



NUM NEWS

SEPTEMBER 1992

NEWSLETTER OF THE NATIONAL UNION OF MINeworkERS

SPECIAL EDITION

UNION AND BOSSES DEADLOCK ON WAGES DIAMOND STRIKE LOOMING

Diamond mineworkers are preparing to strike soon in an attempt to pressurise De Beers bosses to accede to their modest and reasonable wage demands.

Initial reports from diamond mines throughout the country show an overwhelming support for strike action. Workers are demanding a modest wage increase ranging from 15% to 15.4%.

NUM demands an increase of R134 for the lowest paid workers whereas the bosses have made an offer of a mere R83.

On average they are only prepared to offer 9.5% to workers already under financial straits,

due to inflation running at 15%. It was after protracted negotiations that the union was forced by the bosses' intransigence to declare a dispute. The dispute was subsequently referred to conciliation board, and a deadlock was reached. Workers were left with no option except to ballot for a legal strike at all De Beers mines.

The mines and projects that will be affected by industrial action are: Finsch, Koffiefontein, Kimberley, Premier, Kleinzee and Geology Mine.

Six thousand workers are expected to take part in the strike unless a significant move is

made by the bosses.

Meantime tensions are still simmering as De Beers workers challenge management to reinstate workers dismissed for having taken part in the national general strike of August 3 and 4 to support peace and democracy.

Recently workers at Premier and Kimberley staged protest marches to managements' offices demanding reinstatement of dismissed workers.

At Finsch mine in Kimberley workers protested against the dismissals by staging a sit-in in management's administration offices.

Negotiations between the NUM and De Beers have since started to address national protests and related matters.

At the time of going to press ballot results of a few mines were still being counted.

The last strike at De Beers called by NUM over wages and conditions of work was in 1989.



Chief Negotiator for NUM, Godfrey Ollphant at De Beers.

EDITORIAL COMMENT

South Africa is still gripped by political turmoil as the masses of the oppressed surge forward without relent to a democratic non racial future.

The apartheid regime is still clinging to political and economic power by sheer brute force used against those who want peace and democracy.

On the surface melodious political tunes are sung by apartheid politician about their commitment to a new South Africa where the people shall govern. We are made to believe that the control of political structures and economic resources by a tiny white minority is a thing of the past. The stark reality of the oppressed is that we still don't have the right to elect a government of our own choice let alone deciding on the distribution of economic resources.

The white minority regime knows no better life than white domination and privilege. Any serious threat to these privileges is viewed as subversive. Massacres of Boipatong and Bisho clearly showed that the regime would cling to power and perpetrate its rule at all costs.

Any talk of change of heart on the part of the white supremacists is political folly bordering on betrayal of the aspirations of the oppressed of our country.

The racist government was solely responsible for scuttling the negotiations at CODESA II. It was out of bitter experience that the oppressor were not prepared to allow the will of the people to rule, that we were reminded that the people are their own liberators.

Politics of mass participation mobilised millions of freedom yearning people workers, women, rural poor, students, church people behind the Liberation Alliance to mount a major assault on the regime.

Mass action has become an indispensable weapon to ensure the birth of democracy. Abandoning mass action without democracy will be suicidal.

It was the victory of the masses that the regime was forced to make a firm commitment to meet key demands put forward by the ANC.

Political prisoners are being freed with clear signs of the willingness on the part of the regime to tighten security around hostels used as barracks by perpetrators of violence against innocent civilians.

The urgent political task is the establishment of an Interim Government of National Unity that will put an end to the present regime. A democratically elected sovereign Constituent Assembly to draft a democratic constitution can not be delayed any longer.

While the ANC leadership will be engaging the regime in talks to work out details about these critical issues the masses on the ground must keep pressure through various forms of mass action to ensure that the outcome of negotiations is not aborted democracy.

We have to marshal all our forces now to educate our people on how to vote. The outcome of democratic elections will determine the future of this country and for many generations to come. Southern Africa looks forward to a new democratic government for stability and economic development.



Mass action to continue rolling until a new Non-Racial Democratic S.A. is established. In the front of the march, NUM president Cde. James Mollatsi; Cde. Ronnie Kasrils —ANC.

LIPUISANO KA MEPUTSO MAHARENG A MOKHATLO OA BASEBETSI LE BAHIRI LI HLOLEHA HO TSOELAPELE

SETERAKE MERAUFONG EA TAEMANE

Basebetsi ba merafong ea taemane ba itokisetsa ho seteraeka haufinyane ka maikemisetso a ho qobella bahiri ba De Beers ho mamela likopo tsa bona tsa meputso.

Lipehelo tse seng li tsoile merafong ea taemane kaofela ha eona naheng ka bophara li bontša hore seteraeke sena se na le tšebetso e kholo haholo. Basebetsi ba batla keketsetso ea meputso e tlohang ho 15% ho ea ho 15,5%.

NUM e batla keketsetso ea R134 bakeng sa mosebetsi ea fumanang meputso o tlase empa bahiri bona ba fana ka keketsetso ea R83. Ba fana ka palohare (average) ea 9,5% ho basebetsi ba seng ba tsoere ka thata ka baka la infleishene e leng ho 15%.

Ke kamora litherisano tse telele moo mokhatlo oa basebetsi o ileng oa qobelloa ke bahiri hore ho be le tsekisano ena. Tsekisano ena e ile ea isoa ho boto ea poelano (conciliation board), mme ea ba ho hloleha ho tsoelapele. Basebetsi ha ho sa na ho hong hoo ba ka ho etsang ha e se ho vouta bakeng sa seteraeke se eang ka molao merafong eohle ea De Beers.

Merafo le liporojekete tse tla angoa ke ketsahalo ena ke: Finsch, Koffiefontein, Kimberley, Premier, Kleinzee le Geology Mine.

Ke basebetsi ba ka bang likete tse tšelelseng ba lebelletsoeng ho nka karolo seteraekeng sena, kandle haebe bahiri ba ka etsa ho hong ho ka thusang.

Ho sa le joalo, ho khathatseha ho ntse ho ba hoholo joalo ka ha basebetsi ba De Beers ba phepetsa balaoli hore ba khutlise basebetsi ba ntsitsoeng mosebetsing ha ba ne ba nka karolo seteraekeng se akaretsang sa ho tšehetsa khotso le demokerasi mohla la 3 le 4 Phato.

Haufinyane basebetsi mane Premier le Kimberley ba ile ba ba le liketsahalo tsa boipelaetso mme ba macha ho ea liofising tsa balaoli ba batla hore basebetsi ba tebetsoeng ba khutlisetsoe mosebetsing.

Morafong oa Finsch o Kimberley, basebetsi ba ile ba ba le boipelaetso khahlanong le ho tebeloa ha basebetsi, ba ile ba ba le li "sit-in" liofising tsa balaoli.

Litherisano li se li ntse li qalile mahareng a NUM le De Beers bakeng sa ho rarolla boipelaetso bona le litaba tse ling tse amanang le bona.

Ho ntse ho baloa lipampiri tsa baloto ho fumana sephetho ka voutu ena. Seteraeka sa ho qetela De Beers e ne e le se bitsitsoeng ke NUM bakeng sa meputso le maemo a tšebetso ka 1989.

MANTSOE A MOHLOPHISI

Afrika Boroa e kahara moferefere o moholo oa tsa lipolotiki joalo ka ha matsoelelele a batho ba hatelletsoeng ba lebile pele bokamosong ba demokerasi mme bo se nang khethollo ea merabe.

'Muso oa khethollo o ntse o tsoarelletse ho tsa lipolotiki le tsa ikonomi ka ho sebelisa khang khahlanong le bao ba batlang khotso le demokerasi.

Boralipolotiki ba khethollo ba ntse ba bina pina tse monate ba re ba ikemiselitse ho bopa Afrika Boroa e ncha eo ho eona batho ba tlang ho busa. Re bolellao hore taolo ea libopeho tsa lipolotiki le tsa ikonomi ke ba basoeu ba khethollo e ea fela. Empa taba ea bohlokoa ke hore rona ba hatelletsoeng ha re eso ka re ba le tokelo ea ho khetha 'muso oo re o ratang hape ha re eso ka re etsa liqeto ka kabo ea lithuso tsa ikonomi.

'Muso oa ba basoeu oa khethollo ha o tsebe bophelo bo bong bo botle kandle ha hore ba basoeu ba be ka holimo ho ba bang le hore ba be le litokelo tse ikhethang. Ho hong le ho hong ho khahlanong le litokelo tsena tse ikhethang ho bonoa e le tlolo e kholo ea molao. Ho bolaoa ha batho ka sehloho Boipatong le Bisho ho bontša ka ho hlaka hore 'muso o batla ho tsoarella pusong le ho ntšetsapele puso ea ona e mpe.

Puo e ngoe le e ngoe ea phetoho ea 'muso oa ba basoeu ba khethollo ke bothoto feela ho tsa lipolotiki mme bo kopane le thekiso ea litabatabelo tsa batho ba naha ea rona ba hatelletsoeng.

'Muso oa khethollo o bile le boikarabelo ba ho etsa hore litherisano li se ke tsa tsoelapele ho CODESA II. E bile ka boiphihlelo bo sa khahlang ba bao ba hatelletsoeng batho ba rona ba ileng ba ba hanela ka puso ea bohle, yaba batho ba

hopola ka bo bona hore ke bona ba tla itokolla khatellong eo.

Lipolotiki tse kenyelletsang bongata ba batho li ile tsa susumetsa batho ba ratang tokoloho, e leng basebetsi, basali, batho ba mahae ba futsanehileng, baithuti, batho ba likereke, bao ba leng kamora Selekanane sa Tokoloho hore ba loane ntoa e kholo khahlanong le 'muso ona oa khethollo.

'Mass action' ke sona sebetsa se hlokalahalang bakeng sa ho fihlella demokerasi. Ho tlohella "mass action" pele demokerasi e eba teng ho tsoana feela le ho ipolaea ka borona. E bile phenyo ea batho ba bangata ha 'muso o ne o qobelloa ho phetha tseo ANC e neng e li batla ka matla.

Batsoaruoa ba tsa lipolotiki ba lokolotsoe hape ho bonahala e ka lihostele li tla lebelloa ka hlokomelo e kholo hobane ke tsona tseo babolai ba futuhelang baahi ba se nang molato ba hlahang ho tsona.

Ho hlokalahalang ka potlako ke ho hlonoa ha 'Muso oa Nakoana o tla tlosa 'muso ona o leng teng ha joale. "Constituent Assembly" e tla rala molaotheo o mocha oa naha e hlongoe ka potlako.

Ha baetapele ba ANC ba ntse ba rerisana le 'muso ka litaba tsena tsa bohlokoa, batho bona ba tsoanela ho ba le liketsahalo tsa "mass action" ho etsa bonnete ba hore sephetho sa litherisano tsena haebet sa demokerasi e se nang molemo.

Re tsoanetse ho hlokomela batho ba rona le ho ba ruta ka mokhoa oa ho vouta. Sephetho sa likhetho tsa demokerasi se tla ba le tiisetso ea bokamoso ba naha ena le ea meloko e sa ntsaneng e tla Afrika Boroa e lebelletse 'muso o mocha oa demokerasi bakeng sa botsitso le ntšetsopele ea ikonomi.

DEMOKERASI LE SELEKANE SA KHOTSO MERAUFONG EA AAC

National Union of Mineworkers (NUM) le Anglo American Corporation (AAC) li saenne litumellano tse peli tsa histori tseo sepheo sa tsona e leng ho tliša khotso le demokerasi merafong.

Mokhoa oa Boitsoaro (Code of Conduct) o saennoeng o neha basebetsi ba merafong ea AAC kaofela litokelo tsa Mosebetsi le tsa kahisano, le ho felisa khatello le merusu.

Tumellano e 'ngoe e saennoeng ke ea "Individual Dispute and Adjudication Procedure" — e hloma mokhoa o sebetsang ka potlako hape o sa jeng chelete e ngata oa ho rarolla litaba tsa batho ba tebeloang mosebetsing ka bongoe.

Tumellano ena hantle-ntle e kena sebakeng sa mokhoa oa liboto tsa poelano (conciliation boards) tse neng li nka nako e telele hape li ja le chelete e ngata, tse neng li behiloe ke molao oa mesebetsi oa Afrika Boroa (South African Labour Law).

Linyeoe tsa ho tebeloa hangata li ne li nka likhoeli tse ka bang 18 pele li ka mameloa tlasa mokhoa ona; hape le limilione tsa liranta bakeng sa ho lefa boramelao (lawyers).

Ka ho ea ka tumellano, bahiri be merafong le NUM ba tla hloma komiti e tla lekola ho tebeloa ha basebetsi mosebetsing (Dismissal

Review Committee — DRC), e tla sebetsana le ho tebeloa ha basebetsi ho sa nepahalang. Linyeoe li tla romeloa ho DRC nakong e ka bang matsatsi a supa.

Ha DRC e ka hloleha ho rarolla tsekisano, taba eo e tla romeloa ho "PERMANENT UMPIRE" e tla khethoa ke NUM mmoho le batsamaisi ba merafo bakeng sa tharollo e nepahetseng.

Basebetsi bao nyeoe tsa bona li sa ntsaneng li lekoloa ba ke ke ba ntšoa lihosteleng tsa morafong ho fihlela nyeoe tsa bona li fela.

Ha sebaka sa ho robala se le sico, bahiri ba tsoanela ho neha basebetsi ba amchang nyeoeng tseo chelete ea ho ea iphumanela sebaka sa ho robala nqeng e 'ngoe.

Ka ho latela tumellano ea Mokhoa oa Boitsoaro (Code of Conduct), khatello merafong e tla felisoa ka ho neha basebetsi bohle litokelo tsena tse latelang:

- Litokelo tsa mosebetsi:**
- tokelo ea hore baofisiri ba mokhatlo oa basebetsi ba kene mme ba buisane le basebetsi khampaning;
 - tokelo ea "stop order";
 - tokelo ea kamanyo ea bolokolohi;
 - tokelo ea ho seteraeka;
 - tokelo ea ho emeloa ke shaft steward

- nyeoeng e 'ngoe le e 'ngoe joalo ka ha ho lumellanoe maemong a merafo;
- tokelo ea ho phiketa (picket) ho se nang merusu;
- tokelo ea ho sireletsoa khahlanong le ho tebeloa ho sa tsamaeng ka toka;
- tokelo ea tokoloho ea ho sebetsa ea bophelo bo botle le polokeho;
- tokelo ea ho hlahisoa ha litaba tsohle tsa bohlokoa bakeng sa basebetsi mmoho le khampani;

- Litokelo tsa Kahisano:**
- tokelo ea ho phuthelaha ka khotso;
 - tokelo ea ho tsamaea moo o ratang ka bolokolohi;
 - tokelo ea ho bua seo o se batlang ka bolokolohi;
 - tokelo ea ho ba le sephiri sa hao;
 - tokelo ea ho hlompheua le ea ho lekana, ho bolelang hore ho ke ke ha ba le khethollo ka baka la morabe, mmala oa motho, puo ea motho, bonna kapa bosali, bolumeli, hore o hlaha morabeng ofe, tsoalo, mokhatlo oa lipolotiki oo o tšehetsang, kapa ho se be le bokhoni bo bng bo itseng kapa ho hloleha ho hong ho ka bakoang hoa tlhaho;
 - lihostele li ke ke tsa aroloa ka ho ea ka merabe empa ho tla lateloa boikhetlo e mong le e mong;
 - tokelo ea ho latela bolumeli le setso sa hao ka bolokolohi;
 - basebetsi bohle ba hulang lihosteleng tsa

- khampani, tse tla tsoaroa ka mokhoa oa bodemokerasi, ba na le tokelo ea ho nka karolo litabeng tsa hostele;
- tokelo ea ho se amohuoe thepa ea hao, kandle haebe thepa eo e se molaong;
- tokelo ea ho se haneloe ka tsela e seng molaong ho ba lebaleng la morafu;
- tokelo e khahlanong le ho tsoaruoa kapa ho koalooa chankaneng ka tsela e seng molaong.

Katleho tse kholo tse fumanoeng ke NUM li tla kamora tšebetso e telele hape e boima ea litherisano le bahiri ba AAC ho tloha ka 1989.

Ke khatello e kholo e ileng ea latela seteraeke se sehlo sa 1987 se susumelitseng NUM ho loanela demokerasi le khotso ea intasteri libakeng tsa ho sebetsa.

Ho tebeloa ha basebetsi ba merafong ba ka bang 50 000 ka seteraeke se neng se le molaong sa 1987 ho ile ha baka hore ho be le litsekisano tse telele tsa molao mahareng a bahiri ba merafong le NUM, mme hona ho ile ha ja limilione tse ngata tsa liranta, hape hona ho bontšitse bofokoli ba molao oa mesebetsi oa Afrika Boroa (SA labour law).

Ho sa le joalo NUM le AAC li ntse li tsoarane le mesebetsi oa ho hloma libopeho tse hlokalahalang tsa ho kenya litumellano tsena tšebetsong.

16th SEPTEMBER 1986 SPELT THE END FOR 177 MINERS LIVES

KINROSS DAY

HOW 177 WORKERS PERISHED IN MINE ACCIDENT

On the morning of 16th September 1986 at about 9 o'clock a fire broke out about 1 600 metres underground at No. 2 Shaft of Kinross Gold Mine near Evander. These are the events that led to the fire:

A team leader, Cde. Khisis Mbuthuma, had discovered a broken rail in a tunnel that leads from shaft No. 1 to shaft No. 2. Because this tunnel was also used to transport material for hoisting, it was important that the rail line was repaired as quickly as possible. On discovering the broken rail, he went to report the matter to the miner who immediately proceeded to the area to repair the rail. The team leader collected equipment and called five members of his team to go along with him to the scene where repair works were to take place. The white miner started with cutting operations using a cutting torch. As he switched the cutting torch off there was a flashback and the acetylene cylinder caught fire. The workers tried to extinguish the fire but instead the flame got bigger and bigger. The white miner instructed the workers to continue trying to extinguish the fire. As he gave these instructions he began to run towards No. 1 shaft.

The fire came into contact with the polyurethane foam that was lining the tunnel and this started to burn. The flames grew bigger and bigger as they were assisted by the wind that was blowing from No. 1 shaft. As the foam burnt it was emitting poisonous fumes which filled the whole of the 15th level and spread to the 14th level. All the workers killed and injured were working in these two levels. By midnight, 177 workers lay dead and over 230 injured. This was the worst disaster to hit the gold mining industry in the whole world this century. What had been regarded as a small fire turned into an inferno that left many families suffering. On the night of the 16th the bosses were telling workers to go back to work. But workers refused to be forced underground.

The apartheid machinery was again set in motion when dead black and white workers were transported in different ambulances to different mortuaries. This was also the case with those injured who were treated in different hospitals. The mine bosses organised a memorial service but this was disrupted by workers as they or the NUM had not been informed about this service. The Union organised its own service which was attended by thousands of workers in the Secunda region as well as township residents. Messages of condolence were received from many parts of the world including governments, trade unions, churches and other organisations.

NUM appointed a pathologist to represent it when the post-mortems were being conducted on the dead workers. The post-mortems were conducted at the Springs mortuary by the state pathologist. As the facilities were not enough the pathologists could not do a perfect job. The 33 bodies that they were examining

were stacked on top of each other. Secondly they were forced to use agricultural tools like bolt cutters and saws to open the bodies as there were no proper tools. This clearly showed that the government and the people it employs do not respect blacks even if dead. This was not being done with white workers killed in this same disaster.

NUM brought 2 experts from overseas to assist in investigating the accident. These experts were Herbert Eisner — a retired engineer who was working in a fire laboratory in England and Dr. Peter Westerholm from the Swedish Labour Federation. Whilst the General Secretary of the Union visited the site of the accident the day after the disaster no proper and thorough investigation and inspection took place. These experts were brought to do a thorough investigation. The bosses refused the Union and these experts access to the scene of the accident. It was only after much publicity both locally and internationally that the mine allowed the Union access.

On the 29th September — 13 days after the disaster — an inspection was conducted. The bosses had invited a

lot of people and organisations, including clowns from Inkatha, to the inspection. This was deliberately done in order to prevent NUM from getting as much information as possible from this inspection. The experts were also refused samples of the foam so as to carry out independent tests to check its chemical contents. After the inspection the bosses refused to answer any further questions about the accident.

The Union called on workers to observe the 1st October as a day on which to mourn the workers who had lost their lives in the Kinross disaster. The response was good. More than 325 000 mineworkers stayed away from work to observe the day. In addition more than 275 000 other workers in Cosatu observed the day in many ways. While some stayed away from work, others held services in the places of work.

This day was also observed by unorganised workers throughout the country. A number of large services were held throughout the whole country in response to the call. Most of these services were held despite the presence of large contingents of police and their dogs. ■



**TEN
FIGHTING
YEARS
AGAINST
RACISM
REPRESSION
AND
EXPLOITATION!**

1982 - 1992

10 FIGHTING YEARS

By the end of this year, the NUM will be 10 years old. All mineworkers are requested to celebrate this historical occasion at all branches and regions. NUM head office will be co-ordinating the festivities nationally.

All branches and regions must discuss how bests they would like to celebrate.

