their marches.

Workers for Tvl team

MINE teams today form the heart of TIRFU (Transvaal Independent Rugby Football Union).

This can be seen by the number of players who have been selected to play for Transvaal in the SA Cup - under SARU.

Seven out of fifteen players in TIRFU come from the mines. This is a great achievement considering the fact that they joined TIRFU at the beginning of this year.

Some of the players selected for Transvaal are T Kobese, O Dlamini, A Nohayi, T Biko, M Mfene and T Bonani. All the mines have recently showed a very keen desire to join SARU and meetings are held almost every week to facilitate their

affiliation.

On the local level all the teams play fixtures every week-end and on an away basis. This has meant a lot of travelling and activities for the workers during week-ends.

In the late eighties the NUM started educating workers about non-racial sport and workers responding by joining relevant bodies. Rugby teams from West Gold and Matla mines joined the TIRFU which is an affiliate of SARU.

This brought a lot of excitement and enthusiasm from workers as they were now able to play with their comrades from the townships and become part of the communities where they work.



Scenes from last year: competition will be hotter because of the mine players

Name of the game was apartheid

SPORT on the mines is used to give support to apartheid.

This has happened in athletics, boxing and rugby where some workers have participated in racist international contents inside and outside South Africa.

But black rugby has a long and proud history.

Rugby was first played in the late 18th century in the Eastern Cape and Western Cape, Border and Northern Cape. During this period rugby was played on an unorganised basis.

Non-racial basis

In 1886 organised rugby was established on a union and provincial basis. During this era rugby was played on a non-racial basis by mixed committees.

When gold was discovered the first coloured and black unions established the Transvaal Rugby Union before the whites started playing rugby.

It was during this period that the majority of our people were forced into locations without the necessary recreational, health and education facilities.

During this time white sports structures mushroomed as white municipalities provided sports

facilities from grass roots level to senior level at the expense of the African majority - hence the shortage of sporting facilities up to this day.

During the 50's black sports people were denied development in sports. Apartheid divided our communities into ethnic groups and thus destroyed the existing sport structures.

Rugby was played in the mines around Johannesburg in places like Crown Mines, Durban Deep and East Rand Mines by noted players like Grant Khomo, Sergeant Jacobs, Buti and Sinkana Mawing and Polly De Jong.

Co-option

The mines dominated all sports during that period. In the seventies the government and mine bosses came forward with a new strategy of co-option.

This was designed to counter sports sanctions against South Africa and at the same time make apartheid palatable to the outside world. Mines were then forced to play racial rugby under Dr Danie Craven.

The mine management joined an unholy alliance with Craven to co-opt mine workers into playing racial sport.

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