MINING - LABOUR

1977

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R20-m housing plan for Black miners

W/E ARGUS 1/1/77

Weekend Argus Correspondent

JOHANNESBURG. — The Anglo American Corporation's gold mines are launching a R20-million programme to raise family accommodation to an initial three percent of their 120 000 Black workers.

The programme will triple family housing for Blacks on the gold mines, says Mr D. A Etheredge, head of the corporation's gold division.

It involves about 2 400 houses for top ranking Black employees and is to start within six months.

Mr Etheredge made it clear that it would be a long time before Anglo American reached its target of providing family housing for 10 percent of its Black workers.

It is the first time that any mining leader has disclosed that family housing on the gold mines is well below the three percent limit set by the Government many years ago.

'The failure to reach three percent was largely due to the almost incredible bureaucratic process for getting married quarters approved until quite recently,' Mr Etheredge explained.

The Government had now granted permission for the construction of any number of family houses in townships under the control of Bantu Administration Boards.

The authorities had also indicated flexibility regarding the three percent limit to family housing on mine property, he said.

Intensive investigations — 'virtually worldwide,' and including the experimental construction of a large variety of prototype houses in Welkom's Coloured township — led up to the building programme.

Mr Etheredge said the immediate building plans provided for:

- The construction of a new mine village for Black families to be shared by workers from the new Elandsrand and the existing Western Deep Levels mines, near Carletonville.
- Family housing for workers from the Free State gold mines in Welkom's Thabong township.
- A future decision on such housing for Black workers of the sprawling Vaal Reefs complex in the Western Transvaal. There 25 houses have been built for experimental purposes near Orkney.

A host of problems still surrounded the long-term plans of providing family housing for all semi-skilled and higher skiller Black mineworkers, he added.

R11

Drought brings Basotho recruits

MASERU — Drought in Lesotho was responsible for a record 60 percent increase in the number of Basotho mineworkers recruited to the South African gold mines in December last year, according to a spokesman for the Mine Labour Organisation.

According to statistics released here yesterday by the MLO, which recruits Basotho mine labour for the gold mines, altogether 9 150 mineworkers were recruited in December 1976 compared with 5 480 in December 1975

The spokesman attributed the increase to prevailing drought conditions in Lesotho as well as the "attractive" wages on South African mines

Basotho workers left for the mines as there was little prospect at present of saving the maize crop from being destroyed by the dry weather

He said the threat to the country's maize crop would add to the hardship of the people caused by South Africa's withdrawal of the maize subsidy to Lesotho.

The measure taken by the South African Government would also increase the price of maize and maize products bought in the Republic, leading to "untold hardship"

Announcing its present bumper wheat harvest at a Cabinet meeting this week, the Lesotho Government said it was due to the success of the Government programme of share cropping with farmers

The Government had therefore decided that wheat being harvested at present should be stored in granaries and then sold to people in the various districts. — (Sapa)

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Star 24/11/77

'Black reality' facing miners

Labour Reporter

It was clear that blacks would replace white mineworkers in the homelands, Mr P C C "Cor" de Jager, president of the Mineworkers' Union, told the annual meeting of his general council in Johannesburg today.

"Reality has now overtaken us with the announcement that Bophuthatswana will become independent in 1978," Mr de Jager said.

A few thousand white mineworkers would be affected by this—not four as in the case of the Atok Platinum Mine in the Lebowa homeland which received an exemption some time ago to allow the training of blacks to take over work of whites.

The owners of the Impala and Rustenburg platinum mines last March applied for similar exemptions, which the Mineworkers' Union opposed as it had done with the Atok mine.

The union had met the Minister of Mines, who had undertaken to study the matter but had no yet come back to the union

"It is not only in the Rustenburg area where this problem prevails," Mr de Jager said

"It ranges as far as Kuruman, where quite a few mines also fall into the homeland."

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Star 24/4/77

Many Rhodesia blacks choose return to mines

Labour Reporter

The head of the South African mine labour recruitment organisation, Mr Tony Fleischer, says 32 000 Rhodesian blacks worked on South African mines last year and many are returning for a second spell.

He was asked to comment on an allegation that the South African mining industry is exploiting Rhodesian blacks and putting them in a "dehumanising" environment

The claim by Mr Phineas Sithole, president of Rhodesia's African Trade Union Congress, was made in an interview with the magazine Cold, Gold and Base Minerals, reports Sapa

The South African mines were exploiting Rhodesia's unemployment and low wages, Mr Sithole said.

Young Rhodesian blacks were attracted by monetary rewards but found conditions quite different from those expected They found themselves placed in compounds and separated tribally

"These and other dehumanising factors could lead to these youths becoming conditioned to such an environment," Mr Sithole said.

R100 A MONTH

The magazine quoted the Rhodesian Minister of Mines, Mr Dillon, as saying "I feel our lower salaries are more than compensated for by the favourable conditions we offer our black mineworkers.

"Unlike the situation in South Africa, a worker can live at the mine with his wife and family"

Mr Fleischer said the average income of blacks on South African mines was now R100 a month

"It would seem many Rhodesians working here are happy with the conditions because they are returning for a second year of employment," Mr Fleischer added

"Everybody signs on voluntarily and we tell them what the conditions are and what to expect"

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Blacks join mines at record rate

ARGUS 26/1/77

BLACKS are enlisting for work on the mines at a record rate. In the first 14 working days of this month 43 000 enlisted — almost all from South Africa, Transkei, Botswana, Lesotho and Swaziland.

This compares with an enrolment of 30 000 in the corresponding period last year — itself a record in a record year.

The Chamber of Mines labour organisation is having difficulty handling the rush. Its chief, Mr Tony Fleischer, says the industry should have a full complement before the end of February, reports the Johannesburg correspondent of The Argus.

The upsurge follows a sharp seasonal drop in the December quarter as a result of many workers returning or staying home in the spring and early summer to plough and to celebrate Christmas with their families.

It is expected that half of the mines' full complement of 390 000 Black workers will be South African by June.

Mr Fleischer attributes the current rush to work on the mines to higher wages — Black miners earn more than R100 a month all found on average — and to a changed image of mining work.

However, there has been no significant rise in urban Black recruitment.

Hansard 2 col 56 1/2/77

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Bantu mine labour

*14 Mrs H SUZMAN asked the Minister of Bantu Administration and Development:

(1) Whether regulations are in force prohibiting the recruitment for mine labour of Bantu born on farms; if so, (a) in what areas do these regulations apply, (b) when were they introduced and (c) what was the reason for their introduction,

(2) whether consideration will be given to their withdrawal, if not, why not

†The DEPUTY MINISTER OF BANTU AFFAIRS

(1) (a) and (b)

In this connection I refer the hon member to regulation 6(2) read with regulation 7 of Chapter IV of the Bantu Labour Regulations promulgated under Government Notice R.1892 of 3 December 1965

(c) Because no surplus labour is available on farms and only the Bantu employed by farmers and their dependents are by law permitted to reside on such land

(2) Yes, if after thorough investigation in collaboration with all interested parties concerned, it be considered necessary

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Godet Mr.R. Labourd, Brommersvlei Road CONSTANTIA 7800

Graaff Mr D. P O Box I HEXRIVER 6855

Groenwald Mr. C. Dept. of Sociology U.W.C. Private Bag X17, BELLVILLE 7530

Hartig Mr R. c/o R.F.F. P O Groot Drakenstein, CAPE PROVINCE 7680

Labour excess on mines

Star 19/3/77

Labour Reporter

The mining industry is about to experience an oversupply of black workers after recruiting records last month.

More than 90 000 workers signed up last month —more than one-fifth of the total complement for the mines.

"We are fast approaching a situation of oversupply," said Mr Tony Fleischer, head of the Chamber of Mines recruitment organisation.

The influx raised the underground complement from 81 percent to 95 percent of requirements within 26 days.

It far exceeded the previous recruiting record of 66 000 men for January 1976

A significant feature was that 68 percent of the 90 000 new recruits was from South Africa or Transkei, bringing the "local labour supply" to 48 percent of total black labour of 387 000 men

Asked whether local recruitment would be stepped up further now that more South Africans and Transkeians became available, Mr Fleischer said: "That is a policy decision which has yet to be taken We have never faced this situation before"

He conceded that increased recruitment had aggravated the year-end labour shortage but expected this to be alleviated in future because of the greater availability of labour.

Mr Fleischer said the rise in unemployment among black South Africans was not the only reason for the influx

"Improved wages and living conditions on the mines take the greatest credit for it," he said.

Underground novices started on R65 a month, while the average underground wage exceeded R100 a month, not mentioning free food and lodging.

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BOSCH 7700

JOHANNESBURG 2000

DEBOSCH 7700

BOSCH 7700

JOHANNESBURG 2193

REINET 6280

, Manor Road, OXFORD, U.K.

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SKLOOF 8001

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STELLENBOSCH 7600

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Victoria Road SALT RIVER 7925

Morris Mr. M. 2 Woodroyd Lane, RONDEBOSCH 7700

Moyle Mr. J. School of Architecture, U.C.T. RONDEBOSCH 7700

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3 000 in ordeal underground

4/2/79

Labour Reporter

About 3 000 mineworkers were stranded in "very hot" conditions down to 2 700 m underground from 8 am to after 7 pm yesterday when fire damaged an electrical sub-station at the Doornfontein gold mine near Carletonville

The last man reached the surface at 9 30 pm after the power supply was partially restored at 7 pm

One dehydration case was the only harmful effect reported — but even that man was fit and back on the job today according to a spokesman for Gold Fields.

The power failure at 8 am shut off ventilation and pumps throughout the No. 1 shaft section of the mine but surface fans, sucking air out of the mine, kept up some air circulation

The men in the affected areas made their way to hoisting stations where they had adequate drinking water and remained in constant telephone communication with the surface.

Men at higher levels were conveyed to other shafts or walked there. But about 3 000 men in the lower sections of the No 1 subvertical shaft were told to stay put.

"They were not trapped, but it was decided that they should not make their way out on foot," said the spokesman

He said underground work throughout the mine ceased after the power failure. It was expected to take until Sunday to restore the full power supply.

The fire has been attributed to an electrical fault

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Probe into guerilla 'recruiting'

Cape Times 8/2/77

Own Correspondent

JOHANNESBURG. — South African security police are investigating disclosures that Rhodesian migrant workers are being recruited in the Republic to fight as guerillas for the Zimbabwe Peoples Army (Zipa).

Brigadier C F Zietsman, acting chief of the security police, confirmed yesterday that reports of large scale recruiting in South Africa by agents were being investigated, but declined to comment further.

The Cape Times Africa Bureau disclosed in an interview from Francistown last week that hundreds of agents were said to be still operating in South Africa and that a single agent had recruited about 550 men and women during the past 10 years.

The agent, Mr Gilbert Ngwenya, 32, has now left South Africa to actively fight for Mr Joshua Nkomo's Zapu forces.

Hansard 6 Q cols 510-511 28/2/77

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Gold mines. Foreign Blacks employed

493 Mr C W EGLIN asked the Minister of Mines

(a) How many foreign Blacks were employed in gold mines in the Republic during 1974, 1975 and 1976, respectively. (b) what were their countries of origin and (c) how many of the total number employed came from each of these countries

The MINISTER OF MINES

Although similar particulars in respect of the years 1969 to 1973 were furnished to the honourable member by my predecessor during September 1974, I have to point out that the information is readily obtainable from the Chamber of Mines of South Africa, Johannesburg, direct The said Chamber also has an office in Cape Town

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Mines' labour requirements much improved

7/3/82

Black underground labour requirements have shown an encouraging increase and there is a tendency for South African-born men to work longer contract periods

According to Mr Tony Fleischer, general manager of the Chamber of Mines labour organisation, the labour complement now stands at 103 percent of requirements, after the traditional shortage in the last months of the year This seasonal decline is more pronounced when there are more local than foreign workers.

The former now represent some 48 percent of the total force and in general these men opted for a six-month contract which calls for long and costly training for new workers and retraining of those that have been away from the mines for some time

However, the tendency is towards the South Africans to stay longer and returning after shorter layoffs, thus maintaining the supply of trained men On some mines, the average stay has improved to between 13 and 14 months

STOCKPILE

Adding to the labour shortage in the latter part of the year, production was affected by working months being shorter Steps are being taken to smooth out the labour supply by using more foreign workers in valley periods

Some mines make use of stockpiled ore on surface to feed mills when underground mining rates drop to provide an almost constant throughput over 12 months This practice is likely to become more common in due course.

They remain at home, become bored with the forced idleness and derive no benefit whatsoever. They welcome a return to work which is evidence enough of a failure. It is of importance for them to get completely away from the farm to really derive the best benefit of the holiday.

WORK SCHEDULING

A factor in our opinion of utmost importance in maintaining a permanent labour force is active and constant Communication amongst the staff. Adequate background information and explanation must precede any new venture if it is to be successful. Full knowledge of the principles involved, the method to be adopted and the result desired, is essential if a happy team spirit is to be created. We are making more and more use with very pleasant results of the women doing the work formerly the accepted work of the men. Once the fundamental ideas are explained to the girls they take a pride in doing it better than the men. It is important to ensure that the staff understand what is expected of them and why it is to be done in a certain manner if success is to be achieved. Pride of achievement flows automatically. In our opinion communication is absolutely basic and essential.

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RECRUITING BLUES

Financial Mail March 11 1977

Wenela's Rhodesian recruitment has dropped drastically as a result of full complements in SA mines.

Last year 32 452 workers flew south, and a further 5 936 followed in January But on February 4 the Salisbury office was instructed to confine further recruitment to those who have worked on the mines, and who held re-engagement certificates — which had to be presented within eight months.

As a result, the March intake is likely to be under 150 a week, according to Wenela's Salisbury office. The target figure for 1977 was 40 000 So joblessness will be that much higher

FIN. MAIL 11/3/77

We also make much use of Kromme Rhee training centre and will not allow anyone for example, to use a tractor unless he has been on a tractor course. We have sent our young boys on the youth course as well so as to enlighten them to the future of a farm labourer as a career.

To maintain a happy and stable force on a farm requires the farmer to be absolutely honest, fair and strict with whomsoever he deals. Understanding of their way of life aids one at arriving at the correct decision. On several occasions where a real problem has arisen, it is often wise to delay giving a verdict in order to let heated parties cool off until the

Hansard 7 Q cols 619-620 4/3/77

Mineworkers: compensation

(211)

*21. Mr H MILLER asked the Minister of Mines

(1) Whether he received representations during 1976 concerning the compensation paid to mineworkers who become too ill to work underground, if so, (a) from whom and (b) when;

(2) whether he has taken any steps in regard to the matter; if so, what steps; if not, why not.

†The MINISTER OF JUSTICE (for the Minister of Mines)

(1)(a) and (b) Further representations regarding a proposal that compensation be paid to all miners after a specified period of service were received from the Mine Workers' Union and the Underground Officials' Association in April and June 1976, respectively

(2) These representations are still under consideration

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Miners to work 11-shift fortnight

16/3/77

Labour Reporter

The mines are going ahead with plans to introduce an 11-shift fortnight for members of the Mine Workers' Union on gold mines and collieries from the "April pay month" which starts within a week on some mines.

But there are still some details which have to be ironed out and the Chamber of Mines would not say whether adverse recommendations by the Franzsen Commission on the five-day week could possibly throw a spanner in the works.

Mr P J "Arrie" Paulus, general secretary of the union, says "the 11-shift fortnight must be introduced by the end of this month regardless of the findings of the Franzsen Commission."

However, a Press statement on the "compromise agreement" reached in September to avert a strike on the five-day week issue said:

"The parties agreed that should problems be raised by the commission, or any other responsible party, at any time, the parties concerned would meet and attempt to solve them.

"Once the commission has submitted its final report, the union and the chamber will discuss its implications and any necessary modification of the new arrangements."

Asked whether this meant that the 11-shift fortnight was subject to the findings of the commission, a spokesman for the Chamber of Mines said:

"There is nothing to add until the commission has published its report."

The commission's report has been submitted to the Minister of Mines and is expected to be published soon.

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Mines labour dilemma

14/3/72 Star

Nearly half of the country's black miners are now South Africans or Transkeians and this trend is having a far-reaching effect on relations with neighbouring countries.

As the mines are fully-staffed they can no longer absorb blacks unemployed in other spheres.

The South African and Transkeians' supply of mine labour has more than doubled in two years to make up 48 percent of the current "full employment" figure of about 410 000 men.

Further large-scale recruitment of South Africans could strain relations with some neighbouring countries because of the losses it would cause them, it is feared.

Some observers say a country relying heavily on South African mine employment could suffer economic hardship and even political disturbances if there were large cutbacks in South Africa's labour intake from abroad.

Asked to comment on this situation, Mr Tony Fleischer, labour adviser to the Chamber of Mines, said:

"We cannot cut back on our foreign labour supply any more if we want to meet our obligations to traditional supplier countries and to our regular experienced workers from those countries.

"However we are well aware of our obligations to South Africa's own unemployed blacks.

SHORTAGES

"We live up to these obligations by filling all vacancies for novices with South Africans and Transkeians while restricting foreign recruitment to the experienced men who have served the industry loyally in the past."

Mr Fleischer pointed out that the present large proportion of "local" black labour — generally working on short contracts of six months — tended to cause labour shortages at the end of the year.

Foreign workers signed contracts of at least a year and up to two years and this helped to stabilise the labour supply.

"In future we hope the seasonal decline will be less severe as South African newcomers settle down to careers on the mines," Mr Fleischer said.

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Miners start new shifts

Labour Reporter

Most mineworkers — not only members of the Mine Workers' Union — are going on an 11-shift fortnight from the April pay month, the Chamber of Mines disclosed today.

Major exceptions are members of the artisan trade unions, the SA Engine Drivers' Firemen's and Operators' Association, and officials working cycles or rotations of shifts, mainly reduction workers and winding engine drivers.

"Blacks will follow the pattern of their white supervisors," a spokesman for the chamber said today.

The impact of the new system may be reduced by halving the operations every Saturday rather than shutting down affected operations every second Saturday.

In addition, some mines will encourage the affected staff to volunteer for an overtime shift on their Saturday off.

The 11-shift fortnight is the result of a compromise agreement reached last year to avert a threatened strike over a five-day week demanded by the Mine Workers' Union.

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'Repatriate foreign Blacks'

By CLIVE EMDON
Labour Correspondent

THE Mine Workers' Union says South Africa could solve its Black unemployment problem by repatriating hundreds of thousands of foreign Black workers

The union calls on the Government not to rush into hasty action and deplete the Unemployment Insurance Fund — which it says was almost exclusively built up by contributions from White workers — before repatriating foreign Africans.

Writing in The Mineworker, the union's official journal, Mr Arrie Paulus, the general secretary, says: "I am convinced that when all the foreign Blacks employed in the Republic are repatriated there will be a job for every unemployed Black worker in South Africa."

He said the current unemployment of Blacks had been caused by "reckless riots caused by unscrupulous fellow-Blacks" which had caused economic instability.

Thousands of workers came from Swaziland, Botswana, Lesotho, Rhodesia, Mozambique, Zambia and Malawi to earn a living in South Africa, he said

"Several of these countries cannot be regarded as friends of South Africa but their citizens are allowed to take the bread from the mouths of our own Blacks."

He said it would be unrealistic to use the UIF to assists Blacks when they could be fruitfully employed in jobs now held by foreign workers

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FOR IMMEDIATE RELEASE:

PRESS STATEMENT BY THE HONOURABLE S.P. BOTHA, M.P., MINISTER OF MINES

INTERIM REPORT OF THE COMMISSION OF INQUIRY INTO THE POSSIBLE INTRODUCTION OF A FIVE-DAY WORKING WEEK IN THE MINING INDUSTRY

The interim report of the abovementioned Commission, under the chairmanship of Prof. D.G. Franzsen, was laid upon the Table in the Senate and House of Assembly today.

In the meantime I arranged a meeting of parties which are concerned with the Commission's findings and recommendations, to receive copies of the report and to have a provisional exchange of views thereon.

Such a meeting took place in my office in Cape Town this morning. Representatives of various Ministries and State Departments, ESCOM, and the Chairman of the Commission of Inquiry and representatives of the Mine Workers' Union and the Chamber of Mines were present at the meeting. The discussions took place in a constructive spirit and valuable views were exchanged which can serve as a background when considering the Commission's recommendations.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE DEPARTMENT OF MINES

CAPE TOWN

24th MARCH, 1977

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TABLE NO. 12

FIN MAIL 25/3/77

MINERS

Five-day week

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The interim report of the Franszen Commission of Inquiry into the five-day week has been completed It is, the *FM* understands, already in the hands of the mining houses Chamber of Mines president Robin Plumbridge was due to meet Minister of Mines Fanie Botha to discuss the report as we went to press A statement was due to be issued after the meeting

The *FM* understands that the report will make specific "urgent" recommendations, including one endorsing the introduction of an 11-shift fortnight (one Saturday off every two weeks) on all mines However, the Commission is unlikely to recommend that mines which argue they cannot viably introduce the scheme, be exempted from it On the other hand, the 11-shift fortnight will not be unconditional.

Government — and, apparently, the Commission — believes that the scheme should be scrapped if any loss of production results The Mine Workers' Union (MWU) has argued repeatedly that no loss of production would result from a changed working week But the Chamber has contended that production will, in fact, be lost as a consequence

In a sense the Commission's recommendations have already been pre empted After the threat of strike action last year, the Chamber agreed on a compromise with the MWU whereby an 11-shift fortnight would be introduced by April this year

There was a rider however Collieries that could not afford to introduce the scheme could discuss their case with the MWU

Now the Chamber has announced that all mines will implement the scheme from April (Rand Mines will go over to it on Saturday) This adds little to the original agreement, except that the colliery exemptions appear to have fallen by the way This seems to be the key implication of the Chamber's announcement

It seems that the mine artisan unions, who were hoping the Commission would endorse their claims to a five-day week, will be in for a disappointment — at least for the moment, or until the Commission produces its final report

N/A	Total Republic	30,0
N/A	Total Cape	27,0
	Humansdorp, Joubertina, le.	13,9
	n, Jansenville, Steytlerville, ore.	7,9
	dlands : Colesberg, Cradock Reinet, Hanover, Maraisburg, urg, Murraysburg, Noupoort, n, Richmond, Somerset-East, urg, Venterstad.	29,2
	West, Hartswater, Herbert, n, Kimberley, Warrenton.	9,9
	a, Kuruman, Mafeking, Post- , Vryburg.	4,2
	Alexandria, Bathurst, d.	35,3
	liamstown, Peddie, Victoria-	19,2
	20.) East London.	30,9
	21.) E. Central Cape: Adelaide, Albert, Aliwal North, Barkly-East, Bedford, Cathcart, Elliot, Fort Beaufort, Indwe, Komga, Lady Grey, Maclear, Molteno, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarkastad, Wodehouse.	35,5
	22.) Transkei - white areas: Mataliele, Mt. Currie, Port St. Johns.	44,5

continued/

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SA Blacks turn to mines for jobs

25/3/77 B

SOUTH African Blacks are flocking to the mines for work. At the end of February a total of 415 000 Blacks were employed on mines, and the industry's Black underground labour strength was two per cent above its complement.

These figures were given at the annual meeting in Johannesburg, yesterday of the Association of Mine Managers — with warnings that the industry still faces problems over the contract system and fluctuations in the Black labour supply

Mr A J. H Pole, the association's president, said that since the first week in January Black labour had been flocking to the industry in "vast numbers"

Some mines had had difficulty in coping with the large influx because of the need for acclimatisation and training

But during 1976 the fluctuation in Black labour supply had had serious effects on production on a number of mines

In June the Black labour force underground was at a peak of 317 456 By December 31, the figure had dropped by 59 623 to 257 833 or by 18,78 per cent Some of the mines dropped to as low as 70 per cent of their underground requirements

The shortfall of Black labour at certain periods was attributable largely to the usual seasonal fluctuations said Mr Pole

"But this was aggravated by the short term contracts for the larger number of South African labourers, without the counter balancing effect of the much longer contract periods for the Malawians, who are no longer a source of labour supply, and labour from Mozambique, where difficulty was experienced in obtaining the necessary travel documents"

During the past two years more Blacks from urban areas, both inside and outside the Republic, were recruited These Blacks had some education, but lacked industrial aptitude

This raises problems as there are Blacks within the industry who have this industrial aptitude, but are not literate and cannot be promoted to more senior jobs There is a need for more internal education for these employees"

Mr P A von Wielligh, vice president of the Chamber of Mines, said the number of Malawians on the mines had fallen from a peak of 118 907 in 1973 to a few hundred now, and the number of Mozambiquans from 97 100 in 1975 to less than half that number today

To replace them, the industry had dramatically increased the numbers from elsewhere But this had brought with it a change in the general pattern of employment as men from South Africa and Transkei tended to work shorter periods

Every effort was being made to iron out seasonal fluctuations in the labour force.