All ideas and suggestions should be given to the members of the Co-ordinating Committee, for the attention of Frans Baleni and Lebo Moroe, at (011) 833-7012 — NUM Head Office.

Ideas and suggestions are also welcomed from the staff members.

NUM wins R2,6 Million for victims of the Kinross Disaster

NUM has won R2,6-million in a legal battle with the Genmin owned Kinross Gold Mine over payment of those killed in the mine disaster in 1986.

Since the 177 were killed in the worst gold mine accident this century, NUM has been involved in a long legal battle with the mine bosses to get compensation for families of those who died in the accident.

It was after almost six years that Kinross bosses agreed to pay R2,6-million for the benefit of families of those killed.

It terms of the settlement with NUM R1,4-million will be paid into a trust to be established for the benefit of families who took legal action against Kinross Mine.

One million rand will be put into another trust for the benefit of families who have not yet taken legal action against Kinross mine but who may later do so.

The remainder of R200 000 will pay NUM lawyers for services given in the case.

HOW THE TRUST WILL BE ADMINISTERED

To ensure that dependants of those killed in the accident benefit from the money NUM has won the following rules will apply for management of the trusts:

- ★ NUM and Kinross bosses shall each appoint a trustee who shall in turn be entitled to appoint an alternate;
- ★ A referee shall be appointed to determine any dispute between the trustees;
- ★ The trustees shall divide the portion set aside according to the splits given above and those who qualify shall be entitled to either withdraw their portion from the trust fund or have it administered on their behalf by the fund;
- ★ Those who will be receiving money from the fund have to make a commitment in writing not to take any further legal action against Kinross Mine concerning the accident;
- ★ All interest generated on the fund shall be used for the benefit of dependants of workers killed in the Kinross accident;
- ★ Should any funds not be used by the end of 1997, the trustees shall establish an additional fund which shall be used to help NUM members killed or injured in mine accidents and or their dependants.

This settlement is a historic victory for NUM in its struggle to ensure that Mineworkers enjoy high standards of health and safety. For details of the Kinross Disaster see main story on page 7.

Umhla ka 16 September 1986 waziwa ngokuthatha imiphefumlo yabasebenzi mgodini abayi 177

ILANGA LE KINROSS

BAFA NJANI ABASEBENZI MGDINI ABAYI 177 KWINGOZI YEMAYINI

Ekuseni ngomhla we 16 September 1986 ngentsimbi yesithoba kwavuka umlilo kangange emitha eziyi 1 600 phatshi emgodini kwi shaft No.2 kumgodi wegolide i Kinross kufutshane nase Evander. Ezi ziziganeko ezakhokelela kulo mlilo:

Umsebenzi ophethe abanye abasebenzi (team leader) uQabane Khisis Mbuthuma wabona udyantyi owophukileyo kwimbobo esuka e No.1 shaft ikhokelele e No.2 shaft. Ngenxa yokuba lembobo yayisetyenziselwa nasekubambiseni impahla ezizakusetyenziswa, kwakubalulekile ukuba udyantyi alungiswe ngokukhawuleza. Ngokubona udyantyi wophukile, uhambele wayakuxela lombono kwisandanda esathi naso sahamba ngokukhawuleza ukuyokulungisa udyantyi. I team leader iqokelele izixhobo yabiza amadoda amahlantu ukuba ahambe nayo baye kulendawo kwenzeka yonke lento. Isandanda siqalise ngokusebenzisa ukusika ngetoshi yokusika. Wathi xa ethi uyayicima itoshi yokusika kwabonakala intlantsi zomlilo kanti nenkonxa ye asidi yabe iyaqala ukubamba umlilo. Abasebenzi bazamile ukuwucima umlilo kodwa endaweni yokuba ucime uye usiba mkhulu ngokuba mkhulu. Isandanda saye sayalela abasebenzi ukuba baqhubeka nokuzama becima umlilo. Ngelixa enika lemiyalelo wabangowokuqala ukubalekela ngesi No.1 shaft.

Umlilo waye wadibana negesi ebizwa ngokuthi yi polyurethane eyayiqondena nembobo kwaze kwaqala ukutsha. Amadagatya eyekhula ngokukhula njengoko ayencediswa nangumoya owawuvuthuza uvela ngesi No.1 shaft. Njengokuba legesi yayivutha yayikhupha amadagatya anetyefu eyaye yagcwalisa imigagatho yoyi ase 15 yenyukela nakumgagatho we 14. Bonke abasebenzi bafa abanye benzakala abasebenza kulemigagatho mibini. Ezinzulwini zobusuku, abasebenzi abayi 177 bafunyanwa belele befife kwaza abangaphezu kwe 230 bafunyanwa benzakele. Yaba yeyona ntlekele eyakhe yambi ezimbalini zemigodi wegolide kwihlabathi liphela. Yintoni eya-

bangela ukuba uthathwe kancinci umlilo owajika wabamkhulu kangangento yokuba utshiye intsapho ezininzi zihlupheka. Ngobusuku bange 16th September abaqeshi babexelela abasebenzi ukuba baye emsebenzini. Kodwa abasebenzi zange bavume ukunyanzela ngokuya emgodini. Izakhiwo zocalucalulo kwakhona zamisela enye into ngethuba abasebenzi abamnyama nabamhlohe abafike behanjiswa ngemoto zezigulana ezohlukeneyo besisiwa kwimizi yabangcwabi eyohlukeneyo. Yaphinda yaba yenye into xa abasebenzi abonakeleyo benyangwa kwizibhedlele ezohlukeneyo. Abaqeshi bemayini bagququzela ilanga lesekhumbuzo kodwa abasebenzi bayicithacitha yonke lonto ngenxa yokuba i NUM ayizange ixelwe ngesosikhumbuzo. Umbutho wagququzela elawo ilanga lesikhumbuzo elalizinyaswe ngamawakawaka abasebenzi kwiNqila yase Secunda kwakunye nabahlali abakwilokishi ezisondeleyo. Amazwi ovelwano adluliswa kwintshapho ezifelweyo avela kwimbombo zonke zehlabathi northulumente, imibuntho yabasebenzi, iicawe, kunye nezinye intlangano.

Emva kokufa

I NUM yonyula uGqirho onyanga izidumbu ukuba abamele ngethuba kuqhutywa ukuzilongo kwezidumbu. Uxilongo lwezidumbu lwaluqhutywa kumzi wezidumbu e Springs nguGqirha onyanga izidumbu. Ngenxa yokuba izixhobo zazingonelanga u Gqirha akazange awenze kakuhle umsebenzi wakhe. Imizimba eyi 33 ababeyixilonga yayifunjiwe omnye phezu komnye. Okwesibini banyanzeliswa ukuba basebenzise izixhobo zokulima ezifana nezixhobo zokusika (bolt cutter) kunye nezokujonga sika (saws) ukuvula imizimba

kuba zazingekho izixhobo ezifanelekileyo. Lento ibonakalisa ngokucacileyo ukuba urhulumente kunye nabantu abaqeshileyo abamhloniphi umntu omnyama nokuba sefile. Lento zange yenziwe kubasebenzi abamhlophe kodwa bafe kwiziganeko esifanayo.

Uphando lwengozi

I NUM yazisa oocwephesha ababini abasuka kumazwe aphesheya ukuba bazokuncedisa kuphando lwengozi. Ezi ngcaphethe yayingu Herbert Eisner — injineli eyathatha umhlala phantsi, eyayisebenela ithala lomlilo e England kunye no Gqirha Peter Westerholm owayesuka e Swedish Labour Federation. Ngethuba uSosiba Jikelele wombutho etyelela indawo apho kwenzeka khona ingozi kwilanga elaisemva kwentlakele alukho uphando olululo kunye nohlolo olufanelekileyo elenzekayo. Aba makhwekwetha babeziselwe ukuba bazokwenza uphando ologqibeleleyo. Abaqeshi bawagxotha umbutho kunye nabo makhwekwetha abazange bavunyelwe ukuba bangene kwindawo apho kwehla khona ingozi. Kusemva kokuba kusasasiwe kumaphepha alapha ngaphakathi nakumaphepha chlabathi ekwabangela ukuba imayini ivumele imvume umbutho. Ngomhla we 29 September emva kwamalanga ayi 13 intlekele yenzekile uhlobo lwaqhubeka. Abaqeshi bamema abantu abaninzi kunye nentlangano, ekukho kuzo nezingazinto ezifana ne Inkatha, kuhlobo. Lento yayisenziwa ngamalinge okunqanda i NUM ekufumaneni ulwazi kwaba bantu bahlolayo. Oomakhwekwetha nabo zange bavunyelwe ukuboniswa lwegesi ngokuthi bazoqhubeka nohlolo lwabucala lokukhangela kwinkonxa zechemical. Emva kohlobo abaqeshi zange bavume ukuphendula ukuqhubeka nokuphend-

ula nowuphina umbuzo wokwehla kwengozi.

Usuku lukuhlonipha

Umbutho umema bonke abasebenzi balithathe ilanga 1 October njenge langa lokunikeza imbeko kubasebenzi abalahlekelwa bubomi babo kwintlekele yase Kinross. Impendulo yaba ntle. Bangaphezulu kwe 325 000 abasebenzi mgodini abahlala emakhaya abaya emsebenzini behlonipha olu suku. Ukongezelela bangaphezu kwe 275 000 abanye abasebenzi abakwi COSATU abalikhloniphayo eli langa ngendlela ezininzi. Ngelithuba abanye bengayanga emsebenzini, abanye babambe izikhumbuzo kwindawo zabo zokusebenza. Eli langa lihlonitshwa nangabasebenzi abangagququzelekanga kwilizwe liphela. Izikhumbuzo ezininzi zazibanjiwe kwilizwe liphela ukuphendula esi simemo. Ezi zikhumbuzo zibanjwa nangona kubakho amapolisa kunye nezinja zabo. ■

Iminyaka elishumi kusiliwa

Ekupheleni kwalo nyaka, i NUM izokube igqiba iminyaka elishumi ikhona. Bonke abasebenzi mgodini bayecelwa ukuba babhiyozele elithoko libaluleke kangaka kuwo onke amasebe nenqila. Undlu nkulu we NUM uzakuba eqangamshelisa uquzelala lisa imibhiyozo kwilizwe liphela. Onke amasebe kunye nenqila mazixoxe ngendlela ebhetele abanokuwuqhuba ngazo lemibhiyozo. Yonke imibone kunye nengcibiso kufanele zinikwe amalungu akwi Komiti yoqahkamshelwano, tsalela umxeba uqabane u Frans Baleni okanye u Lebo Moreo, kule nombolo yomxeba (011) 833-70-12 — NUM Head Office. Nakumalungu estaff imibone namacebiso abo amkelekile.

Competition Rules

1. The prizes will be awarded for the first correct entry drawn after the closing date.
2. The judges' decision is final and no correspondence will be entered into.
3. The prize is not transferable. It may not be converted into cash.
4. You may post as many entries as you wish. No photocopies of the entry form can be accepted. If you need another entry form, please write to the SACP at PO Box 1027, Johannesburg 2000.
5. Winners must be prepared to be photographed for SACP publications.
6. Winners will be notified in writing.
7. All entries must reach us by 5 April 1993.
8. The competition is open to all.
9. Each entry must be accompanied by a R10 entry fee. All cheques and postal orders must be made payable to the SACP.
10. No members of the SACP Finance Committee or Central Committee may enter the competition.

SEND IN YOUR ENTRIES NOW!

Win a week in China!

How to enter

Answer the question below and complete the entry form. Then detach the entry form and send to SACP, PO Box 1027, Johannesburg 2000. Remember to include R10 entry fee! All cheques and postal orders must be made payable to the SACP. Entries must reach us by Monday 5 April 1993.

Question: In which country is the longest wall in the world situated?

**SACP/TICKETS TO CHINA
Competition Entry Form
PLEASE PRINT IN BLOCK LETTERS**

Answer:

Name:

Address:

..... Code:

Home phone:

Work phone:

I agree to abide by the rules of the competition*.

Signature:

*The rules of the competition appear alongside the entry form.

INUM IPHUMELELE R2,6 MILLION YAMAXHOBA ASWELEKA KWINTLEKELE YASE KINROSS

I NUM iphumelele i R2,6 million kwidabi elilwe ne Genmin ephethe i Kinross Gold Mine ngokubhatalwa kwabo babulawa kwingozi yemayini ngo 1986. Sukela kwabulawa i 177 kwimigodi yegolide kule minyaka, i NUM ibibila isoma kwidabi elide elisemthethweni nabaphathi bamayini kokuba kubhatalwe imbuiselo kwintsapho zabo basweleka engozini. Kusemva kweminyaka emithandathu ukuba abaphathi be Kinross bavume ukubhatala i R2,6 million yemfanelo zentsapho zabo basweleka engozini. Ngokulungiswa ne NUM i R1,4 million izokubhatalwa kwiqumrhu loncedo elizokusekelwa amalungelo centsapho ezathatha amanyathelo asemthethweni kwi Kinross Mine. Inqindi esinye sizokufakwa kwelinye iqumrhu ekuzokuxhamla iintsapho azinga zange zithathe manyathelo kwi Kinross Mine kodwa bayenza lonto sekukudala. Intsalela eyi R200 000 izokubhatala amaqhubeka e NUM ngomsebenzi awenzileyo kweli tyala.

Lizokuphathwa njani eliqumrhu

Ukugqinisekisa ukuba abazali babo baswelekelweyo engozini bayokuxhamla emalini, i NUM ithumelelise lemiqathango ilandelayo ezokusetyenziswa ngabaphathi bequmrhu:

- ★ I NUM kuney nabaphathi be Kinross bazokwenyula iqumrhu elizokuthi livunyelwe ukutshintsha konyulwe elinye;
- ★ Usompepe uzokwenyulwa ajongane nayiphina ingxabano phakathi kwamaqumrhu;
- ★ Amaqumrhu azokwehlulelana ngokwesigaba esibekwe maqondana nokwabelana okunikezwe ngaphezulu kwaye abo baphumelelayo bafanelekile mhlawumbi bangathatha izigaba zabo kwingxowamali yequmrhu okanye ilawulwe liqumrhu ngerivume yabo;
- ★ Abo bazokuyifumana imali equmrhwini kufanele babhale phantsi isifungo sokuba akayi kuthatha manyathelo esamthethweni nge Kinross Mine maqondana nengozi;
- ★ Zonke imfundo ezizalwa yilemali ziyakusetyenziswa njengelungelo kubazali babasebenzi abaswelekayo kwingozi ye Kinross;
- ★ Xa ingena kusetyenziswa le mali kude kuphele u 1997, amaqumrhu azokuseka imali yokongezelela ezakuthi isetyenziswe ukunceda amalungu e NUM abuleweyo nawenzakeleyo kwingozi zasemgodini okanye abazali babo.

Olu kulungiswa yimbali yezhoba le NUM emzabalazweni wayo wokugqinisekisa ukuba abasebenzi mgodini bafuna umgagatho ophhezulu wempilo nokhuseleko.

COSATU LAUNCHES CAMPAIGN OF ROLLING MASS ACTION

TAX REBELLION AND PROTEST ACTION AGAINST UNION BASHERS

Tax rebellion is in the pipeline to intensify pressure on the racist government to move speedily to democracy. The decision to stop paying individual tax — PAY AS YOU EARN (PAYE) — was taken at COSATU's Campaign Conference held on 11-13 September in Johannesburg. Union bashing companies will be hit by protest actions from the Liberation Alliance in conjunction with the international community. First on the list are companies which took disciplinary action against workers who took part in the general strike of 3 and 4 August and those implicated in violent attacks on workers.

Bosses have been given until October 1 to respond to COSATU request to stop giving the apartheid government monies deducted from workers' wages as tax. COSATU demands that such tax monies be put into a special multi-party controlled "FUND FOR A DEMOCRATIC SOUTH AFRICA". The boycott will start in November by the democratic movement with the bosses expected to stop giving workers tax monies to government from December.

Protest actions recommended against companies which dismissed workers for supporting the August general strike include occupations, blacking actions, consumer boycotts, publicity and international pressure. Anglo American Co-operation (AAC) has been singled out for such protest actions for having dismissed NUMSA members and NUM members at AAC's diamond wing of De Beers.

Conference made proposals and recommendations on:

- ★ Economic issues
- ★ Housing
- ★ Electricity
- ★ Food prices and VAT
- ★ Drought
- ★ Worker's right
- ★ Farm Workers rights
- ★ Centralised Bargaining
- ★ Election for democratic government
- ★ Education and training
- ★ Building capacity of unions
- ★ Women's rights

The possibility of a legal general strike could be a reality if no progress is made on these campaigns.

PROGRAMME OF ACTION

October:
1 - 31 — Occupations of national offices/head offices etc. of companies that have been dismissed — as well as continuation of other tactics.

Mid October — saccawu strike for centralised bargaining.

11 - 19 — Week of Action for political and violence demands.

11 — International Day of Solidarity with Political Prisoners.
 Regional activities to focus on release of political prisoners including marches to and occupations of prisons and police stations.

13 - 19 — Regions to decide on appropriate actions including factory occupations.

November:
1 — Target date for COSATU, ANC etc to stop paying PAYE to government.

December:
1 — Target date for employers to stop paying PAYE to government.



Peaceful rallies, demonstrations, marches and mass meetings are a new culture on AAC mines. Marches like this one will be a common feature. Leaving the mineworkers in the city of Gold — Johannesburg against retrenchments are SACP chairman Joe Slovo, in white overalls, Kgalema Mollane the NUM General Secretary and Pallo Jordan ANC NEC member with arms folded.

DEMOCRACY AND PEACE ACCORD AT AAC MINES

The National Union of Mineworkers (NUM) and Anglo American Corporation (AAC) signed two historic agreements recently aimed at bringing peace and democracy on the mines.

The Code of Conduct signed extends civil and labour rights to all AAC mineworkers to end repression and curb violence.

Another agreement signed, Individual Dismissal Dispute and Adjudication Procedure — establishes mechanism for a speedy and cheaper way of resolving cases of individual dismissals.

The agreement virtually substitutes the lengthy and costly conciliation board procedures prescribed by the South African labour law.

Dismissal cases following this legal route generally takes up to 18 months before they are attended to; with millions of rands involved in terms of costs for lawyers.

In terms of the agreement the mine bosses and NUM will establish a dismissal review committee (DRC) to deal with unfair dismissals. Cases will be referred to DRC within the space of seven days.

In case the DRC fails to resolve the dispute over unfair dismissals the matter will be referred to the PERMANENT UMPIRE appointed jointly by NUM and management for proper resolution.

Workers whose cases are under review will not be kicked out of mine accommodation until their cases are finalised.

If accommodation is not available mine bosses should give such affected workers money for finding accommodation elsewhere.

Following the agreement on the Code of Conduct mine repression will be ended by extending the following rights to all workers:

- Labour rights**
- the right to access to company property and members by union officials;
 - the right to stop order facilities;
 - the right to freedom of association;
 - the right to strike;
 - the right to shaft steward representation in disciplinary and grievance proceedings as agreed upon at mine level;
 - the right to peaceful picket;
 - the right to protection against unfair dismissal;
 - the right to a healthy and safe working environment;
 - the right to full disclosure of relevant information in the interest of both the workers and the company;

- Civil rights**
- the right to peaceful assembly;
 - the right to freedom of movement;
 - the right to freedom of expression;
 - the right to privacy;
 - the right to human dignity and equality, meaning that there shall be no discrimination solely on the grounds of race, colour, language, sex, religion, ethnic origin, birth, political views, or any disability or other natural characteristics;

- subject to individual choice of the resident concerned, hostels will not be segregated on ethnic lines;
- the right to freely practise one's culture and religion;
- all employees accommodated in company provided hostels, which shall be run democratically, have the right to participate in hostel affairs;
- the right not to be deprived of personal property, unless the possession of such property is unlawful;
- the right not to be unlawfully deprived of the occupation of mine property;
- the right against arbitrary unlawful arrest or detention.

The major gains made by NUM come after a long and hard process of negotiations with the AAC bosses since 1989.

It was massive repression that followed the great miners strike of 1987 that prompted NUM to fight for democracy and industrial peace at the workplace.

The dismissal of about 50 000 miners during the legal strike of 1987 involved long periods of legal battles between NUM and mine bosses costing millions of rands, proved the total inadequacy of the SA labour law.

Meanwhile NUM and AAC are busy setting up the necessary structures to implement the agreements.

Isivumelwano se Democrasi Noxolo Kwimigodi ye Anglo American Corporation

Umbutho wabasebenzi mgodini (NUM) kunye ne Anglo American Corporation (AAC) batyikitye imbali yezivumelwano ezimbini enjongo yaso ikukuzisa uxolo ne democrasi kulemigodi. Umqulu woluleko otyikityiweyo ufikelela kumalungelo entlalo nokumalungelo okusebenza kubo bonke abasebenzi mgodini be AAC ngenzame zokuphelisa ingcinezelo kunye nokunqanda izidubendube. Esinye isivumelwano esityikityiweyo, sesezikhazazo ngokugxothwa komntu kunye nokuhlolwa komgaqo owakha indlela elula nekhawulezayo yokusombulula amatyala abantu abagxothiweyo. Isivumelwano singena endaweni yemigaqo emide kwaye enendleko vebhodi voxolelanisa ebhalwe kwincwadi yomthetho wokusebenza e Mzantsi Afrika.