"We are encouraging men to take up mining as a career and to return for periods of employment at more regular intervals

"We are also endeavouring to maintain a well-balanced mix in the composition of the labour force so that the industry will suffer as little disruption as possible from fluctuations in the flow from the various source territories, whether due to political, economic or seasonal factors." — Sapa

y own age and how am I different?

Your measure

School marks, teachers' and parents' comments, what your friends say about what you really can do, and what the less friendly say you can't do (sometimes you have to believe them!)

How others see you, how you see yourself

How you deal competently with situations at home, in school and outside

Behaviour, relationships, beliefs, attitudes to others who are different

What you want to change

at most of the things you know

nt from others. You compare

of others and learn how clever

you are friendly or shy, if

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Commission backs 5-day mine week

CAPE TOWN — The Franzsen Commission has come out in support of the principle of a five-day working week in the mining industry, according to its interim report tabled yesterday.

But at the same time the commission said that having examined the consequences of a "man-week from Monday to Friday," it would be too costly for the country at this stage.

The commission of inquiry into the possible introduction of a five-day working week in the mining industry, headed by Prof D. Franzsen, was appointed by the Minister of Labour, Mr F. Botha, to avert a strike.

In a statement later, Mr Botha said he had called together all the parties concerned yesterday morning and the talks had taken place in a constructive spirit.

The commission found that the principle of a five-day working week was not an issue in the dispute between the Chamber of Mines and the Mine Workers Union.

The real issue was whether or not the mine work week should be from Monday to Friday, with the mines idle for two days — PC.

5-day mine week 'too costly'

Tim Patten
Political Reporter

THE SENATE — A Government appointed commission of inquiry has found that the introduction of a five-day week on the mines would be too costly and damaging to the economy at this stage.

It has recommended instead the extension of the interim system of an 11-shift fortnight until a solution can be worked out between the Mine Workers' Union and the Chamber of Mines

These recommendations, contained in the interim report of the Franzsen Commission, were tabled in the Senate yesterday by the Minister of Mines, Mr Fanie Botha

The report, if adopted, would have far-reaching effects on the employment pattern on mines — especially for black mineworkers

The appointment of the commission, under the chairmanship of Professor D G Franzsen, was part of a last-minute intervention by the Minister of Mines to avert a strike called by the MWU last year

The strike threat loomed again and the Prime Minister intervened personally with an appeal to the union not to strike because of the damage it would do to the economy

The commission supports the principle of a five-day week but says that after examining the consequences of having the costly machinery stand idle for two days has found that it would be too costly at this stage

It estimated that maintaining production in the gold-mining industry even on an 11-shift fortnight system would require an additional investment of R30-million, increased working costs of R15-million a year and increased employment of about 5 300 black mineworkers and 250 whites.

The commission is opposed to the one-hour extension of shifts recommended by the union which would mean a weekly reduction of 2 hours for every worker

Its opposition is based on the "potentially harmful effects of the health of workers" A lengthening of daily hours would be regarded as a "retrograde step," contrary to the trend in other countries

Medical evidence had shown that increasing fatigue would make it difficult to maintain levels of production, increase the liability of accidents and increase fatality rates

On balance, the commission says it favours the MWU suggestion of a five-day week — but one not confined to Monday to Friday

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

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GOVERNMENT NOTICE

DEPARTMENT OF MINES

No. R 513 1 April 1977

AMENDMENT OF REGULATIONS

MINES AND WORKS ACT, 1956 (ACT 27 OF 1956)

The State President has, under section 12 of the Mines and Works Act, 1956 (Act 27 of 1956), made the following regulations

The regulations published under Government Notice R 992 of 26 June 1970, are hereby amended—

1 by the insertion of the following definition between paragraphs (6) and (7) in Chapter I of the regulations

"(6A) 'emergency' means an emergency which may endanger life or health, (24A)",

2 by the substitution for regulation 2 15 3 of the following regulation

"2 15 3 In no case shall a shift boss be placed in control of a section larger than he is able to control efficiently in accordance with the requirements of the regulations The manager shall not impose such additional duties on a shift boss as will prevent him from carrying out his statutory duties efficiently",

3 by the substitution for regulation 2 15 5 of the following regulation

"2 15 5 Each shift boss shall inspect all workings in his section as frequently as he may deem necessary in the interest of safety and health Provided that—

(a) he shall inspect at intervals not exceeding two working days all workings in which current blasting operations take place,

(b) he shall inspect all other workings at least once every week at intervals not exceeding 10 days, and

(c) he shall daily during his shift —

(i) inspect at least one working of each ganger or miner under his charge who is directly concerned with current blasting operations, and

GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN MYNWESE

No R 513 1 April 1977

WYSIGING VAN REGULASIES

WET OP MYNE EN BEDRYWE, 1956
(WET 27 VAN 1956)

Die Staatspresident het kragtens artikel 12 van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), onderstaande regulasies gemaak·

Die regulasies afgekondig by Goewermentskennisgewing R 992 van 26 Junie 1970, word hierby gewysig—

1 deur die volgende paragraaf tussen paragrawe (24) en (25) in Hoofstuk I van die regulasies in te voeg.

"(24A) 'noodtoestand' 'n noodtoestand wat lewe of gesondheid in gevaar kan stel, (6A)";

2 deur regulasie 2 15 3 deur die volgende regulasie te vervang

"2 15 3 In geen geval mag 'n skofbaas in beheer geplaas word van 'n afdeling wat groter is as wat hy in ooreenstemming met die vereistes van die regulasies doeltreffend kan beheer nie Die bestuurder mag nie 'n skofbaas met sodanige bykomende verpligtinge belas as wat hom sal verhinder om sy statutêre pligte doeltreffend uit te voer nie",

3 deur regulasie 2.15 5 deur die volgende regulasie te vervang

"2 15 5 Elke skofbaas moet alle delfplekke in sy afdeling so dikwels as wat hy dit nodig ag, inspekteer in belang van veiligheid en gesondheid Met dien verstande dat—

(a) hy al die delfplekke waarin normaalweg skietwerksaamhede plaasvind, binne 'n tydperk van twee werksdae inspekteer,

(b) hy al die ander delfplekke minstens een keer per week met tussenpose van hoogstens 10 dae inspekteer, en

(c) hy daagliks gedurende sy skof—

(i) minstens een delfplek van 'n spanbaas of myner onder sy beheer, wat normaalweg en regstreeks met skietwerksaamhede gemoeid is, inspekteer, en

(ii) satisfy himself by consultation with each such ganger or miner, or by personal inspection, that work is proceeding safely and in accordance with the regulations in every working of such ganger or miner Each such consultation shall take place within the area for which the ganger or miner is responsible,

(iii) in every coal mine, unless exempted in writing by the Inspector of Mines with the approval of the Government Mining Engineer, carry out a test for inflammable gas similar to the test required in terms of regulation 8 9 9, of every part of every ganger's or miner's section in which workmen work or travel or may be required to work or travel during that shift The shift boss shall record a report on each such test at the end of his shift in the logbook referred to in regulation 2 15 6 ",

4 by the addition to regulation 2 15 8 of the following words.

"For the purposes of this regulation 'case of necessity' means a condition of circumstances of a temporary nature in the interest of safety ",

5 by the substitution for regulation 8 8.1 of the following regulation

"8 8 1 except as is provided for in regulations 8 8 3 1 and 8 8 3 2, every shaft being sunk, development end, reclamation area and stope which has remained idle for more than six hours, or which has remained idle for such period less than six hours as the Inspector of Mines may direct, and every underground working place in which blasting has taken place, shall be examined and made safe by a ganger or miner who shall be the holder of a permanent blasting certificate, and work shall not be resumed in any part of such working place until such part has been so examined and made safe· Provided that this regulation shall not prohibit—

(a) the holder of a mining engineer's degree, a national diploma for technicians in mining, or other diploma recognised by the Government Mining Engineer,

(b) a student of the Government Miners' Training College, or

(c) a student attending a training course in mining approved by the Government Mining Engineer,

who does not hold a permanent blasting certificate but who has obtained a provisional blasting certificate in accordance with regulation 28 40 7 1 or regulation 28 40 8 1 read with regulations 28 40 5 or 28 40 6, from carrying out such examination and making safe

No person shall enter or remain or cause or permit any other person to enter or remain in any part of such working place until such part has been examined and made safe, except such persons as are necessary, to direct, carry out or assist in carrying out such examination and making safe,",

6 by the substitution for regulation 8 9 10 of the following regulation

"8 9 10 unless exempted in writing by the Inspector of Mines with the approval of the Government Mining Engineer, where there is no shift boss a test for inflammable gas similar to the test required in terms of regulation 8 9 9 shall be made in the course of each shift by the manager or by a competent person other than the ganger or miner, appointed by the manager,

(ii) homself, deur middel van oorlegpleging met elke sodanige spanbaas of myner, of deur persoonlike inspeksie, daarvan oortuig dat die werk veilig en in ooreenstemming met die regulasies in elke delfplek van sodanige spanbaas of myner uitgevoer word Die oorlegpleging moet plaasvind binne die gebied waaroor sodanige spanbaas of myner beheer uitoefen,

(iii) in elke steenkoolmyn, indien nie skriftelik deur die Inspekteur van Myne met die goedkeuring van die Staatsmyningenieur vrygestel nie, 'n toets vir ontvlambare gas, soortgelyk aan die toets vereis kragtens regulasie 8 9 9, uitvoer van elke gedeelte van 'n spanbaas of myner se afdeling waarin daar persone werk of reis of waar daar van persone vereis word om daar te werk of te reis gedurende daardie skof Die skofbaas moet aan die einde van sy skof 'n verslag oor elke sodanige toets skryf in die logboek in regulasie 2 15.6 bedoel ";

4. deur die volgende woorde by regulasie 2 15 8 te voeg.

" 'Noodsaaklike geval' beteken vir die doel van hierdie regulasie 'n sameloop van omstandighede van tydelike aard in belang van veiligheid ",

5 deur regulasie 8 8 1 deur die volgende regulasie te vervang.

"8 8 1 behalwe soos bepaal in regulasies 8 8 3 1 en 8 8.3 2, moet elke skag wat gesink word, ontsluitgang, herwinningsgebied en afbouplek waar daar langer as ses uur nie gewerk is nie, of waar daar vir sodanige korter tydperk as ses uur as wat die Inspekteur van Myne gelas, nie gewerk is nie, en elke ondergrondse werkplek waar skietwerk plaasgevind het, ondersoek en veilig gemaak word deur 'n spanbaas of myner wat die houer is van 'n permanente skietsertifikaat, en mag werk in geen deel van sodanige werkplek hervat word nie voordat dié plek ondersoek en veilig gemaak is Met dien verstande dat hierdie regulasie nie verbied dat—

(a) die houer van 'n myningenieursgraad, 'n nasionale diploma vir tegnici in mynbou, of 'n ander diploma wat deur die Staatsmyningenieur erken word,

(b) 'n student van die Staatsopleidingskollege vir Mynwerkers, of

(c) 'n student wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is;

wat nie 'n permanente skietsertifikaat besit nie, maar wat 'n voorlopige skietsertifikaat verwerf het in ooreenstemming met regulasie 28 40 7.1 of regulasie 28 40 8 1 gelees met regulasie 28 40 5 of 28.40 6, sodanige werkplek ondersoek en dit veilig maak nie

Niemand mag enige deel van sodanige werkplek binnegaan of daarin bly nie of enige ander persoon dit laat binnegaan of daarin laat bly nie of hom toelaat om dit binne te gaan of daarin te bly nie voordat daardie deel ondersoek en veilig gemaak is, behalwe die persone wat nodig is om sodanige ondersoek te gelas, uit te voer of behulpsaam te wees om dit uit te voer en dit veilig te maak,",

6 deur regulasie 8 9 10 deur die volgende regulasie te vervang

"8 9 10 indien nie skriftelik deur die Inspekteur van Myne met die goedkeuring van die Staatsmyningenieur vrygestel nie, moet daar, waar daar nie 'n skofbaas is nie, gedurende elke skof 'n toets vir ontvlambare gas, soortgelyk aan die toets soos vereis kragtens regulasie 8 9 9, uitgevoer word deur die bestuurder of deur 'n ander bevoegde persoon as die spanbaas of myner, wat deur die bestuurder aangestel word en wat die houer

11 by the substitution for regulation 28 1 3 of the following regulation

"28 1 3 A candidate may appeal against any decision of any examining authority to the Government Mining Engineer, who may refer the matter back to the commission for further report and the decision of the Government Mining Engineer shall be final Each such appeal, which shall be in writing, shall be lodged within 31 days after the date of the examining authority's decision and each such appeal shall be accompanied by R5 in the case of a written examination and R3 in the case of an oral examination Provided that in the event of the appeal being successful the fee shall be refunded ",

12 by the substitution for regulation 28 20 1 of the following regulation

"28 20 1 The constitution of a Commission of Examiners for a mine surveyor's certificate of competency shall be as follows:

A Deputy Government Mining Engineer, who shall be chairman, a Chief Government Mine Surveyor or a Government Mine Surveyor, and at least four certificated mine surveyors ",

13 by the substitution for regulation 28 40 6 of the following regulation

"28 40 6 A student of the Government Miners' Training College or a student attending a training course in mining approved by the Government Mining Engineer, may be exempted from the age restriction of 20 years, and from such part of the qualifying period of experience for a provisional or a permanent blasting certificate, as the issuing authority may determine

Any other applicant for a provisional blasting certificate may be exempted from the age restriction of 20 years, provided that he has undergone training acceptable to the issuing authority ",

14 by the substitution in regulation 28 40 7 for the words "Except as is provided for in regulation 28 40 8 1 and 28 40 8 2—" of the following words

"Except as is provided for in regulations 28 40 6, 28 40 8 1 and 28 40 8 2—",

15 by the substitution for paragraph (b) of regulation 28 40 7 1 of the following paragraph

"(b) subject to regulation 28 41 3 1, he has had at least the required number of shifts of experience, acceptable to the issuing authority, gained in the workings of a mine or in a works Of this period at least 75 shifts shall have been spent at the working face on rock-breaking or winning minerals or work directly connected therewith, of which shifts, in the case of a mine, at least 25 shall have been in a mine of the class to which the certificate is appropriate,",

16 by the substitution for paragraph (b) of regulation 28 40 7 2 of the following paragraph

"(b) subject to regulation 28 41 3 2, he has had at least the required number of shifts of experience acceptable to the issuing authority, gained in the workings of a mine or in a works Of this period at least 75 shifts shall have been spent at the working face on rock-breaking or winning minerals or work directly connected therewith, of which shifts, in the case of a mine, at least 25 shall have been in a mine of the class to which the certificate is appropriate,",

11 deur regulasie 28 1 3 deur die volgende regulasie te vervang

"28 1 3 'n Kandidaat kan by die Staatsmyningenieur appèl aanteken teen enige beslissing van enige eksamenowerheid Die Staatsmyningenieur kan die aangeleentheid weer na die eksamenowerheid vir verdere verslag terugverwys, en die beslissing van die Staatsmyningenieur is finaal Elke sodanige appèl, wat op skrif moet wees, moet ingedien word binne 31 dae na die datum van die beslissing van die eksamenowerheid en elke sodanige appèl moet vergesel gaan van R5 in die geval van 'n skriftelike eksamen en R3 in die geval van 'n mondelinge eksamen Met dien verstande dat die geld terugbetaal moet word indien die appèl suksesvol is";

12 deur regulasie 28 20 1 deur die volgende regulasie te vervang

"28 20.1 Die samestelling van 'n Eksamenkommissie vir 'n sertifikaat van bevoegdheid as mynopmeter is soos volg

'n Adjunk-staatsmyningenieur, die voorsitter, 'n Hoofstaatsmynopmeter of 'n Staatsmynopmeter, en minstens vier gediplomeerde mynopmeters.";

13 deur regulasie 28 40 6 deur die volgende regulasie te vervang

"28 40 6 'n Student van die Staatsopleidingskollege vir Mynwerkers of 'n student wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is, kan vrygestel word van die ouderdomsbeperking van 20 jaar en van sodanige gedeelte van die kwalifiserende tydperk van ondervinding vir 'n voorlopige of 'n permanente skietsertifikaat as wat die uitreikingsowerheid bepaal

Enige ander applikant vir 'n voorlopige skietsertifikaat kan vrygestel word van die ouderdomsbeperking van 20 jaar, mits hy opleiding ondergaan het wat vir die uitreikingsowerheid aanneemlik is ",

14 deur in regulasie 28 40 7 die woorde "Behoudens regulasie 28 40 8 1 en 28 40 8 2—" deur die volgende woorde te vervang

"Behoudens regulasie 28 40 6, 28 40 8 1 en 28 40 8 2 —",

15 deur paragraaf (b) van regulasie 28 40 7.1 deur die volgende paragraaf te vervang

"(b) behoudens regulasie 28 41 3 1, hy minstens die nodige getal skofte ondervinding, wat vir die uitreikingsowerheid aanneemlik is, in die delfplekke van 'n myn of in 'n bedryf opgedoen het Van hierdie tydperk moet minstens 75 skofte deurgebring wees by die werkfront in verband met rotsbreking of die winning van delfstowwe of werk wat regstreeks daarmee in verband staan, en van die getal skofte, in die geval van 'n myn, moet minstens 25 skofte gewerk wees in 'n myn van die klas waarop die sertifikaat van toepassing is,",

16 deur paragraaf (b) van regulasie 28 40 7.2 deur die volgende paragraaf te vervang

"(b) behoudens regulasie 28 41 3 2, hy minstens die nodige getal skofte ondervinding, wat vir die uitreikingsowerheid aanneemlik is, in die delfplekke van 'n myn of in 'n bedryf opgedoen het Van hierdie tydperk moet minstens 75 skofte gewerk wees by die werkfront in verband met rotsbreking of die winning van delfstowwe of werk wat regstreeks daarmee in verband staan, en van dié getal skofte, in die geval van 'n myn, moet minstens 25 skofte gewerk wees in 'n myn van die klas waarop die sertifikaat van toepassing is,",

17 by the substitution for paragraph (b) of regulation 28 40 8 2 of the following paragraph

"(b) subject to regulation 28.41 3 2 he has had at least the required number of shifts of experience acceptable to the Inspector of Mines", and

18 by the insertion after regulation 28 41 2 of the following regulations

"28 41 3 The number of qualifying shifts for a provisional blasting certificate and a permanent blasting certificate shall be not less than indicated in regulations 28 41 3 1 and 28 41 3 2

28 41 3 1 *Provisional blasting certificate*

(a) University students in mining	110 shifts	Blasting certificate valid for the mine
(b) (i) Government Miners' Training College students (ii) Learner officials (iii) Learner miners attending a training course in mining approved by the Government Mining Engineer	110 shifts	Blasting certificate valid in training section only
(c) (i) Government Miners' Training College students (ii) Learner officials (iii) Learner miners attending a training course in mining approved by the Government Mining Engineer	154 shifts	Blasting certificate valid for the mine, but holder to be under the supervision of a certificated ganger or miner
(d) Other learners	200 shifts	Blasting certificate valid for the mine, but holder to be under the supervision of a certificated ganger or miner

28 41 3 2 *Permanent blasting certificate*

(a) University students in mining	200 shifts
(b) (i) Government Miners' Training College students (ii) Learner officials (iii) Learner miners attending a training course in mining approved by the Government Mining Engineer	312 shifts
(c) Other learners	400 shifts"

17 deur paragraaf (b) van regulasie 28 40 8 2 deur die volgende paragraaf te vervang

"(b) behoudens regulasie 28 41 3 2, hy minstens die nodige getal skofte ondervinding opgedoen het wat vir die Inspekteur van Myne aanneemlik is", en

18 deur die volgende regulasies na regulasie 28 41.2 in te voeg

"28 41 3 Die getal kwalifiserende skofte vir 'n voorlopige skietsertifikaat en 'n permanente skietsertifikaat moet minstens soveel wees soos in regulasies 28 41 3 1 en 28 41 3 2 aangedui

28 41 3 1 *Voorlopige skietsertifikaat*

(a) Universiteitstudente in mynbou	110 skofte	Skietsertifikaat geldig vir die myn
(b) (i) Studente van die Staatsopleidingskollege vir Mynwerkers (ii) Leerlingamptenare (iii) Leerlingmyners wat opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is	110 skofte	Skietsertifikaat net in die opleidingseksie geldig
(c) (i) Studente van die Staatsopleidingskollege vir Mynwerkers (ii) Leerlingamptenare (iii) Leerlingmyners wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is	154 skofte	Skietsertifikaat geldig vir die myn, maar die houer moet onder toesig van 'n gediplomeerde spanbaas of myner werk
(d) Ander leerlinge	200 skofte	Skietsertifikaat geldig vir die myn, maar die houer moet onder toesig van 'n gediplomeerde spanbaas of myner werk

28 41 3 2 *Permanente skietsertifikaat*

(a) Universiteitstudente in mynbou	200 skofte
(b) (i) Studente van die Staatsopleidingskollege vir Mynwerkers (ii) Leerlingamptenare (iii) Leerlingmyners wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyningenieur goedgekeur is	312 skofte
(c) Ander leerlinge	400 skofte"

small and large livestock are produced; 27 of the nation's sugar cane; and 28, which nation's s[illegible] much part of the [illegible] gorny is making. [illegible] of its s sub-tropic

FIN. MAIL 1/4/77

MINE LABOUR

Two crucial days

211

Latest contribution to the 30-year debate over a five-day week for miners comes from the interim report of the Franszen Commission of Enquiry The commission was set up by government after last year's dispute between the Chamber of Mines and the Mine Workers' Union (MWU) nearly led to a major strike

The commission has tried to incorporate both sides' demands in its report Nevertheless, it comes out strongly against the argument that the mines can afford the five-day week now.

Firstly, the commission rejects the idea of a full five-day week, in which mines would lie idle for two days. It endorses instead the 11-shift fortnight experiment and suggests this scheme be tried for a year to assess its effect on production.

But it says this is only an interim solution While it will not dictate a solution, it suggests that the mines gradually phase in a system — when SA can afford it — whereby mines operate seven days a week, but miners work only five shifts.

The commission says it is influenced by the need to maintain gold production and to rationalise coal production. It is also worried about the R2 000m capital equipment not being used to the full if the mines were to lie idle on week-ends.

Then there was Escom's submission that such a change would "bunch" electricity supply to the mines, and cost it R100m to supply extra generating capacity

In terms of production, the commission believes a full week-end off would cause a 6,1% drop in gold production — a loss of R184,54m assuming a gold price of $130. Even the 11-shift fortnight would, it says, cause a 4,36% production drop

On the collieries, adaption to an 11-shift fortnight would be easier and most had already made the change. Nevertheless, those who hadn't estimated a 5,4% production loss if they did

The commission reckons a full five-day week would cost collieries R21,3m in capital costs and R6,9m a year in working costs The 11-shift scheme would cost R8,6m and R2,2m respectively

On the labour side the commission accepted the Chamber's submission that even the 11-shift scheme (to be introduced soon) would involve employing 250 more whites and 5 306 more Africans: an additional investment of R30,1m; and a working cost increase of R15,69m.

The commission rejects the MWU's submission that a longer daily shift would make up the production loss. It says the idea is a "retrograde step" which would increase strains on black miners without necessarily increasing production.

It also rejects experiments indicating a production increase on a five-day week (often quoted by the MWU) as "inconclusive"

The interim report is concerned about the plight of marginal mines, who argue that even an 11-shift scheme would cause them to close down It leaves their possible exemption from the change up to the individual mines and the MWU.

So, even if the commission has recognised the need for the five-day week, its implementation will obviously be a long time in coming

In the Tra [illegible] ire than 50 per cent of the rural per cent o [illegible] irs are enrolled in primary schools produced, [illegible] n, Germiston, Kempton Park; [illegible] 48, Odendaalsrus, Virginia, The Orange [illegible] enskroon and Vredefort; region 55, the facilities [illegible] g. 56, where

The only w [illegible] tate of rural education for African po [illegible] are: regi [illegible] region 47, [illegible] Welkom; r [illegible] Central Fr [illegible]

This prese [illegible] the position in regard to the African ch [illegible] coloured' children on white-owned

We turn, no [illegible] provision [illegible] farms.

TABLE NO. [illegible] YEARS LIVING IN RURAL 'WHITE' PROPORTION [illegible] TARY) SCHOOLS IN 1975, By AREAS IN T[illegible]

		Primary School pupils as a percentage of population aged 5-14 years
02.) Na[illegible]		48,9
03.) Cl[illegible]		24,1
04.) Ho[illegible] Vr[illegible]		54,9
05.) Ce[illegible] We[illegible] We[illegible]	Somerset [illegible],	85,9
06.) Br[illegible] Riversdale, Swellendam.	[illegible]ermanus,	45,3
		61,6

continued/

in such fortunate circumstances l be
reluctant to delay the child's e urse,
many other African pupils face d
including boarding fees at secon
urban areas, not to mention the or the
and transport, etc. Neverthele forms
their primary education and omplete
negligible. y

It is true that in recent times t in
the education of the rural labou labour
force. Of particular significa te,
of the agricultural unions, whic eplorable
situation. The chairman of the
Affairs Committee, Mr. Prinsloo.

p **MINE LABOUR** FIN MAIL 8/4/77

ir **Weekend worries** 211

P **The five-day** week interim report is not only of interest to white miners It also provides insights into the lives of black migrant miners

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The commission interviewed four black coal miners of working crew leader status and also received representations from interested parties about the effect of the five day week on the black miners

Firstly, the blacks themselves complained that, if they did not work week ends, they would, because of the lack of recreational facilities on the mines have nothing to do Therefore, says the report they would be likely to spend their week ends drinking and gambling No other options were available

The black miners were opposed to a longer day because, they said, they already worked 12 hours a day They also said that they came to the mines to earn as much money as possible in as short a time as possible and that the days off would delay their return home

The lack of recreational facilities has raised mining industry fears about possible riots over week ends should the five-day week be introduced This, says the commission, has led the chamber to consider "that this reason alone is sufficient to rule out a Monday to Friday working week"

Indeed, so worried are the mines that they have gone so far as to suggest improving library, educational and sporting facilities in the compounds They have suggested technical agricultrual and various other classes to keep black miners busy over week ends

The mines have also mooted week-end entertainment for blacks

There is also talk of improving shopping facilities on the mines Neighbouring municipalities fear an influx of Africans into their towns on Saturday mornings if miners have the day off

Pity the mines didn't think of all these ideas years ago They amount to an admission that all is not right with compound facilities, and has not been so for a long time

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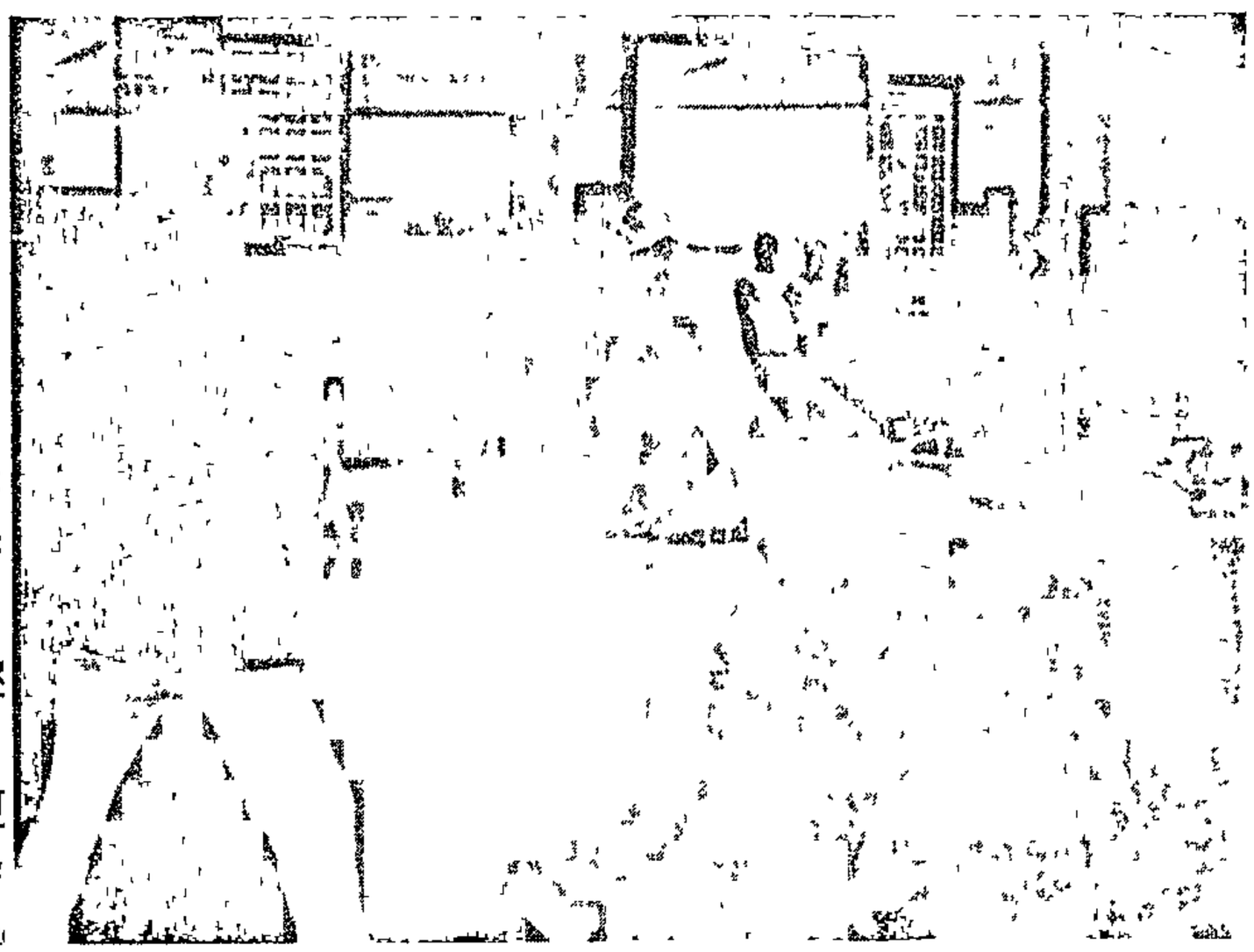

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The men of the compounds . . . nothing to do but fight?

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16/ Rapport, 25 August 1975.

17/ Daily Dispatch, 5 June 1975.

211 ~~215~~

Picture: ALAN VAN

RDM 8/4/77

Mine unions declare dispute

THE Council of Mining Unions, which represents more than 20 000 White artisans in the gold mining industry, yesterday declared a dispute with the Gold Producers' Committee of the Chamber of Mines

The council is to meet again next Wednesday to consider what further action to take

The chairman of the council, Mr Ken du Preez, said yesterday the dispute had been declared because its request for pay increases had been turned down by the committee, which represents the employers

"The council cannot possibly accept this position," he said "Last year our members absorbed 30 per cent of the increase in the cost of living, and now this year they expect our members to absorb 100 per cent of the increased CoL"

So far the council had only met representatives of the Gold Producers' Committee

These representatives told the council that the industry was "not in a position to grant us any improvements; money-wise, this year."

The parties had met again yesterday "They told us that they had taken it back to the Gold Producers' Committee, but the committee still claimed it would not be in the interests of the industry or the country to grant any financial improvements, due to the general economic climate," Mr Du Preez said — Sapa

211

Dispute over miners' wages

JOHANNESBURG — The council of Mining Unions, which represents more than 20 000 white artisans in the gold-mining industry, yesterday declared a dispute with the gold producers' committee of the Chamber of Mines.

The council is to meet again on Wednesday to consider what further action to take.

The chairman of the council, Mr K. du Preez, said yesterday the dispute had been declared because its request for pay increases had been turned down completely by the committee, which represents the employers.

"The council cannot possibly accept this position," he said. "Last year our members absorbed 30 per cent of the increase in the cost of living and this year they expect our members to absorb 100 per cent of the increased cost of living."

Mr Du Preez said the council had submitted demands — which he did not specify — for the annual review of conditions, which usually came into effect in the May pay month.

"The council had been asked to go back to the committee and ask it to reconsider its attitude."

The two sides met again yesterday. "They told us that they had taken it back to the gold producers committee, but the committee still claimed it would not be in the interests of the industry or the country to grant any financial improvements due to the general economic climate."

The council is to seek an urgent meeting with the coal mining industry to discuss the position of its member employees, and will later meet other sectors of the mining industry. — SAPA

Cape Times 8/4/77

Gold miners declare pay dispute

JOHANNESBURG. — The Council of Mining Unions, which represents more than 20 000 white artisans in the gold-mining industry, yesterday declared a dispute with the gold producers' committee of the Chamber of Mines.

The council is to meet next Wednesday to consider what action to take.

The chairman of the council, Mr Ken du Preez, said yesterday that the dispute had been declared because the council's request for pay increases had been turned down by the committee, which represents the employers.

"The council cannot possibly accept this position," said Mr Du Preez. "Last year our members absorbed 30 percent of the increase in the cost of living, and now this year they expect our members to absorb 100 percent of the increased cost of living."

Outlining the background, Mr Du Preez said the council had submitted demands — which he did not specify — to the mining industry for the annual review of conditions, which usually came into effect in the May pay month.

So far the council had met representatives of the Gold Producers' committee only, and they had told the council that the industry was "not in a position to grant us any improvements, money-wise, this year".

They had been requested to go back to the committee and to ask it to reconsider its attitude.

The council is to seek a meeting with the coal-mining industry to discuss the position of its employees, and will later meet other sectors of the mining industry. — Sapa

Gold miners opt for conciliation board

14/4/77

THE Council of Mining Unions, which represents 22 000 White artisans in the gold mining industry, unanimously decided at a meeting in Johannesburg, yesterday to apply for the appointment of a conciliation board to hear their case

This follows the dispute which the council declared against the Chamber of Mines after the Chamber last week rejected demands for better wages and working conditions for mineworkers.

The council expected the Minister of Mines Mr Fanie Botha, to appoint the board under the Industrial Conciliation Act within a week, Mr Ken du Preez, chairman of the council, said yesterday.

The council also decided to ask Mr Botha not to proceed with proposed amendments to the Industrial Conciliation Act until the council had discussed their objections with him

The proposed changes would enable the Minister to declare an industry an "essential industry" and subject it to compulsory arbitration.

This would prevent the council from using the strike weapon.

The council represents eight unions in the gold mining industry.

The council's case, said Mr Du Preez, was based on the fact that its members absorbed 30 per cent of last year's cost of living increases

"Now this year they expect our members to absorb 100 per cent of the increased cost of living. The council cannot possibly accept this," he said. —Sapa.

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STAR 15/4/77

Miners say no to Sunday shifts

Labour Reporter

The Mine Workers' Union has rejected the Franzsen Commission's proposal that a five-day working week should include Sunday work.

Mines had never been on production on Sundays and the commission would have to reconsider this recommendation, Mr Arrie Paulus, leader of the union, said today.

MIGRANTS

Writing in the latest edition of his union's newspaper, he also:

- Claimed the commission misinterpreted the effect of a five-day week on black migrant workers. It would not extend their contract period on the mines since they would make up during the week the time they took off on Saturdays.
- Said the commission's proposal that the recently introduced 11-shift fortnight should be given a full year's trial could be discussed if any of the parties to the agreement favoured such an extension

OVERTIME

Mr Paulus called on miners not to work overtime under the 11-shift fortnight scheme, but to take their Saturday's off.

If they did not, it might be argued that they did not really want a five-day week and that massive overtime was needed to maintain production.

At the same time, he called on miners to keep production

"If you can do that, it is just a matter of time before the entire industry is tuned in on a Monday to Friday, five-day working week, he wrote

RAY OF HOPE

The commission's recommendation of an eventual 40-hour week on the mines was the union's "only ray of hope in the report" of the commission, Mr Paulus said.

The union would definitely raise this matter with the Chamber of Mines which had been reluctant so far to discuss this ideal

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STAR 19/4/77

Labour takes gilt off gold mine quarterlies

Mac Thain

A combination of labour problems — too little and then too much — and the benefits of the recent high price of gold not accruing in the accounting period has resulted in the March quarterly reports showing less cheerful results than generally anticipated.

However, if all goes as hoped for, net profits for the current three months could be appreciably better and thus enhance the prospects for improved June dividend declarations.

In the first month of the quarter, the industry suffered from an acute shortage of underground black labour to which the preference of domestically recruited labour for six-month contracts and going home on their termination contributed substantiallly.

This was followed by an upsurge in recruitment, due mainly to rising unemployment in other sectors of the economy. By mid-February most mines had full complements of workers and since then the total for the industry has been in excess of 100 percent.

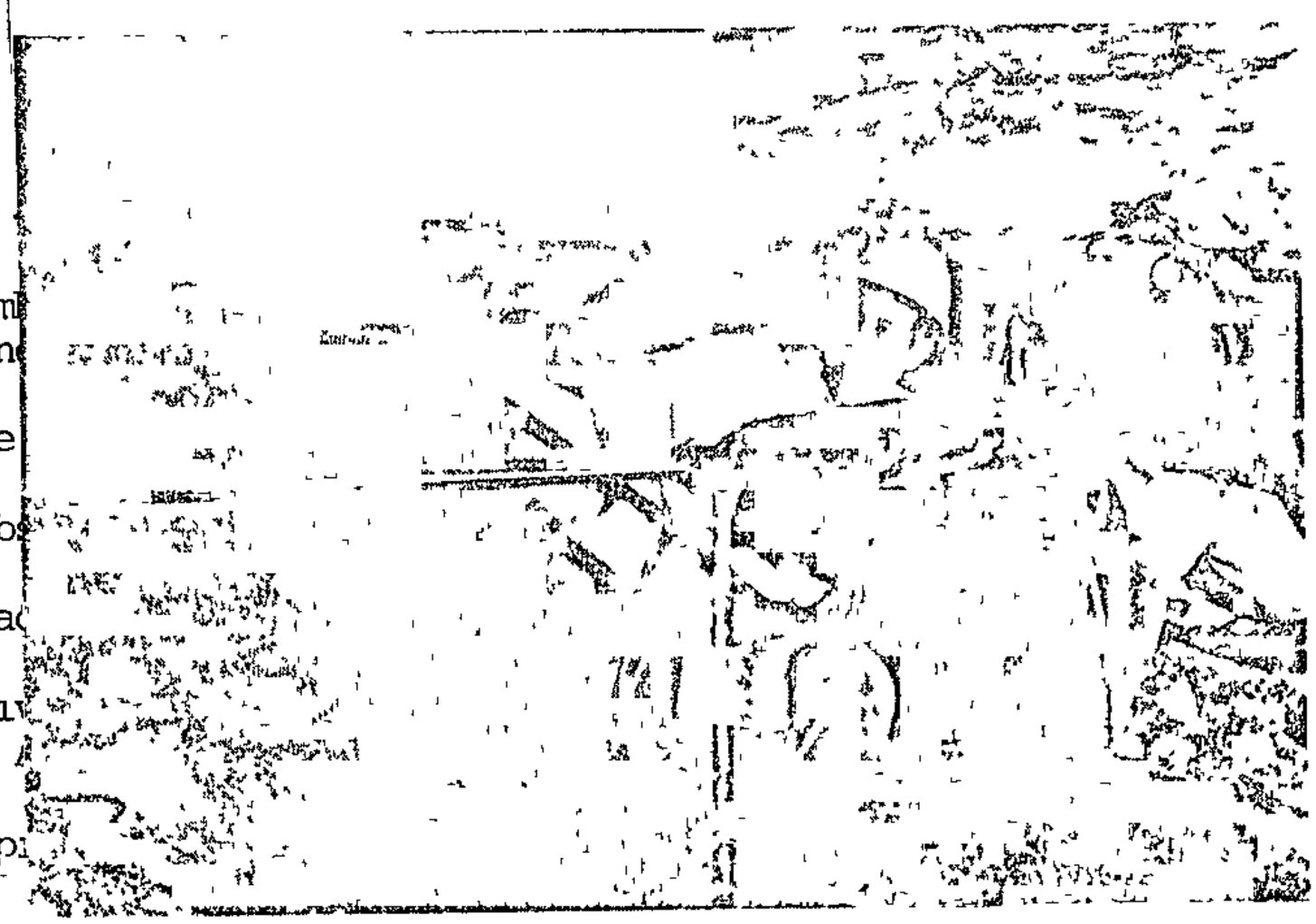
The problem encountered was that most of the additional workers were new to the mining industry and had to be trained. As Gold Fields says this has been completed and by the end of the quarter production started rising once more Nevertheless, in general, tonnages were down on those for the December period, even this had been affected to some extent by the labour shortage.

From now on a substantial increase in outputs should be possible, but an imponderable is the consequences of the 11-day working fortnight for white miners

In an attempt to offset anticipated production losses, the Gold Fields' mines say men are being encouraged to work a 12th shift on a voluntary basis This will result in additional costs but these are likely to be justified by the output from the extra time worked.

The average price received an ounce produced, based on the reports issued so far works out at approximately 132 dollars against the 122 dollars for the December quarter Although the bullion price has been running above 150 dollars since the middle of last month, it must be borne in mind that not only do the mines' books close off around the 26th of the month, it probably takes about a fortnight before receipts from market sales by the Reserve Bank to be credited to individual mines.

Profits of uranium producers reported today by GFSA and Rand Mines reflect useful improvements.



In for a tough battle

MINE WAGES FIN MAIL 22/4/77

The Chamber's plan 211

The present deadlock over wages between the Chamber of Mines and the mining unions hasn't been caused by the Chamber's inability to pay It just doesn't feel it ought to.

In a letter circulated to member mining houses, the Chamber says it is hoping to concede an increase of between 3% and 5%. This, it says, would be preferable to its original idea of offering 7%—70% of the CPI rise over the past year Mining sources say the unions are asking for 17%—38% if various bonuses are included The unions say they are claiming a 12% wage increase

The letter also says the Chamber believes that mine wage increases will be used as a "benchmark" for wage negotiations in other industries and thus feels an obligation to keep increases down

It seems unlikely that this is the main issue, however The mines have not been as hard-hit by recession as other industries and are not strictly comparable More likely is an attempt by the Chamber to end the precedent whereby increases in mine wages are granted virtually automatically in mid year The Chamber apparently feels that its wage increases over previous years have been too generous and have pushed mine wages above those of other industries It is now trying to call a halt

The Council of Mining Unions is waiting until after a meeting with the Chamber's collieries committee at the end of the week before applying for the appointment of a Conciliation Board The collieries are likely to take the same "no increase" stance as the Gold Producers' Committee

Meanwhile, the unions are angry about a letter from the Chamber to them rejecting the increases they want The letter says that there is "no justification" for the increase. The Chamber also says that miners have received increases above the CoL over the past few years "Yes", retorts SA Electrical Workers' Ben Nicholson. "But these were all accompanied by concessions on our part" (on black advancement)

The letter also argues that the 11-shift fortnight has pushed costs up

The unions are particularly angry at a passage which says that the Chamber has government approval for its stance It cites the SAR's refusal to grant increases as well as statements by ministers opposing wage increases The unions interpret this as an attempt by government to side with employers against them and claim that government's new Industrial Conciliation Bill is part of this attempt

Chamber explains pay stand

22/4/77 Star

(211)

STAR 22/4/77

Labour Reporter

The Chamber of Mines has explained its stand on pay increases which prompted the 20 000-strong Council of Mining Unions to declare disputes in the gold and coal mining industry.

The council has prepared a memorandum — to be presented to the divisional inspector of labour in Johannesburg today — setting out its case and calling on the Minister of Labour for the appointment of a conciliation board.

If the board fails to settle the disputes, the unions may call for a strike ballot or seek arbitration.

The chamber said today it "sees no justification for any increase in wages or improvements in other conditions of employment for union men" at present.

While the cost of living (the Consumer Price Index) had risen 65 percent over the past five years, basic wage rates had almost doubled, the chamber said.

The cost of wage increases would "further aggravate the already serious position of marginal mines and could in certain instances lead to their closure, thereby jeopardising the employment opportunities of their employees in addition to reducing the physical volume of gold available for export," it said.

In addition it cited "uncertainty about the future gold price" and many imponderables relating to the introduction of an 11-shift fortnight.

FIN. MAIL 13/5/77

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MINE LABOUR

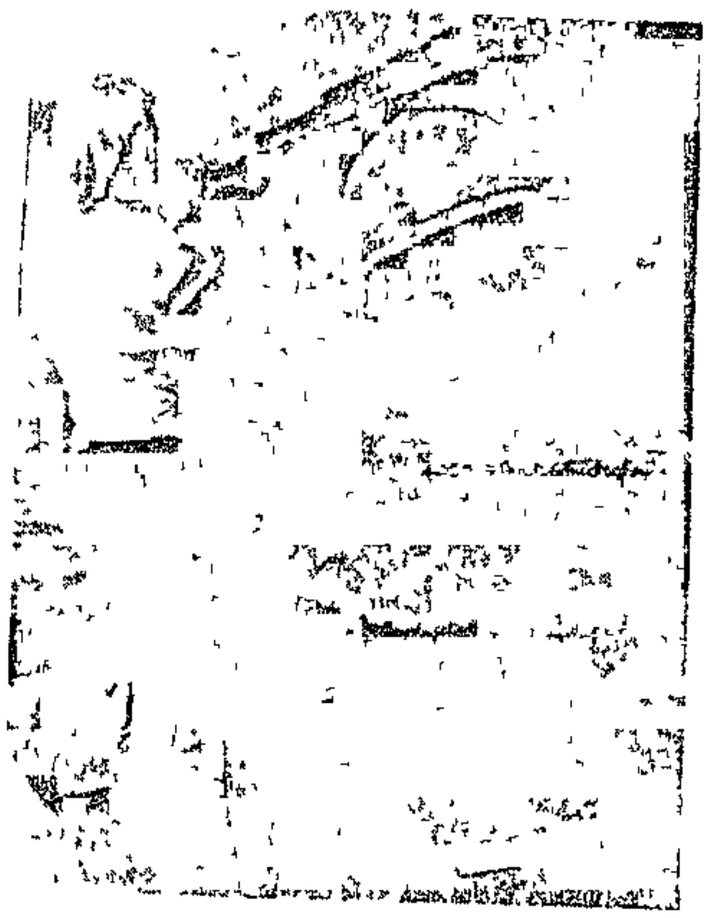
Rhodesian reservoir

Labour supplies to SA mines are sufficiently flush at the moment for Wenela's Rhodesian recruiting operation to have ordered a cutback to "restrictive" quota levels A spokesman said in Salisbury this week that since the mines had labour levels of 100%, Wenela was currently recruiting only men with previous mining experience and the necessary re-engagement certificates. It was no longer taking on "novices"

Total recruitment in Rhodesia stood at 8 572 in the first quarter of this year but since the introduction of the restrictive quota in March, there has been a sharp drop Only 720 men were re-engaged last month The quota for the whole year has been set at 35 000, but this will not be reached unless Wenela is given the green light from Johannesburg for unrestricted recruitment

Since January 1975, when Wenela started recruiting in Rhodesia under the present agreement with the SA Chamber of Mines, the number of contracts arranged has totalled nearly 50 000

The Rhodesian men are engaged for an initial period of 12 months, with the



Part of a shrinking market

option to extend to 18 months. They must then return to Rhodesia, but if they have re-engagement papers they can go back to the mines. Wenela estimates that about 25% extend their contracts from 12 to 18 months and about 33% seek a further term

The market for Rhodesian recruits could shrink even further this year if there is a renewal of recruiting in Malawi The Chamber of Mines confirms that talks aimed at renewing the flow of Malawian labour to the mines are in progress

RDM 26/4/77

Anglo wants to help migrant workers

By CLIVE EMDON
Labour Correspondent

THE only way to resolve the migrant labour system where men are separated from their families is to create a permanent labour force on the mines, says the directors of the Anglo American Corporation

In their annual report, published yesterday, they say they came to this conclusion from the findings of two independent surveys which contain information given directly by migrant workers

Even if it were legally possible to create a permanent labour force, they say the cost of building enough married accommodation to house all Black workers and staff would be prohibitive in an industry where mines have a limited life-span.

One of the surveys clearly referred to, though not named, was that conducted by the Agency for Industrial Mission, an interdenominational church project at Wilgespruit. The survey titled Another Blanket was supervised by Prof T. Dunbar Moodie, formerly of the University of the Witwatersrand.

The other, conducted by Anglo, has been kept secret.

Anglo was not neglecting the problem, said yesterday's report.

Besides the family houses already built on Anglo mines, certain companies had applied to the Government for permission to provide further housing for Blacks occupying key positions.

The directors say that Anglo American and its mining companies have recently embarked on a study of all aspects of labour relations and work practices to pin-point areas where change is practicable.

They say that the mining industry more than any other "is chained by the restrictive practices of statutory job reservation and closed shop agreements of the past with the White labour unions".

The effect of these was to prevent Black South Africans from developing and using greater skills

This not only perpetuated the frustrations of Black people, but would also restrict the growth of the economy and erode, even further, international investor confidence.

The directors say mechanisation is an essential change necessary to overcome the adverse conditions of working at depths. Until this change is made it would become increasingly difficult to attract and hold the high quality Black and White manpower the industry needed

They said that wage increases for White employees on the gold mines were limited to 9,7 per cent last year in accordance with the anti-inflationary manifesto. Black workers benefited by about 19 per cent in a package deal including wages increases and better fringe benefits such as leave privileges and inducements to return to the same mine.