Amatyala okugxothwa xa elandela lendlela yomthetho athatha inyanga eziyi 18 phambi kokuba liphathwe, nezigidigidi zamarandi ezichithekayo kwindleko zamaqwehtha. Ngokwesivumelwano abaqeshi kunye nombutho (NUM) bazokuseka ikomiti ezokuqwalasela okugxothwa (Dismissal Review Committee) kwaye ihlangabezane nokugxothwa ngendlela engafanelekanga. Amatyala azokuthunyelwa kule komiti (DCR) ngekwehuba lamalanga asinxexhe. Xa kunokwenzeka le komiti (DRC) ingabinakho ukusombulula izikhazazo zokugxothwa ngendlela engalunganga umba wonke uyokuthathwa udluliselwe ngaphambili kwi PERMANENT UMPIRE ezokwenyulwa ngokubambisana kwe NUM kunye nabaphathi ekwenzela esombululeke kakuhle. Abasebenzi abanamatyala aphantsi kwenqwalasela abazokukhutshelwa ngaphandle kwenkomponi ade

amatyala abo agqitywe. Ukuba indawo ayikho abaqeshi bazokunika abo basebenzi bachaphazelekayo imali yokuzofunela indawo. Ekulandela isivumelwano Ngomqulo Woluleko ingcinezelo ezimayini izokuphela ngokudlulisela lamalungelo alandelayo kubo bonke abasebenzi:

Amalungelo omsebenzi

- ★ ilungelo lokungena kwimpahla yenkampani amalungu kunye namagosa asemthethweni ombutho.
- ★ ilungelo lokungenisa i stop order
- ★ ilungelo lenkululeko yokuzinxulumanisa
- ★ ilungelo lokugwayimba
- ★ ilungelo lamashaft steward ukumela umsebenzi etyaleni nokwinqubo yezikhazazo njengokuba kwakuvunyelwene kumgagatho wemayini
- ★ ilungelo lokuqanqalaza ngoxolo
- ★ ilungelo lokukhuselwa ekugxothweni okungalunganga
- ★ ilungelo lendawo yokusebenza enemphilo nokhuseleko
- ★ ilungelo lokuvezwa kwengxelo elungileyo ekufezekiseni ngokufanayo kwabasebenzi kunye nenkampani.

Amalungelo entlalo

- ★ ilungelo lokuhlangana ngoxolo;
- ★ ilungelo lokuhamba ngokukhululekileyo;
- ★ ilungelo lokuphakamisa umbono;
- ★ ilungelo lokungaphazanyiswa;
- ★ ilungelo lokuba nesidima sobuntu kwaye kulinganwe, lonto etheth'into yokuba akuzobakho calucalulo ngokwezizathu zobuhlanga,

ibala, ulwimi, uyindoda okanye ongumama, icawe, imvelaphi ngokobuhlanga, ngokozalwa, kwembono zopolitiko, okanye nayo nayiphina into engalunganga okanye naluphina uhlobo lwendalo;

- ★ ilungelo lomntu ukuzikhethele indawo ayithandayo, kwaye amahostela awazokucalula ngokobuhlanga;
- ★ ilungelo elikhululekileyo lwencubeko necawa;
- ★ bonke abasebenzi abahlala kwihostela zenkampani, ezizakulawulwa ngokukhululeka, banelungelo lokuthatha inxaxheba kwimiba yehostela;
- ★ ilungelo lokungathathwa kwempahla zomntu, ngaphandle kokuba ezompahla zithathwe ngokungelkho mthethweni;
- ★ ilungelo lokungathathi ngokusemthethweni kwempahla zenkampani;

★ ilungelo lokungabanjwa okanye uvalwelwe ngekungekho semthethweni.

Amaxhoba abalulekileyo ewanziwe yi NUM, avele emva kwengqhubo ende nenzima yothethwano nabaqeshi be AAC sukela ngo 1989. Ingcinezelo enzima eyalandela ugwayimbo olukhulu lwabasebenzi mgodini ngo 1987 ibangele i NUM ilwele i democrasi kunye noxolo kwindawo zokusebenza. Ukugxothwa kwabasebenzi mgodini abangange 50 000 ngenxa yogwayimbo olwalusemthethweni ngo 1987 linamathuba amade amadabi asemthethweni phakathi kwe NUM kunye nabaqeshi bemayini ekudle izigidi ngezigidi zamarandi, kubonakalisa mhlophe ukungonelisi komthetho wokusebenza wase Mzantsi Afrika. Ngelithuba i NUM kunye ne AAC bekhakekile belungisa izakhiwa ezifanelekileyo ezigqinisekisa ngokusetyenziswa kwesivumelwano.



Abasebenzi mgobini bavuyela ixhoba labo lwesi vumelwane ne AAC.

LUXINGILE UTHETHATHETHWANO NGEMIVUZO

LUYANUKA UGWAYIMBO KWIMAYINI ZEDAYIMANI

Abasebenzi mgodini bedayimani balungiselela ukuya kugwayimbo ngenzame zokutshutshumbisa abaqeshi be Deer Beers bavume imibango yabo. Iingxelo zokuqala ezisuka kwimayini zegolide kwilizwe liphela zibonakalise ukuxhasa inyathelo logwayimbo. Abasebenzi babanga ukunyuswa kwemivuzo ukusuka ku 15% ukuya ku 15,5%. I NUM ibanga kunyuswe imivuzo nge R134 kubasebenzi abarhola kancinci ngelithuba abaqeshi benikeza nge R83. Ngokomlinganiselo bazimisele ukunikeza nge 9,5% kubasebenzi abasele besengzakini yemali, ngenxa yokunyuka kwezinga lemali layakutho ku 15%. Kusemva kwengxoxo ezinzima zokuba umbutho unyanzelwe kukubalikhuni kwabaqeshi ukuba unisele ingxabano. Ingxabano nayo yathunyelwa kwibhodi yokuxolelanisa, kwaze kwafikelela ekuxingeni. Abasebenzi bashiyeka bengenaloo einye iqhinga ngaphandle kokuba babalotbele ugwayimbo olusemthethweni kuzo zonke imayini ze Deer Beers. Iimayini ezizokuthi zichaphazeleke kolu gwayimbo yi: Finsch, Koffiefontein, Kimberley, Premier, Kleinsee kunye neGeology. Abasebenzi abangamawaka amathandathu kulindeleke bangene kugwayimbo ngaphandle kokuba abaphathi bathathe izinyathelo ezibalulekileyo.

Ngelithuba imeko isanxubile kuba nabasebenzi base De Beers bacele umngeni kubaphathi wokuba baphinde babuyisele abasebenzi abagxothiweyo ngokuthatha inxaxheba kugwayimbo lajikelele lwange 3 ne4 August lokuxhasa uxolo nedemocrasi. Mvanje abasebenzi e Premier nase Kimberley babebambe umngcelele wokhalazo besiya kuma ofisi abaphathi bebanga ukubuyiselwa kwabasebenzi abagxothwayo. Kwimayini yase Finsch e Kimberley abasebenzi bakhalazele ukugxothwa ngokuthatha umhlala phantsi kwi ofisi zbabaphathi. Uthethathethwano phakathi kwe NUM kunye ne De Beers okoko lwaqala luchaza ukukhalaza jikelele kunye nemiba esondeleyo. Ngexesha kusiyiwa

kunaphepha ndaba bekusabalwa iziphumo zemayini ezimbalwa esezibhalothile. Ugwayimbo e De Beers lwagqibela ngokubizwa yi NUM ngokukhalazela imivuzo kunye neemeko zokusebenza ngo 1989.

ISICELO SIKA CHRIS HANI

I SACP namhlanje lutshaba olugqinileyo lwengcinezelo nongciko. Siyawahlonipha siwazi amasiko, imizabalazo, yembali eqondene nabantu bethu. Asibafundisi kuphela abantu bethu, kodwa nakhona sifunda kubo kakhulu. Umbutho wethu ngumbutho wabasebenzi, emaphandleni elhlophekayo, wabafundi, woomama, wolutsha nayo yonke imibutho yenkululeko elizweni lethu. Sizimisele ekumanyaneni, enkululekweni, ekungacalulini, nesizwe esingenandoda namama. Siyabulela ngezimali ezohlukeneyo ezithe zinziwa ngabasebenzi ngokufaka emzabalazweni. Nangona kunjalo, icandelo elitsha lomzabalazo wemntu kunye nezinye intshukumo zifana izixhobo engenazo i Party. Kungoko i SACP yenza isimemo kuni sokuba niyincode ngokwezixhobo ezifanelekileyo izokwazi ukuhlangabezana nemicelelweni emntshu, ngokuthenga ititiki elizokunika ithuba lokuba uphumelele ititiki lababini abazokuya kwi Riphabliki yabantu base China kangange veki ezimbini.

IKAMVA YI SOCIALISM

Chris Hani Unobhala jikelele

ULUVO LUKAMHLELI

U Mzantsi Afrika usabanjwe yingxaki yezopolitiko njengoba abantu abaninzi abacinezweyo besihla benyuka ngaphandle kokophumla besiya kwikamva elikhululekileyo elingena calucalulo. Urhulumente wocalucalulo usagqinise amandla opolitiko nawoqoqosho ngokusebenzisa umkhosi ngokubulala abo bafuna uxolo nedemocrasi. Kwimbonakalo yegama emntandi yopolitiko eculwa ngabopolitiko bocalucalulo ngokuzimisele kwabo ku Mzantsi Afrika omntsha upho abantu bazokuba bezalwala. Sikholelwa ukuba ulawulo lwezakhiwo zopolitiko noqoqosho ligqinisekisa elincinci labelungu yinto yakudala. Ukugqinisa kwenyaru kwabacinezweyo kukuba asikabi nalo ilungelo lokwenyula urhulumente esikhethwe ngokwethu izigqibo zokuthi tshwa kwezithobo kubekwe eqolam zoqoqosho. Igqinisekisa urhulumente wabamhlophe lazi ubaba akukho ubomi abungcono kunalawulo labamhlophe nelungelo labo. Nasiphina isoyikiso esiqatha kulamalungelo sibonwa njenge-ayingazi. Ukubulawa kwabantu e Boipatong nase Bisho kubonakalisa mhlophe ukuba urhulumente ufuma ukubamb' intambo aqhubeke nolawulo lwakhe ngendlela zonke. Naziphina ingxoxo zokujika intliziyo kwindlela yobukhulu babamhlophe yopolitiko engalunganga engunda ekungcatheni imibono yabacinezweyo kwilizwe lethu. Urhulumente wocalucalulo uyachaphazeleka ekupheleleni kothethwano kwi CODESA11. Kwakunge kho bunzima kakhulu bokuba abacinezeli babengazimisela ukumela iminqweno yabantu bokuba balawule lonto yasikhumbuzo ukuba abantu bazokuzikhulula ngokwabo. Upolitiko lokuthath' inxaxheba

kweninzi luggugqirize izigqibidi zabantu abafuna inkululeko, abasebenzi, oomama, emaphandleni elhlophekayo, abafundi, abantu bezwe ngasemva kumzabalazo wenkululeko ukwenza isithoko esikhulu kurhulumente. Intshulwano yemntu ibe sisixhobo esibalulekileyo esigqinisekisa ukuzalwa kwedemocrasi. Ukapheliswa kwentshukumo yemntu singayifumenanga idemocrasi sokuba sizibulele ngokwethu. Yimpumelelo yemntu enyanzele urhulumente ukuba athathe amanyathelo okuzimisele ukuhlangabezana nemibango ebekwe phambili yi ANC. Amabanjwa opolitiko akhululeke ngembonakalo ecacileyo ngalwicala likarhulumente lokugqinisa ukhuseleko emahostela asetyenziswa njenge ndawo yokukhuthaza izidubendube kubantu abangenxaxheba. Umsebenzi ongamiskikileyo kwezopolitiko kukumiselwa ko-Rhulumente Wexeshana Wesizwe esmanyeneyo ozokugqinisekisa ukuphela kurhulumente wanamhlanje. Unyulo olukhululekileyo lwe-Constituent Assembly ezokuzoba umgaqosiseko olukhululekileyo alungekhe lubaziseke. Ngelithuba imkokheli ze ANC zizokuba zibambe urhulumente kwengxoxo ezizokubonakalisa inxaxheba ngale miba ibalulekileyo abantu phantsi bazokugcina ngokutshutshumbisa ngendlela ezohlukeneyo zentshukumo yemntu ukugqinisekisa ukuba iziphumo zothethathethwano aziphuzisi democrasi. Kufanele silungise yonke imikhosi ngoku kufundiswe abantu bethu nendlela yokuvota. Iziphumo zonyulo olukhululekileyo zizokufumanisa ngekamva leli lizwe kwanesizukulwana esizayo. U Mzantsi Afrika ujonge phambili kurhulumente okhethwe ngokwentando yemntu ozokugqinisekisa ngenzelo nangokuphuhlisa uqoqosho.

MOPRESIDENTE OA NUM Cde. JAMES MOTLATSISI O BUA KA HISTORI YA KHATELLO MERAUFONG

Mopresidente oa NUM, Cde. James Motlatsi o ne a ntse a etela basebetsi ba merafo ho buisana le bona ka litaba tsa bohlokoa tse ba amang. O ile a hlalisa lintlha tsa bohlokoa puong tseo a bileng le tsona liraling le likopanong mane Vaal Reefs No. 8 Shaft, Hartebeesfontein, Buffelsfontein le Kloof. Karoloana ea puo eo a faneng ka eona ke ena:

Ke ka holima lilemo tse ka bang lekholo tsa khethollo le ho tsoaroa hampe ke bahiri ba kopaneng tsa lekhotla la merafo la Chamber of Mines, batho ba ka bang limilione ba bileng mafutsana le ho lula libakeng tse sa khahleng.

Basebetsi ba merafo ba tswang Tikolohong ea Afrika e ka Boroa eohle ba ntse ba tsoellapele ho hlalisa moruo bakeng sa ba basoeu ba emelang khethollo, mme bao e leng baruihadi.

Karohano ea barui le mafutsana mahareng a ba basoeu le ba batso e ntse e le e kholo haholo hoo e ke keng ea qetoa ka "li-slogans" le lithapelo. Ha ba basoeu ba ntse ba rua haholo, ba batso bona ba futsaneha le ho feta, le maemo a tsa maphelo a bona a ba mabe le ho feta.

Ke lilemo tse ngata basebetsi ba merafong ba hlokofoa ke maemo a mesebetsi le meputso e tlase eo ba e nehoang ke bahiri. Ho ba teng ha likompane ke sesupo sa khatello eo balaoli ba merafo ea Afrika Boroa ba nang le cona.

Histori e re rutile hore ha ho na ntho e sa fetoheng. Katleho ea NUM ea ho ntlafatsa meputso ea basebetsi ba merafong ke bopaki ba ntlha ena ya histori.

Borithani e kile ea ba matla haholo ka puso ea bokoloniale, mme e busa linaha tse ngata haholo mona Afrika le linaheng tse ling, empa kajeno maemo a fetohile.

Ho kile ha eba le Rhodesia e neng e busoa ke Ian Smith, eo a kileng a ikana hore puso ya batho bohle e tla ba teng naheng eo ha a se a shoale. Kajeno Zimbabwe e teng ka sebele mme le Ian Smith o ntse a phela, ha ho na ho ileng ha thibela puso ea bohle.

KA SEABO SA NUM, O ITSE

NUM e bopiloa lilemong tse robong tse fetileng, 'me haesale ho tloha ka nako eo maemo a basebetsi ba merafong a fetohile empa ha a eso ka a re khotsofatsa.

Ka mokhatlo wa rona oa basebetsi re khona ho khutlisa ho hlompheha ha basebetsi ba merafo. Re khona ho phepeta matla a bahiri kajeno hobane re tseba litokelo tsa rona joalo ka batho ba sebensang.

NUM ke sekolo sa basebetsi bohle ba merafong seo ho sona ba tsoanelang ho iphumanela menahano e tla ba tiisetse tokoloho. Ke sebetsa hape ke thebe ea lona bohle, 'me tsena ha le se na tsona, lira tsa lona li tla le fenyha. Kopano ea basebetsi e

hloka haholo haebe re batla ho fihlela ho hoholo boitsekong ba rona ba meputso e phahameng, maemo a ntlafatseng a mesebetsi le bokamoso ba demokerasi.

Re futuhelwa ke bahiri ba lwantšanang le tefello ea meputso e lekaneng bakeng sa bophelo.

Meputso e tlase e se e le lepetjo le lecha la bahiri ba merafong.

Le ha merafo e meng ea gauta e tobane le liqaka tse mpe haholo, mekha e meng ea intasteri ea merafo e ntse e fumana liphaelo tsa lichelete tse ngata haholo, kantle ha ho lefa basebetsi ba merafong meputso e khotsofatsang bakeng sa mofufutso le mali a bona.

Kajeno mekha eohle — ea taemane, mashala, platinamo, tšepe (iron ore) — e emela bofutsana joalo ka ha basebetsi ba qobelloa ho amohela meputso e bakang tlala.

Bahiri ba ikutloa ba le matla hape ba itšepa khahlanong le matla a basebetsi a ho itoanela. Karoloana ya boikakaso bona ba e fumana bofokoling ba NUM malebana le palo e tlase ea litho merafong e meng.

KA BAO E SENG LITHO TSA MOKHATLO OA BASEBETSI — "FREE RIDERS"

Basebetsi bao e seng litho tsa mokhatlo oa basebetsi ke bona bao bahiri ba ba sebedisang bakeng sa ho ntšetsapele khatello le ho tsoara basebetsi bao e leng litho tsa mokhatlo hampe.

Bana ke basebetsi ba fumanang melemo ka baka la lintoa tse loanoang ke litho tsa NUM. Ha re le likopanong, loekeshopong, lise-minareng le likonkreseng tsa ho haha mokhatlo oa rona, linoamali tsena li ikela li bareng le mabaleng a lipaqali.

Ha le tloha mahaeng a lona, libakeng tse hole joalo ka Transkei, Lesotho le Mozambique le ipolelletse hore le tliho sebeletsa ba malapa a lona.

Leha ho le joalo, o dumella hore o dule o le mofutsana hape o sa tsebe letho, ka ho se be setho sa mokhatlo oa basebetsi, o loanele litokelo tsa hao. Ho se tsebe hona ho tšabehang ho amohile likete tsa malapa a basebetsi ba merafong lichelete tse neng ba tsoanela ho li fumana joalo ka melemo e loanetsoeng ya ba ya fengoa ke mokhatlo oa bona oa basebetsi.

Ho fihlela letsatsing lena likete-kete tsa basebetsi ba merafong ha li eso tsebe ka melemo eo ba malapa a bona ba tsoanelang ho e fumana ha ba hloka haholo, ba tsoile likotsi, ba

ntšitsoe mesebetsing kapa ba tebetsoe.

Bohle ba hlaheloang ke tsena tse boletsoeng, ba lahleloa ke limilione tsa liranta ka baka la ho hloka tsebo e nepahetseng. Qetellong, ke ba malapa a lona, bana ba lona le batsoali ba lona ba utloang bohloko. Taba ea hore o ne o ilo sebeletsa ba lelapa la hao e ba ntho e tšehisang feela. Ka ho se be setho sa mokhatlo oa basebetsi o fetoha sera ho ba lelapa la hao.

Lilemo le lilemo lichelete tse sa latoang li oela letloleng la mmuso oa khethollo, athe li ne li tsoanela ho ba lefa la ba malapa a basebetsi ba merafong.

Hona ho etsahetse ka basebetsi ba 177 ba ileng ba hloka haholo morafong oa Kinross ka 1986. Ho palo e etsang 172 ya ba batso ba ileng ba hloka haholo kotsing eo, e ne e le ba 93 feela bao e neng e le litho tsa NUM. NUM e ile ya kenya nyeoe lekhotleng la molao khahlanong le Genmin bakeng sa bao ba hloka haholo, mme e ile ea fenyha palo e holimo ea chelete bakeng sa bona.

Ka bomalimabe ba ho hloka tsebo ke ba malapa, NUM e khonne ho iteanya le ba malapa a ba 40 feela.

Ho etsahala eng ka tsietsi e hlahetseng ba malapa a 132 a neng a tsoanela ho fumana lithuso tse fumanoeng ka lintoa tsa NUM ha ba ne ba le litho tsa mokhatlo oa basebetsi, kapa ha ba ne ba ile ba fetisetse litsebisio tsa litokelo tsa bona ho ba malapa a bona.

Mohlala o mong o utloisang bohloko o tšisoang ke ho se tsebe ke oa tefello ea R2m ke AAC ho bao ba ileng ba teloa ka bongata ka nako ea seteraeke sa 1987.

Bongata ba basebetsi ba merafong ba neng ba tsoa Mozambique, ho fihlela ho lena le hodimo ha ba eso hlaho ho tla fumana karolo ea bona ho R2m eo AAC e e lefileng NUM.

Ho kotsi haholo ho nahana hore mohiri oa hao ke mokhatlo oa hao oa basebetsi. Bahiri ba batla feela mofufutso le madi a hao bakeng sa ho iketsesa chelete e ngata. Ha o hloka haholo kapa o tsoile kotsi ba o lebala ka potlako. Ha ba ithophe le ka ho ea lefung la hao Maseru kapa Umtata.

KA NUM LE TSA LIPOLOTIKI

Lira tsa rona li ntse li jala moea oa karohano mahareng a rona ka ho nna li re NUM ke mokhatlo oa tsa lipolotiki. Ka ho leka ho fokolisa mokhatlo oa rona oa basebetsi, ba lekanya NUM le ANC.

Letšolo la ho bua leshano, ho fetola litaba le ho tla ka litsebisio tseo e seng tsa nnete, le ntse le tsoellapele kahara intasteri eohle ea

merafo. Ho amanang le hona haholo ke mashano a khahlanong le mokhatlo oa basebetsi ao ba hasang hara basebetsi a hore ha o ba setho sa mokhatlo o ba le tiisetso ea ho teloa kapa ho ntšioa mesebetsing.

NUM ha se mokhatlo oa lipolotiki.

Ona ke mokhatlo oa basebetsi o bopiloeng bakeng sa ho loanela ntlafatso ea maemo a mesebetsi le meputso ea bona.

Leha ho le joalo, ha re a tsoanela ho lebala hore melao e etsoang ke boralipolotiki ba basoeu e laola maphelo a rona mona mesebetsing le ka hara Afrika Boroa ea khethollo ka bophara.

Basebetsi ba merafong le bona ke batho ba batlang ho hlokomela maphelo a bona. Ke tokelo ea hao ea ho nka qeto ka mokhoa oo naha ka bophara e ka busoang ka teng, hobane ha o sa etse joalo ho tla behoa melao e tla ba khahlanong le lithahasello tsa hao, mme o tla tsoanela ho e latela. Ho ena le ho baleha NUM hobane o tšaba lipolotiki, o ka mpa oa balehela ho NUM le ANC ho etsa bonnete ba hore litokelo tsa hao ha li lokisoa ke ba bang empa e be oena ea etsang joalo.

Khatello ea Apartheid le ho tsoaroa hampe ke bahiri ha ho khethe motho ha feela o le motho e motšo. Ha li-comrades tsa ANC li ne li futuheloa Matola — Mozambique, Maseru — Lesotho le Botswana ke SADF, baahi ba linaha tseo le bona ba ile ba bolaoa.

ANC haesale e ikhethetse boitseko bakeng sa tokoloho ho tloha ka 1912 ho fihlela kajeno. Haebe Tokoloho eo ha e molemo ho feta apartheid, eba he; re na le lebaka la ho tloha ho ba litho tsa NUM le ANC, mme ra ba tsa mokhatlo wa National Party ea FW de Klerk.

Re a lumela hore ho na le liphetoho tse etsahalang ha joale. Joalo ka mokhatlo oa basebetsi o nang le histori ea boitseko ba demokerasi, re na le boikarabelo ba ho hlaloba maemo ana ka nepahalo hore re khone ho ba le saebo sa bohlokoa.

Ho ka sebetsana le maemo ana, NUM e tla bitsa Kopano ea maemo a phahameng ea Lipolotiki (Political Summit), ho hlaphisa tsela e lebileng pele malebana le ntšetsapele ea bokamoso ba tsa lipolotiki hara Afrika e ka Boroa.

Ho tloha ha joale, sa lona ke ho kena hosteleng e 'ngoe le e 'ngoe le phatlalatsa molaetsa oa kopano le tokoloho. Mesebetsi e mong le e mong oa merafong ea ratang ba lelapa la hae le batho ba habo, ha a be setho sa ANC mmoho le lilekane tsa eona, ho etsa bonnete ba hore 'muso oa FW de Klerk o a hlolea.

Mesebetsi e mong le e mong ea ratang ba lelapa la hae le batho ba habo ha a be setho sa NUM hona joale.

NATIONAL UNION OF MINEWORKERS NUM PRESIDENT SPEAKS ON THE HISTORY OF OPP

NUM President, Cde. James Motlatsi has been visiting mineworkers to address them on burning issues affecting them. He raised key points in his speeches delivered at rallies and mass meetings at Vaal Reefs No. 8 Shaft, Hartebeesfontein, Buffelsfontein and Kloof.

Excerpts from the president's talk:

Over hundred years of oppression and exploitation at the hands of mine bosses clubbed under the Chamber of Mines has condemned millions of people to poverty and squalor.

Mineworkers recruited from the whole of Southern African Region continue to produce the wealth to benefit a tiny white minority of multi-millionaires.

The division of rich and poor between whites and blacks remains too wide to be closed with slogans and prayers. As whites become richer, blacks become poorer with total worsening of their conditions of life.

For many years mineworkers were brutalised by conditions of work and poverty wages imposed on them by the mine bosses. The very existence of compounds is a reminder of the repressive character of the South African mining regime.

History has taught us that nothing remains the same. The major victories scored by NUM in improving mineworkers wages and conditions of work bear testimony to this historical fact.

Britain was once a might colonial power ruling hundreds of millions here in Africa and other countries, but today the situation has changed.

There was once Rhodesia ruled by Ian Smith who at one stage vowed in 1968 that majority rule will be over his dead body. Today Zimbabwe is a living reality which cannot be wished away whereas Ian Smith is still alive and kicking in his own home rather than grave.

ON THE ROLE OF NUM

NUM was born nine years ago and since then conditions of mineworkers have improved, though not to our satisfaction.

Through our Union we were able to restore dignity to mineworkers. You are able to challenge the might of mine bosses today because you know your rights as the working people.

The NUM is the school for all mineworkers to arm themselves with liberating ideas. It is also a weapon and shield of you all without which your enemies would overcome.

Unity of workers is indispensable if we are to make major gains in our struggle for higher wages, decent conditions of work and a democratic future.

We are under attack by the mine bosses who have declared war on payment of a living wage.

Low wages has become a new motto for mine bosses.

Whereas some gold mines are facing serious problems other sectors of the mining industry are still reaping massive profits without paying decent wages in return for the sweat and blood of mineworkers.

Today all sectors — diamond, coal, platinum, iron ore — are pleading poverty as workers are forced to accept starvation wages.

The bosses feel confident and strong against the power of workers to fight back. This arrogance is partly derived from the weakness of NUM in terms of membership on some mines.

ON NON UNION MEMBERS — FREE RIDERS

Non Union Members are key ammunition used by the bosses to continue their oppression and exploitation.



These are workers who benefit from the struggles waged by NUM members on their behalf. When you attend mass meetings, workshops, seminars and congresses to build your organisation these parasites are in the bar and sports fields.

When you leave your homes, in far away places like Transkei, Lesotho and Mozambique you claim that you want to work for your loved ones.

However, on arrival, you allow yourselves to be kept ignorant and poor by not joining the Union to fight for your rights. Such terrible ignorance has robbed thousands of families of mineworkers of monies due to them as benefits fought for and won by your union.

Until this day thousands of mineworkers do not know what benefits their families are entitled to in case of death, accident, retrenchment or dismissal.

Victims of these mishaps and hazards lose millions of rands due to lack of correct information and knowledge.

In the end, it is their families, children, parents and relatives who suffer. This makes a mockery of your claims of working for your loved ones. By not actively participating in union activities you become indirect enemies of your own families.

Year after year, unclaimed monies go into the coffers of the apartheid state, whereas the beneficiaries should be mineworkers families.

This was the case when 177 mineworkers were killed at Kinross in 1986. Out of the 172 blacks who died in the mine disaster, only 93 were NUM members. NUM took legal action against Genmin on behalf of those dead and a considerable amount of money was won.

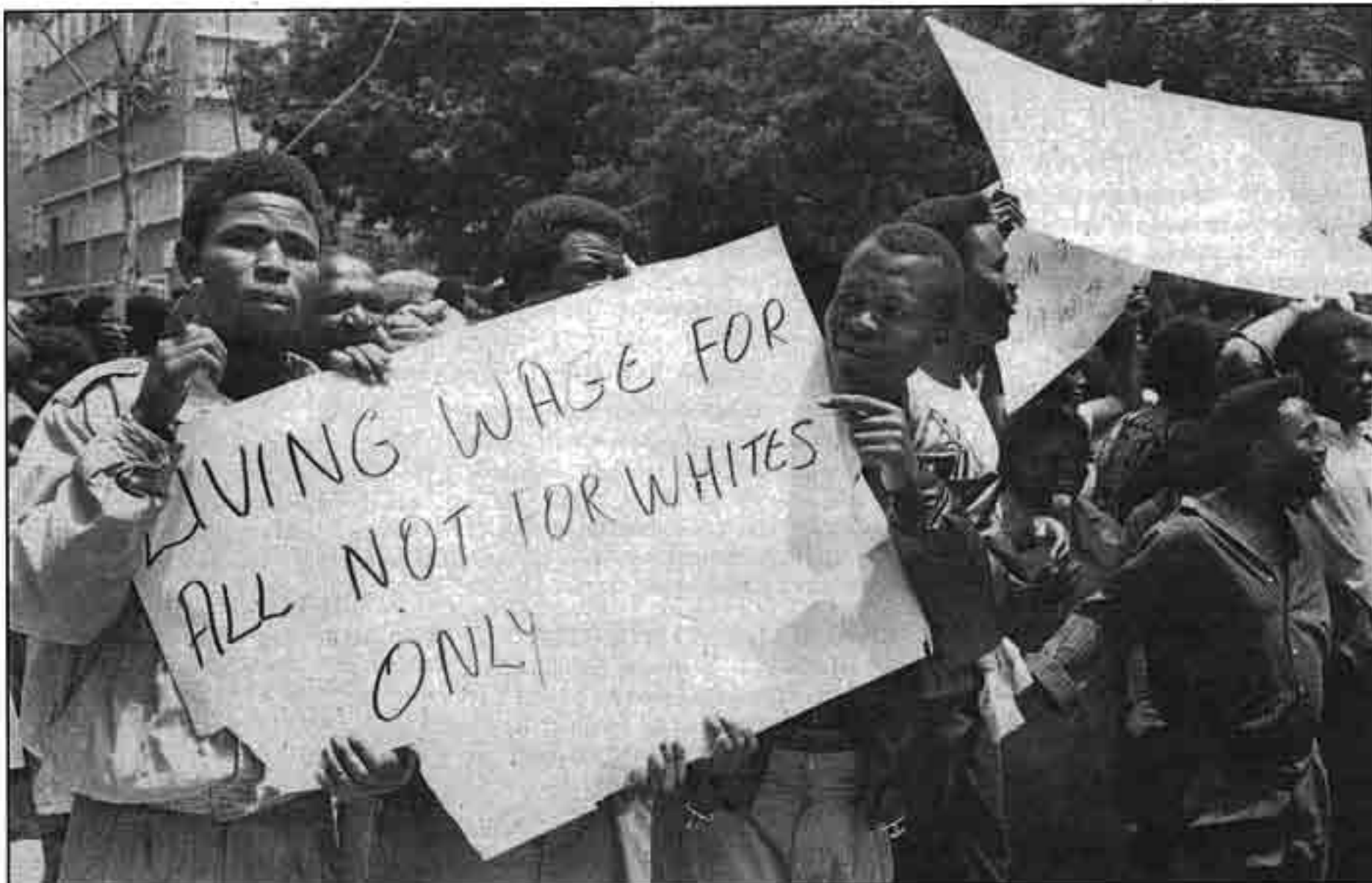
However, the most unfortunate thing is that through lack of knowledge on the part of relatives of deceased, NUM could only trace 40 families.

What about the plight of the 132 families who could also have benefited from NUM struggles had they joined the union or passed the information on their rights to their families.

Another glaring example of the suffering brought about by sheer ignorance is the payment of R2m by AAC to victims of mass dismissal during the 1987 strike.

The majority of former mineworkers from Mozambique could not be traced to claim their share of the R2m AAC paid to NUM until this day.

It is dangerous to think that your boss is your union. Bosses are only interested in your sweat and blood to make more money for themselves. When you are dead or injured they immediately forget you, let alone attending your funeral in Maseru or Umtata.



NATIONAL UNION OF MINEWORKERS

Cde. JAMES MOTLATSI OPPRESSION ON THE MINES

ON NUM AND POLITICS

Our enemies are busy sowing divisions in our midst claiming that NUM is a political organisation. To try to weaken our union, NUM is made synonymous with ANC.

This campaign of lies, distortions and misinformation is currently being conducted throughout the entire mining industry. Closely related to this is the anti-union propaganda spread amongst you that joining the NUM is certain dismissal or retrenchment.

NUM is neither a political organisation nor a political party.

This is an organisation of workers formed to fight for the betterment of their conditions of work and wages.

However, we should not lose sight of the fact that laws made by white politicians control our lives here at work and in the broader apartheid South Africa.

Mineworkers are fully fledged human beings with interests in running their own lives. It is your right to decide how the whole country should be governed because unless you do so, laws will be passed against your own interests and you will have to obey them.

Rather than running away from NUM due to politics, you better run into the NUM and ANC to ensure that your rights are determined and shaped by no one but yourselves.

Apartheid oppression and the bosses' exploitation knows no nationality as long as you are classified black. When ANC comrades were attacked in Matola — Mozambique, Maseru — Lesotho and Botswana by SADF, nationals of those countries were also killed.

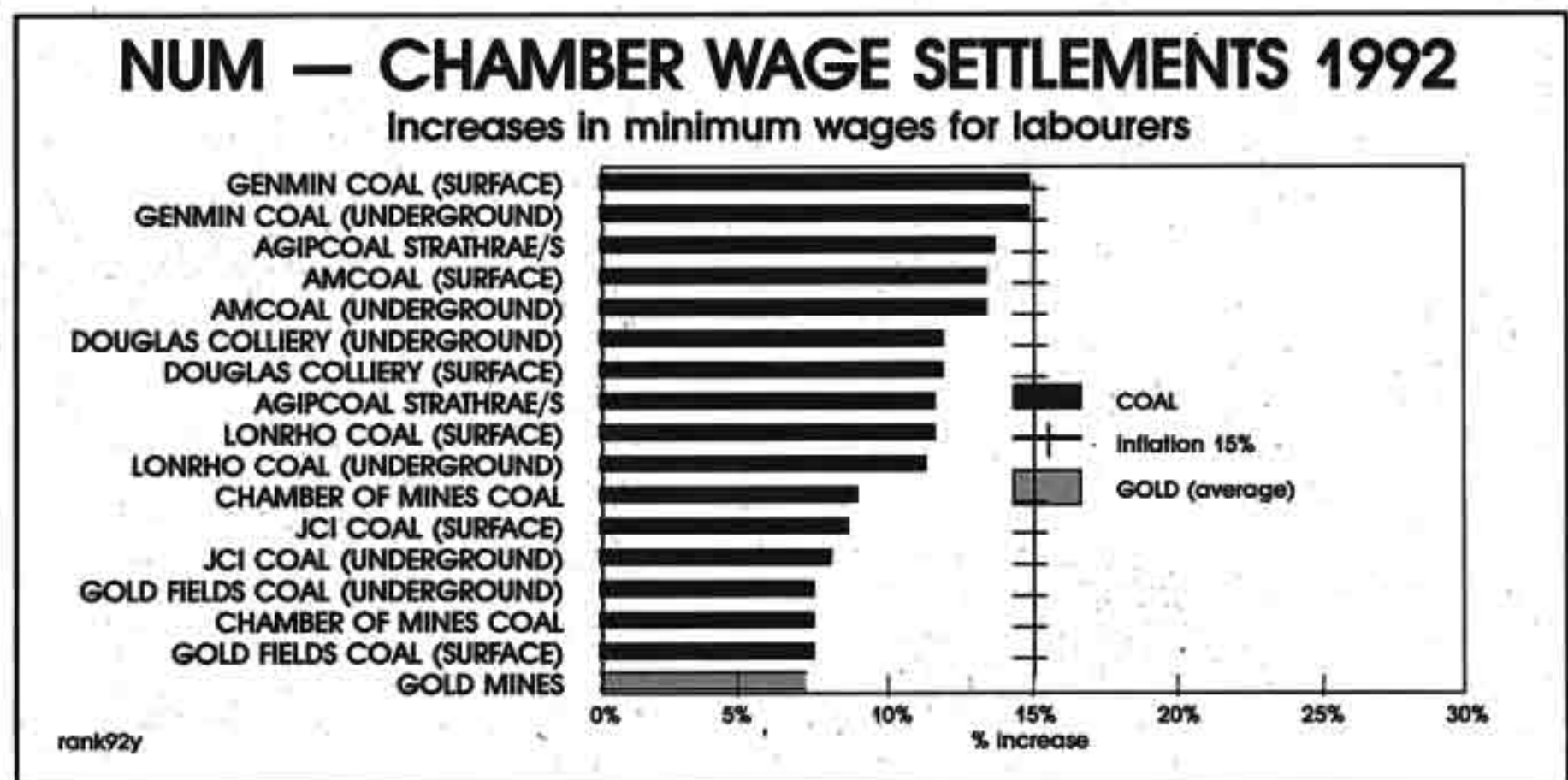
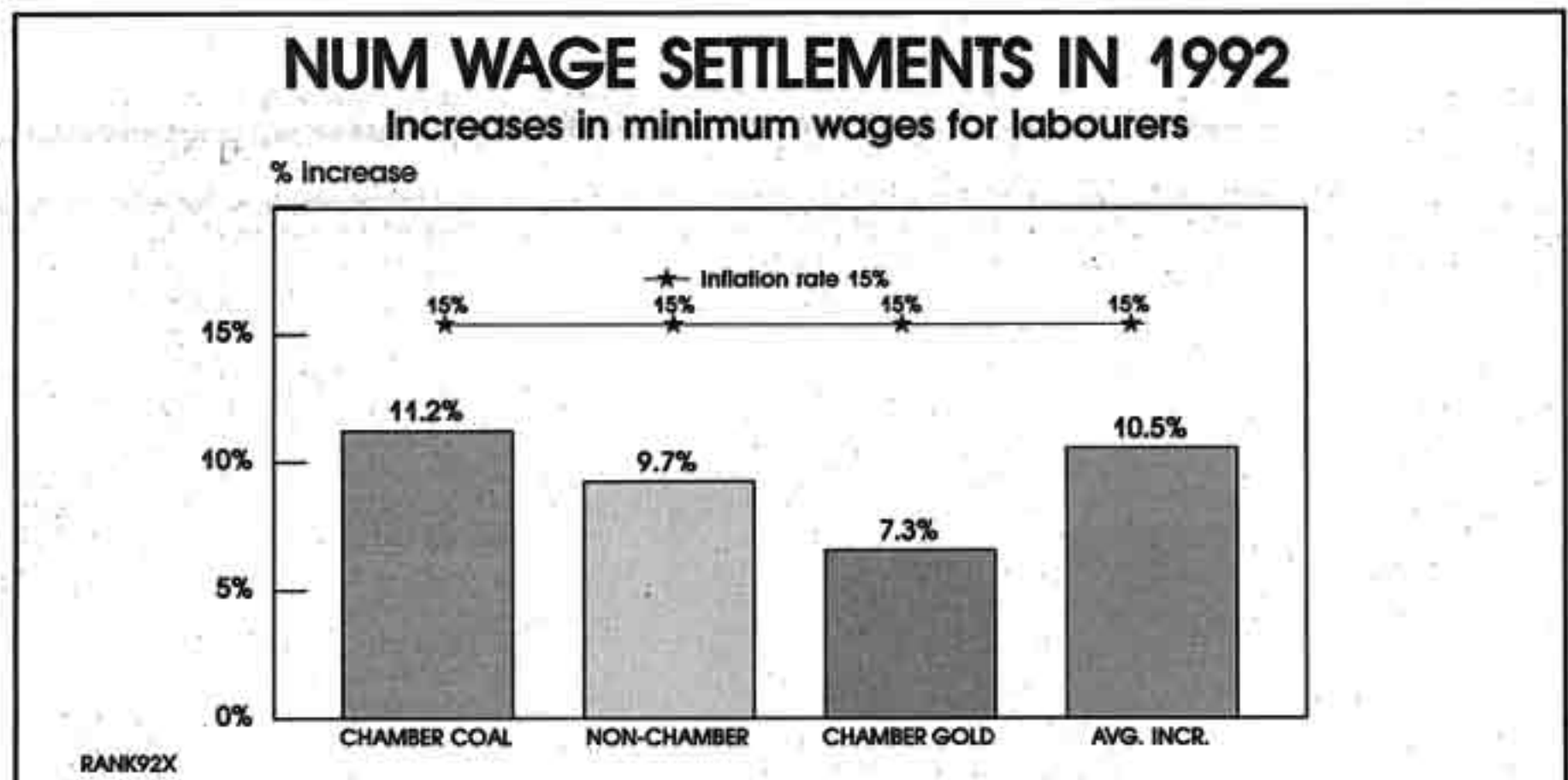
ANC has been dedicated to the freedom struggle since 1912 until today. If such freedom is not better than apartheid terror, then you have every reason not to join either NUM or ANC but FW de Klerk's National Party.

We accept the fact that the current political situation is ever changing. As a union with a history of democratic struggle we have a responsibility to make proper assessment of the whole situation so as to be able to play a critical role.

To deal with this situation NUM will be convening a Political Summit to chart our way forward in terms of future political developments in Southern Africa.

As of now yours is to go from here and enter each and every hostel room to spread the message of unity and freedom. Let every mineworker who really loves his family and people join ANC and its allies to ensure the defeat of F W de Klerk's government.