The current minimum cash wage to novices was R2,50 a shift, R65 a month for a 26 shift month, compared with R2,20 a shift (R57,20) in June 1975.

Average earnings of underground Black employees on Anglo mines were about R4 a shift, R104 a month In addition, food, accommodation, medical care and recreational facilities were provided

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Mineworkers say Franzsen unacceptable

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RDM 28/4/77

By DON ROBERTSON
Mining Editor

THE MAJOR recommendations in the interim report of the Franzsen Commission of Inquiry into a five-day working week on mines are unacceptable to the Mineworkers Union.

The union's general secretary, Mr P J "Arrie" Paulus, rejects in an article in the Mineworker the recommendations and slams it for producing its report in English only "while the majority of people concerned are Afrikaans-speaking"

The Mineworkers Union, a member of the Council of Mining Unions which recently called for the appointment of a conciliation board to help settle a wage dispute, sums up the commission's recommendations in four points

- A five-day week will work, but only on a rota basis — not necessarily from Monday to Friday
- The 11-shift fortnight must be tested for a year and not for six months, as originally planned
- The mines should work a 40-hour week
- The commission is worried that a five-day week will entail longer working contract periods for labourers

Mr Paulus says the plan to work a five-day week irrespective of which days are taken off, is not acceptable.

"From the very beginning of the mining industry in this country, mines have never been in production on Sundays. Sunday production will also in future not be acceptable to us The commission will have to reconsider this recommendation in its final report"

Referring to the planned extension of the 11-shift fortnight from a trial six months to a year, he says this matter can be discussed while supporting the idea of a 40-hour working week

On the point of the forecast extension of contract periods, Mr Paulus says "Seeing that the labourers will also make up during the week the time taken off on Saturdays, it is difficult to see how the commission could have flopped on this point"

In Mr Paulus' opinion, the implementation of the five-day week hinges on production.

"Therefore, we should take care not to try to maintain (or push up) production by working endless hours of overtime during the trial period of the 11-shift fortnight We can only damage our chances for a five-day week because the chamber's excuse will be that production could only be maintained by working massive hours of overtimem

"The obvious answer is increase production without unnecessary overtime, i e work when you work Take your days off, or it may be said that you all worked on Saturdays and, therefore, do not really want a five-day week

"We therefore appeal to our members No overtime, but keep up production

"If you can do that it is just a matter of time before the entire industry is tuned in on a Monday to Friday five-day working week."

ARGUS 28/4/77 (211)

Miners work to their limit, congress told

SOUTH AFRICA'S miners will not accept the conditions underground for much longer, a University of the Witwatersrand professor predicts.

At 3 km below the surface — the depth at which most gold mining operations take place — the temperature of virgin rock is about 50 deg C.

Because of the dust problem, the rock has to be kept wet and a hot, humid atmosphere is the result. The heat is further increased by the use of machinery.

Professor D. Mitchell, of the department of physiology at Wits, said that physiologically it was 'virtually impossible' to work underground in the mines.

TO LIMITS

'The miners are working to their physiological limits,' he said.

Until the problem had been 'engineered out,' a temporary biological solution such as heat conditioning would have to be found.

Professor Mitchell was addressing South Africa's first international conference on bio-engineering being held in Rondebosch this week.

He emphasised there should be more co-operation in all fields between biologists on the one hand and architects and engineers on the other. For example all baby incubators are equipped with perspex tops, yet perspex allowed heat to escape readily.

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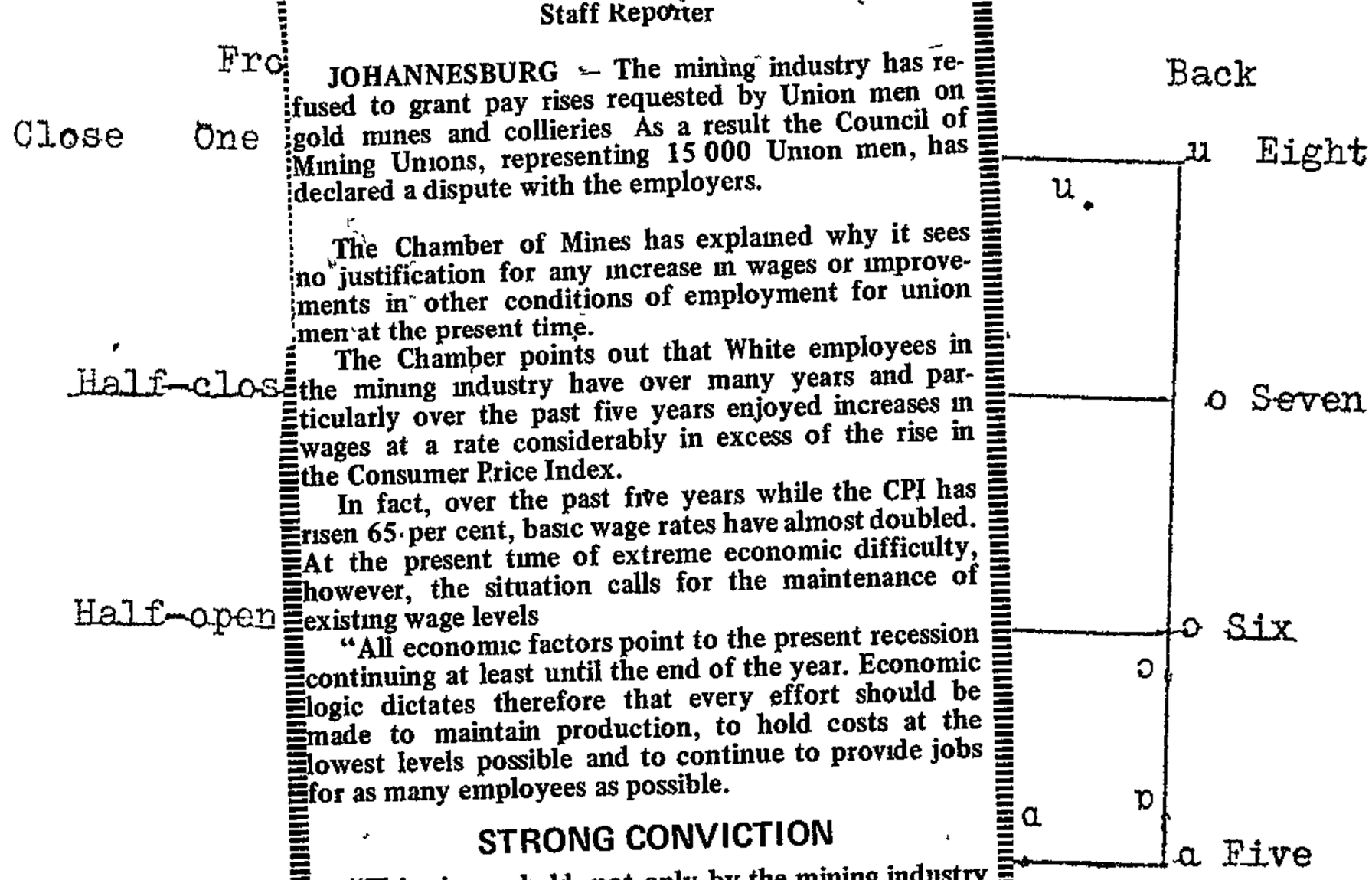

Pay dispute: Industry tells why no rises

MINING NEWS 29/4/77

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Staff Reporter

JOHANNESBURG — The mining industry has refused to grant pay rises requested by Union men on gold mines and collieries As a result the Council of Mining Unions, representing 15 000 Union men, has declared a dispute with the employers.

The Chamber of Mines has explained why it sees no justification for any increase in wages or improvements in other conditions of employment for union men at the present time.

The Chamber points out that White employees in the mining industry have over many years and particularly over the past five years enjoyed increases in wages at a rate considerably in excess of the rise in the Consumer Price Index.

In fact, over the past five years while the CPI has risen 65 per cent, basic wage rates have almost doubled. At the present time of extreme economic difficulty, however, the situation calls for the maintenance of existing wage levels

"All economic factors point to the present recession continuing at least until the end of the year. Economic logic dictates therefore that every effort should be made to maintain production, to hold costs at the lowest levels possible and to continue to provide jobs for as many employees as possible.

STRONG CONVICTION

"This view is held, not only by the mining industry and employers in commerce and industry, but also by the Government which has demonstrated its strong conviction that wage increases should not be granted at the present time by public statements to the effect that no increases will be granted to employees in the South African Railways, the Post Office and other public sectors

"Working costs in the mining industry have increased substantially over the past year The increase in working costs which would result from any wage increase granted now would further aggravate the already serious position of marginal mines and could in certain instances lead to their closure, th

(To page 16)

Pay dispute

(From page 1)

jeopardizing the employment opportunities of their employees in addition to reducing the physical [illegible] of gold available for export which is so essential for the earning of foreign exchange.

The industry cannot contemplate any action which will add to the list of mines which since mid-1974 have closed or have been forced to take action towards closure.

"In addition to uncertainty about the future gold price the mining industry will have to contend with many imponderable factors relating to the introduction of an 11-shift fortnight There are serious doubts as to whether mines will be able to maintain planned production levels At this stage the indications are that the 11-shift fortnight arrangement will have the effect of further increasing working costs and consequently rendering the industry less able to bear the burden of increases in wages."

R34 m benefits paid in 1976

Staff Reporter

JOHANNESBURG — Benefits paid out by the mining industry's three pension and provident funds in 1976 amounted to almost R34-million, says Chamber of Mines President R A Plumbridge

Today the assets of the three funds amount to R707-million and they are growing at the rate of more than R80-million a year, he told the annual conference of the Association of Pension and Provident Funds of South Africa

SHELVED

More than 40 years ago the Chamber offered to establish a contributory pension scheme for employees on gold mines, members of the Chamber

The employers appeared then to be ahead of some of the workers in their social thinking, for there was "a lack of unanimity" among the men on the question of a contributory scheme and regretfully the plan had to be shelved

SUPPLEMENTARY

Instead in 1934 the employers started a non-contributory provident fund, the Witwatersrand Gold Mines Employees' Provident Fund

Although only the employers contribute to the fund the employees are fully represented, with the employers, on the board of management

In 1946 the Chamber agreed to establish a contributory pension fund for mine officials to supplement the benefits from the Provident Fund and in 1949, a contributory pension fund was started for union men Membership of one or other of the funds is a condition of employment in the mining industry

INADEQUATE

"Due to the unfortunate delay in obtaining employee agreement to the introduction of pension funds," Mr. Plumbridge said, "many men have in the past retired from the mining industry with short pensionable service and consequently their pension benefits have not been adequate.

"Fortunately the strength of the funds is such that this feature is already being corrected for new pensioners," he said

Group No. 38 - Tues.
(Tutor M. Coles)

N. Eisen
C. Zoeller
M.J. Haddad
H. East
B. Bernhardt
F. van der Merwe
A.D. Dryden
W. Werner
S. Cartwright
B. Baskir
F. van Zyl
N. Slome

Group No. 35 - Fr
(Tutor B. Standt

M.J. Willis
C.R. Harris
S. Hills
C. Jacobs
D. Vergen
R.J. Symmonds
J. Anstey
B. Gersowski
S.O. Razzak
J. Levitt
J. Levitt

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CAPE TIMES 7/5/77

Mines plan to beat labour ebb and flow

By DON ROBERTSON

JOHANNESBURG. — The widely fluctuating black labour supply, which affected production on gold mines over the past six months, is not likely to recur, says Mr Tony Fleischer, labour adviser to the Chamber of Mines.

Mr Fleischer said in an interview that the situation where the labour complement fell drastically short before Christmas and rose rapidly in January and February was of great concern to the industry

However, the chamber, with the various producers, had introduced incentives and planned others to alleviate this problem and provide a more stable labour force

In the fourth quarter of 1976, the number of miners returning home was much larger than expected. The result was that many mines found it difficult to maintain target tonnages. Several experienced shortfalls in mill throughput, and costs rose.

Reason

The reason for the labour drop — in some cases it fell to 75 percent of requirements — were two fold but complementary.

The proportion of South African workers had been rising, and being closer to home, most opted for a six-month contract period instead of the usual nine months to a year for workers brought in from outside the country.

At the same time, the higher wages — averaging R101 a month all found — allowed workers to accumulate their target earnings in a shorter time. These higher wages allowed them to extend the period between contracts

In contrast, the traditional influx of labour in January and February was much higher, reaching 94 000 over the two months compared with the usual 50 00 to 60 000.

Ironically, higher wages and shorter contracts attracted new recruits.

But, as most were novices, they were largely unproductive during training which could last six weeks. Mines were forced to trim mill throughput and in some cases feed the plant from lower grade surface dumps with a resultant rise in costs.

New recruits

He said the labour complement was now almost 102 percent of requirements, with more than 410 000 men employed.

The industry feared that when the six-month contract period of these new recruits expired in August or September, the mines would again be short of labour.

However, Mr Fleischer believed that the "peak and valley" situation of labour supply was over. His hope is based on the incentive schemes being implemented

Most important of these is the offer to workers who sign on for 45 weeks that they will be given back their same job at the same mine and the same rate of pay when they return

The industry is overstaffed, and this incentive is expected to be welcomed by workers.

As a second stage, the chamber intends to introduce an internal "airbus" transport system whereby miners ending their contract can be flown home for six weeks to two months Bonuses will be offered to those returning in the stipulated period

From Malawi

As a last resort, the chamber is prepared to import experienced labour from outside the country.

Referring to employment from outside countries, Mr Fleischer stressed the need to retain good relations and said the mines were "talking to and hoping to engage experienced men from Malawi" On the delicate situation of labour from Mozambique, Mr Fleischer said that the current labour force was 39 000 compared with 78 000 in May last year

Payments to Mozambique in terms of the deferred pay agreement amounted to R40 million last year, but would be lower this year.

While conceding that the labour mix as now constituted, with 50 percent drawn from South Africa, was much more stable than at any time in the past, he said it was urgent ot increase the extent of married quarters for key personnel.

The law restricted to 3 percent the number of workers housed in married quarters Mr Fleischer would like to see this figure raised to 10 percent at least

5.

54. Report of the Department of Lands, UG 53-'18

55. The Farmers Weekly, 17th September 1913.

56. The Farmers Weekly, 31 January 1912.

57. NA 313 876/13/814. An accurate summary of the legislative position in the Union before the passing of the 1913 Natives Land Act is to be found in an untitled memorandum prepared by the Native Affairs Department assembly was the

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68. See also M. Evans, "Present Position of Native Affairs in the Union of South Africa", Journal of the African Society, Vol XII, No XLVIII, 1913, pp 343-353.

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RDM 9/5/77

Mine dispute heads for deadlock

By DON ROBERTSON
Mining Editor

THE DISPUTE between the Mineworkers' Union and the Chamber of Mines over wages and the implementation of a five-day working week is heading for deadlock.

But on both sides, efforts to maintain the status quo and good sense seem to have backfired

In an almost militant article in The Mineworker, mouthpiece of the MWU, Mr P J "Arrie" Paulus, general secretary of the union, calls on members to reject pleas to work overtime, but to maintain production under the current 11-shift fortnight agreement

Mr Paulus warns the Minister of Mines and Labour, Mr S. P Botha not to go ahead with the "no-strike" draft Bill amending the Industrial Conciliation Act

He recently rejected the major recommendations of the Franzsen Commission's interim report into the five-day week

The Council of Mining Unions, of which the MWU is a member, has called for arbitration on wages

In his appeal to miners to maintain production in normal working hours, Mr Paulus says there are still managers who expect miners to work more than 92 hours a week

"Some managers are even trying to change blasting times so that overtime is unavoidable

"We must point out that our agreement with the chamber specifies that overtime can only be worked on a voluntary basis

"Should members have any trouble in this connection they must contact their organiser immediately, and matters will be put right

"When your manager asks you to please work overtime, remember that today's 'please' is tomorrow's 'must' "

A spokesman for the chamber says there have been indications that production has fallen as a direct result of the 11-shift fortnight

A spokesman says this is worrying the industry, though it is making every endeavour to examine the position, but it could take some time to quantify the apparent drop in production

This situation would seem to squash Mr Paulus' plea — "Take your day off and show the country that our members are capable of maintaining production in an 11-shift fortnight, at the same time looking after their health "

The chamber says "The response in some cases, to mine managements' appeal to employees to volunteer for overtime work on Saturdays has been disappointing ".

RDM 11/5/77

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UK call on mine report

11/5/77

The Star Bureau

LONDON — A British trade union leader has called for international trade union action following the publication of an Anglo American Corporation report on conditions for black mine workers in South Africa.

The report is published in today's Times. It is described as a "chronicle of degradation, humiliation, corruption and near institutionalised homosexuality".

Mr Allan Sapper, general secretary of the Association of Cinematograph, Television and Allied Technicians said there should be international trade union action "in defence of our black brothers".

A report along the same lines was in The Star six months ago.

However, journalist Desmond Quigley, who recently visited South Africa and had talks with mining men in the Free State described it as "previously unpublicised" in his article for The Times.

An Anglo spokesman believed the article was based on a booklet — "Another Blanket" — published late last year by a church group after Sotho theology students were recruited as migrant mineworkers with the corporation's consent.

New deal for miners checks humiliations

(211)

13/5/77 Star

Anglo American today disclosed measures taken to remove the grievances of black mineworkers.

The measures include the elimination of group nakedness, buses allowing migrants to spend weekends at home and the elimination of group ethnic housing

The corporation acted too against what the Moodie report said "would appear to be a very serious conflict between white and black mineworkers"

Although there were tensions underground the position was much better than when "assaults were quite frequent," said Mr D A Etheredge, chairman of Anglo American's gold division.

Not an issue

In a statement today, he said the report did not make an issue of assaults

Before the report, which the corporation itself commissioned, five-day industrial relations courses had been started first for senior officials and now for mine overseers.

"We aim to move downwards to deal with those actually at the interface," Mr Etheredge said.

The Moodie report said "Fraught with difficulties though it may seem to be, a case exists for seeking to persuade the Mineworkers' Union to participate in a joint project committee commissioned to produce a practical set of recommendations to improve underground race relations"

Other recommendations in the report (with remedial action disclosed by Mr Etheredge in parenthesis were

● New arrivals should be briefed on the purpose of acclimatisation, variety should be introduced into monotonous exercises and a toilet should be built in acclimatisation rooms (Workers accept the basic necessity of acclimatisation and little can be done about the monotony despite intensive investigations But petty irritations have been eliminated, says Mr Etheredge.)

● Efforts should be made to minimise time wasted by men who appeared to spend almost two hours unproductively before dispersing to work places ("We are relieving the situation as quickly as we can by grouping men in hostels in mine overseers' sections so that they don't have to be woken earlier than necessary.")

● Provision should be made for a workers' committee to meet on its own and for the black chairman of the meeting to meet the mine overseer together with the personnel assistant ("Arrangements have been made for the blacks to meet on their own in preparation for joint meetings")

● In view of the proposed five-day week efforts should be made to make it possible for migrants to visit their families or be visited by them (Various people, including Anglo American, have laid on buses allowing Sotho to spend some weekends at home)

● Block ethnic housing should be phased out and even integrated rooms introduced as soon as possible (Such housing is being phased out rapidly so that no two rooms are occupied by men of the same tribe or nationality).

White miners a 'tension source'

White miners were held in almost universal low regard by black miners in a South African gold mine and were a major source of tension underground, according to an Anglo American report released today

Allegations of degradation, humiliation, harsh acclimatisation, corruption, drinking and homosexuality are contained in the 52-page report that was prepared by Professor T Dunbar Moodie, a former Wits sociologist, and four black field officers

Members of the corporation's industrial relations department were also involved in the 10-week investigation conducted at a Free State gold mine

The report was made available for the first time to Mr Desmond Quigley, a journalist of The Times of London, recently

His report, published this Wednesday, caused a furore in Britain and led to a UK trade union leader calling for international trade union action against South Africa

The professor and his field workers did not visit a recruitment centre but drew from a report released last December that was compiled by a group of Sotho theology students. Eight of the students were recruited as migrant mineworkers by the corporation

Major findings of Professor Moodie's study were

● Ordinary black miners, almost without exception, cited white miners along with accidents as their major objection to underground work. Black team-leaders shared this resentment "They see white miners as their enemies because they do no hard labour but get more on pay day"

● A white miner's insistence upon respect because of his white skin and demand that blacks jumped unquestioningly to his every command, necessarily increased tension underground

● Acclimatisation was undoubtedly one of the most negative experiences that miners recalled on gold mines Miners objected strenuously to the humiliation of stripping naked in front of a large number of comrades of different ages and complained of the deadly monotony of the exercises

● Apart from official recreations, which seemed little used by underground workers, there appeared to be three main foci of compound culture — drugs (mainly alcohol and dagga), town women and homosexuality

● Black personnel assistants on the surface in general were seen as corrupt, abrupt and definitely not part of the worker group

Positive findings included

● On the mine itself, the underground worker had high status Surface workers admired underground men for their toughness and more intransigent spirit

● Field workers were struck by the team spirit and devotion to work of black miners. "Men seemed very much devoted to their work — there was little talking and much application to tasks in hand, most workers observed were team workers (fixing packs, timber), machine operators and winch drivers"

Cape Town

May 1976

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R20-m for homes

PLANS to provide accommodation, valued at R20-million for families of three percent of Anglo American's 100 000 black workers, had reached an advanced stage, it was announced in Johannesburg today.

This was said by Mr D A Etheredge, head of Anglo's gold division

He was speaking at a Press conference held in response to a report in the Times, London, about allegations of degradation and humiliation to which black miners were subjected at a Free State gold mine

The allegations were published in a prominently featured report on Wednesday. The newspaper report was based mainly on a 53-page study prepared by Professor T Dunbar Moodie, a former Wits sociologist, and four black field officers.

The Moodie report was issued by the Industrial Relations Department, Manpower Resources Division, Anglo American Corporation and is published

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rch Unit

AFRICAN LABOUR REPRESENTATION

Dudley Horner

Saldru Working Paper No. 3

Cape Town

May 1976

R20-m for black housing

From Page 1

for the first time in South Africa in The Star today

Mr Etheredge said Anglo's accommodation plans included about 2 400 houses for top-ranking black employees

Free State mines had verbal permission to go ahead with the building of 1 600 houses in Welkom's Thabong Township

Building plans provided for the construction of a new mine village for black families to be shared by workers from the Elandsrand and Western Deep Levels, near Carletonville.

"Often you have to start this process at the top and work down," he said

People had spoken to white miners about changing black attitudes Attitudinal conditions underground depended on what was happening on the surface

DICTATORIAL

Mr Etheredge was told the Moodie report disclosed that black mine workers considered the system at the Free State Gold mine as dictatorial.

He admitted the mines personnel system was autocratic and orginised something like an army

"Some would argue this is necessary It is important to have a disciplinary system"

Referring to the hostel situation on mines, he said the corporation was embarked on change Blacks should be thought of as individuals and not merely numbers, he added

● **White miners a "tension source"—Page 17.**

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pment Research Unit

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Cape Town

May 1976

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Anglo report reveals racial conflict in mines

14/5/77

JOHANNESBURG — Anglo American Corporation — employers of more than 300 000 mineworkers — has acknowledged that a serious conflict exists between white and black mineworkers.

The situation has come to light in a study which documents the experiences and attitudes of black miners which the corporation released yesterday

It describes all aspects of the life of the migrant miner — his insecurity and fears, working underground, living in hostels, and his needs for sex, drink and family

Ths study says "Ordinary black miners, almost without exception, cite the white miner along with accidents as their major objection to underground work."

The white miner's insistence on respect "due to his white skin and his demand that blacks jump unquestioning to his every command, necessarily increases the tension underground "

The "typical white miner" described in the study by "a fairly wide range of sources" is a man who sits on his box in the haulage, his picannin on guard relaying 'n the company of white fellow miners

Periodically he sends out instructions and asks for reports on work progress Occasionally he appears at the stope, shouting orders left and right, pushing blacks around and criticising them

"Pushing around means driving them hard, making the men work as if they did not know their work and should rush around in slavish response to the white man's bidding. They give orders without reasons, forgetting that blacks do this work most of the time without them "

The study suggests that from production figures it appears that some white miners are far more productive than others

"These presumably are men with genuine supervisory skills, who know their black workers as individuals, and are on hand to encourage or assist when problems arise "

The impression was that such men were few and far between and that most of the genuine supervision was done by black team leaders

General resentment of white miners shared by team leaders was that "they see them as their enemies because they do no hard labour but get more on pay day " They are envious of the salary disparity, regarding themselves as the people who do most work

In a section titled, Total Despot View, field officers reported that "black workers see the power of white management as being adamant and arbitrary They do not believe that, on the whole, justice is done to them by white management "

Inaccessibility of the whites is seen as the result of mine rules administered by black officials for the management's own protection "to make a barrier around themselves, to cut themselves off from the miners in order to force them into submission "

There are descriptions of corruption and bribery of the black personnel assistants who decide on promotions and of the induna system, and how many indunas are involved in homosexual bargaining with young men

At a press conference yesterday, Anglo's Mr D A Etheredge, head of the gold division, when asked how long the white Mineworkers' Union members would continue in their roles underground having an absolute hold over jobs, could give no direct answer

He said "It's a pretty tough union and we are obviously contained by laws "

However the study has recommended that the union be persuaded to take part in a project to produce "practical recommendations aimed at improving the situation " — DDC

Mine life a shocker, says study

14/5/77

JOHANNESBURG — A study by Anglo American has revealed what appears to be a "very serious conflict between the White and Black mineworker" underground and a life of degradation, humiliation, corruption and homosexuality suffered by many Black mineworkers.