Let every mineworker who really loves his family and people join NUM now in preparation for battles still lying ahead.



U MONGAMELI WE NUM, uQabane James Motlatsi ethetha ngembali yengcinezelo emigodini

U Mongameli we NUM, uQabane James Motlatsi ebetyelele abasebenzi mgodini eyekuthetha nabo ngemiba ebalulekileyo nechaphazela bona. Uphakamise amanqaku abalulekileyo kwintetho zakhe abeziwisa kwintlanganiso zeninzi nakwitlanganiso ezohlukeneyo e Vaal Recfs No.8 Shaft, Hartbeesfontein, Buffelsfontein nase Kloof. Amanqaku athathwe kwintetho zakhe:

Ngaphezu kweminyaka elikhulu yengcinezelo nongcikivo edlanzeni zabaqeshi mgodini ehlangene phantsi kwe Chamber of Mines babulele izigidigidi zabantu ngendlala nangokubabeka kwindawo ezingcolileyo nabangazi-hoyanga. Abasebenzi mgodini baqeshwa kulo lonke ela Mazantsi e Afrika baqhubeka nokukhiqiza ubutyebi obuphila igcuntswana elincinci labelungu abancizigidigidi eziphinda — phindeneyo zamarandi. Umsantsa wobutyebi nowobuhlwempu phakathi komlungu nomntu omnyama usahleli umkhulu kakhulu ukuba ungavalwa ngezinqulo (slogans) nangemithandazo. Njengokuba abelungu besiya betyeba, abantu abamnyama baya ngokuhlupheka neemeko aphila kuzo ziya ngokubambi kakhulu.

Iminyaka emininzi abasebenzi mgodini babebulawa ngeemeko zokusebenza nangemivuzo yendala eyayibekwe kubo ngabaqeshi bemigodi. Ubukho bezi hostela sisikhumbuzo sohlobo lwengcinezelo yabaqeshi bemigodiyase Mazantsi Afrika. Imbali ifundisa thia ukuba ayikho into chlal'ihleli. Amadabi aphunyelelweyo ngumbutho wabasebenzi mgodini (i NUM) ekuphuculeni imivuzo yabasebenzi mgodini

kunye neemeko zokusebenza ayokuhlala ebubunqina obuyinyani ezimbalini.

I Britane yayikhe yalilizwe elinamandla orhwebo ilawula amakhulu ezigidigidi apha e Afrika nakwamanye amazwe, kodwa ngoku imeko ijikile. Kwakhona ne Rhodesia eyayilawulwa ngu Ian Smith owathi ngo 1968 wafinga ukuba ulawulo leninzi lokuba phezu kwesidumbu sakhe. Namhlanje i Zimbabwe lilizwe eliphilayo elingenakubulawa mntu nakuba u Ian Smith esaphila ezihlelele emzini wakhe kunengcwaba.

INDIMA EDLALWE YI NUM

I NUM ineminyaka esithoba izelwe kwaye ukusukela ngoku iimeko zabasebenzi mgodini ziphucukile, nangona singekoneliseki. Ngenxa yombutho wethu sibenakho ukubuyisela isidima sabasebenzi mgodini. Ninakho ukucela umgeni kwizinto ezenziwa ngabaqeshi bemigodi namhlanje kuba kaloku uyawazi amalungelo akho njengomntu osebenzayo. I NUM sisikolo sabasebenzi mgodini bonke sokuba bazixhobise ngokwabo ngengqondo ezikhululekileyo. Ikwasisixhobo nekhaka lenu nonke nakubeni leliphina utshaba elizokwehlulwa.

Umanyano lwabasebenzi lubalulekile ukuba sifuna ukufumana iimpumelelo ezibonakalayo emzabalazweni wethu wemivuzo ephezulu, iimeko eziphucukileyo zokusebenza kunye nekamva elikhululekileyo. Siphantsi kohlaselo lwabaqeshi bemigodi abasebemisele imfazwe ekubhataleni imivuzo ephilisayo. Imivuzo ephantsi seyaba ngumiselo wabaqeshi bemigodi. Nangona eminye imigodi yegolide ijongene nengxaki.

INUM NOPOLITIKO

Intshaba zethu zixakekile ngokutyala umsantsa kwalapha kuthi ngokuthi i NUM yintlangano yezopolitiko. Ngokuzama ekwenza umbutho wethu ubebuthathaka, i NUM yenziwa ngokufana ne ANC. Eli phulo lobuxoki, lobuvuvu lamampunge kungoku liqhubeka kuyo yonke imizimveliso yemigodi. Liphantse linxulumane neli lokusasaza kobuxoki bokungafuni umbutho phakathi kwenu lokuba ukhe wajoyina i NUM ngokugqinisekileyo uxothiwe okanye udendiwe. I NUM asiyiyo intlangano okanye umbutho wezopolitiko. Yintlangano yabasebenzi esekelwa ukuba ilwele iimeko ezingcono zokusebenza kunye nemivuzo. Nangona kunjalo, masingayilibali into yokuba imithetho yenziwa ngamabhulu okokuba ilawule ubomi bethu apha emsebenzi naku Mazantsi Afrika uphela. Abasebenzi mgodini nabo ngabantu abaphilayo abanemfuno zokulawula ubomi babo. Lilungelo lenu lokuba nigqibe ngendlela elizophathwa ngayo ilizwe kuba ngaphandle kokwenza njalo imithetho eyokuwiswa iyokuchasa imfuno zenu kwaye kuyokunyanzeleka ukuba uyithobele. Kunokuba ubalekele kude kwi NUM ngenxa nyopolitiko, kungcono ubalekele kuyo kwaye i ANC izokugqinisekisa ukuba amalungelo akho alungiswa nguwe hayi omnye umntu.

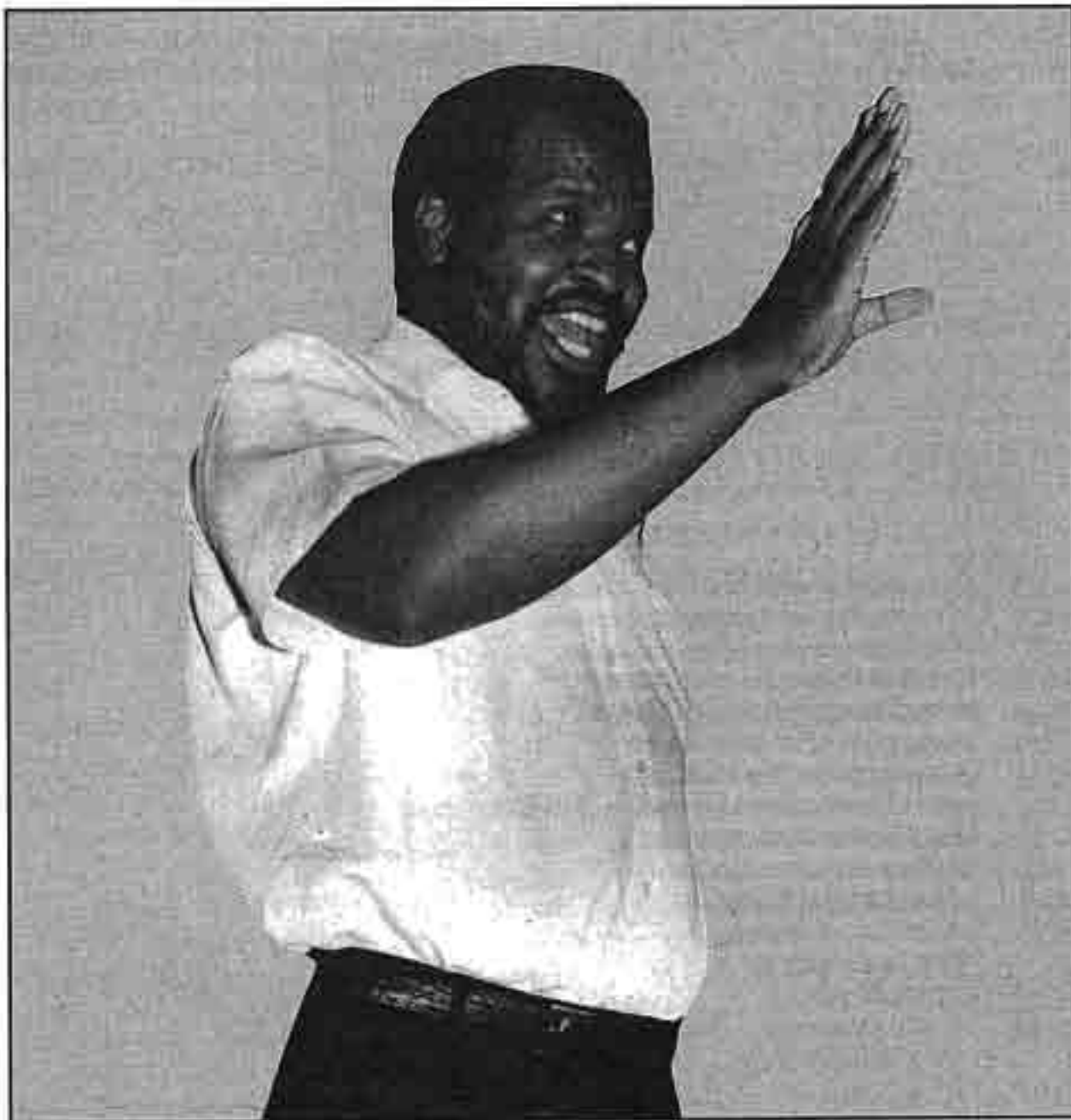
Ingcinezelo yocalucalulo kunye nongcikivo lwabaqeshi alwazi nto ngobuhlanga bakho ngqa bakuhlala njengontu omnyama. Ngethuba amaqabane e ANC ebehlaselwa e Matola — Mozambique, e Maseru — Lesotho nase Botswana ngumkhosi wase Mazantsi Afrika (SADF) abantu balo mazwe nabo bebulawa. I ANC yazimisele kumzabalazo wenkululeko sukela ngo 1912 kude kube namhlanje. Ukuba lo nkululeko ayikhongcono netshutshiso yocalucalulo, kungoku uzokuba nazo zonke izizathu zokungajoyini i NUM okanye i ANC ungajoyinela i National Party ka De Klerk. Siyayivuma into yokuba imeko ekhoyo yopolitiko iyagugquka. Njengombutho onembali yomzabalazo wedemocrasi sinenxaxheba yokuqwalase kakuhle yonke imeko ukuze sibenakho ukudlala indima ebonakalayo. Ukuhlangabezana nale meko i NUM izokubiza intlanganiso yopolitiko kuthethwe ngendlela eya phambili ngokwemiba yophuhlisa ikamva lezopolitiko e Mazantsi Afrika. Njengangoku nizokuhamba apha nengene kumnyango ngomnyango wegumbi le hostela nisasaze ivangeli yomanyano kunye nenkululeko. Bonke abasebenzi mgodini abazithandayo iintsapho zabo kunye nabantu bakhe ajoyine i ANC kunye namasekela ayo ukugqinisekisa kokoyiswa kukarhulumente ka De Klerk. Bonke abasebenzi mgodini bazithanda nyani iintsapho zabo bajoyine i NUM ngoku, ukulungiselela amadabi anzima asalele ngaphambi kwethu, amanye amacandelo emizimveliso yemigodi isavuna imveliso enkulu ngaphandle kokubhatala imivuzo ephilisayo ekubuyiseleni ukubila negazi labasebenzi mgodi. Namhlanje onke amacandelo —edayimani, elahle, eplatinum, iron ore, athetha ngendlala ngelithuba abasebenzi benyanzeliswa ukuba bavume imivuzo yendala. Abaqeshi bazibona begqinisekile kwaye benamandla kunamandla abasebenzi okuziphindezela. Le nkohlakalo ibangelwa kukuba tyefetyefe ngokobulungu be NUM kwezinye imayini.

KWABANGENGAWO AMALUNGU (OKHWELA SEWUBHATELE OKANYE OKHWELA SIYAHAMBA)

Abangengawo amalungu ngabona bazirhuluwa ezisetyenziswa ngabaqeshi ukuqhubeka nengcinezelo kunye nengcikivo yabo. Aba basebenzi ngabona baxhamlayo kumzabalazo oliwe ngamalungu e NUM elwela bona. Xa usiya entlanganisweni nakwinkongolo zokwakha umbutho wakho ezingcukudu zihleli ebharini nakumabala emidlalo. Ngexesha wawuhamba ekhayeni lakho, usuka kwindawo ezikude ezifana ne Transkei, Lesotho ne Mozambique uthe ufuna ukusebenzela isithandwa sakho. Nangona kunjalo, ekufikeni kwakho, uvumela wena ugcinwe ebumnyameni nasendaleni ngokungajoyini umbutho olwela amalungelo akho. Oku ngazi kubi kangaka bukhuthuze iimali zentsapho zabasebenzi mgodini ngenxa yabo yokuxhamla ekulwelweni nango kuphunyelelwa ngumbutho wenu.

Kude kube namhlanje, amawakawaka abasebenzi mgodini abakawazi amalungelo entsapho zabo xa efile, onzakele, edilizwe okanye egxothiwe. Amaxhoba ala mashwa okonzakala nengozi alahlekelwe zizigidigidi zamaradi ngenxa yokunqongophala kwengxelo enyanisekileyo nolwazi. Ekugqibeleni, iba zintsapho, abantwana, abazali kunye nezihlobo ezisokolayo. Lento yenza amampunge intetho yakho yokuthi uyokusebenzela isithandwa sakho. Ngokungabi nanxaxheba ekhuthelweyo kwimicimbi yombutho uba lutshaba elingaqondakaliyo entsatsheni yakho. Unyaka emva konyaka, iimali ezingafunwanga ziya eziseleni zorhulumente wocalucalulo, ngelithuba bekufanele iintsapho zabasebenzi mgodini ibe zizo ezixhamlayo.

Iba yingxaki ngethuba abasebenzi mgodini abayi 177 bebulewe e Kinross ngo 1986. Ngaphezu kwe 172 abantu abamnyama abafayo kule ntlekele, yi 92 kuphela ababengamalungu e NUM. I NUM ithathe amanyathelo asemthethweni nge Genmin ukumela abo bafayo yaze yaphumelela isixa semali eqondakalayo. Nangona kunjalo, eyona nto ebelilishwa kukuba ngenxa yokunqongophala kolwazi kwizihlobo eziswelekelweyo, i NUM ibe nokufumana izihlobo eziyi 40 kuphela. Kuqhubeka ntoni ngentsapho eziyi 132 nazo ezixhamlayo nkumzabalazo we NUM ingaba bawujoyina umbutho okanye bashiya ingxelo zamalungelo abo kwiintsapho zabo. Omnye umzekelo ocacileyo wentlupheko eziswa kukungazi kukubhatalwa kwe R2 million yi AAC kumaxhoba agxothwa ngobuninzi ngethuba logwayimbo lika 1987. Uninzi lwabo basebenzi mgodini lusuka e Mozambique alufumanekanga ukuzokuthatha isabelo sabo se R2 million ebhatelwe yi AAC kwi NUM kude kube namhlanje. Kuyingozi ukugcinga ukuba umqeshi wakho ngumbutho wakho. Abaqeshi kuphela banomdla kukubila nasegazini lakho ngokuzenzela imali eninzi. Xa ufile okanye wonzakele bakulibala ngokukhawuleza, beke ecaleni ukuya emngcwabeni e Maseru okanye e Umtata.



Cde. JAMES MOTLATSII — President NUM

DIARY OF IMPALA CONFLICT IN 1991

- ★ On July 4 workers strike for higher wages and better conditions of work.
- ★ On August 16 one worker was found shot dead no one has been arrested.
- ★ Workers Representative Committee members were subjected to pressure and some were threatened with violence. White workers were going to work armed.
- ★ On August 15 workers embarked on a 4-hour go-slow strike in an attempt to advance their wage demands and recognition of the NUM. A go-slow strike by 40 000-strong workers rendered Impala unworkable and the bosses suffered heavy losses in terms of profits.

In a desperate attempt to crush the strike, management-instigated violence erupted the following day. Alleged management-sponsored vigilantes launched brutal attacks at the striking workers under the cover of darkness, killing 8 workers.

Despite these attacks workers refused to be intimidated and the go-slow continued. The killers are still at large despite management's R25 00 reward. Some of the attackers told newsmen that they were bought by a member

of mine management to kill the striking miners. These attackers were part of about 100 vigilantes allegedly hired by management to break the go-slow.

- ★ On September 3, management locked out 8 000 miners at Bafokeng North claiming continued go-slow.
- ★ On September 10, Bophuthatswana police shot and killed Ezekiel Mokutume Seganeno on mine premises.
- ★ On September 25, workers win wage increases ranging from 15 to 16 percent.
- ★ On September 28, management-instigated faction fighting erupted at Bafokeng South and 11 mineworkers were killed.
- ★ On October 15, mineworkers at Wildebeesfontein North staged a sit-in underground protesting dismissal of fellow Comrade.
- ★ 26 October Wildebeesfontein mine closes for 11 days.
- ★ 27-28 October Wildebeesfontein North and Bafokeng mines were closed as workers were harassed by mine security and others

face dismissals.

- ★ 29 October mineworkers return to work after settlement with workers' representative committee.
- ★ 30 October violence erupts again on the mines. NUM marshalls assist in apprehending "criminal" elements exploiting the strike to start more violence.
- ★ 1 November, union lawyers and officials instructed to leave mine premises by Company's head office representative while attending scheduled meeting.

- ★ 5 November, members of Worker's Committee arrested by Bop police from the hostel.
- ★ 7 November, more workers arrested under Bop Security laws including leading figures Isaac Mayoyo and Goodman Mzazi.
- ★ 9 November, ruthless dismissals of about 360 workers.
- ★ 11 November, strike by all workers demanding reinstatement of dismissed colleagues.

MINERS CALLED TO VOTE FOR DEMOCRACY COMMENT ON LESOTHO ELECTIONS

By JAMES MOTLATSJI — NUM PRESIDENT

NUM is concerned about the oncoming general elections in Lesotho. Union members who are in the mine from Lesotho would definitely be affected by the unfolding political process.

We give our unqualified support to the democratisation of the mountain kingdom. Lesotho's history is one of brutalisation by one regime after another and nothing short of true parliamentary democracy can address the problems caused by the past undemocratic political forces.

British colonialism grossly distorted the history of Lesotho until independence in 1966. It was not long after independence that democracy was subverted culminating with despotic rule.

When despotic rule was wiped out it was replaced by a military dictatorship. We call on all workers from Lesotho to take full advantage of this opportunity to elect into government parties they believe would serve their best interests.

However, we want to state categorically that NUM as a trade union of mineworkers irrespective of political affiliations, can not choose one political party against another in a free country which is also an OAU member. Mineworkers have to decide individually about such choices.

We will however, not be sitting back as the situation will be monitored closely to ensure that democracy is not subverted.

If democratic processes are undermined, the NUM has a democratic right to take decisions befitting the situation without asking permission from anyone.

NUM PRESIDENT SLAMS NEIGHBOURING STATES

The attitude of the neighbouring states towards their nationals working on South African mines is appalling.

What is primary for the authorities in these countries is the taxes paid to them by migrant workers.

It has become a long established tradition for these states to indoctrinate migrant miners against fighting for their rights at workplace and within the broader society.

Mineworkers from the neighbouring states thus become hostile or totally indifferent to joining NUM not to mention political organisations and parties.

The situation created by these uncaring states is one of total ignorance of one's basic workers with consequent losses of millions of rands of benefits to South African government.

The main culprit is Mozambique government. There are 244 former mineworkers at Anglo American Corporation from Mozambique who have not responded to our call to come to NUM offices to their share of the R2 million the union won in a legal battle as payment for those dismissed during the 1987 strike.

Several attempts were made by the NUM to track these workers down without success. Mozambiquan Labour ministry was given all the relevant information about these mineworkers with a view of making it easier for the government to facilitate their movement to our head office in Johannesburg, to receive their monies but to no avail.

It is highly hypocritical of these states to claim to be acting in the best interests of their citizens whereas victims of dismissals and retrenchments are left to starve while their benefits are forfeited to the Pretoria regime.

We challenge the Labour Ministry in Mozambique to work jointly with their trade union federation, OTM, to ensure that the dismissed mineworkers are found and helped to come to Johannesburg to collect their monies.

It is advisable for the neighbouring states to encourage migrant workers to participate fully in the struggles of the people of South Africa so that they should form part of the emerging democratic South Africa.

Failure to heed this comradely advice will only be at migrant workers' peril much to the detriment of the future of the whole development of Southern Africa.

WORKERS WIN BATTLE FOR RECOGNITION AT IMPALA PLATINUM MINES

VIVA IMPALA WORKERS!!

Mineworkers at Impala Platinum Mines (IMPLATS) made a major breakthrough for democratic trade unionism in Bophuthatswana bantustan by signing a recognition agreement with the company.

The recognition agreement was signed last month with the union structure known as Central Council of Workers to extend collective bargaining rights to Implats workers.

In terms of the agreement workers will have collective bargaining rights on wages and conditions of employment.

The recognition agreement will enable workers to negotiate and settle procedural and other agreements with the bosses. Another major gain made is the recognition of full-time shaft stewards provided in terms of the agreement.

Recognition comes after many years of bitter struggles waged by Implats workers demanding trade union rights.

In 1986, the Gemmin-owned mine brutally crushed workers strike by dismissing 26 000 workers.

It was not until 1991 that workers started to regroup and challenged the rampant trampling of their rights by Implats.

With all machinery of repression at the disposal of the company — mine security, Bop security forces and repressive Bop labour laws — workers confronted the bosses with demands for higher wages and recognition of the union their own choice — National Union of Mineworkers (NUM).

Bosses resorted to the use of force and violence in an attempt to crush the workers upsurge but failed as the mine was rocked by a wave of strikes, work stoppages, sit-ins and stay aways.

Meanwhile 26 000 workers of the 48 000-strong workforce joined the NUM in defiance of Bop labour laws which prohibit activities of so-called foreign unions.

When the bosses came to the negotiating table with the NUM influenced workers committee to work out the recognition agreement more than 30 workers had already been killed and hundreds injured and maimed while the company lost over R100-million in production.

BREAKTHROUGH AT ESKOM WORKER PARTICIPATION

A historic summit between Eskom management and representatives of ten Trade Unions was held on 7 and 8 September 1992 to consider key issues affecting all parties concerned.

The Summit came after months of tension and conflict between Eskom and workers organised under the National Union of Mineworkers and other unions. Workers were opposed to Eskom's unilateral restructuring of the industry which had already cost 20 000 jobs since 1985.

It was only after a national campaign to save jobs was launched that the power of organised workers was felt throughout the country as protest actions and rallies rocked almost all Eskom Power Stations.

A massive March on Eskom's Megawatt Park finally stopped the Company's restructuring programme.

The key issue of the Summit was worker participation in the running of Eskom.

Related issues identified for further consideration were ways of ensuring long-term viability of Eskom, training and development of workers, accommodation and related matters.

To carry this process forward the Summiteers agreed to form various task groups to address identified issues in detail and to make recommendations as part of an ongoing process.

The success of this process could go a long way in ensuring that Eskom become a viable economic establishment to serve the needs of all South Africans. Workers could benefit from economic growth likely to be stimulated in the process.

The Summit was attended by 50 Eskom managers and 150 representatives from NUM and nine other trade unions.

BASEBENZI MGDINI BEHLABATHI MANYANANI NILWE IIMEKO EZIMBI ZEMPILO NOKHUSELEKO

Umbutho wabasebenzi mgodini wezizwe ngezizwe (MIF) yabiza inkomfa yezizwe ngezizwe yempilo nokhuseleko ezimayini e Hatern Germany ekuqaleni konyaka. Izithunywa ezisuka kumazwe ayi 71, emele intlangano eziyi 77, kunye nayo i NUM ibizimasile. Ezona njongo zale nkomfa yamalanga amathathu yayikukuzoba umqulu wempilo nokhuseleko uzokunceda njengomgaqo womgomo emazweni nakwizizwe ngezizwe. Okwavela kwinkomfa kukuvunywa "kwenqhubo yokungena kwempilo nokhuseleko kwimizimveliso yemigodi." Injongo zale nqhubo kukuphucula iimeko eziphathelile kwimpilo nokhuseleko kubasebenzi mgodini kunye neentsapho zabo, nanje ngokuba zaziwa ezikuphakamisa umgagatho wempilo echazwa njengesimo esigqibeleleyo somzimba ophila, ingqondo kunye nentlalo ephilileyo hayi ukungabikho kwezifo kunye nobuthathaka bengqondo. Inkomfa yenze isigqinisekiso sokuba kuvumeleke umgagatho nezinga lezempilo nokhuseleko kwimizimveliso iyanyanzeliswa ngesixhobo eku-zokuvumyelwana ngaso yintlangano yabasebenzi bezizwe ngezizwe (ILO).

Abaqeshi kunye norhulumente bazokuthwala uxanduva lwezivumelwano ezibophelelayo eziliqela. IMIF ibeke amanye amalungiselo umgagatho kunye namalungelo azokuthi adityanise kumqulu wempilo nokhuseleko.

Ekukhuseleni nasekuncitshiseni komso-benzi osendeleyo kwingozi yempilo

- ★ Abaqeshi banoxanduva lokukhusela banciphise ingozi zempilo kunye nenkathazo zomzimba nezengqondo.
- ★ Isixhobo schlabathi ekuzokuvumyelwana ngaso yi ILO kufanele iyibekwe ubuncinane beminyaka emakweshe ngayo emigodini ngaphazulu nangaphantsi emgodini ngenjongo zokuphelisa ukusebenza kwabantwana. Ubuninzi beyure zokusebenza ngemini kufanele kugxininise kunye nexesha lekhefu kunye nexesha lokuhamba usihla unyulka usuka e shaft usiya kuphuma. Ubuninzi beyure zokusebenza ngeveki, kunye nobuncinane bomthamo wek-

hefu kufanele kugxininise.

- ★ Iimeko zokusebenza kuzakuvumyelwana ngokwabantu abahlakeneyo ngokwasemzimbeni nasengqondweni. Abasebenzi kufanele banikwe ilungele lenxaxheba ekwenzeni iimeko abasebenza kuzo kwinqhubo yotshintsho kunye neyophuhliso ezichaphazela indawo abasebenza kuzo.
- ★ Izixhobo zomntu zokuzikhusela (ezifana nezibuko zokhuseleko) xa kwenzeke ingozi okanye ityefu ezinobungozi mazinikwe abasebenzi mgodini ngokwendleko zomqeshi. Ibhafu, izindlu zokuhlambela, iithoyilethi, iindawo ekugcinwa kuzo impahla, imatshini yokomisa impahla, ngokunjalo nezixhobo zehoyilethi emgodini mazibekhona emayini.
- ★ Iinkampani mazibe nemigomo kunye nezixhobo zokunceda engozini. Iingozi zifuna ukuphandwa ngokuqapheliswa ukwenzela kuthathwe aman-ayathelo okhuseleko afanelekileyo azokunqanda ukwehla kwengozi kwakhona. Abameli babasebenzi mgodini banelungelo lukuthath' inxaxheba kuphando bafumanise izizathu ezibangele iingozi emigodini. Iinkampani mazigcine ingxelo ngokwemoqathango ye ILO ngendlela nangezinga lwengozi, ixesha lokusebenza elisondeleyo kwinxwelerha, nokwenzeka kwengozi okufana nomlilo okanye okuwa komgodi, nokuba azikhokelelanga engozini. Ezi ngxelo mazisiwe rhoqo kwi ofisi ezenziwe ngurhulumente. Elinye iphepha malinikwe abameli bezempilo nokhuseleko kunye nombutho oqondeneyo nalonto.
- ★ Ikomiti lempilo nokhuseleko malithathe inxaxheba ekumiseleni kwezigqibo kwaye balawule yonke imiba ichaphazela impilo nokhuseleko, kunye nokuceba nokwahlulwahlulwa kwemali.
- ★ Uqeqesho olulungileyo maliqhutywe lunikwe ngokwendleko zomqeshi. Abasebenzi mgodini mabayalelwe kwaye bafumane izifundo ezintsha ngoncedo lokuqala ukwenzela xa kwehle ingozi. Imiyalelo yoncedo lokuqala efanelekileyo ekumgagatho wehlabathi mayibekhona ezimayini. Makwenzeke ngawo onke amaxesha ubo-

nane noGqirha xa ufuna uncedo olukhawulezileyo. Amalungiselela mawenziwe ukugqinisekisa ukuba kuyenzeka ufikelele esibhedlele kwangethuba ukunceda umntu onzakele kakubi.

EKWAZISWENI KWEEMKO EZIPHUCUKILEYO ZEMPILO KUNYE NENTLALO EPHILILEYO

Iinkampani mazibe nomgomo wokukhusela intlalo kwaye mazisebenzise izixhobo zobuc-hwephetsha ukukhusela ukonakala kwendalo.

Ekunyuselweni kwemfundo zabasebenzi abazimbhedlunge kunye nezihlobo urhulumente kunye neenkampani mababambisane ngoxanduva lokuthatha imiqathango eyoneleyo yokugcina ngokwasemzimbeni nasengqondweni abasebenzi abazibhedlunge.

Abasebenzi abazibhedlunge abanokubuyela emisebenzi yabo mabanikwe ithuba kunye nendlela zokuqeqeshwa eziqondakalayo kwaye bafumane imali elinganayo. Imbuyisele eyaneleyo mayinikwe abasebenzi abazibhedlunge kunye nezihlobo ezifelweyo. Ngale ndlela, uhlelo lokhuseleko lwentlalo elwenziwe yimizimveliso yemigodi kwaye isekelwe ekuziphatheni enjongo zayo zikukulungisa lonto.

Xa elo hlelo selenziwe, abahlali mabakhuselwe.

MIF ifuna inkxaso yovelwano yezwe ngezizwe kwimiba yempilo nokhuseleko. Amaphulo amabini asemiselwe ngokukhawuleza-

- ★ Ilungelo lokwazi ngephulo elizokuchaza ngokuphandle ukuba lithetha ntoni eli lungelo ekusetyenziseni, libonise nokuba laphunyelelwa phi laze lasetyenziswa kwaye libonakalise iinkampani kunye norhulumente owaleta abasebenzi mgodini eli lungelo.
- ★ Usuku lwezizwe ngezizwe lwempilo nokhuseleko elizokuqwalasela amalungelo abasebenzi mgodini ngokungena kwempilo nokhuseleko kodwa liphinde lichaze ngolo nxulumaniso lotshintsho kwaye urhulumente exhaphaza abantwana, ukusetyenziswa kwabasebenzi mgodini kwindawo eziyangozi, iimeko zokuhlala ezin-

ganyamezelekiyo kunye nokungcoliswa kwendalo.

INQHUBELA ENKULU YE NUM KWIMPILO NOKHUSELEKO

INUM yenze inqhubela enkulu kwimiba yempilo nokhuseleko ngokufunda isivumelwano ne Chamber of Mines kwimfundo zokumisela kwequmru lokhuseleko lwemayini. Umbutho wamemeza ukusekwa kwale komiti sukela ku 1983, emva kwentlekele yemigodi yase Hlobane apho kwabulawa abasebenzi abayi 65. Kancinci emva kweminyaka elishumi yephulo le NUM ekugqibeleni abaphathi bemeyini bavumile ngokwemiqathango njengokuba izinga lokufa nelokonzakala liqhubeka. Uthethathethwano luyaqhubeka phakathi kwe NUM kunye ne Chamber of Mines malunga noqagamshelwano lekornishini. I NUM yenze isiphakamiso sokuba ikomishini iphathwe yijaji ezokumisela:

- ★ Iphande ngayo yonke imiqathango esemthathweni zokungena kwempilo nokhuseleko kwimizimveliso yemigodi e Mzantsi Afrika (ukufaka imbuyisele yokulimala, yokugula kunye neyokufa).
- ★ Kwenziwe izivumeleko kuMongameli wesizwe ngempuchuko ekhoyo emithethweni kunye nokulungiswa kwaye kwimbonakalo yeemeko ezibonakalayo kumzimveliso nakumgagatho wehlabathi.
- ★ Kwelinye icala i Chamber of Mines iphakamisa malunga nokuchazwa kwalemiba ilandelayo:
 - Ikomishini yophando kufanele ibe nejaji kunye nomakhwakhwetha kukhuseleko lwemigodi njengokuba kuvunyelwe yimibutho enenxaxheba,
 - Kuhlolwe ukuba umphailo okhoyo kumthetho weZombiwa (Mineral Act) unika isakhiwo esifanelekileyo somthetho malunga nempilo nokhuseleko lonto emayini.
 - Kusiwe izivumeleko kumPhathiswa weZombiwa Namandla ngayo yonke inqhubo eyenziweyo kwisakhiwo somthetho, ukuba zikhona ezibalulekileyo.
 - Ikomishini kufanele ibhatalwe sisiwe kunye neminye imibutho ifake isandla sendleko zayo.

I COSATU IMISELE IPHULO LE MASS ACTION

Ukwayo lwerhafu nenyathelo lokukhalazela ukubulawa kwemibutho

Ukugwayinjelwa kwerhafu yenye yendlela yokunyanzelisa urhulumente wocalucalulo ukuba ahambe ngokukhawuleza ukuya kwidemocrasi. Isigqibo sokuyekwa ukhatalwa kwerhafu ngumntu — Pay As You Earn (PAYE) sathathwa kwinkomfa yephulo le COSATU eyayibanjwe ngomhla we 11 - 13 September 1992 e Rhawutini. Iinkampani ezibulala imibutho yabasebenzi zizokubethwa kanobomi zintshukumo zokukhalaza kwentlangano zenkululeko kunye nemibutho yezizwe ngezizwe. Ekuqaleni kwephepha zinkampani ezathatha amanyathelo oluleko kubasebenzi ababethath' inxaxheba kugwayimbo lomhla we 3 nowe 4 ku August kunye nezozincedisayo ekufakeni isandla kwizidubedube zokuhlasekwa kwabasebenzi.

Abaqeshi banikezwe ithuba ukuya kuma nge 01 October Lokuba baphefumlele isicelo se COSATU sokuba bayeke ukunika urhulumente wocalucalulo iimali ezintsalwa kubasebenzi ngengenhafu. I COSATU ibanga ukuba ezomali zerhafu zithathwe zibekwe kulawulo lwentlangano ezininzi "Imali ezokunceda ku Mzantsi Afrika okhululekileyo" (Fund for a democratic South Africa). Ukwayo lwerhafu luzokugqala ngo November zintlangano ezilwela inkululeko nabaqeshi balindelekile bayeke ukunikeza ngemali yerhafu yabasebenzi kurhulumente kusukela ngo Desemba. Intshukumo zokukhalaza zivumelekile kwiinkampani ezagxotha kubasebenzi ngokuxhasa uqwayimbo lwango August kuzokuhlalwa kwi ofisi zabaqeshi, iintshukumo zokuvulwa kwendlela, ukwayo lokuthenga, kwaziswe kwaye kutshutshumiswe ngenkxaso yamazwe ngamazwe. I Anglo American Corporation (AAC) ichaphazeleka kakhulu kwezi ntshukumo zokhalazo ngokuthi igxotha amalungu e NUMSA kunye naye NUM kwimigodi yedayimani ye Deer Beers.

Inkomfa yenze iziphakamiso nokwamkweleka kwe:

- ★ Imiba yoqoqosho ★ Izindlu ★ Umbane okanye ugesi ★ Amaxabiso okutya ne VAT ★
- ★ Imbalela ★ Amalungelo abasebenzi ★ Amalungelo abasebenzi base fama ★
- ★ Ukuhlanganiswa ndawonye kothethwano lwemivuzo ★ Unyulo lorchulumente weninzi ★
- ★ Imfundo noqeqesho ★ Ukwakhiwa kwemibutho ★ Amalungelo oomama ★

Ugwayimbo elisemthethweni lungenzeka xa ingekho inqhubela eyenziwayo kula maphulo.

Inqhubo ihamba kanje:

1 - 13 October — ukungena kwi ofisi zikurhulumente nondlu nkulu benkampani ezagxotha abasebenzi — ngokunjalo namanye amaqhinga aqhubeka.

Phakathi ku October — Ugwayimbo lwe saccawu lokufuna kuhlanganise ndawonye uthethathethwano.

11 - 19 — Iveki yentshukumo kwimibango yopolitiko kunye nodushe.

11 — Ilanga lokuvelana namabanjwa ezopolitiko. Inqila zizokube zibambe umngcelele kuyiwe amajele ukuyo kubanga ukukhululwa kwamabanjwa ezopolitiko.

13 - 19 — Inqila zizokugqiba ngamanyathelo emakawathathwe nokungenwa kuhlalwe emafemini.

1 November — ngumhla we COSATU ne ANC ne zinye intlangano zokuba ziyekwe ukubhatalwa irhafu kurhulumente.

1 December — ngumhla wokuba abaqeshi bayeke ukutsala imali yerhafu kubasebenzi bayise ku rhulumente.

ABASEBENZI BAPHUMELELE IDABI LWESIVUMELWANO E IMPALA PLATINUM MINES

VIVA IMPALA VIVA!!!

Abasebenzi mgodini e Impala Platinum Mines (IMPLATS) benze imbali enkulu yombutho wabasebenzi okhululekileyo kwiphandle lase Bophuthatswana ngokutyikitya isivumelwano sombutho kunye ne NUM. Isivumelwano nombutho sityikitye kwinyanga ephilileyo nesakhiwo sombutho esaziwa nje nge Central Council of Workers ukwandisa uthethathethwano lamalungelo omvuzo kubasebenzi base Impala. Ngokwesivumelwano abasebenzi banelungelo lokuthethathethana ngemivuzo kunye neemeko zokusebenza. Isivumelwano sizokwenza abasebenzi babenakho ukuthethathethana kwaye kulungiswe nomgaqo kunye nezinye izivumelwano nabaqeshi. Enye into ebalulekileyo efunyenweyo sisivumelwano samashaft steward agqibeleleyo esingomnye umba okwisivumelwano. Isivumelwano sifike emva kweminyaka emininzi yemibalazelo ezizama olwe ngabasebenzi base Impala ngokubanga amalungelo ombutho wabasebenzi. Ngo 1986, i Gemmin, ephethe imayini yabulala kakubi ugwayimbo labasebenzi ngokugxotha abasebenzi abayi 26 000. Yade yaba ngu 1991 apho abasebenzi baqala kwakhona ukuzimanya kwakhona bacela umgeni ngokufuna amalungelo abo anyathelwa yi Impala. Kuzo zonke izakhiwo zengcinezelo ezibonakalayo enkampanini — amagosa okhuseleko emayini, imikhosi yokuseleko ye Bop nengcinezelo yemithetho yokusebenza e Bop — abasebenzi balwe nabaphathi bebanga imivuzo epehzu kunye nesivumelwano sombutho okhethwe ngabo — i National Union of Mineworkers. Abaqeshi bazame ukusebenza umkhosi kunye nezidubedube ngenzame zokubulala inyathelo labasebenzi kodwa zange baphumelele njengokuba imayini yayinqongwe lififu logwayimbo, ukuma komsebenzi, ukuhlala phantsi nokungayi emsebenzini.

Okwangoku abasebenzi abayi 26 000 kubasebenzi abayi 48 000 bajoyine i NUM ngokwephula imithetho yokusebenza e Bop eyayinqanda imicimbi yalento kuthiwa yimibutho yangaphandle. Ngeth-uba abaqeshi besiza kuthethathethwano ne NUM bekhuthaza ikomiti labasebenzi ukuba basebenze ngesivumelwano nombutho bangapheszu kwe 30 aba-

basebenzi abasele bebulewe kwaye amakhulu alimele kwaye abanye zingxwelerha ngelithuba inkampani yalahlekelwa ngaphezu kwe R100 million kimveliso.

INQHUBELA ENKULU YENXAXHEBA YABASEBENZI E ESKOM

Imbali yentlangano phakathi kwe Eskom nakubameli bemibutho yabasebenzi elishumi ibibanjwe ngomhla we 7 - 8 September 1992 kuqwalasela imiba ebalulekileyo echaphazela yonke imibutho enenjongo. Intlangano ize emva kwinyanga yoxunguphalo nengxabano phakathi kwe Eskom kunye nabasebenzi abagugquzeleke phantsi kwe NUM neminye imibutho. Abasebenzi bamphikisile u Eskom ngenyathelo lokwakha ngokutsha umzimveliso yedwa esekude nga pheze kuse 20 000 yemisebenzi sukela ku 1985. Kusemva kwephulo jikelele lokukhusela imisebenzi elamiselwa ukuba amandla abasebenzi abagugquzele-kileyo agcingwe kwilizwe liphela njengeniyathelo lokukhalaza kwaye neentlangano zibanjwa kuwo onke amaziko ombane e Eskom. Umngcelele onzim-qowaya e Eskom Megawatt Park nguwo owamisa iqhubo yokwakha ngokutsha inkampani. Umba obubalulekile kule ntlanganiso yinxaxheba yabasebenzi ekulawuleni i Eskom. Imiba esondeleyo echaziweyo esafuna ukugwalasela zindlela zokugqinisekisa ngethuba elide lokusebenza kuka Eskom. Uqeqesho nokuphucula abasebenzi, indawo yokuhlala neminye imiba esondeleyo. Ukuqhubela phambili abantu ababesentlanganiseni bavumelene ngokuseka amaqela azokusebenza ngokwahlukeneyo ukuchaza kakuhle inxaxheba zemiba kwaye kwenziwe isivumelwano ngokugqibela kwinqhubo. Ukuphumelela kwale nqirbo kuzokuhamba indlela ende ekugqinisekiseni ukuba kusekwe ukuphila koqoqosho elizokuhlangabezana neemfundo zabantu bonke base Mzantsi Afrika. Abasebenzi bazokuxhamla ekukhuleni koqoqosho ekubonakala ukuba luzokukhuliswa yile nkqubo. Intlangano ibizinyaswe bubukho babaphathi be Eskom abayi 50 kunye nabameli abayi 150 be NUM kunye neminye imibutho yabasebenzi esithoba.