The study was released at a news conference yesterday when Mr. D. A. Etheredge, chairman of the corporation's gold and uranium division, said steps were already being taken to overcome the problems.

The report laid bare a confusing transition from rural to urban society for the tribal African who develops a split personality, behaving differently at home and at work where they are confronted by racial, ethnic and work tensions.

First study

The study — the first of Blacks by Blacks carried out by Anglo — was undertaken at a Free State gold mine last year.

It found the process of recruitment left much to be desired. "It is characterised, in Maseru at any rate, by much-resented mass nakedness, perfunctory medical examinations, poor accommodation and almost inedible food."

Acclimatisation, to prepare the men for the conditions underground, was implemented in a manner disliked by Blacks. "He objects to the mass nakedness, the monotony of the exercises and the attitude of the supervisors."

The study found that Black miners bitterly resented White miners. "In fact, the White miners are the major source of tension underground, together with the fear of accidents.

"They (White miners) are held in almost universal low regard by Black miners. Only the exceptional White miner, who is not abusive and does not shirk physical work, is respected."

Black personnel assistants were frequently found to be corrupt and abusive and were considered by Black miners to be acting on behalf of management.

Bribes

Personnel assistants had been found to take bribes to promote Blacks miners over the heads of more meritorious candidates.

The study also found that official recreation facilities seemed little used by underground workers. To release the tensions of working underground they turned rather to drugs (alcohol and dagga), town women and homosexuality.

The latter was more common among the older and more senior men — indunas, tribal representatives and team leaders — who selected their partners from among the younger men whom they paid.

Deliberate separation of language groups into ethnic hostels was found to exacerbate factional conflict. "Our conclusion is that such massive-scale ethnic conflict which has occurred on the mines in the past will disappear once the policy of integrating hostels and preferably rooms, is systematically carried out.

Better

Mr. Etheredge said Anglo American was satisfied that although tensions existed between Black and White miners underground the position was now much better than in the past when assaults were quite frequent.

Five-day industrial relations courses were being held for senior officials and mine overseers to help overcome the tensions and the aim was to move downwards to deal with all the underground workers.

In a letter to group mine managers he had pointed out that "we will ignore at our peril the adverse perceptions" revealed in the report.

In an effort to overcome tribal tensions and conflicts block ethnic housing was being phased out rapidly on Anglo mines so that no adjoining rooms were occupied by men of the same tribe or nationality. "If they wish to mix tribally within a room they are free to do so."

Alleviate

Other measures to alleviate or remove the grievances of Black mineworkers include:

- During recruitment and acclimatisation men are no longer expected to stand naked and the group's mines were introducing a cubicle system for medical examinations;
- Improvement of facilities at recruiting stations;
- Improvement of computerised manpower records to help overcome corruption through obtaining promotion by bribes;
- Arranging buses to take men to their homes over weekends; and
- Moving away from authoritarian to social control in hostels. — (Sapa.)

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14/5/77

Miners degraded says study

JOHANNESBURG — A study by the Anglo American Corporation has revealed that many black mineworkers suffered a life of degradation, humiliation, corruption and homosexuality

Mr D Etheredge, chairman of the corporation's gold and uranium division, said steps were already being taken to overcome the problems

The report laid bare a confusing transition from rural to urban society for tribal blacks who develop a split personality, behaving differently at home and at work, where they are confronted by racial ethnic and work tensions

The study found that the process of recruitment left much to be desired "It is characterised, in Maseru at any rate, by much resented mass nakedness, perfunctory medical examinations, poor accommodation and almost inedible food"

Black personnel assistants were frequently found to be corrupt and abusive and were considered by black miners to be acting on behalf of management

Personnel assistants had been found to take bribes to promote blacks miners over the heads of more meritorious candidates

The study also found that official recreation facilities seemed little used by underground workers To release the tensions of working underground they turned rather to drugs (alcohol and dagga), to women and homosexuality.

The latter was more common among the older and more senior men — Indunas, tribal representatives and team leaders — who selected their partners from among the younger men, whom they paid

Deliberate separation of language groups into ethnic hostels was found to exacerbate factional conflict.

The report said the problem of corruption among personnel assistants and clerks was a serious one but difficult to combat

It suggested that a project committee comprising of management and workers be established to identify all dehumanising practices and prepare guidelines for their elimination

Another recommendation was that a new authority structure be developed for hostels, based on social and not authoritarian control and to make it possible for the miners to visit their families — or be visted by them — more often — SAPA

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Saturday, May 14, 1977.

Anglo study shows up race conflict

14/5/77 Rdm

By CLIVE EMDON
Labour Correspondent

ANGLO American Corporation — employers of more than 160 000 mineworkers has acknowledged that "a very serious conflict" exists between White and Black.

The situation has come to light in a study which documents experiences and attitudes of Black miners. It was released yesterday.

It describes all aspects of life of the migrant miner, his insecurity and fears, working underground, living in hostels, and his need for sex, drink and family.

The study says "ordinary Black miners, almost without exception, cite the White miner along with accidents as their major objection to underground work."

The White miner's insistence on respect "due to his White skin and his demand that Blacks jump unquestioning to his every command, necessarily increases tension."

The "typical White miner" described in the study by "a fairly wide range of sources" is a man who sits on his box in the haulage, his picannin on guard, relaxing in the company of White fellow miners.

Periodically he sends instructions and asks for reports on work progress, occasionally he appears at the stope, shouting orders left and right, pushing Blacks around and criticising them.

"Pushing around means driving them hard, making the men work as if they did not know their work and giving slavish response to the White man's bidding. They give orders without reasons, forgetting that Blacks do this work most of the time without them."

The study suggests that from production figures it appears that some White miners are far more productive than others. "These presumably are men with genuine supervisory skills who know their Black workers as individuals and are on hand to encourage or assist when problems arise." The impression was that such men were few and far between and that most of the genuine supervision was done by Black team leaders.

General resentment of White miners shared by team leaders was that "they see them as their enemies because they do no hard labour but get more money on pay day." They are envious of the salary disparity, regarding themselves as the people who do most work.

At a Press conference yesterday Anglo's Mr D. A. Etheredge, head of the gold division, was asked how long the White Mineworkers' Union members would continue in their roles underground having an absolute hold over jobs. He could give no direct answer.

He said: "It's a pretty tough union and we are obviously contained by laws."

However, the study has recommended that the union be persuaded to take part in a project to produce practical recommendations aimed at improving the situation."

In a section titled "total despot view" field officers reported "the Black workers see the power of White management as being adamant and arbitrary. They do not believe that, on the whole, justice is done to them by White management".

There are descriptions of corruption and bribery of Black personnel assistants, who decide on promotions; of the induna system, and of how many indunas are involved in homosexual bargaining with young men.

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White miners resented by Blacks — study

W/E ARGUS 14/5/77

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Weekend Argus Bureau

JOHANNESBURG. — White miners were held in almost universal low regard by Black miners in a South African gold mine and were a major source of tension underground, according to an Anglo American report published yesterday.

A 53-page study was prepared by Professor T. Dunbar Moodie, a former Wits sociologist, and four Black field officers.

Major findings of the study were:

Ordinary Black miners, almost without exception, cited White miners along with accidents as their major objection to underground work. Black team leaders shared this resentment.

'They see White miners as their enemies because they do no hard labour but get more on pay day.

Miners objected strenuously to the humiliation of stripping naked in front of a large number of comrades of different ages and complained of the deadly monotony of the exercises.

There appeared to be three main foci of compound culture-drugs (mainly alcohol and dagga), town women and homosexuality.

'Each of these may be seen as a pattern of response to the two most important exigencies of hostel life — pressures of the work situation and separation from home.

Black personnel assistants on the surface in general were seen as corrupt, abrupt and definitely not part of the worker group.

Positive findings included:

On the mine itself, the underground worker had high status.

Field workers were struck by the team spirit and devotion to work of Black miners. 'Men seemed very much devoted to their work.'

● Plans to provide accommodation, valued at R20-million, for families of three percent of Anglo American Corporation's 100 000 Black workers had reached an advanced stage, it has been announced.

Mr D. A. Etheredge, head of the corporation's gold division said this at a Press conference in reponse to a report in The Times of London about allegations of degradation and humiliation to which Black miners were subjected at a Free State gold mine.

30. SNA 44/847/04 Telegram Native Commissioner, Zoutpansberg to Secretary of Native Affairs, 2nd May 1904.

31. ibid, Wheelright to Windham 21st April 1904; Windham to Wheelright 22nd April 1904.

32. SNA 43/749/1904 Notes at an interview between the Secretary of Native Affairs and Levi Khomo in Johannesburg on the 8th Day of April 1904.

33. Shula Marks, Reluctant Rebellion, Oxford, The Clarendon Press, 1970; "The Zulu Distrubance in Natal" in Robert I. Rotberg and Ali Mazrui (eds), Protest and Power in Black Africa, New York, Oxford University Press, 1970, pp 213-257.

34. SNA 42/1258/04 [illegible] 1904

35. SNA 45/1258/04 [illegible] 9th June 1904.

36. SNA 56/1699/19[illegible] Secretary, Transvaal Land[illegible]

37. SNA 50/3090/19 [illegible] Private Secretary to H[illegible], October 2nd 1905.

38. SNA 50/3090/19 [illegible] airs, January 30th 1[illegible]

39. See, in partic[illegible] Botha-Smuts Party in [illegible]cal Journal, IX, 1[illegible]

40. SNA 80/3953/07 [illegible] Unkless, 15th January 1[illegible]

41. ibid, Unkless [illegible] anuary 1908.

42. See Transvaal [illegible] port, 1908.

43. The Transvaal [illegible] etoria, 23rd May 1908

44. The Star, May [illegible]

"Serious conflict between miners

JOHANNESBURG. — The Anglo American corporation — employers of more than 300 000 mineworkers — has acknowledged that "a very serious conflict" exists between white and black mineworkers.

The situation has come to light in a study released by the corporation yesterday which documents the experiences and attitudes of black miners

It describes all aspects of life of the migrant miner, his insecurity and fears, working underground, living in hostels, and his needs for sex, drink and family

The study says "ordinary black miners, almost without exception, cite the white miner along with accidents as their major objection to underground work"

The white miner's insistence on respect "due to his white skin and his demand that blacks jump unquestioning to his every command necessarily increases the tension underground"

The "typical white miner" described in the study by "a fairly wide range of sources" is a man who sits on his box in the haulage, his picannin on guard, relaxing in the company of white fellow miners.

General resentment of white miners shared by team leaders was that "they see them as their enemies" because they do no hard labour but get more on pay day They are envious of the salary disparity, regarding themselves as the people who do most work.

Mr D A Etheredge, head of the gold division, said the substance of the report, which aimed at giving a true picture, was being taken seriously

Cape Times 14/5/77

45. Transvaal Landowners Association, Report of the Members of Committee for the Year ending 31 October 1908, p 17.

46. Transvaal Landowners Association, pamphlet entitled "Copy of Letter drawn by the "Squatters Act Sub-Committee" of the Transvaal LandOOwners Association, addressed to the Secretary Native Affairs of the Transvaal", 29 April, 1908,

/See .....

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Black side of mining in SA

Startling report reveals corruption, sexual depravity and racial conflict

15/5/77

S Times

MARTIN CREAMER

A BLACK picture of the life of a black miner is revealed in the findings of an Anglo American Corporation investigation released this week in London and Johannesburg.

A mineworker's life portrait shows corruption, degradation, sexual depravity and racial conflict.

As a result Anglo has taken remedial steps to defuse tensions, improve conditions and ensure there is no slip back.

A probe into the perceptions and behaviour patterns of black mineworkers on an Anglo mine was made last year by a black research team under Professor Dunbar Moodie, former professor of sociology at the University of the Witwatersrand.

A miner's new life begins with recruitment He arrives at the recruiting office in Maseru with thin and tattered clothing, egged on by his wife who is short of money.

He is greatly embarrassed having to stand naked among young uncircumcised men — against his belief and custom — and then all that is checked is his heart beat.

He has to sleep on a bed without mattress, "right on the iron", in a room infested "with lice, bugs and fleas"

He is put on a train for Bloemfontein and then Welkom. Already his language has become coarser and more boisterous. He shouts lewd invitations to women along the railway line.

Together with the others, he chants a song about how he left his children starving in miserable conditions, and about going in to a cage like rats underground.

The men who sing and curse on the train are preparing themselves for their role as members of the tough miner's culture, the Moodie report observes

At Welkom they are taken to the WNLA centre where they have to strip naked for the doctor after washing in cold water.

Underground, they fall primarily under the black team leader. "This man (team leader) has the power to injure a man or even kill him by placing him to work in a dangerous spot," a research officer observed.

Certain accidents underground, the Moodie report says are claimed to result from deliberate malice by the team leader.

But the black miners' greatest source of friction is still to come — the white miner.

"The major source of tension underground, apart from the dangers of the job itself, is the white miner.

"It has been shown that on American mines, authority patterns are much less formal underground. Now, if one brings to the underground situation the extremely hierarchical assumptions of South African society, as does the white miner, it is hardly surprising that trouble ensues.

"The white miner's insistence on respect due to his white skin and his demand that blacks jump unquestioning to his every command, necessarily increases the tension underground."

To climb the ladder of promotion, the black miner at times may have to bribe his black personnel assistant. Careful assistants are paid in kind — a bottle of whisky or the like. But up to R50 in cash can be paid, although R5 to R8 is more typical.

Official recreational facilities appear to be little used by underground workers more intent on pursuing the compound cultures of drugs, liquor, town women and homosexuality.

Back at the hostel, the black miner comes under the power of the induna, who is expected to control the hostel and represent the inmates to management.

"If he were an elected official, this might be possible, but he is not. He is a management appointee and tribal representatives are his appointees in turn," says Moodie.

Homosexuality is rife.

Research officers found that the induna had the power to fire anyone who was troublesome in the compound. The induna system was found to be thoroughly corrupt and the indunas appeared to run a racket in meat distribution.

Men claim they join the mine for the money because their children are hungry. For a while they send money home, but then many forget.

A researcher found that one man, after experiencing cosmetic-laden city women, could not think of ever desiring his pregnant wife again.

But in it for the underground worker is more money and status. Miners, on return to Lesotho, are called makhooa (white men) by the women because of their wealth and might and also perhaps in flattery to fleece them of their money.

Mr D. A. Etheredge, chairman of Anglo's gold and uranium division, said petty irritations had been removed, in accord with the recommendations of the Moodie report.

Ethnic housing was being phased out rapidly so that no two rooms were occupied by men of the same tribe or nationality.

The corporation had also taken steps to eradicate the "very serious conflict" between white and black mineworkers underground.

It had also taken steps to eliminate group nakedness and provide buses to allow some migrants to spend weekends at home.

Recruiting stations were being cleaned up and mine managers had been warned that they ignore the Moodie recommendations "at your peril."

Cape Town 211 May 1976

STAR 17/5/77

Mine labour pattern 'may stabilise'

17/5/77 Star

Labour Reporter

A more stable pattern of migrant mine labour may result from the present oversupply of black workers, says Mr Tony Fleischer, labour adviser to the Chamber of Mines

The usual black labour shortage at this time of the year has failed to materialise and tens of thousands of applicants have been turned away in recent months.

With an overall black labour complement of 419 000 at present, the mines still have a surplus of 4 000 men underground.

This bodes well for the year end shortage which was 19 percent below the total underground requirement at the end of last year

The secret of the changing labour pattern is the job shortage, combined with employment guarantees issued to men who have worked a stretch of 45 weeks or more in succession.

Such men get their jobs back — no matter how overstaffed the mines may be—if they return within six months

"These guarantees now serve the dual function of stabilising the labour supply and providing job security," said Mr Fleischer.

"They are also likely to make migrants more career conscious and can thus reduce the time and money wasted on the training of novices while also increasing productivity."

Mr Fleischer said the guarantees had existed for years but had not become fully effective owing to the past labour shortage.

Now unemployment had provided the incentive to work for at least 45 weeks at a time in order to ensure job security

South Africans and Transkeians, who now comprised almost half of the black labour force, would be inclined to work at least 45 weeks at a time instead of six months or so.

The same guarantees applied to foreign migrants, Mr Fleischer said

Govt blamed for poor conditions

The Star Bureau

LONDON—The office of Mr Len Murray, general secretary of the Trade Union Congress is adopting a cautious attitude to publication in The Times yesterday of the Anglo American Corporation's report on conditions for black mine workers in South Africa.

A spokesman for the TUC said yesterday afternoon: "We feel we cannot comment on the situation until we have heard from our South African sources directly. Naturally, we take both aspects into consideration — the Press reports and those from our own contacts — before making a comment."

Earlier, Mr Alan Sapper, general secretary of the powerful Association of Cinematograph, Television and Allied Technicians, said the report revealed a situation "totally unacceptable for all civilised opinion," and called for international trade union action "in defence of our black brothers."

The report — described by The Times as "a chronicle of degradation, humiliation, corruption and near institutionalised homosexuality suffered by black workers in a South African gold mine" — says that many of the abuses high-lighted in the report are direct consequences of the Government-enforced migratory labour system.

It quotes Mr S W van der Colf, personnel consultant of the group's gold and uranium division, as saying that the practices might have happened because "we have grown up in the environment and were used to it."

The study was carried out over 10 weeks and was completed in November. Considerable emphasis is placed in the British Press report on the fact that it was carried out not by an anti-South African group, but by the South African corporation itself.

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/Week 3. .....

Mines plan to beat labour ebb and flow

5/6/77 RDM

By DON ROBERTSON
Mining Editor

THE widely fluctuating Black labour supply, which affected production on gold mines over the past six months, is not likely to recur, says Mr Tony Fleischer, labour adviser to the Chamber of Mines.

Mr Fleischer said in an interview that the situation where the labour complement fell drastically short before Christmas and rose rapidly in January and February was of great concern to the industry

However, the chamber, with the various producers, had introduced incentives and planned others to alleviate this problem and provide a more stable labour force

In the fourth quarter of 1976, the number of miners returning home was much larger than expected The result was that many mines found it difficult to maintain target tonnages Several experienced shortfalls in mill throughput, and costs rose

The reason for the labour drop — in some cases it fell to 75 per cent of requirements — were two fold but complementary

The proportion of South African workers had been rising, and being closer to home, most opted for a six-month contract period instead of the usual nine months to a year for workers brought in from outside the country

At the same time, the higher wages — averaging R101 a month all found — allowed workers to accumulate their target earnings in a shorter time These higher wages allowed them to extend the period between contracts

In contrast, the traditional influx of labour in January and February was much higher, reaching 94 000 over the two months compared with the usual 50 000 to 60 000

Ironically, higher wages and shorter contracts attracted new recruits

But, as most were novices, they were largely unproductive during training which could last six weeks Mines were forced to trim mill throughput and in some cases feed the plant from lower grade surface dumps with a resultant rise in costs

He said the labour complement was now almost 102 per cent of requirements, with more than 410 000 men employed

The industry feared that when the six-month contract period of these new recruits expired in August or September, the mines would again be short of labour

However, Mr Fleischer believed that the "peak and valley" situation of labour supply was over His hope is based on the incentive schemes being implemented

Most important of these is the offer to workers who sign on for 45 weeks that they will be given back their same job at the same mine and the same rate of pay when they return

The industry is overstaffed, and this incentive is expected to be welcomed by workers

As a second stage, the chamber intends to introduce an internal "airbus" transport system whereby miners ending their contract can be flown home for six weeks to two months Bonuses will be offered to those returning in the stipulated period

As a last resort, the chamber is prepared to import experienced labour from outside the country

Referring to employment from outside countries, Mr Fleischer stressed the need to retain good relations and said the mines were "talking to and hoping to engage experienced men from Malawi" On the delicate situation of labour from Mozambique, Mr Fleischer said that the current labour force was 39 000 compared with 78 000 in May last year

Payments to Mozambique in terms of the deferred pay agreement amounted to R40-million last year, but would be lower this year

While conceding that the labour mix as now constituted, with 50 per cent drawn from South Africa, was much more stable than at any time in the past, he said it was urgent to increase the extent of married quarters for key personnel

The law restricted to 3 per cent the number of workers housed in married quarters Mr Fleischer would like to see this figure raised to 10 per cent at least

RDM 5/6/77

211

Sen Hans 13

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Moreover he said—

> The Blacks would then be trained by the Whites and in such a situation we would have in this country a far more responsible trade union movement

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I want to proceed I believe we should make less use of labour from Mozambique today Years ago an agreement was concluded to import labour from Mozambique and Lesotho for the South African mines. Mozambique derived great benefit from that arrangement, but so did we Of course Mozambique benefited by virtue of the fact that a large portion of the wages paid to the workers had to be paid to them in gold We had no objection to that, but because the price of gold has risen during the past few years, they have benefited by virtue of the fact that they have received gold at the old price of approximately $34 per ounce. Since Mozambique's independence, this agreement has been completely in its favour I want to congratulate the hon the Minister of Finance today on the fact that he has cancelled this agreement, and that they now receive gold at its market price

As I said in a previous debate, I believe that a risk factor is involved in allowing the Blacks of Mozambique to work in our mines in great numbers I also want to say immediately that according to newspaper reports the Mozambicans caused the fewest problems during the strikes we had in the mines I want to thank them very much for that But because the highest priority of the present leader in Mozambique is to make a Marxist of every Black in Mozambique, I believe that we cannot overlook the fact that those people can in fact create trouble for us in future The same applies to the mineworkers of Lesotho In the past we had instances where thousands of them were involved either in strikes or faction fights Here I want to refer to the incidents at Vereeniging last week where they again went on strike as a consequence of which the mine manager had to send more than 500 of those mineworkers back to Lesotho

I believe the time has arrived for the hon the Minister to introduce very drastic legislation to have every White, Brown or Black worker on record, i e those who work and those who do not work those who are of service and those who are not of service to South Africa I believe that the hon the Minister should also include the right in such legislation to force unproductive people to work for South Africa Something must be done about the thousands of Blacks in the Black cities in the Transvaal and the thousands of Coloureds in the Cape who do not work, even if this is done by means of emergency measures.

We are waging a cold war today and will our enemies find better allies than these vagrants who do not work? I believe these people have again to do a day's job it will also be instrumental in doing away the robbers, looters and rapists

I also believe the mines should to a less degree make use of the custom of recruiting their labourers on farms Where we live in the Northern Transvaal it is an unrestrained common phenomenon The Bantu homelands are adjacent to the farms, but because the Bantu who work on the White farms have received a reasonable amount of training, it is better and more beneficial for the mines to recruit these people, because they are more productive than the untrained workers

As previous speakers have mentioned here the mines and industries can pay better salaries than the farmers, because they have a guaranteed product and receive guaranteed prices for their minerals or factory products Here I can refer to the average wages the P.M.C mine at Phalaborwa pays the Blacks The average monthly salary is R159 and together with overtime and other benefits, it amounts to R222 per month They can easily pay salaries of that nature because their annual profits vary from R18 million to R44 million after taxation

Chairman. I also want to refer ... ing schools that are being established ... Whites and Blacks I regret that my friend ... hon Senator Crook is not happy because ... se schools are being erected close to the ... melands This same company, P M C, donated an amount of R750 000 towards a technical school which will be erected in the Lebowa area [Time expired]

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(211)

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FIN. MAIL 10/6/77 (211)

lose a fair proportion of 'casuals', but the career miners would stay Conditions are improving all the time, although we are still behind industry in pay rates. We have not yet got a premium wage for mining '

MINE WAGES

Blacks go without

There'll be no wage increase for black miners this month — and perhaps not this year.

A spokesman for the Chamber of Mines tells the *FM* that black wages are "still under review" But we understand that increases are unlikely to materialise before the Chamber's dispute with the Council of Mining Unions is resolved. This could take months.

The Chamber apparently feels that raising black wages would weaken its case in the current negotiations with white workers The Underground Officials' Association has already contended that the Chamber has no right to grant black increases if whites go without

The industry's tough line has sparked off trouble at one mine — Anglo American's Cornelia Collieries — where men struck work on being told that the "June review" of wages would be "delayed".