FOCUS ON HOUSING FOR MINERS

TOWARDS A HOUSING POLICY FOR MINeworkERS

The policy of migrant labour system has brought hardships on mineworkers who are forced to live in single sex and overcrowded hostels far away from their families.

The NUM has been fighting this system in an attempt to create decent living conditions.

The process of developing a housing policy is gaining momentum as facilitated by the NUM's Housing Commission.

In line with the NUM Congress resolution, mineworkers are pursuing the policy aimed at dismantling the migrant labour system. Housing policy development is aimed at giving mineworkers family houses and decent single accommodation for others.

The main guiding principle is that workers should be able to choose the type of accommodation suitable to their needs.

Options on Housing

Our objective is the creation of low cost housing for the majority of workers who cannot afford the houses given under different mine housing schemes. There are key elements which have to be taken into account in this process.

Design of a New Living Environment

The restructuring of hostels has to be done in a manner that would allow workers to enjoy basic freedoms and normal standards of living. Workers should enjoy freedom of movement and have the places accessible to non-residents.

Space provided has to meet higher standards and make room for privacy and communal activities.

Easy access to transport should be taken into account while facilities for washing, cooking, cleaning and eating have to be provided. Division between local communities and mineworkers has to be ended by integrating such housing into community settlements.

Security of Owning a House

Houses given to mineworkers should not be linked to their jobs on the mines.

Mineworkers should have the right to own their houses even if they are no longer mine employees.

No Displacement of Workers

The process of restructuring hostels should not lead to other workers being left without accommodation resulting from this.

It is within these broad guidelines that mineworkers should be looking for different forms of housing.

We have to give serious consideration to the following arrangements:

Establishment of Land Trust

The purpose of forming a Land Trust is to put a piece of land aside for the building of houses which cost less money. Under this arrangement the ownership of land remains in the hands of the Trust. Plots of land can be given to those who want to build their own houses.

Advantages of this scheme are:

- the cost of land is excluded from the cost of the house;
- residents have the full right of owning the house and are free to sell it;
- the Land Trust makes it possible for the whole community to decide how they want to develop their dwelling place; and
- each resident is free to make improvements on his house as much as one can afford.

Forming Housing Associations

Formation of a Housing Association that

would register as a non-profit making company. Such a company would own houses for renting.

The Housing Association would set the terms within which housing is rented out and will enter into a contract with each tenant.

Rentals should cover costs of Housing Association and if possible, after a period of time, to have a fair rent system that can guarantee extra money to improve communal facilities and the building of more houses.

A reserve fund could be created to cover rentals for workers during times of job losses due to retrenchments or unfair dismissals.

Collectives for Housing

Workers could group themselves to form a co-operative to help one another in sharing the labour and costs of building each one's house. Such grouping could buy building material in bulk and save costs.

We have to consider how best we could ensure that these proposals are implemented.

Mineworkers have to enrich these ideas to develop a housing policy by discussing them in their meetings and give suggestions to union structures.



Terrible conditions of living in mine compounds are a legacy of migrant labour system. Time has long passed for this form of slave labour to go.

WRITE TO NUM NEWS, WE WANT TO HEAR WHAT YOU THINK OF THIS NEWSLETTER. YOUR SUGGESTIONS AND CRITICISMS WILL BE VERY HELPFUL MAYBE THERE IS SOMETHING YOU WANT TO TELL OTHER READERS OF THE NUM NEWS. WRITE TO US AT: P.O. BOX 2424 JOHANNESBURG 2000

MINERS OF THE WORLD UNITE AGAINST POOR HEALTH AND SAFETY CONDITIONS

Miners International Federation (MIF) convened an international conference on mine health and safety in Hatern Germany early this year. Delegates from 71 countries, representing 77 organisations, including NUM attended. The main objective of the three day conference was to draft a health and safety charter that will serve as policy guidelines for national and international purposes.

Flowing from the conference was the adoption of "GLOBAL ACTION PROGRAMME FOR OCCUPATIONAL HEALTH AND SAFETY IN THE MINING INDUSTRY". The programme's objective is to improve the conditions pertaining to health and safety of mineworkers and their families, with the ultimate objective of realising the highest attainable standards of health defined as a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity. Conference made a commitment to ensure that acceptable norms and standards on health and safety in mining are enforceable through instruments to be adopted by the INTERNATIONAL LABOUR ORGANISATION (ILO).

Employers and governments would carry the responsibility for a series of legally binding obligations.

MIF listed some of the provisional standards and rights that should be incorporated in the health and safety charter.

On the prevention and reduction of work-related health hazards

★ Employers are responsible for the prevention and reduction of health hazards including physical and mental stress.

★ An International instrument to be adopted by the ILO should lay down the minimum age for employment in mines for both underground and surface mining with a total prohibition of child labour. The maximum number of working hours per day should be specified, including break time and travel time to and from the shaft and tunnel entrance. The maximum working hours per week, and the minimum amount of paid leave should also be specified.

★ Working conditions shall be adopted to people's differing physical and mental aptitudes. Workers should be given the right to participate in the design of their own working situation and in the processes of change and development affecting their own work.

★ Personal accordant prevention equipment (such as protective goggles etc.) or, in case of danger from harmful or poisonous gases, filters or oxygen must be provided to the mine workers at the expense of the employer. Surface baths, wash rooms, and toilets and areas for the storage and drying of clothing, as well as underground toilet facilities must be available in mines.

★ Companies must have policies and facilities to cover emergencies. Accidents need to be carefully investigated in order to take preventive measures to avoid similar accidents in the future. Representatives of the miners have the right to participate in investigations to determine the causes of mine accidents. Companies must keep statistics in accordance with ILO regulations on the type and degree of seriousness of accident, the duration of work-related disabilities, and specific occurrence of hazards such as fires or falls of ground, even if these do not result in injuries. These statistics must be regularly submitted to offices designated by the state. A duplicate must be delivered to the mine workers health and safety representatives and the union concerned.

★ Health and safety committees should participate in decision-making and control of all issues that have a possible impact on health and safety, including planning and budget allocation.

★ Vocational training should be given on an on-going basis at the expense of the employer. Mineworkers must be instructed and receive regular refresher courses on first aid in case of accidents. Appropriate first aid instruction in line with specific international standards, must be available in mines. It must be possible at all times to reach a doctor for emergency assistance. Provision must be made to ensure that it is possible to reach hospital within reasonable amount of time for the care of seriously injured persons.

On realisation of decent living conditions and a healthy environment

Companies must have a policy to prevent adverse environmental effects and must apply the best available techniques to control environmental hazards.

On the promotion of the interests of disabled workers and their relatives Governments and companies have a joint responsibility to take adequate measures for physical and mental rehabilitation of disabled workers. Disabled workers who can resume their job must be provided with the opportunity and the means-including training alternative meaningful and equally remunerated employment. Adequate compensation must be awarded to disabled workers and relatives of the deceased. For this purpose, a social security scheme specifically designed for the mining industry and based on self-determination could be aimed at. When such specific schemes are in existence, their continuity must be preserved.

MIF pledged its support for international solidarity on health and safety issues. Two campaigns were launched for immediate action:-

★ The right to know campaign which would spell out what this right means in practice, indicate where this right has been won and is implemented and expose those companies and governments which deny mineworkers this right.

★ The international health and safety day which would draw attention to the rights of mineworkers with respect to occupational health and safety but also identify those transnational corporations and governments which exploit children, subject miners to hazardous working conditions, intolerable living conditions and pollute or allow pollution of the environment.



Brutality in the mines.

NUM IN HEALTH AND SAFETY BREAKTHROUGH

NUM has made a major breakthrough on health and safety matters by reaching agreement with the Chamber of Mines on the need to establish the commission of Mine Safety.

The union has been calling for the establishment of such a commission since 1983, after the Hlobane mine disaster in which 65 workers were killed.

After nearly ten years of campaigning by NUM the mine bosses ultimately agreed in principle as the rate of deaths and casualties in mine accidents continue to rocket.

Negotiations are under way between the NUM and Chamber on terms of reference of the commission. NUM has proposed that the commission to be presided over by a judge be established to:-

- Investigate all aspects of the legal regulation of occupational health and safety in the mining industry in South Africa (including compensation for injury, illness and death).
- Make recommendations to the State President on improvements to the existing legislation and the

implementation thereof in the light of circumstances prevailing in the industry and international standards.

On the other hand the Chamber of Mines is proposing as terms of reference the following:-

- The commission of inquiry should be composed of a judge and experts in mine safety as agreed by the parties concerned.
- To examine whether the present provisions in the Minerals Act provide an appropriate structure for legislation regarding the safety and health of persons in the mines.
- To submit recommendations to the minister of Mineral and Energy affairs on any improvements to the existing legislative structure, if any are considered necessary; and
- The commission should be funded by the state with each party paying its costs of participation.

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BASEBETSI BA MERAFO BA LEFATSE KA BOPHARA BA IKOPANYA KHAHLANONG LE MAEMO A MAPHELO LE PABALLO A FOKOLANG MERAUFONG

Miners International Federation — (MIF) (Mokhatlo oa Lefatshe oa Basebetsi ba Merafo) o ne o tsoere seboka ho tšema Paballo le Maemo a Maphelo mane Halter ho la Jeremane ka la 11 ho isa ho la 13 Mesa 1992. Baemeli ba tsoang linaheng tse 71 ho tsoa mekhatlong e 77 moho le NUM ba ne ba le teng sebokeng seo. Sepheo sa seboka seo sa matsatsi a mararo e ne le ho rala motheo oa bophelo bo botle le paballo meraufong e le leano la machaba.

Seboka se ile sa tšehetsa le ho amohela lenane la tšebetso le paballo ea maphelo meraufong. Lenane lena le etsesoa hore ho phahamisoe maemo paballong ea maphelo meraufong ho basebetsi moho le malapa a bona ho fihlela boemong boo paballo ea maphelo e hlalosehang e le boemo ho phethahetseng ba mmele, kelello le botho ka kakaretso, empa e seng feela pheliso ea mafu le litlamane meraufong.

Ho fihlella tsena seboka se itlamme hore ho be le mokhoa o tla sebelisoa ho qhobella maikemisetsa a lenane lena meraufong o tla amoheloa ke lekhotla la machaba le mesebetsi (ILO).

Bahiri le mebuso e tlameha ho nka boikarabelo ba molao ho tsitlalleta phethahatso ya lenane lena.

MIF e ile ea hlalisa a mang a maemo le litokelo tsa tlamehang ho hokeloa ho lenane lena la paballo ea bophelo meraufong.

Ho Thibela Le Phokotso Ea Litsoaletso Tse Fokolisang Maphelo Tse Amang Le Tšebetso

★ Bahiri ba ikaraballa ho thibela le ho fokotsa litsoaletso tsena ho kenyeletsoa le mokhatlaha oa mmele le kelello.

ILO e tlameha ho fumana tsela e tla qhobella ho thibela ho hiroa ha bana mmoho le nako tsa khekhefiso esita le nako ea ho ea mesebetsing le ho kena mesebetsing.

Lihora tsa tšebetso tsa letsatsi, tsa beke le nako ea phomolo le tsona li tlameha ho hlakisoa hantle.

★ Maemo a tšebetso a latela phahamo ea batho bokhonong ba mmele le kelello tsa bona. Basebetsi ba be le tokelo ea ho nka karolo ho beha lebaka la bona la tšebetso ntsetsopeleng le ntlatfatsong ea libaka tse joalo tse amang mesebetsi oa bona.

★ Thibellong ea likotsi, liphahlo tsa thibello ya ligase tse kotsi li tlameha ho nehoa basebetsi ntle le tefo ea letho. Libaka tsa ho hlapha, ho hlatsoa le matloana esita le tseo ho behoang liphahlo, le ho li omisa, li tlameha ho fumaneha meraufong eohle.

★ Merafo eohle e tlameha ho ba le manane le mekhoha ea tšebetso nakong tsa maemo a tsohanyetso. Likotsi li batlisisoe hantle lisosa tsa tsona e le ho thibela hore li se etsahale hape.

Baemeli ba basebetsi ba na le tokelo ea ho nka Karolo Lipatlisisong tsa likotsi ho fumana lisosa

★ Merafo e tlameha ho ba le lipalo-palo ho latela

melisoa ea ILO ho tse latelang-

- Mofuta le boemo ba likotsi
- Nako ea likhobalo tsa ba tsoileng kotsi
- Makhetlo ao li etsahalang ka oona JLK mollo kapa ho oa ha mafika, le ha li sa baka likotsi. Lipalo-palo tsena li tlameha ho fetisa ho ba mmuso nako le nako ba mokhatlo oa basebetsi morafong oo.

★ Koetliso e be teng nako le nako ka litemo tsa mohiri. Basebetsi ba nehoetse litemo tsa nako le nako ho thuso ea pele. Thuso ea pele ho latela maemo a machaba li fumanehe nakong tsohle tsa maemo a tsohanyetso. Lipetlele le tsona li be haufi ho famantsa bakuli thuso ka potlako.

Ho phumanisa ea bophelo ho phethahetseng le maemo a matle a paballo ea bophelo.

★ Merafo e be le leano le thibelang tsoaletso e mpe ea tikoloho le hona le ho ba le bokhoni ba ho laola litsoaletso tse mpe tsa tikoloho.

Ntlatfatsong ea basebetsi ba liqhoala le ba malapa a bona

Mebuso le bahiri ba jara boikarabelo ba ho etsa ka litsela tsohle ho batho ba fokolang Mmeleneng le kelellong ho ba fumantsa thekolohelo. Basebetsi ba mofuta ona

ha ba na le bokhoni ba ho sebetsa ba fuoe monyetla le mokhoa oa ho etsa joalo, joaloka ho koetlisoa ho mesebetsi e meng e lefang ka ho tsoana le eo ba neng ba ntse ba e etsa, matsiliso a likotsi le mafu ba lefishoe esita le ba lesika ho ba shoeleng. Bakeng sa sena ho ka qaloa letlole le basebetsi ba cona 'me letlole le joalo le babaloe ka hloko.

Tšebetso ea machaba

MIF e ikamahantse le tšebetso ena boemong ba paballo ea bophelo meraufong, mme ka matsolo mabeli a tlamehang ho kengoa tsebeng.

- Tokelo ea tsebo

Lena le tla hlakisa hore ke sefe se tlamehang ho tsejoa, moo tokelo e seng e le thepa ea basebetsi esita le ho pepesa bahiri le mebuso e hanelang basebetsi ka litokelo tsena.

- Letsatsi la machaba la paballo ea maphelo lena le tla phatlalatsa litokelo tsa basebetsi ho tsa paballo ea maphelo meraufong le hona ho pepesa bahiri le mebuso e latlang basebetsi tsebong e hloakang paballo, maemong a bophelo a mabe le hona ho se tsotelle tsitlatso ea tikoloho.

BOIPILETISO HO MERAFO HORE E VOUTE BAKENG SA DEMOKERASI

KANANELO KA LIKHETHO TSA LESOTHO

KA JAMES MOTLATSI — MOPRESILENTE OA NUM

NUM e ntse e nahana ka likhetho tse tšilo ba teng Lesotho. Litho tsa mokhatlo oa basebetsi tse hlalang Lesotho tse leng meraufong li tšilo ameha tšebetso ena e tlang ea lipolotiki. Re tšehetsa 'Musu oa Maluting ka botlalo hore e be oa demokerasi ea sebele. Histori ea Lesotho ke e 'ngoe ea tse sentsoeng ka sehloho ke puso e 'ngoe e 'ngoe e bileng teng, mme ha ho na palamente eo e seng ea demokerasi e ka rarollang liqaka tse bakiloeng ke mekha eo e neng e se ea demokerasi.

Bokoloniale ba Brithani bo sentse histori ea Lesotho hampe naholo ho fihlela Lesotho le fumana boipuso ka 1966.

E ne e se kamora nako e telele ea boipuso ha demokerasi e ne e phetoloa mme ho kena puso e thata.

Puso ena e thata e ile ea tsoa mme ha kena puso ea sesole ea mmusanotsi. Re etsa boipiletso ho basebetsi bohle ba Lesotho hore ba nke monyetla ona ka ho ikhethela 'musu oo ba lumelang hore o tla sebeletsa lichesehello tsa bona.

Leha ho le joalo, re batla ho hlakisa taba ea hore NUM joalo ka mokhatlo oa basebetsi ba meraufong, ho sa khathalehe hore ke setho sa mokhatlo ofe oa lipolotiki, e ke ke ea khetholla mekhatlo ea lipolotiki kahara naha e lokolohileng eo e leng setho sa OAU.

Leha ho le joalo re ke ke ra hula feela re sa etse letho hobane maemo a tla be a hlokometsoe ka hloko ho etsa bonnete ba hore demokerasi ha e sengoe.

Ha tšebetso ea demokerasi e sa hlompheoe, NUM e na le tokelo ea ho etsa liqeto tse lokelang kantle ha ho kopa tumello ho mang kapa mang.

MOPRESILENTE OA NUM O TŠOAE A LINAHA TSA BOAHISANI LIPHOSO

Boitšoareo ba linaha tsa boahisani malebana le baahi ba tsona ba sebetsang meraufong ea Afrika Boroa bo a soabisa.

Sa bohlokoa ho tsona linaha tsena ke lekhetho leo basebetsi bana ba le lefang ho tsona.

E se e le tsoaelo hore linaha tsena li laele basebetsi bana ba hlalang ho tsona hore ba se ke ba loanela litokelo tsa bona libakeng tsa bona tsa mesebetsi le ka hara sechaba ka bophara.

Basebetsi ba meraufong ba hlalang linaheng tsena tsa boahisani ha ba batle ho ba litho tsa NUM, re sa bolele ho ba litho tsa mokhatlo ofe kapa ofe oa lipolotiki.

Boemo bona bo bopiloeng ke linaha tsena tse se nang hlokomelo, bo etsa hore basebetsi bana ba lahleheloe ke limilione tse ngata tsa liranta tse oelang ho 'musu oa Afrika Boroa.

'Musu o etsang hona naholo ke oa Mozambique. Ho na le basebetsi ba 244 ba kileng ba sebetsa morafong oa Anglo American Corporation ba neng ba hlaha Mozambique, bao le joale ba eso ka ba e tla ho NUM ha e ntse e ba bitsa, ho tla fumana karolo ea chelete ea bona ea R2 million, eo NUM e e loantseng ea ba ea e fumana kamora ho tebeloa ha basebetsi ka seteraeke sa 1987.

NUM e se e entse maiteko a mangata a ho ka iteanya le bona, empa e hlotsoe. NUM e ile ea neha Tona la tsa mesebetsi la Mozambique tšebiso tsa bohlokoa tsohle ka basebetsi bana ka mohopolo oa hore ho tla ba bonolo hore ba tle liofising tsa NUM tse Gauteng ho tla fumana chelete ea bona, empa ha ho na letho le utloahalang.

Ke boikaketsi bo boholo bo etsuoaeng ke linaha tsena ka ho re li sebeletsa lichesehello tsa batho ba tsona, athe batho ba tsebetsang mesebetsing ba lutse mme ba bolaoa ke tala ha chelete tsa bona li oela ho 'musu oa Pretoria.

Re etsa phepetso ho Tona la mesebetsi la Mozambique hore le sebelisane le mokhatlo oa basebetsi oa OTM, ho etsa bonnete ba hore basebetsi bana ba fumane mme ba tle ho tla lata lichete tsa bona liofising tsa NUM Gauteng.

Ke keletso ea bohlokoa ho linaha tsa boahisani hore li khothaletse basebetsi ba hlalang ho tsona hore ba nke karolo boitsekong ba batho ba Afrika Boroa, ho etsesa hore ba be karolo ea Afrika Boroa ea demokerasi e tlang.

Ha li hloleha ho nka keletso ena ea bohlokoa, basebetsi ba hlalang ho tsona linaha tsena ba ka iphumana ba le makaqabetsing.

BASEBETSI BA FENYA NTOA BAKENG SA HO ELELLOA MERAUFONG EA IMPALA PLATINUM

VIVA BASEBETSI BA IMPALA!

Basebetsi ba morafu ba Impala Platinum Mines (IMPLATS) ba bile le phenyo e kholo haholo bakeng sa mokhatlo oa basebetsi oa demokerasi mane "banustan" ea Bophuthatsoana ka ho saena tumellano ea ho elelloa ke khampani.

Tumellano ea ho elelloa e saeniloe khoeleng e fetileng le sebopeho sa mokhatlo oa basebetsi se tsejoang ka hore ke "Central Council of Workers" ho ntšetsapele litokelo tsa litherisano tse kopanetsong (collective bargaining) le basebetsi ba Implats.

Ka ho ea ka tumellano ena basebetsi ba tla ba le tokelo ea litherisano tse kopanetsong ka meputso le maemo a tšebetso feela.

Tumellano ea ho elelloa e tla etsa hore basebetsi ba khone ho rerisana le ho rarolla le ho etsa litumellano tse ling le bahiri ka tsela e nepahetseng. Phenyo e 'ngoe e kholo ke ea ho elelloa ha li "shaft stewards" tsa nako e tletseng ka ho latela tumellano ena.

Ho elelloa hona ho tla kamora nako e telele ea lintoa tse bileng teng ha basebetsi ba Implats ba loanela litokelo tsa mokhatlo oa basebetsi.

Ka 1986, morafu oa Genmin o ile oa felisa seteraeke sa basebetsi ka ho tebeloa basebetsi ba 26 000.