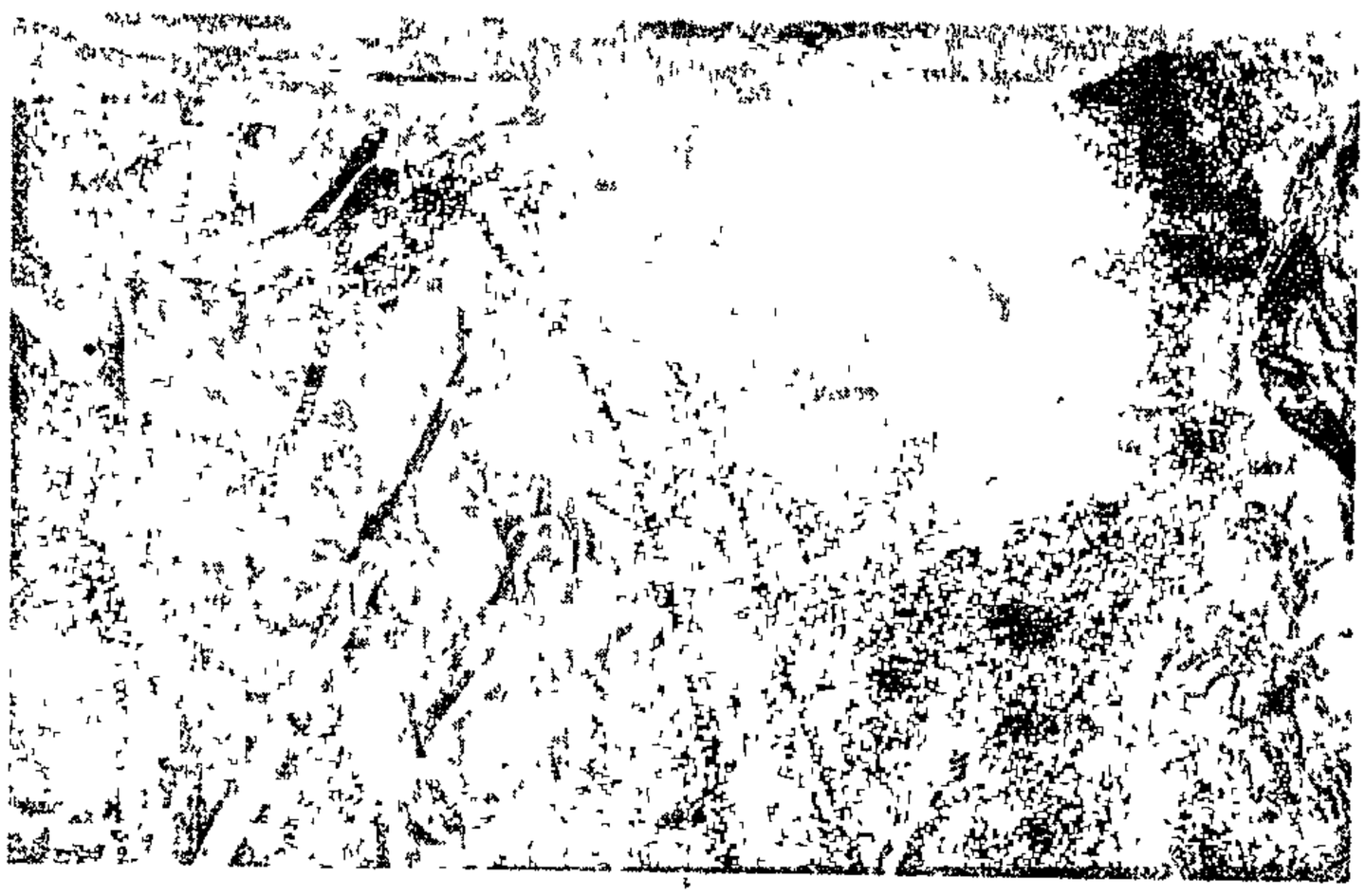
There are some mining houses which favour a black wage hike now, such as Anglo American But Anglo is unlikely to "rock the boat" as it did a few years ago by granting increases when the other groups did not.

The pace of black wage rises has been slowing down lately. Last year underground wages rose 13,6% (from 220c a shift to 250c) compared with a 37,5% hike in 1975. Average underground cash pay now stands at about R101. Surface workers still earn a minimum of 155c a shift (a meagre R40,30 a month).

A decision not to increase black wages appears parsimonious The mines have not been feeling the recessionary pinch as much as other industries and the gold price has been rising steadily, with perhaps even better possibilities in store (see page 866)

The Chamber replies that costs have been rising steadily and that substantial wage hikes would threaten the continued existence of marginal mines. Men who lost their jobs as a result would not, it says, be able to find alternative work in the current economic climate.

Nevertheless, holding back on pay-rises might precipitate further unrest, such as that at Cornelia. The Chamber, however, apparently feels that there is likely to be little pressure from black miners for pay-increases.



No June joy this year

FIN. MAIL 10/6/77 (211)

Bad news for foreign miners

The mining industry has solved its black labour supply problems — at least for the time being. Indeed, the mines are now turning away hundreds of Africans every day — mainly in KwaZulu and BophuthaTswana. Between February and May an estimated 7 000 to 10 000 were turned away.

One result of this embarrassment of riches is that novices are no longer being recruited from neighbouring countries on which the SA mines have relied so heavily for black manpower. Preference is being given to local Africans, and only those foreigners who have previously worked on the mines are being given jobs.

According to figures released to the *FM* by the Chamber of Mines' recruiting arm, Teba (The Employment Bureau of Africa — formerly Mine Labour Organisations), underground strength now stands at 100,45% of requirements

Teba's attempts to increase the proportion of South Africans on the mines have been very successful. at the end of April, the SA component (including Transkei) stood at 51,62% — 38,57% from the Bantustans and 13,05% from the common area (see table)

The increased demand for SA labour is not without problems however Contracts are shorter, turnover is higher and seasonal fluctuations — when large numbers of miners go home — will be more dramatic Says Teba GM Tony Fleischer "This year might see our biggest seasonal fluctuation yet But we are taking steps to stabilise our workforce within the migratory labour system "

One method (introduced in February) is the issuing of "employment guarantee certificates" to miners on completion of their contracts These entitle men who have worked 45 weeks on the mines to be re-hired automatically if they return within six months.

The Chamber is also undertaking psychological and attitudinal research on black miners

"We're trying to get an accurate impression of the miner as an individual We're looking for career workers, not short-term miners," says Archie Crawford of Teba's publicity division

Teba's attempts at urban recruiting have failed, while recruiting in "white" farming areas is still being discussed with the SA Agricultural Union and various Bantu Affairs Administration Boards

Says Fleischer "We have had to close our Soweto office because it simply didn't produce the results we had hoped for Urban men are wedded to the factories and don't take easily to the tough conditions on the mines Turnover was simply too high "

Mozambique labour has dropped significantly — from 84 733 in April 1976 to 38 244 this April Part of the reason is that Teba is accepting only men with employment guarantee certificates

Malawian labour has virtually dried up Only 207 Malawians were on the mines in April, all of whom had arrived under their own steam However, negotiations between Malawi and the Chamber are continuing, and rumour has it that the Chamber expects to begin recruiting again in Malawi at the end of the year

Fleischer says that the mines are not phasing out Mozambicans "We want experienced men from Malawi and Mozambique and will continue to want them Our ability to take them will, however, obviously depend on seasonal fluctuations "

Teba concedes that the success of the SA recruiting campaign is to a large extent due to the absence of jobs elsewhere Wages are still not competitive with secondary industry But the mines do not seem to be worried that there might be a massive flow back to other sectors if the economy picks up

"Mining's still a tough and unpopular job, but we reckon we can hold our own," says Fleischer "We'd probably

A tough and unpopular job

WHERE THE MINERS COME FROM*

FOREIGN	
Mozambique	38 244
Malawi	207
Rhodesia	24 727
Botswana	24 810
Lesotho	99 964
Swaziland	11 756
Kavango	2 166
Caprivi	325
Angola	1 247
	203 446
SOUTH AFRICA (including Transkei)	
"White Areas"	
Cape	23 846
OFS	14 644
Transvaal	11 029
Natal	5 394
	54 913
"African Areas"	
Transkei	96 999
Ciskei	18 206
BophuthaTswana	20 091
KwaZulu	12 327
Lebowa	6 543
Venda	1 821
Ndebele	70
Gazankulu	1 657
QwaQwa	3 725
Swazi homeland	655
Others	83
	162 177
TOTAL	420 536

**Strength at the end of April 1977 of mines which are members of the Chamber of Mines.*

(211)

Paulus slates Anglo report on miners

6/6/77 RDM

By CLIVE EMDON
Labour Correspondent

Mr Arrie Paulus, secretary of the Mineworkers' Union, says the entire report on attitudes of black miners, published by the Anglo American Corporation recently, is written in the spirit of "the black man is right and the white man is wrong".

He terms what black workers are reported to have said about white miners "obvious nonsense".

"Anyone with underground experience would know that in most cases there is sound and sincere understanding among the white miner and his labourers and teamleader," says Mr Paulus in the latest edition of the union newspaper, Die Mynwerker.

The Anglo American report says that, almost without exception, black miners cite the white miner along with accidents as their major objection to underground work.

The "typical white miner" is described as a lazy, rough bully in his relations with black mineworkers, and the study says a serious conflict situation exists between white and black miners

Die Mynwerker publishes the first part of the study report and calls on readers to "start reading today how they are 'seen' by the workers in their teams" The paper undertakes to publish the whole of the report.

Mr Paulus says "so many stupid things are said in the report that it is really out of place for us to comment on them. The entire report is written in the spirit of 'the black man is right and the white man wrong', so we would prefer to ignore it"

He suggests that the "field officers" conducting the research into the attitudes of black mineworkers "often heard what they like to hear".

"We also gain the impression that the accusations against the white miners are given rather elaborate treatment to camouflage the grievances against the employer.

"It is hard not to gain the impression that the research team made more of the complaints against the white miners than of the complaints against Anglo American".

He says that in many instances the research uncovered valid grievances of the black workers. "I was surprised to learn that a company like Anglo American could still treat its labourers so crudely."

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STAR 10/6/77

Pay rises put off by mines

10/6/77

Labour Reporter

The pay increases for South Africa's 400 000 black mineworkers, normally due about this time of the year, have been put off.

The news comes amid an oversupply of black mine labour and after the refusal of the Chamber of Mines to grant any general pay increases to white union members or officials on the mines.

"No change is being made in the basic rates of black workers at this stage, but the matter is being kept under review," a spokesman for the chamber said today.

"Black employees with the necessary service will receive service increments to which they are entitled," he said.

Computer will save Anglo R4m in labour

SUN TIMES (BUS. TIMES) 12/6/77

THE abandonment of the fixed gold price and the growing importance of uranium together with other radical changes in the business environment over the past few years has had significant effects on the gold mining industry.

Increased black wages for instance, apart from the direct effect on costs, have also led to profound changes in the pattern of labour supply to the mines

Recognising that information is the life-blood of all decision-making, Anglo's Gold and Uranium Division has carried out a systematic and detailed study of its gold mining business The study was directed largely towards identifying the information requirements of the organisation with a view to developing information systems.

The study found that existing systems were insufficiently flexible to respond to the needs of management. It often took many man-months of analysis to produce vital information, and managers were often swamped with data whose meaningful interpretation was unnecessarily complex

Anglo therefore decided that the Gold and Uranium Division would embark on a project leading to the development of a comprehensive, computer-based management information system.

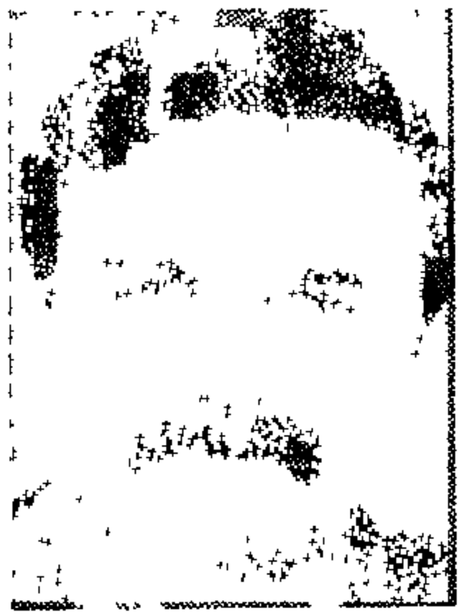
Development of the fully integrated management information system is seen as a long-term objective, but the study served to identify and assign priorities to its basic components

A system which is considered of the highest priority in the division is directed towards the improved management of the mines' human resources.

Traditionally, comprehensive personal records have been kept — a system that is expensive to maintain and at the same time totally inflexible

It is difficult to summarise and analyse manual records, and difficult to piece together a man's complete record from a number of separate contracts at several mines.

ANGLO AMERICAN estimates that R4-million a year will be saved by making better use of labour following the development of an integrated management information service. Tony Davies, the Gold and Uranium Division information systems manager, explains how the new system will work.



The HURIS (Human Resources Information System) project will result in a large computer-based information system which will overcome many problems with the present manual system and, in addition, will provide management with much improved information on which to base personnel decisions

The system will also provide capabilities to do things which at present are impossible, particularly in the areas of recruitment, manpower planning, and time and attendance recording

Anglo have estimated that the HURIS project will produce savings conservatively estimated at R4-million a year — mainly in reduced working costs brought about by the better use of labour.

The first phase of the project is now under development and from a technical point of view must be one of the most challenging computer projects ever undertaken in South Africa.

The project is expected to encompass six major phases and take about three years to develop at a cost of over R4-million

HURIS has been conceived as an on-line system and will involve the establishment of a data-communications network of over 300 on-line terminals — visual display units and printers.

All labour information will be held on data-bases at a computer centre in Welkom.

The system will require a large amount of computer capacity and a second IBM 370/158 machine has recently been purchased to supplement the 158 already installed. This phase of HURIS is planned for installation at all of the division's mines by mid-1978

By this time most of the existing manual records will be redundant as all data will be entered directly into HURIS data-bases through on-line terminals

Complete information about any worker will be made available by direct enquiry through visual display terminals

When the Gold Division was planning for the building of married accommodation for senior black workers on its mines, it took several weeks and countless clerical man-hours to extract data from the record cards to estimate how many workers would be eligible — HURIS will provide answers to such queries in a matter of hours.

Apart from HURIS, several other important computer-based information systems are planned and are in the early definition stages

The PROMIS (Production Management Information System) will concern itself with the planning, measurement and control of the mining operation where it is recognised that more advanced systems are required to respond to the vagries of gold and uranium prices.

A geological information system is to be developed to maintain on data bases the masses of geological information available from prospecting and mining operations

(211)

4.

Give blacks a new deal—mine men

(211)

TWO leading figures in the mining industry yesterday called for a new deal for black workers in the industry and an end to restrictive labour policies.

Mr Robin Plumbridge, in his presidential address to the annual meeting of the Chamber of Mines, called for restrictions and curbs to be lifted to enable people of all races to take part equally in the open market place.

And Rand Mines chairman, Mr Tony Petersen, seconding his address, said: "The industry's long-term aim must therefore be to eliminate work restrictions and job reservation, and to convince our white employees that this, by a general raising of the whole South African economy, can only be to their advantage as well as to the advantage of the blacks."

Mr Plumbridge said an improvement in the productivity of labour was critical in combating inflation.

"Endeavours on this front require a significant breakthrough which will depend upon employing fully the human resources of the country.

"History teaches that the free enterprise system is the only route by which such major economic objectives can be reached, and that the efficient operation of the system requires a willingness to bring about change wherever and whenever necessary.

"This is especially true of South Africa at this time, bearing in mind our special position in Africa.

"There is no more vital task, therefore, than to lift restrictions and curbs on the economic system to enable people of all races to participate equally in the open market place."

Mr Petersen said the productivity required to justify the wage increase granted to all employees in recent years had just not materialised.

At the same time, the industry had to realise that the individual must, through his own work, initiative and ability, be able to improve his earning capacity and therefore his standard of living.

"The industry's long-term aim must therefore be to eliminate work restrictions and job reservation, and to convince our white employees that this, by a general raising of the whole South African economy, can only be to their advantage as well as to the advantage of the blacks.

"Until such time as we can achieve this, however, we must accept that limitations imposed by trade unions and legislation on the employment of blacks thrust an obligation upon the employer to make some adjustment to black wages, even where the overall policy is a restriction on all other wage increases." — Sapa

Type B has no alternative use. ... its can be used for the Bellville job. In addition it will be ... y to buy 3000 units of Type C at R10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?

(50%)

(211)

June 26th 1977

SUNDAY TRIBUNE

South Africa caught short...

Finance Reporter

A SHORTAGE of graduated engineers and technicians is drastically hampering the mineral industry.

New discoveries of minerals, new opportunities for exporting minerals in more processed forms, new schemes to improve the infrastructure of the mineral industries and greater opportunities to export, demand many more skilled people in a variety of professions than was ever anticipated.

And South Africa has been caught lagging — and unless drastic steps are taken to increase the output of trained scientists and engineers, the growth rate of the mineral industry will be reduced.

This is one of the conclusions reached in a new book, SA's Strategic Minerals, by W. C. J. van Rensburg and D. A. Pretorius, just published.

South Africa is in a unique position as a supplier of strategic minerals. In 1975 over R4 000 million was earned for strategic minerals — gold, coal, platinum, diamonds, copper, manganese, asbestos, nickel, uranium oxide and iron. South Africa produces 59 percent of the world's gold; 55 percent of platinum; 46 percent vanadium; 20 percent antimony; 30 percent of chrome ore; 24 percent manganese ore; 17 percent diamonds; 13 percent uranium and 10 percent of asbestos.

Good start to mines' pay talks

STAR 30/6/77

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Labour Reporter

Efforts to settle the pay dispute between the Chamber of Mines and the Council of Mining Unions are off to a promising start.

The first meeting of the conciliation board, comprising representatives of both parties, continued for three hours before it was adjourned until late next week.

Delegates declined to comment on the nature of the apparent breakthrough.

REFUSED

At the meetings which preceded the dispute, the chamber precluded any negotiations by its persistent refusal to grant improvements in pay or work conditions to trade union members.

Had this attitude prevailed at the earlier meeting, there would have been no point in a three-hour meeting, observers feel

Informed sources held out little hope for a breakthrough before Monday's meeting, particularly since the collapse of pay negotiations in the metal industry on Monday.

Now that talks continue in the mining industry, hopes have risen they will set a precedent that may help resolve the metal industry deadlock as well.

MINING LABOUR
1/7/77 — 30/12/77

O'kiep slashes staff and production

(211)

By PAUL DOLD
Financial Editor

AS COPPER prices fell further yesterday with the metal fast approaching its low for the year the O'kiep Copper Company has announced it is slashing production and cutting the labour force by a third.

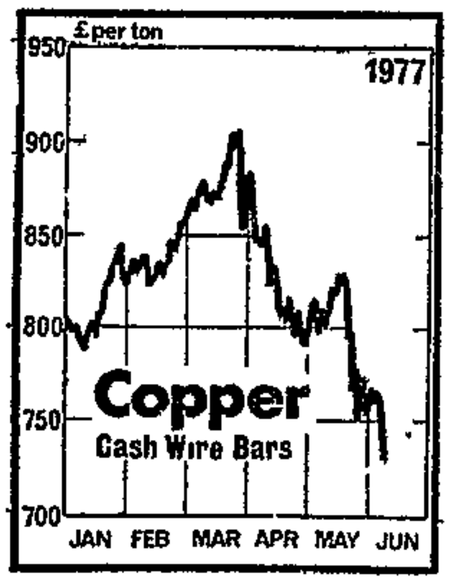
This major mine in the North Western Cape, controlled by the United States Newmont Mining Corporation, is pruning the work force by 1 150 to 2 250 because of the depressed state of world copper markets.

The general manager, Mr T P Philip, said that of the 3 400 total staff at the mine some 500 will be reduced by natural attrition while a further 650 are being retrenched and will receive special ex-gratia benefits.

Copper production is being cut by 27 percent on an annual basis from July 15 until metal prices improve. Certain capital expenditure for mine development is being deferred.

Yesterday the London cash price for bars dipped to £748,50, £7 down on the previous day, while cash cathodes fell to £737 from £744. These prices are not far off the respective 1977 lows of £733,25 and £722,50. The metal peaked at £898,25 and £886,75.

Other metal prices have swung down with copper.



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Retrenched miners head for city

W/E ARGUS 2/7/77

Weekend Argus Reporters

A MASS exodus of copper mine employees in a desperate search for new jobs has left the Namaqualand communities of Nababeep and Carolusberg virtual ghost towns this weekend.

In both towns, scores of homes stood empty and shuttered as families trekked to Cape Town and other large centres in the hopes of finding alternative employment after hearing the shock news earlier this week that the O'Okiep copper mine is laying off 1 000 workers.

Speaking from her home in Carolusberg, Mrs I. J. Gouws said 'My husband is one of the lucky ones — he has still got his job. But most of the other homes in town seem to be deserted. People are looking everywhere for work.'

STANDSTILL

In Nababeep, the story was the same. Mr H. F. Taljaard, manager of the Nababeep Hotel, said 'There must be more CBU cars in Cape Town today than CA cars. When people got the news on Thursday that they were being laid off they made immediate plans to spend the weekend elsewhere looking for work.'

Mr Taljaard said there was an air of gloom and depression in the town.

'We have been hearing hard luck stories all day long. It is a knock for Namaqualand. The whole area will probably come to a standstill,' he added.

'We are all very upset about the lay-offs No consideration was made for people's circumstances, and the local dominee has been swamped with appeals for help.

'There are men here who have worked for 25 years on the mine. They have wives and school-going children. What are they to do? The general atmosphere is black.'

The general manager of the mine, Mr T. P. Philip, said today about 200 Whites and 400 Coloured people of a force of about 3 400 were being retrenched

He said 450 Blacks were also being phased out on a monthly basis. About 150 Black workers 'normally' left the mine each month to return to homelands and these people would not be replaced.

VACATE HOUSES

The lay-offs follow a 27 percent cut in the annual production of copper at the mine following a world-wide slump in the price of copper.

Retrenched people have been told to vacate their mine-owned houses in a month.

Mr Philip said he regretted this but there was a shortage of housing for Coloured labourers. It would be unfair if an employed person did not have a house and an unemployed person did.

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CAPE TIMES 2/7/77

Staff cuts at mine will hit NW Cape

By GORDON KLING and MALANE BOSMAN

RESIDENTS of Namaqualand expect repercussions of a massive lay-off announced this week by O'okiep Copper Company to culminate in the worst blow to hit the North-Western Cape since World War II.

Hundreds of families who have lived in the area for generations will be uprooted because their dwellings are company owned, and business turnover is expected to drop by about 50 percent in what many believe will be a crippling blow to commerce

The mine is the major industry in the area, employing considerably more workers than all other enterprises combined. The work force is being cut by 35 percent from 3 400 to 2 250 in a curtailment of operations resulting from a slump in the world copper price

The general manager of the mine, Mr T P Philip, told the Cape Times in an interview from Nababeep yesterday that 500 of the workers were blacks who would be repatriated to Transkei as their contracts expired over the next few months

The 650 retrenched white and coloured workers held positions at all levels.

No unrest

The workers appeared to appreciate the economics behind the action. There had been no signs of unrest and he did not expect any, he said.

The retrenched workers would have to leave their homes They had been given one month to do so. Mr Philip regarded this as "regrettable" and said the company would be as lenient as possible.

The past president of the Namaqualand Chamber of Commerce, Mr C H de Beer, said the vast majority of the

Continued on page 2

Cuts by mine

Continued from page 1

coloured workers laid off by O'okiep had been born in the area

Their grandparents had worked for the Cape Copper Company at the beginning of the century and some could remember battles between the Boers and the British in the area

Building was at a standstill and there was little possibility that other work could be found for those who had lost their jobs

Business turnover was likely to drop by about half or R300 000 a month "This may not sound like much but we're a small community and this is hitting the people damned hard"

The lay-off was the worst blow to hit the area since World War II and an appeal to the government for assistance was being considered

"This is like a death sentence passed over Namaqualand," said an old Okiep resident, Mr Mona van Rensburg. "There are no boarding houses in Nababeep and matriculants will not be able to leave with their parents because the choice of subjects differs vastly from other schools The news hangs over the village like a dark thunder cloud The atmosphere is oppressive. "

The Rev B H S Cross of the Nababeep Ned Geref Kerk said 50 percent of his council members had been paid off by the mine.

Ironically, American copper miners went on strike for higher wages yesterday in a move which offers a glimmer of hope for the future of O'okiep mine.

Mr Philip said a prolonged strike in America could lead to the rehiring of some of the men laid off this week

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Namaqualand faces hardship

CAPE TIMES 4/7/77

From TED OLSEN

TWO of the six copper mines of the O'okiep Copper Company will shut down in the next few days and as more than 1 000 miners and their wives and children trek to other centres in search of work, Namaqualand faces a tipping economic crisis.

Yesterday the general manager of the mining company, Mr T P Philip, said in an interview in his Nababeep home that the miners had "stoically accepted" their retrenchment — "the people are hard-hit and this is something nobody wanted".

The copper-mining industry was at its lowest ebb with little or no hope of improvement till well into the 1980s.

"The price of copper on the international market is the all-determining factor, and with it as low as it is there is no alternative but to pay off part of our working force," he said.

Thirty-five percent of the mining force, or 1 150 miners — 200 white, 450 coloured and 500 African — have in most cases till July 15 to be out of their company houses. A few have until the end of the month.

Yesterday the towns of Okiep, Nababeep and Carolisberg — where the vast majority of the miners alive — were quiet and almost deserted as hundreds were on the roads to other centres looking for work.

Those at home said they found their situation desperate with only days to upset, vacate houses and find something else to do somewhere else to live.

The only relief effort made so far comes from the women of the Kamieskroc Afrikaanse Kristelik Vrouevereniging who have offered to move a handful of the paid-off miners into the 1 houses and buildings of the workers' compound at the edge of the town.

Last night Mr Christo de Wit, chairman of the Namaqualand Chamber of Commerce, said the monthly wage bill of the miners "has always been the oil on the wheels of Namaqualand business

"We expect a very drastic blow to commerce and small business in Springbok, where the miners come to spend their money, and the smaller mining towns," he said. Some businesses "could quite possibly go under"

Uncertain futures

The remaining miners will face uncertain futures "spend as little as possible and further heighen our economic crisis because of widespread insecurity"

At a meeting of the Chamber of Commerce last week, businessmen were advised to streamline and cut back on expenditure as hard times lay ahead, Mr De Wit said

Mr J V Ferreira, manager of a bank in Springbok, said that since the retrenchment began his bank alone had lost 150 personal accounts — "and this represents thousands of rands".

He said plans to build a new branch in Springbok would almost certainly be shelved because of the crisis. "We will not be able to see our way clear to pay R1 000 a month on a building"

The standard of living would drop for everyone, he said.

Mr Philip said the capital problem was serious "and

Continued on page 2

Marlene van der Poll, 15, and her brother, Herman, 14, of Nababeep, have to give up their schooling. Their father, Mr Frederick van der Poll, is one of the thousands of miners who have been retrenched by the O'okiep Copper Company, and he can no longer afford to keep Marlene and Herman at school. In the background is the Nababeep mine. Cape Times Newscolour by MONTY COOPER

miner, Mr Hendrik van der Poll, left, who will not have any income by the end month. In front of his company-owned house – which he will have to leave – are, left, his sons and daughter Elizabeth, holding the baby, Charl; Agnes, Vivien and ; and his wife Christina James still has his job with the O'okiep Copper Company.

'Dark blanket' of despair descends

MR TIET GREEFF of Okiep – a mine mechanic – will probably not know he has lost his job till he returns with his regiment from border duty at the end of the month.

Yesterday a friend said Mr Greeff's wife, Debbie, had not been able to get the news through to him and was packing to leave for her parents' home in Paarl with their seven-month-old baby

But the Greeffs are lucky because they are young and can adapt.

For Mr Hendrik van der Poll, nearing retirement, who has gone down the shafts of the Nababeep copper mine daily for more than 25 years, the unemployment crisis he faces is desperate. His wife, Christina, is sickly and he still has five children to support.

Yesterday he said he had until July 15 to pack his bags and leave the town where he and his entire family were born When he received his retrenchment notice he looked for work in the town but found all vacancies already absorbed by other miners in the same predicament.

A friend in a nearby town who owned a cool drink company was his only hope but recently closed down. He had no idea what he would do after July 15.

In Nababeep, where th-

Continued on page 2

Many face credit crunch

MINERS' credit privileges will be cut back and drinks on tab are something of the past at the Okiep Hotel, Mr Gerhard Louw, assistant manager of the hotel, said yesterday

It is also possible that other hotels, businesses and shops in the Namaqualand will do the same

At a meeting last week of branches of the Chamber of Commerce in the Namaqualand, it was decided that businesses in the area should make their own decision on whether to allow credit to miners

Mr Louw said the move followed retrenchment on a smaller scale in 1974 when many miners continued to buy credit but could not pay their accounts.

The miners of Okiep were becoming desperate, many of them with no hope of employment and nowhere to go

Mr Louw said miners and their families were coming to his hotel in attempts to sell their possessions and furniture to stave off the financial crisis facing them

The general manager of the O'okiep Copper Company, Mr T D Philip

Minister to hold talks on cutback

THE Minister of Mines and Labour, Mr S P Botha, said yesterday that he would have discussions in Pretoria on the future of the troubled copper mining industry in the north-west Cape.

Speaking from his Pretoria home, Mr Botha said the slump in the world copper price which had caused the 35 percent lay-off in the O'okiep Copper Company work-force was aggravated by the fact that most Western countries had large stockpiles of copper.

"Being one of the base minerals most sensitive to political and economic change, it is standard practice for most major importers to stockpile against future shortages or price increases – in some cases up to four years ahead," Mr Botha said.

This meant that the market would not react quickly to cutbacks in production such as that in the Namaqualand mines.

Mr Botha added that he could make no statement on possible government action till discussions were completed.

Talks on unemployment

THE UNEMPLOYMENT level in the North-West Cape after the O'okiep Copper Company's recent cutback in production is regarded as so serious by the Mine Workers' Union that a union executive is to fly to the area for talks with management.

"I hope to discuss the problem with the copper company's general manager, local union officials and anyone else who may be able to help," Mr A S Paulus, secretary of the Mine Workers' Union, said yesterday.

A meeting had not yet been arranged but it was hoped to set one up within the next two weeks, he added

Facing hardship

Continued from page 1

with no capital the new mines cannot open"

The paid-off workers would receive a few ex gratia benefits – "but it is their problem to find other employment"

Prospective employers had been invited to the mines to interview retrenched workers and some had found employment in this way

Mr Philip said those who are being retrenched had been carefully screened. Some were nearing or at retirement age and some would receive scaled-down pension benefits well before retirement age.

Labour unions had been consulted before retrenchment began but, Mr Philip said, there was little the unions could do to prevent the retrenchment.

The company will not close down the Nababeep Hospital. Mr Philip said the 54 employees of the hospital would keep their jobs till the company knew whether the Cape Provincial Administration would subsidize the hospital's running costs

He understood that the paid-off mine-workers "had every right to be distressed", but felt their traditional stoicism and understanding had led them to accept their unemployment.

Despair descends

Continued from page 1

name Van der Poll is common, another Van der Poll family – no relation – faces a similar problem.

Mr Frederick van der Poll said he had worked for the copper company for 24 years and at the age of 53 found the future without a job bleak.

He plans to move to the farm of a relative some distance away where he will live "off the land".

Two of his eight children who are still at school will have to leave their studies because there is no school near the farm and he has no means of sending them to boarding school in Namaqualand. His wife, Helen, said the retrenchment was a tragedy to them and a "dark blanket" of despair had descended on the town.

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Black Sunday for workers of Nababeep

ARGUS 4/7/77

PEOPLE in Nabadeep are fuming, like the smelter chimney perched on a slagheap above the town. And the ever-present sulphurous pall it leaves is as bitter as many workers' moods.

The whipping north-west wind kept the acrid smoke low over the town and deposited dust everywhere.

Sundays are never carnival days in small country towns, and Namaqualand's mining towns are no different.

Yesterday an occasional bicycle passed quietly through the streets but inside gauze-shuttered homes people were talking of the future, new jobs, where to start, and of possibly the worst blow to the copper-mining communities since World War [illegible]

talked of busi- which they said will close when more than 600 people have packed their cars and left.

They talked and talked and were afraid to give their names. There are many stories, many similar, and most of them anonymous.

They said they were afraid they would be turned out of their mine-owned houses immediately — afraid they would be blacklisted if their jobs become available again.

Men who have not been laid off are as dismal as their neighbours who will soon have no work.

A man with a wife and children said: 'Look, I'm pretty bitter, and while I'm not afraid to give my name, I've got to find a mining job somewhere. A sore point is the children.'

Company general manager Mr Peter Philip is as unhappy as other townspeople. But panic does not help. A positive attitude will help.

He said: 'If things improve, I think most of them would want to come back, and I think they would come back.'

Namaqualanders are like that.

(Fears of ghost town — See Page 9.)

Cape mine sackings: Botha to hold talks

RDM 4/7/77

(211)

CAPE TOWN. — The Minister of Mines and Labour, Mr Fanie Botha, said yesterday he would be having discussions in Pretoria on the future of the troubled copper mining industry in the North Western Cape.

At the same time a Mine Workers' Union official said he is to fly to the area for talks with the management.

Speaking from Pretoria, Mr Botha said the slump in the world copper price which had caused the 35% layoff of the O'oKiep Copper Company workforce was aggravated by the fact that most Western countries had large stockpiles of copper.

"Copper being one of the base minerals most sensitive to political and economic change, it is standard practice for most major importers to stockpile against future shortages or price increases — in some cases up to four years ahead," Mr Botha said.

This meant the market would not react quickly to cutbacks in production such as that initiated in the Namaqualand mines.

Mr Botha said he could make no statement on possible Government action until discussions were completed.

Meanwhile, the secretary of the Mine Workers' Union, Mr Arrie Paulus, said he is to fly to the area for talks with top management.

"I hope to discuss the problem with the company's general manager, local union officials and anyone else who may be able to help," he said yesterday

A meeting had not yet been arranged but it was hoped to set one up within the next two weeks, he said.

WORK AXED MEN

ARGUS 5/7/77

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INDUSTRIALISTS and mining companies will meet officials of the Department of Labour in Springbok this week, offering some hope to hundreds of White and Coloured mineworkers laid off by the O'okiep Copper Company.

Other Namaqualand mines and industries may absorb the workers axed by the copper company in a retrenchment programme brought on by the dismal world copper price.

Mr Maree said interests who would be represented would attend by invitation.

The Department of Labour would see what could be done for the retrenched workers through unemployment insurance payments.

Mr Maree said all workers laid off were being allowed two months in their mine-owned homes from the date of notice.

Workers leaving

Mr Maree's confidence that 'the situation is under control' is the first optimistic note for the Namaqualand communities since the retrenchment notices were distributed with pay packets last Thursday.

Many workers have already left Nababeep and O'okiep and at the weekend others were preparing to go.

Mr Gaffie Maree MP for Namaqualand, said today he was confident that 'the situation is under control.'

He said 'We are trying to get the big undertakings like Kleinzee and Oranjemund to assist'

Both are diamond mines controlled by the Anglo American/De Beers group.

He said efforts were also aimed at finding work for the Coloured workers laid off, and the local liaison committee will meet in Springbok early next week to hear what is being planned

17 percent off

O'okiep Copper's cutback is putting 193 White workers and 376 Coloured employees — 17 percent of the company's workforce — out of work.

In the next three months the African staff of 1 700 will be cut by 500 as contracted Transkeians are phased out

On July 18 Mr Arrie Paulus, general secretary of the 17 000 strong Mineworkers' Union, will travel to the Namaqualand towns to discuss the situation with union representatives and the company's management.

Thursday's meeting of mining companies' representatives and officials of the Department of Labour will be held in the Divisional Council chamber in Springbok

CAPE TIMES 5/7/77

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Unions move on copper miners

Industrial Reporter

THE general secretary of the Engineering Industrial Workers' Union, Mr A E Poole, is to meet management of the O'okiep Copper Company in Nababeep on Thursday in an urgent effort to assist 376 coloured miners retrenched by the company last week

And the head of the Mineworkers' Union, Mr A S Paulus, intends to take up the case of the 193 white workers laid off by the company at a meeting with the general manager, Mr T P Philip, on July 18.

Mr Poole said yesterday he believed a joint approach by the two unions would have been preferable, but the white union did not appear interested in this. The rationalization will also see a 500-man reduction in the black labour force through natural attrition.

"The position is pathetic," said Mr Poole There was no possibility of finding work for the old miners who were near retirement age and had worked for the company all their lives.

The union offered an unemployment benefit of R5 a week for three weeks. The mine management had not discussed the layoff with the union. Its representative had simply been called in and told the men would have to go

Meanwhile the company yesterday began an investigation in conjunction with the four schools in the area to determine how many schoolchildren were affected by the retrenchment which has placed their studies in jeopardy as parents must vacate company-owned housing Arrangements had already been made to allow eight pupils in their final year matric to complete studies.

Mr Philip pointed out that the original retrenchment notice given to employees stated that occupancy of their houses was extended to one month after their last day of service This meant they could stay in their houses for two months, and leniency would be shown in special cases of hardship

The managing director of the American-owned company, Mr G R Parker, yesterday declared his group, the giant Newmont mining operation, was in South Africa to stay. The decision to curtail operations at O'okiep had been taken only on the basis of economic factors relating to sagging world copper prices.

He did not believe other copper producers in the Republic would be forced to retrench staff at this time because of different cost structures.

This was confirmed by a spokesman for Anglo Vaal which owns the Prieska copper mine.

London copper prices were lower in pre-market dealing yesterday on news that basic agreement had been reached on a dispute which threatened to shut down 70 percent of copper production in the United States.

Namaqua MP starts 'save people' campaign

CAPE TIMES 5/7/77

By TED OLSEN

MINERS, industrialists and businessmen in Namaqualand will meet in Springbok on Thursday with Mr Gaffie Maree, Nat MP for Namaqualand The meeting is the main thrust to a "Save our people" campaign.

Exodus

Yesterday Mr Maree said it was imperative that the hundreds of miners retrenched last week by the O'okiep Copper Company "stay where they belong — right here".

An exodus of families to other centres, in particular Cape Town, was threatening and already many families were packing to move from the mining towns of O'okiep, Nababeep and Carolusberg

To avert this — and the inevitable economic crisis Namaqualand would face — Mr Maree and other prominent Namaqualanders have taken action and called a meeting of all potential employers

A reliable source said directors of the many other mining companies in Namaqualand — copper, diamonds, zinc and silver — would be at the meeting and "some pressure" would be put on them to absorb as many of the retrenched miners as possible.

Mr Maree said he had been in touch with the Minister of Mines, Mr S P Botha, and would talk to him about the situation again after Thursday's meeting.

"Most of these people were born here and have never lived anywhere else. It is unthinkable that they should have to pull up their roots now and leave — for who knows where," he said.

After the meeting with the potential employers Mr Maree will call a meeting of all the townspeople of the mining centres and outline the prospects and course of action they should take.

Committee

Today Mr Maree will set the groundwork for Thursday's meeting by meeting with the O'okiep Copper Company's liaison committee.

Yesterday he conferred with the general director of the company, Mr T P Philip, and the meeting on Thursday was discussed specifically.

● Unions move on miners, page 2.

Bleak future for Mr Van Wyk

CAPE TIMES 6/7/77 (211)

By TED OLSEN

MR ELIAS VAN WYK, 44, a labourer retrenched by the O'okiep Copper Company a week ago, has no idea how he will support his wife and six children when he leaves the Carolusberg mine for the last time on July 15.

His predicament — like that of the 375 other retrenched coloured miners — is more serious than that facing the 193 white miners, most of whom have some trade qualifications and earn on the average R200 a month

"I can do nothing but an honest, hard day's work," said Mr Van Wyk, who has hiked from Carolusberg to Nababeep and Springbok in search of work, only to find the labour market flooded.

He is a paid-up member of the Engineering Industrial Workers' Union — the only coloured union for mine workers — but found when he visited their Nababeep office that the only benefit he is eligible for is R5 a week unemployment money for three weeks

Mr Van Wyk said his net monthly earnings amounted to R120 per month — after 20 years with the company

"It used to be that I would have say R5 or R6 left at the end of each month Now there is never a cent — and I am already in debt as I owe a department store in Springbok R45."

When his jobs ends on July 15, he will no longer be a bread-winner — unless he finds a new job

His two school-going children, Mary Elizabeth, 14, and William George, 16, will have to quit school in Springbok as it costs Mr Van Wyk R25 in taxi fares to get them to and from school each month

"There are no high schools in Carolusberg and no buses to get my children to Springbok," he said.

His wife, Katrina, says it costs nearly R80 a month to feed her family She has no refrigerator so eight people live off four tins of condensed milk at 43 cents a tin for a whole month

They seldom eat meat and live off pancakes. Mrs Van Wyk spends R40 a month on flour.

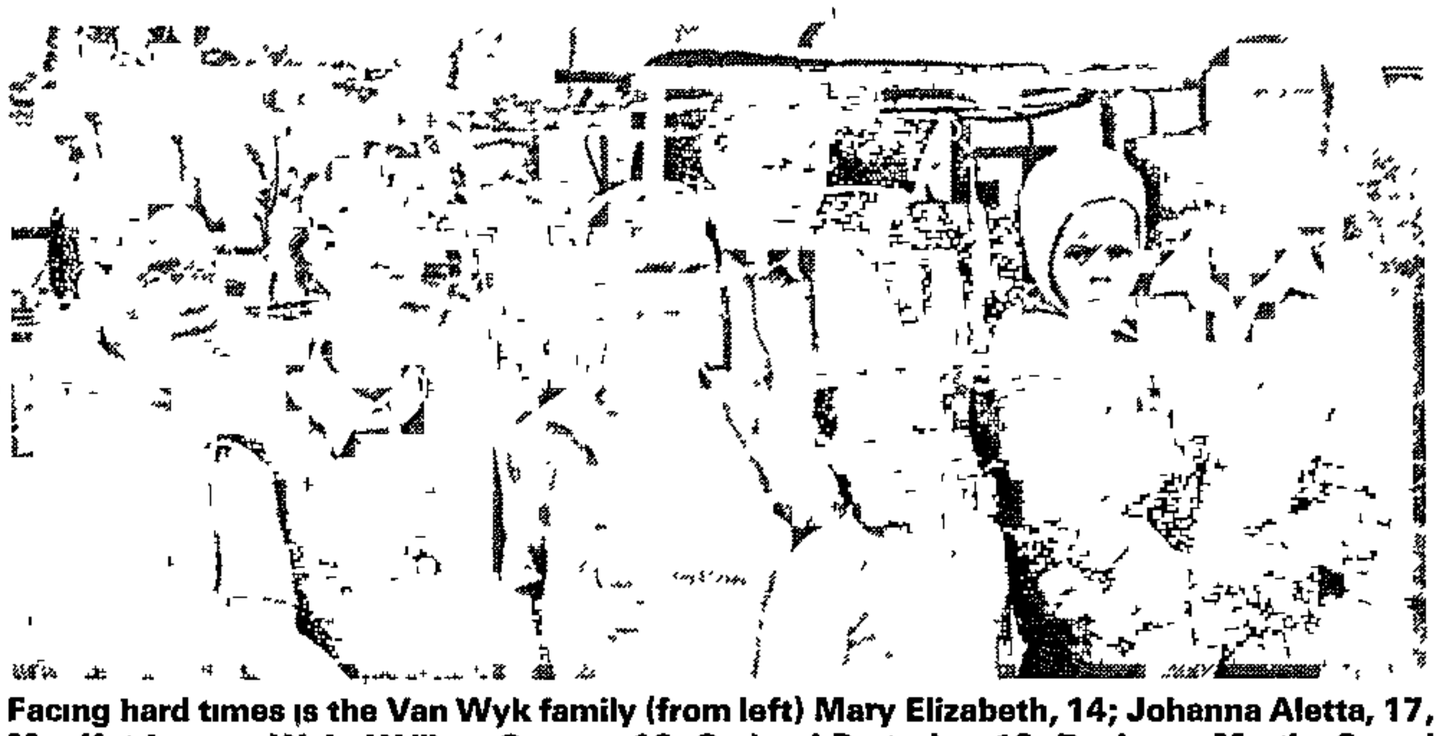
The Van Wyk's eldest son, Joseph, is in the Nababeep Hospital receiving treatment for a gum infection He is also unemployed

Johanna Aletta, 17, occasionally gets work as a char, but with the white miners moving out of the town, even her small earnings are in the balance.

The Van Wyk's are grateful that the O'okiep Copper Company will allow them to stay on in their house for two months after the termination of Mr Van Wyk's employment.

They will not pay rent but will be liable for electricity and water.

● Discussions on the future of the Nababeep Hospital, which is threatened by retrenchments in the copper mining industry — would be held "as a matter of urgency", a provincial hospital services spokesman said yesterday



Facing hard times is the Van Wyk family (from left) Mary Elizabeth, 14; Johanna Aletta, 17, Mrs Katrina van Wyk; William George, 16; Gerhard Pretorius, 12, Benjamin Martin, 3; and Mr Elias van Wyk.

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24. Which of the follow ... rect ?

1. If supply decli ... s constant, equilibrium price will fal
2. If supply incre ... ns constant, equilibrium price will rise
3. If demand decrea ... ases, equilibrium price will rise.
4. If supply increa ... ses more, equilibrium price will fall.
5. None of the abov

25. If you were a govern ... ted to raise the price of barley, which of ... would you take ?

1. Take barley from ... nd sell it on the open market.
2. Encourage farmers ... ser on their barley-growing land.
3. Try to lower the ... titute).
4. Try to lower aver ... .
5. Encourage farmers

26. If the economy is ful ... rd shift in the demand schedule for corn alo

1. Cannot alter the ... ice of corn.
2. Will lead to a gr ... t of corn supplied with
3. Will lead to an i ... of some other commodities. consequent reduc ... tion in the output of any
4. Will lead to infl ... commodities.
5. Will lead to none

27. "The price of wheat r ... use the dry spell reduced the yield per acre an ... s sought to stockpile wheat to protect them ... rice increases that would occur if the drought ... This quotation says that the price rise was du

1. A shift in the de ... ment along the supply curve .
2. A shift in the su ... ment along the demand c curve.
3. Shifts in both the ... urves.
4. Movements along bo
5. None of the above.

28. "Price adjustments ser ... ities supplied and demanded equal. If a ... there is excess demand, the price will rise. ... has two effects : it tends to shift the dem ... se people are willing to buy a smaller quantity ... and it tends to shift the supply curve up bec ... it profitable to produce a greater output at a h ... price will adjust until there is no excess dema

ARGUS 6/7/77

Nababeep hospital jobs in balance

THE Nababeep hospital staff of 54 people may know next week whether they will have their jobs after the end of the month.

They are waiting for the Provincial Administration to decide either to subsidise the mine-owned hospital or to take it over entirely.

The 85-bed hospital was to shut down and its staff were given retrenchment orders in the O'okiep Copper Company's severe cutback in O'okiep and Nababeep.

SHARE COST

But O'okiep Copper's general manager, Mr Peter Philip, has withdrawn their retrenchment orders until the Provincial Administration's Hospitals Department decides what to do.

Mr Philip has offered a 50-50 deal to share the hospital's running costs between the mining company and the Province.

At the weekend he made it clear the company would have to close the hospital and dismiss the staff if the Province would not assist.

Yesterday Dr F. A. van den Heever, MPC for Namaqualand, said a decision would be made next week when the MEC in charge of hospital services, Mr P. J. Loubser, was back in office after a holiday.

The director of Hospital Services, Dr R. L. M. Kotze, is also away.

Mr Philip said a shutdown at the Nababeep hospital meant the Springbok hospital must carry the additional responsibility of a community of 10 000 people.

The Nababeep hospital has a staff of 13 Whites, 40 Coloured people and one African.

Major groups may give miners work

MAJOR mining and industrial companies are keen to take on some of the 569 white and Coloured miners and artisans laid off in Namaqualand by the O'okiep Copper Company.

Eleven companies, including West Coast fishing, Oranjemund diamond - mining Escom, Free State gold mines and Sasol, have been in touch with O'okiep's management in Nababeep

Industries seeking trained manpower have been invited to conduct on-the-spot interviews with retrenched workers in the Namaqualand towns

Mr Peter Philip, general manager of O'okiep Copper Company, said today that trained artisans and experienced miners would probably be placed without problems.

Labour talks

Mr Gaffie Maree, MP for Namaqualand, is also optimistic about the outcome of a meeting in Springbok tomorrow between some industrial representatives and officials of the Department of Labour

The encouraging response by big business to the out-of-work Namaqualanders should lift much of the gloom in Okiep, Carolusberg and Nababeep

But the future is still uncertain for the largest body of axed workers — the 376 Coloured employees who will receive their last pay-packets in two weeks

Most of the major companies who have shown interest in the work-force suddenly available are keener on white artisans and miners

Other jobs?

Mr Philip says a few may absorb some Coloured workers, but for the rest a major problem exists.

Next Tuesday the local liaison committee will meet in the Springbok Divisional Council chamber to hear what efforts have been made so far to find alternative employment

Tomorrow's 'Save our people' meeting will also be held in the Springbok Divisional Council chamber

All retrenched employees are being allowed to stay in their homes — owned by the mining company — until the end of August

(See Page 5)

Lay-off: Question of 'survival'

THE lay-off of Namaqualand miners was done to ensure the survival of the O'okiep Copper Company in a depressed world copper market, and thereby safeguard the jobs of most of the miners, the company's managing director, Mr Gordon Parker, said today.