Ho fihlela selemong sa 1991 basebetsi ba kopana mme ba phepetsa ho hatakoa ha litokelo tsa bona ke Implats.

Leha khampani e ne e na le tsohle tsa ho ntšetsapele khatello — balebedi ba meraufong, maponesa a Bophuthatsoana le masole mmoho le melao ea khatello ea tšebetso Bophuthatsoana — basebetsi ba ile ba tobana le bahiri e le ha ba batla meputso e holimo le ho elelloa ha mokhatlo oo ba ikhethelang ona oa basebetsi — e leng National Union of Mineworkers (NUM).

Bahiri ba ile ba sebelisa mersu khaflanong le basebetsi ka maikemisetsa a ho thibela basebetsi ka seo ba se batlang, empa ba ile ba hloloa ka baka la liseteraek tse ngata tse ileng tsa ba teng morafong, ho emisoa ha tšebetso, li "sit-in" le li "stay-away".

Ha ho ntse ho le joalo basebetsi ba 26 000 ba bopang 48 000 ea basebetsi ba morafong ba ba litho tsa NUM e le ha ba phepetsa melao ea tšebetso ea Bop e hanelang liketsahalo tsa mekhatlo ea basebetsi eo ho thoeng ke ea linaheng tse kantle.

Ha bahiri ba kena litherisanong le komiti ea basebetsi ea NUM ho rarolla tumellano ea ho elelloa ha mokhatlo oa basebetsi, e ne e se e le basebetsi ba 30 ba shoeleng mme ba bangata ba tsoile likotsi ha khampani cona e lahlehetsoe ke chelete e ka holimo ho R100-million ka lihlahisoa.

TSOELLOPELE ESKOM KA HO NKA KAROLO HA BASEBETSI

Kopano e kholo (summit) e historia mahareng a batsamaisi ba Eskom le baemeli ba Mekhatlo e leshome ea basebetsi e ne e tsoeroe ka la 7 le 8 Loetse 1992, ho lekola litaba tsa bohlokoa tse amang mekha ena kaofela ha cona.

Kopano ena e ile ea ba teng kamora likhoeli tsa kholo mahareng a Eskom le basebetsi ba neng ba hlophisitsoe ka tsa National Union of Mineworkers le mekhatlo e meng ea basebetsi. Basebetsi ba ne ba le khaflanong le ho bopuoa bocha hape ha intasteri ke Eskom e le 'ngoe, mme hona ho entse hore basebetsi ba ka bang 20 000 ba lahleheloe ke mesebetsi ho tloha ka 1985 ka baka la ho bopa bocha hona.

E bile kamora hoba ho ho hlongoe letsoalo la bochaba la ho phokosa mesebetsi moo matla a basebetsi a ileng a utloahala lefapheleng ka bophara. Ho ile ha ba le liketsahalo tsa boipelaetso le lirali tse ileng tsa ama Liteishene tsohle tsa Matla tsa Eskom.

Mathe e kholo ka ho fentisa e neng e lebile seteisheneng sa Eskom se Megawatt Park ke cona e ileng ea etsa hore Eskom e emise ka lenaneo la ho bopa hape bocha.

Taba ea bohlokoa Kopanong ena e ne e le ea ho nka karolo ha basebetsi tsamaisong ea Eskom.

Litaba tse amanang le ena tse ileng tsa hlalisoa e bile tsa litsela tsa ho tisetisa bokhoni ba Eskom ba nako e tlang, thupello le ntsetsopeleng ea basebetsi, libaka tsa bolulo le tse ling hape.

Ho ka ntšetsa tšebetso ena pele, ba neng ba le kopanong eo ba ile ba bopa sehlopha se tla sebetsana le litaba tsena tse hlalisoeng ka botlalo, le ho fana ka likeletso joalo ka karolo ea tšebetso e ntseng e tsoela pele.

Katleho ea tšebetso ena e ka ba le tisetso ea nako e telele ea hore Eskom e be sebopeho se nang le bokhoni ho tsa ikonomi le ho sebeletsa lichesehello tsa Ma-Afrika Boroa ohele. Basebetsi ba ka fumana melomo ho tsoa ho ikonomi e ka holang ka baka la tšebetso ena.

16 LOETSE 1986 KE LETSATSI LEO BASEBETSI BA MORAFONG BA 177 BA ILENG BA LAHLEHELOA KE MAPHELO A BONA.

LETSATSI LA KINROSS

KAMOO BASEBETSI BA 177 BA ILENG BA TIMELA KA TENG KOTSING EA MORAFONG

Ka la 16 Loetse 1986 ka hora ea borobong hoseng, ho ile ha qala mollo ka tlase mokoting, botebong bo ka bang limetara tse 1 600, Shaft No. 2 ea morafong oa Gauta oa Kinross o pela Evander. Liketsahalo tsa ho bakileng mollo ona ke tsena:

Team leader, Cde. Khisis Mbuthuma o ile a bona seporo se khaohileng ka tonoro e tlohang Shaft No. 1 ho ea Shaft No. 2. Hobane tonoro ena e ne e sebelisoa hape bakeng sa ho tsamaisa methiriele e phahamisang, e ne e le ntho ea bohlokoa hore seporo seo se lokisoa ka potlako. Eitse hoba a bone seporo seo se khaohileng, a ea ho santata ho ea e bolella ka sona, mme eona ea tla ka potlako ho tla lokisa seporo seo. "Team leader" ea bokella dipahloho tsa mosebetsi mme ea bitsa litho tse hlano tsa sehlopha sa hae ho ea le ena moo ho ilo lokisoa seporo teng. Santata enoa e mosoeu a qala ka ho khaola mme a sebelisa cutting torch. Eitse ha a tima toche ena ea ho khaola ho ile ha ba le lelakabe le tsoang ho eona, yaba libotlolo tsa gase li tsoara mollo. Basebetsi ba ile ba leka ho tima mollo oo empa oa nna oa ba moholo le ho feta. Santata enoa oa motho e mosoeu a re ba nne ba tsoelepele ka ho tima mollo oo. Ha a ntse a ba laela joalo, o ne a ntse a balehela ka nqeng ea Shaft No. 1.

Mollo o ile oa kopana le makoeba a "polyurethane" a neng a le ka tonorona, yaba le ona a qala ho tuka. Malakabe a mollo a qala ho ba maholo ka ho fetisisa ha a ntse a tuka joalo, a ne a ntsha mosi o kotsi o nang le chefo o ileng oa tlaala station tse peli 14 le 15. Basebetsi bohle ba ileng ba hloka hahala ba ne ba sebetse mekatong ena e mebeli. Hara mpa ea busiu, e ne e le basebetsi ba 177 ba shoeleng, mme ba fetang 230 ba tsoileng likotsi. Ena e ne e le kotsi e mpe ka ho fetisisa e kileng ea hlaha merafong lefatšeng ka bophara hara sebaka sena sa lilemo tse lekholo. Ho neng ho nahanoa hore ke mollo o monyenyanane feela ho ile ha ba mahlomola a maholo ho ba malapa a bao ba hloka hahala. Bosiung ba la 16 bahiri ba

ne ba bolella basebetsi hore ba khutlele mosebetsing. Empa basebetsi ba ile ba hana ho qobelloa ho ea ka tlase mokoting.

Tšebetso tsa khethollo li ile tsa bonahala hape ha basebetsi ba shoeleng ba batso le ba basoeu ba ne ba tsamaisoa ka likoloi tse fapaneng, hape ba kengoa lefelong la ho bolokela ditopo tse fapaneng. Le ba neng ba tsoile likotsi ba ile ba romeloa lipetlele tse fapaneng. Bahiri ba ile ba hlophisa tšebetso ea thapelo empa basebetsi ba ile ba khaoletsa tšebetso eo hobane ba sa ka ba bolella ka eona, kapa ha bolella le NUM ka eona. Mokhatlo oa basebetsi o ile oa hlophisa tšebetso ea ona e ileng ea keneloa ke basebetsi ba bangata haholo le baahi mane Secunda. Melaetsa ea matsiliso e ile ea fumanoa ho tsoa karolong tse ngata tsa lefatše, ho kenyelletsa mebuso, mekhatlo ea basebetsi, likereke le mekhatlo e meng hape.

HLAHLORO EA LITOPU (POST MORTEM)

NUM e ile ea khetha ngaka ya ho hlahloba ditopo e ileng ea eba moemeli oa eona ha ho ne ho hlahlojoa litopo tsa ba hloka hahala. Hlahlobo ena ea litopo e ile ea etsoa mane lefelong la ho bolokela ditopo la muso toropong ea springs. Hobane lisebelisoa li ne li sa lekana, ngaka ha e ea ka etsa mosebetsi o phethahetseng. Litopo tse 33 tse neng li ilo hlahlojoa, li ile tsa bokelloa holimo ho etsa qubu. Hape, baile ba qobelloa ho sebelisa lithulusu tsa temo tse tsoanang le lisaga le tse ling, hobane ho ne ho se na lisebelisoa tse nepahetseng. Hona ho bontša hore 'muso le ba o sebele tsang ha ba hlomphe ea motho e motšo leha a se a hloka hahala. Hona ha ho a ka ha etsahala ka basebetsi ba basoeu ba ileng ba shoa kotsing eo.

LIPATLISISO TSA KOTSI

NUM e ile ea tla le litsebi tse peli tse hlahang mose ho tla thusa ka lipatlisiso tsa kotsi ena. Litsebi tsena tse peli e ne e le Herbert Eisner — eo e

neng e le moenjiner ea neng a se a phomolong, mme ena o ne a sebetse laboratoring ea mollo mane Englane, le Dr. Peter Westerholm ea eng a hlaha Swedish Labour Federation. Ha Mongoli Kakaretso oa NUM a ne a etsetse sebakeng seo kotsi e neng e hlahile ho sona ka letsatsi le hlahlamang leo la kotsi, ho ne ho se na lipatlisiso kapa hlahlobo e nepahetseng e neng e etsuoa. Litsebi tsena li ne li tšitsoe hore li tlole etsa lipatlisiso tse felletseng. Bahiri ba ile ba hanela ba mokhatlo oa basebetsi mmoho le litsebi tsena ho kena sebakeng seo kotsi e neng e hlahile ho sona. Ebile feela kamora phatlalatsa e ileng ea etsoa mona kahara naha mmoho le linaheng tse kantle moo bahiri ba ileng ba lumella ba mokhatlo oa basebetsi ho kena.

Ka la 29 Loetse — matsatsi a 13 kamora kotsi eo — yaba hona ho hlahlojoang sebaka seo. Bahiri ba ne ba memile batho ba bangata le mekhatlo e mengata, ho kenyelletsa le lisoasoi tsa Inkatha, ho tla hlahloba. Hona ho entsoe ka maikemisetso a ho thibela NUM hore e se ke ea fumana tsebiso e phethahetseng hlahlobong eo. Litsebi tsena le tsona li ile tsa haneloa ka sampole ea makoeba ao bakeng sa ho ea etsa

litoko ka bo bona, ho bona hore a na le likhemikhale tse joang. Kamora hlahlobo eo bahiri ba ile ba hana ho araba lipotso tse ling ka kotsi eo.

LETSATSI LA BOFIFI

Mokhatlo oa basebetsi o entse boipiletso ho basebetsi ho re ba ele seli letsatsi la 1 Mphalane joalo ka letsatsi la bofifi bakeng sa basebetsi ba ileng ba lahlehela ke maphelo a bona koluoeng ea Kinross. Basebetsi ba ile ba etsa hona ka tsela e ntle haholo. Basebetsi ba merafong ba ka bang ka holimo ho 325 000 ha ba ka ba ea mesebetsing ba hlomphe letsatsi lena. Holima moo basebetsi ba ka bang ka holimo ho 275 000 ba COSATU ba ile ba ela seli letsatsi leo ka mekhoha e mengata. Ba bang ha ba ka ba ea mesebetsing, ba bang ba tsoara litšebetso mesebetsing ea bona.

Letatsi lena le ile la hlomphe hape le ke basebetsi bao e seng ditho tsa mokhatlo. Ho ile ha tsoara litšebetso tse ngata tse khohle naheng ka bophara kamora boipiletso ba NUM. Litšebetso tse ling tse ngata li ile tsa tsoara le ha ho ne ho ena le maponesa a managata a tsoere le lintja tsa ona.

LILEMO TSE 10 TSA NTOA

Ho ea mafelong a selemo sena, NUM e tla be e na le lilemo tse leshele e le teng. Basebetsi ba merafong bohle ba kopjoo ho keteka ketsahalo ena ea histori makaleng le mabatoeng ohle. Ntlokhohlo (Head Office) ea NUM e tla be e hokahanya mekete ena nabeng ka bophara.

Makala ohle le mabatoa ohle a tsoanela ho buisana ka mokhoa o motle oo a batlang ho keteka ka ona.

Mehopolo le likeletso tsohle li ka romeloa ho litho tsa komiti ea bohokahanyi (Co-ordinating Committee), tlhokomelong ea Frans Baleni le Lebo Moroe, nomorong ena — ea fonofono (011) 833-7012 — NUM Head Office.

Mehopolo le likeletso li ntse li amoheloa le ho tsoa ho litho tse sebeletsang mokhatlo (staff members).

COSATU E HLOMME LETSOLO LA "ROLLING MASS ACTION"

PHETOHELO EA LEKHETHO LE KETSAHALO TSA KHANYETSO KHAHLANONG LE BA LWANTSANANG LE MEKHAHALO EA BASEBETSI

Phetohelo ea lekhetho e se e hlophisitsoe bakeng sa ho tiisetisa hore 'muso oa khethollo o fetoha ho ba oa demokerasi ka potlako. Qeto ea ho emisa ka ho lefa lekhetho — LEKHETHO LEO O LE LEFANG HA O QETA HO FUMANA MOPUTSO (PAYE) — e nkiloa Sebokeng sa Letsolo sa COSATU se neng se tsoere ka la 11-13 Loetse, Gauteng. Likhampani tse loantsanang le mekhatlo ea basebetsi e tla angoa hampe ke liketsahalo tsena tsa khanyetso tse tla be li etsoa ke mekhatlo ea Selekanane sa Tokoloho (Liberation Alliance) 'moho le linaha tsa machaba. Tse ka holimo lenaneng lena ke likhampani tse ileng tsa qosa basebetsi ba ileng ba nka karolo seteraekeng se akaretsang sa mohla la 3 le 4 Phato le tseo tse etsang liphutuhelo tse soro ho basebetsi.

Bahiri ba emetsoe ho fihlela mohla la 1 Mphalane hore ba ikarabelle kopong ea COSATU ea hore ba tlohele ho nka chelete tseo ba li ntšang meputsong ea basebetsi ba li nehe 'muso joalo ka lekhetho. COSATU e batla hore lichelete tse joalo tsa lekhetho li kengoe letlole le ikhethang le laoloang ke mekhatlo eohle la "LETLOLE LA LICHELETE BAKENG SA AFRIKA BOROEA EA DEMOKERASI" (FUND FOR A DE-

MOCRATIC SOUTH AFRICA). Boekhoto (boycott) e tla qala ka Pulungoana ke mekhatlo ea demokerasi, 'me bahiri ba lebelletsoe ho emisa ka ho neha 'muso lichelete tsa lekhetho tsa basebetsi ho tloha ka Tšitoe.

Diketsahalo tsa khanyetso tse reriloeng khaohlanoeng le likhampani tse tsebetse basebetsi ba neng ba tšehetsa seteraeke se akaretsang sa Phato li kenyelletsa ho hapuoa ha meaho (occupations), ho se reke mabenkeleng a itseng (consumer boycotts) le tsumetso ho tsoa linaheng tse kantle. Anglo American Co-operation (AAC) ke e 'ngoe ea tseo tse leng lenaneng bakeng sa liketsahalo tsena tsa khanyetso hobane e tebetse litho tsa NUMSA le tsa NUM morafong oa eona oa taemane oa De Beers.

Seboka se entse litšisinyo le likhohleletso bakeng sa:

- ★ Tsa ikonomi ★ Matlo ★ Motlakase ★ Theko tsa lijo le VAT ★ Komello ★ Litokelo tsa basebetsi ★ Litokelo tsa basebetsi ba mapolasing ★ Lipuisano tse kopanetsoeng le bahiri ★ Likhetho bakeng sa 'muso oa demokerasi ★ Thuto le thupello ★ Bokhoni ba ho bopa mekhatlo ea basebetsi ★ Litokelo tsa basali

Ho ka nna ha ba le seteraeke se akaretsang hape ha ho se na tsoellopele e bonahalang mat-

šolong ana.

MANANEO A LIKETSALHO Mphalane:

1 - 31 — ho hapuoa ha liofisi tse khohle (national/head offices) joalo-joalo. Dikhampani tse ileng tsa tebela basebetsi.

Mahareng a Mphalane:

1 — Boitseko ba SACCAWU mabapi le lipuisano tse kopanetsoeng le bahiri.

Mphalane:

11 - 19 — Beke ea Boitseko mabapi le lipolotiki le ho fedisa mefere fere ea lintoa.

Mphalane:

11 — Letsatsi la Machabachaba mabapi le kutloelo bohloko ho batshoaruwa ba lipolotiki. Litjhebisano mmoho ha patoao ke ho lokolohog hog batshoaruwa ba lipolotiki mmoho le letšolo meahong ya litjhankane le diofising maponesa.

Mphalane:

13 - 19 — Mabatoa a etse qeto ae liketso mmono le ho hapa meaho ae faboriki.

November:

1 — Letsatsi leo ka lona COSATU, ANC le SACP li tla qalang ho sepatale lekgetho (PAYE).

Tshitwe:

1 — Letsatsi leo bahiri ba tla emisa ho lefa lekgetho (PAYE) ho mmuso (Government).

NUM e fencya R2,6 Million bakeng sa ba ileng ba tsoa kotsi Koluoeng ea Kinross

NUM e fentse R2,6 million ntoeng eo e neng e e loana ka ho ea ka molao khahlanong le Morafo oa Gauta oa Kinross o ka tlasa Genmin, bakeng sa litsefello tsa ba ileng ba hloka hahala koluoeng ea morafo ka 1986.

Ho tloha haesale basebetsi ba 177 ba bolailoe kotsing eo e neng e le mpe haholo ea morafong oa gauta, NUM e ne e ntse e tsoarabane le nto ena e telele le bahiri hore ba lefe ba malapa a bao ba ileng ba hloka hahala kotsing eo.

Kamora lilemo tse tšeletseng, bahiri ba Kinross eaba hona ba lumelang ho lefa R2,6 million bakeng sa malapa a bao ba ileng ba hloka hahala.

Ka ho ea ka tharollo ena le NUM, R1,4 million e tla kengoa letlole (trust) le tla hlonoa bakeng sa molemo oa ba malapa a bao ba ileng ba etsa nyeoe ka molao khahlanong le Morafo oa Kinross.

Liranta tse ling tse etsang R1 million li tla kengoa letlole le leng bakeng la molemo oa ba malapa a eso ka a etsa nyeoe ka molao khahlanong le morafo oa Kinross, mme bao ba ka e etsang ha nako e ntse e tsamaea.

Chelete e setseng e ka etsang R200 000 e tla sebelisoa ho lefa boramolao (lawyers) ba NUM ba ileng ba fana ka litšebetso tsa bona nyeoeng ena.

MOKHOA OO "TRUST" ENA E TLA TSAMAIISOANG KA ONA KE ONA

Ho etsa bonnete ba hore ba neng ba le tlhokomelong ea ba hloka hahala (dependants) kotsing ba fumana chelete ena, NUM e behile melao ena e latelang bakeng sa tsamaiso ea li "trusts".

- ★ NUM le bahiri ba Kinross ba tla khetha mohlokomeli (trustee) ka mong, eo le ena a tlang ho khetha ea tla mo thusa;
 - ★ Ho tla khethoa molaoli (referee) ea tla sheba litsekisano mahareng a bahlokomeli;
 - ★ Bahlokomeli ba tla arola likabelo tse behiloeng ka ho ea ka karohano tse hlalositsoeng ka holimo, mme bao ba lokelang ba ka nna ba ntša chelete ea bona letloleng leo kapa ba e tlohella hore e hlokomeloe ke letlole leo;
 - ★ Bao ba tla fumana chelete letloleng ba tsoanela ho etsa boitlamo ka ho ngola fatše hore ba ke ke ba pheta ba etsa nyeoe e 'ngoe ea molao khahlanong le Morafo oa Kinross mabapi le kotsi eo;
 - ★ Liphaelo tsa chelete tsohle tse tla fumanoa letloleng li tla sebelisoa bakeng sa ba neng ba le tlhokomelong ea ba hloka hahala kotsing (dependants);
 - ★ Ha ho ka ba le chelete e sa sebelisoang ka selemo sa 1997, bahlokomeli ba tla hloma letlole le leng hape le tla sebelisoa ho thusa litho tsa NUM tse tla hloka hahala kapa ho thusoe ba leng tlhokomelong (dependants) ea bona.
- Tharollo ena ke phenyo ea histori bakeng sa NUM boitsekong ba eona ba ho tiisetisa hore basebetsi ba merafong ba natefelo ke maemo a bophelo a amohelehileng le bophelo bo botle le polokeho.