Interviewed by Nigel Murphy on the SABC's English programme Radio Today, Mr Parker said his company foresaw the world copper market remaining in a depressed state for some time to come — at least for the next two years

The company's only option, in the circumstances, was a mass lay-off of labour 'to ensure we were still around when the price picks up again'

The suggestion of working short time had been rejected because it was believed most retrenched miners would be able to find jobs at full, rather than reduced salaries, Mr Parker said

There were probably no other companies which had done as much for, or offered such 'a package of benefits' to their retrenched staff as had O'okiep Copper Company.

These benefits included:

- Giving two weeks' notice to those workers entitled to only 24 hours,
- Giving miners three days' leave to seek other work or conduct interviews,
- A reconstruction of the pension scheme whereby the early retiring age was reduced from 55 to 50,
- Allowing retrenched miners to remain on the payroll while they took any accumulated leave owing to them,
- Extending the insurance cover for one month after they stopped work on the mine,
- Granting a relocation allowance to assist miners to move, and
- Granting an allowance to parents to help defray the costs of new school uniforms

Mr Parker said other companies had been invited to go to Namaqualand and interview laid-off miners, and so far 12 companies had responded.

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FIN. MAIL 8/7/77 (211)

JOBS COLOUR BAR

Trouble at the mine?

Another batch of "paper" job reservation orders has fallen under the Industrial Tribunal's axe But it's about to face its first real test when it tackles job reservation on the mines

None of the latest batch of cancellations has been opposed by registered unions Like the first group (*FM* June 3), none is particularly significant They either affect only a handful of workers or have been ignored for years — like many other job reservation orders

Paulus . stirring the pot

But the Tribunal has now announced a probe into Determination 27, which covers mine ventilation officials, samplers and surveyors

The inquiry could be stormy. While the jobs aren't part of the Mine Workers' Union constituency, mineworkers' chief Arnie Paulus is taking a great deal of interest in the issue

He has asked all men in the positions under review to contact their union, the Underground Officials Association, and demand that it oppose cancelling the determination According to Paulus the determination came into being when the Underground Officials agreed to a Chamber of Mines' request that Africans be allowed into these jobs White workers in the Evander area apparently objected, but the Underground Officials refused to break the agreement. The men then approached the MWU, which stepped in and secured the job reservation order.

Underground Officials secretary Doc Coertze tells the *FM* his association hasn't discussed the issue yet but has asked the Tribunal why it has launched the probe. He says the job reservation order is still adhered to but "there are so many exceptions and exemptions that it doesn't seem to matter much".

Moreover adds Coertze, some of the jobs are highly skilled and there are no blacks available who could do them. "We've no objection to black advancement, as long as they're paid the same as our men."

He concedes that he has received complaints from some of his members in the Western Transvaal, who claim "blacks are infiltrating their jobs", but hasn't investigated

Even if the order does have only a limited effect — as most statutory job reservation orders do — Paulus seems intent on making at least a symbolic issue of it. Needless to say, the Chamber is keen to see the determination go So the investigation could spark another war of words in the mining industry

● The latest orders to be scrapped are those affecting Cape Peninsula bus drivers, drivers at Union Liquid Air and at the Springs Municipality. The last-named was not opposed by the SA Municipal Employees, a powerful Confederation of Labour union Secretary Jock Smit says it only affects about six men

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SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT

RESEARCH DIVISION
SCHOOL OF ECONOMICS,
BEATTIE BUILDING,
UNIVERSITY OF CAPE TOWN,
RONDEBOSCH
7700

TELEPHONE 69-8531 (Ext 453 440)

Mine talks to go on

STAR 8/7/77

Labour Reporter

The pay confrontation between the Council of Mining Unions and the Chamber of Mines has eased after confirmation that the parties are resuming their previously deadlocked negotiations.

After two meetings of the conciliation board appointed to settle the dispute — 5½ hours of talks in all — it has been disclosed that negotiations are to continue

16th June 1977.

Dear Colleague,

RESEARCH WORKSHOP: CEN IES

A copy of the Workshop We hope that you will find it useful.

N.B. ! We would be grateful if you could send us R1,00 to help cover the cost of producing and printing this report.

Thank you very much - and thank you also for attending.

Yours sincerely,

Francis Wilson

FRANCIS WILSON

Sunday Times 10/7/77

DEAR EMPLOYEE...
Life is not a bed of roses

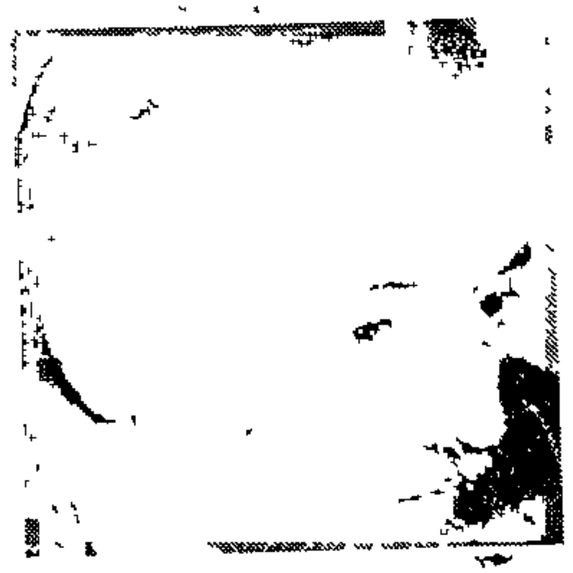
By MADELEINE VAN BILJON

WITH the words in the headline, Mr T. P. Philip, general manager of the O'okiep copper mine in Namaqualand, tried to explain to a stunned community why 190 whites and 376 coloureds were being retrenched.

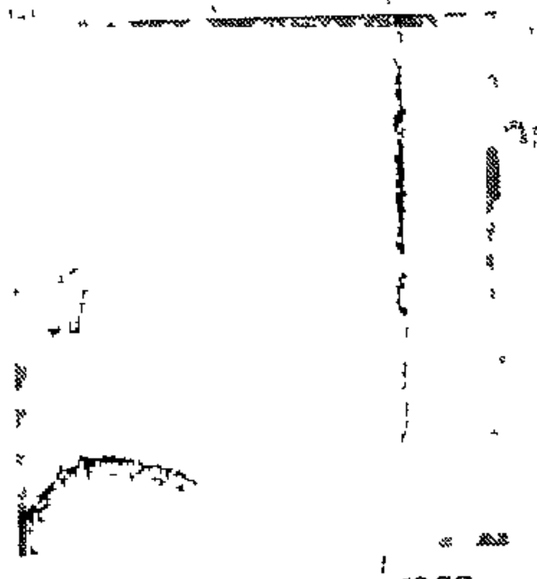
In an interview with the Sunday Times, he explained that 2½-million tons of copper were stockpiled throughout the world. The price had fallen to R1 76 a ton.

Mr Philip said: "Only 10 per cent of our present reserves can be mined profitably, plus about 120 000 tons a month at break-even costs

"We had two choices — a total shutdown later or retrenchment now to keep the mine viable at a reduced rate.



MR T. P. PHILIP
"Best in long term"



THE REV BRIAN CROSS
"Must keep a balance"

ESSIE ESTERHUIZEN
. . . Grieves for his horse

"The latter choice was obviously better for the community in general"

The overall reduction aimed at is 27 per cent, which is roughly reflected in the number of dismissals.

Mr Philip said the laying off had not been done haphazardly

Marital status, the number of children, area of origin, years of service and job performance had all been taken into account Those to go were mainly under 30, because they could take the knock better, or over 50, who would qualify for reduced pensions

All but 22 of the whites dismissed have got other jobs, but the coloureds will find it harder

An action committee was formed at a meeting this week attended by Mr Gaffie Maree, the local CRC member, coloured leaders, religious ministers and local businessmen

It will try to alleviate suffering, provide shelter for the homeless and prevent any mass move from the area.

Because of a shortage of coloured housing, the coloureds dismissed will have to find other accommodation within a few weeks Unemployment insurance will be paid until they can find new jobs.

Nababeep, where the mine is situated, is a microcosm of what is happening throughout South Africa, with unemployment almost everywhere on the increase But there is one major difference The people of this semi-arid area are bound to it Their roots lie deep

Horse

Interviewed by two Iscor personnel officers, who came looking for artisans, one man asked where Vanderbijlpark was

As they drew a circle on the map, he shook his head and said "No sir I might work for you if it was in South Africa, but my family would never go there."

"It's my horse," said a bewildered Essie Esterhuizen, who has been with the company for 25 years "It's a show horse and I ride it myself Could I keep it at Iscor?"

He put his hands over his face and cried.

But he will go, if only to make sure his children continue their education

Mrs Sannie Meyer has no solution Her husband, 58 next month, has been with the company for 31 years They must give up their house She still has children at school Where does a coloured man of his age find what she calls a "joppie"?

"I don't think he'll find work again," she said, resignation in her voice.

Blame

Many people refused to talk, terrified of jeopardising future jobs The Rev Brian Cross, NG minister at Nababeep, said there was a total feeling of insecurity in the town

"But we must guard against sloppy sentimentality. We must be balanced"

Rumours pollute Nababeep as thickly as the smoke pouring from the mine chimneys The most generally held belief is that American shareholders, under pressure from the Carter administration, are directly responsible for the cutback.

People ask Why have only lower echelon employees been dismissed? Why not the chiefs?

A woman, leaning on a garden gate, said: "It's our land, but the Americans took it from us They took our riches for years Surely they could have paid us less and kept us on."

A man said "They were used to making millions a year Now they're willing to sack us for thousands"

Mr Philip said "The basic plan was evolved right here in Nababeep It was not thrust on us by Americans.

"It was designed for the survival of the company, which is obviously also for the ultimate [illegible] the [illegible]"

Hospital on mine is saved

ARGUS 13/7/77

THE Provincial Administration has agreed to subsidise Nababeep's mine hospital, saving the jobs of 54 personnel whose future has been in the balance following a 17 percent staff reduction by the O'okiep Copper Company.

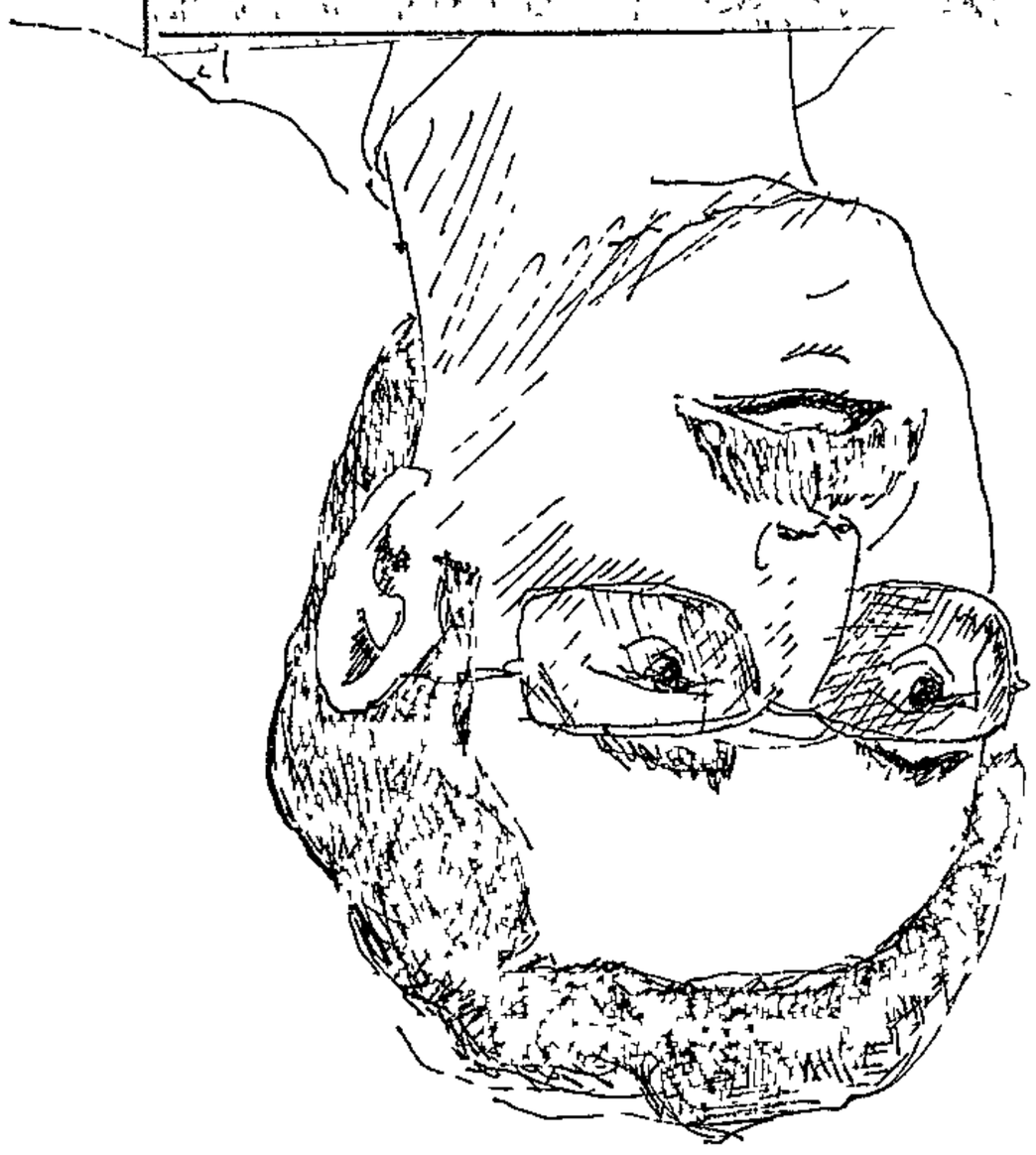
Mr T. P. Philip, general manager of OCC, met Dr R L M. Kotze, Director of Hospital Services, yesterday to discuss a deal proposed by the mines management for joint running of the hospital.

The 85-bed hospital will continue working under OCC management, with a subsidy from the Provincial Hospitals' Department effective from the beginning of August.

Mr Philip said today the agreement would be renegotiated annually.

The Nababeep hospital was threatened with closure when OCC began a severe retrenchment plan brought on by the low market copper price.

Fifty-four white and coloured medical and administrative staff work at the hospital.



SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT

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BEATTIE BUILDING,
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16th June 1977.

Dear Colleague,

RESEARCH WORKSHO[illegible] CAN STUDIES

A copy of the Wo[illegible] losed. We hope that you will find it useful.

We would be grat[illegible] nd us R1,00 to help cover the cost of producin[illegible] report.

N.B. !

Thank you very m[illegible] lso for attending.

Yours sincerely,

Francis Wilson

FRANCIS WILSON

ARGUS 14/7/77 (211)

Fewer Swazis in SA mines

The Argus Africa News Service

MBABANE. — Swazi recruitment to South Africa's mines dropped sharply in the period from April to June this year.

Only 2 461 Swazis were recruited by the Mine Labour Organisation, recruiting agents for the Chamber of Mines, compared to 4 449 during the corresponding period last year

15/7/77 RDM

211

Jobless miners to get help

Own Correspondent

CAPE TOWN — More than 300 coloured miners who will be paid off by the O'okiep Copper Company today — and who were still without job prospects yesterday — will meet township Action Committees on Monday for guidance in their search for jobs.

The committees were formed at a meeting this week.

They will be the main link between unemployed miners and the action committee of prominent Namaqualanders formed in Springbok last week

Last night Dominee Brian Cross of the Nababeep Nederduitse Gereformeerde Kerk, a member of the action committee, said the township committees would hold meetings of retrenched miners in the townships on Monday night to tell them of possible relief, unemployment benefits and job prospects

The main action committee would stay in touch with nearby copper, zinc and diamond mines and with other prospective employers, Mr Cross said

Most of the 193 white miners had firm job offers but of the 376 less-skilled coloured miners few had found work.

The township committees were formed to guide the coloured miners through a post-retrenchment period which could prove difficult and tense, he said

211

SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT

RESEARCH DIVISION
SCHOOL OF ECONOMICS

TELEPHONE 69-8531

★ The Cape Times, Friday, July 15, 1977 11

Jobless miners to meet with action committees

Staff Reporter

MORE than 300 coloured miners who will be paid off and dismissed by the O'okiep Copper Company today — and who were still without job prospects yesterday — will meet with township action committees on Monday for guidance in their quest for new jobs

The township committees were formed on Wednesday at a meeting in the home of Mrs T P "Snappy" Philip, wife of the general director of the O'okiep Copper Company, in Nababeep

These committees will serve as the main link between the jobless miners in the towns of Nababeep, Okiep and Carolusberg and the action committee of prominent Namaqualanders formed in Springbok last week.

The Reverend Brian Cross, of the Nababeep Ned Geref Kerk, who is a member of the action committee, said the township committees would convene meetings of retrenched miners in the townships on Monday night to outline for them relief assistance, unemployment benefits and job prospects open to them.

The main action committee was continuously in touch with other mines — copper, zinc and diamond — in the immediate Namaqualand area and any other prospective employers, Mr Cross said

While most of the 193 white miners now had concrete job offers "of some sort or other", the less-skilled 376 coloured miners were still faced with a "serious predicament" and few had found work.

The township committees were formed to explain what was being done and guide the coloured miners through a post-retrenchment period "which could prove difficult and tense".

School principals in the coloured townships will serve as the main functionaries on the committees.

The American-controlled OCC retrenched 569 miners as part of massive cut-backs while the copper mines go through severe recession, Mr Philip said last week

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Francis Wilson

FRANCIS WILSON

Sun. Times (Extra) 17/7/77 (211)

Labour will act on mine jobless

By NORMAN WEST

MR SONNY LEON, leader of the Labour Party, says his party will ask the Government to nationalize the copper mines of O'Kiep and Nababeeb to keep them running and provide work for the people.

He says the matter will be discussed at their national executive meeting next weekend in Cape Town.

Mr Leon says most of the coloured mine workers belong to the Labour Party and that their head office was in close contact with the workers and the situation there.

He said most mine workers had sent their children to schools in the Cape and added, "It is tragic to think what would happen to the people once they have exhausted their unemployment pay privileges.

"The Government, for instance, has an agreement with the diamond mines of Kimberley that even when the diamond mines become less profitable, the Government will assist to keep them going to provide work for the people.

"The copper mines have now become unprofitable for the Americans and they have pulled out and left the people in a limbo.

"The mines, however, are far from exhausted. This is where the South African Government should come in. They should now nationalize the mines and operate them to keep the people employed and fed.

"They can stockpile the copper until the demand rises again, which must happen.

"The coloured mine workers are particularly hard hit because white mine union policy and the Government's job reservation policies, prevent them from selling their labour elsewhere on the mine market.

"The whites are already being absorbed by other mines, but what about the coloureds?" asks Mr Leon.

"They will drift to the cities where there is no work. This will increase social problems. We are going to ask the Minister of Labour, Mr Marais Viljoen, to give the matter his urgent attention," Mr Leon says.

(2) 211

'Keep blacks out' move rejected

Staff Reporter

RUSTENBURG — A move to introduce a six day week for black mineworkers to limit their use of white shopping centres and other facilities, was rejected here today

But the Transvaal Municipal Association (TMA) congress agreed to ask the Government to help limit the use of white facilities by blacks by

- Establishing better shopping centres in black townships
- Channelling black mine workers to black townships instead of white areas on their days off;
- Getting more local black people to work on mines instead of employing foreign blacks

Mr J F Oberholzer, MPC, chairman of Johannesburg's City Council's management committee, said that if the present 11-day fortnight for black mine workers were changed to a six-day week, other work categories would also have to work the longer week.

"Many businesses in Johannesburg's city centre will have to close. Johannesburg's central square mile pays half the rates of the city and 40 percent of the customers there are black."

But a spokesman for Western Transvaal municipalities where black mineworkers — many from other countries — used white facilities, said he and many other western Transvalers avoided Johannesburg on Saturdays because so many blacks shopped there.

N. Mercury 21/7/77

BLACKS IN CITY 'A MUST FOR ECONOMY'

RUSTENBURG — A move to introduce a six-day week for Black mine workers to limit their use of White shopping centres and other facilities was rejected here yesterday by the Transvaal Municipal Association (TMA) congress.

The proposal was made by a TMA study group.

But the congress agreed to ask the Government to help limit the use of White facilities by Blacks by establishing better shopping centres in Black townships, channelling Black mine workers to Black townships instead of White areas on their days off, and getting more local Black people to work on mines instead of employing "foreign" Blacks.

Mr. J. F. Oberholzer, MPC, chairman of Johannesburg City Council's management committee, said if the present 11-day fortnight for Black mine workers was changed to a six-day week other work categories would also have to work the longer week.

"Many businesses in Johannesburg's city centre will have to close. Johanneseburg's central square mile pays half the rates of the city and 40 percent of the customers there are Blacks."

He said the move would also hit the economy of other towns and would be regarded as a backward step. — (Sapa.)

MINE WAGES

FIN MAIL 22/7/77

Increase, but . . .

211

Both black and white miners will be offered a wage increase soon, it seems. But the black increase currently being discussed is a pittance.

Union sources tell the *FM* that the Chamber of Mines' stance at the conciliation board appointed to discuss the industry's (white) wage deadlock has now changed. "They're now conceding that there is a cake to be shared out We should know by Monday what they're prepared to give," says one union man.

One thorny area is that of when the increases will come into effect The Chamber apparently wants to delay — perhaps until October — but the unions are unhappy about this

If the dispute is settled, black miners will also get an increase This could take effect from August 1. The *FM* understands, however, that the increase will fall far short of those in previous years, and will be closely pegged to the amount the whites get

Indeed, it will probably be only 1% or 2% higher than that for whites. If, as seems likely, the Chamber offers a 5% increase for whites (*FM* April 22), the blacks will probably get about 5% or 6%.

The Unions are apparently still strongly opposed to the Chamber's offer,

A pittance in the offing . . . and more flak from London?

however, and even this increase could be delayed if no conciliation board deal is forthcoming.

It is also likely that, whereas whites will be offered an across the board increase, blacks will get one on minima only. So the pace of black wage increases continues to slow — this time dramatically. In 1975, black miners got a 37,5% rise Last year, they got only 13%.

The minimum wage for an underground worker is now 250c a shift, that for surface workers 155c. The latter works out at a meagre R40,30 a month. Only 5% or 6% on that is derisory.

- In London, the Roman Catholic Archdiocese of Westminister is to sell all but one of its 11 000 shares in Consolidated Gold Fields, the company which is the majority shareholder in Gold Fields of SA.

Behind the decision to sell is a two-year series of negotiations between the Archdiocese and the company, which concentrates on three main issues: the migrant labour system; earnings differentials between whites and Africans; and attitudes to African trade unions

The bishop trustees of the Archdiocese have now reached a point where, they say, they are unable to make any further progress by this means. Diocesan spokesman Monsignor Ralph Brown says that if anything, the bishops were somewhat late in the day in recognising their responsibilities as investors, which seem to have been awakened by a report on Consolidated published in 1975 by Christian Concern for Southern Africa (*FM* 12 and 26 December 1975).

He describes the talks with the company as "polite and without any acrimony".

"We feel strongly that the migrant labour system destroys the family. We are not happy about the elements of racial injustice in the pay and trade union situations," he added. But he declined to give details of the company's responses on each individual point.

Msgr Brown confirmed that there were other SA shares in the church's portfolio and that a dialogue was taking place with the company concerned in each case. There may be further sales in the near future.

Table 6. Comparison of preference for and validity of marriage forms, and actual method of marriage used.

How married	Form most preferred	Form considered valid:	
a) Church only; no *bohadi* (2)	Church	Church	1
		Bohadi	1
b) Church following *Bohadi* transfer (13)	Church	Church	7
		Church & *Bohadi*	2
		Church, Civil & *Bohadi*	1
	Church & Civil	Church	1
	Church & *Bohadi*	Church & *Bohadi*	1
	Church, Civil & *Bohadi*	Church, Civil & *Bohadi*	1
c) Church blessing following *Bohadi* transfer (12)	Church	Church	6
		Church, Civil & *Bohadi*	1
	Bohadi	*Bohadi*	1
	Church & *Bohadi*	Church & Civil	1
		Church & *Bohadi*	1
	Church, Civil & *Bohadi*	Church, Civil & *Bohadi*	2
d) Church blessing following civil ceremony (1)	Church & Civil	Civil	1
e) Church blessing following *Bohadi* transfer & civil ceremony (1)	Church &	ch	1
f) Civil marriage following *Bohadi* transfer (1)	Civil	ch	1
g) Marriage by *Bohadi* only (53)	Church	ch	17
		di	1
		ch & Civil	1
		ch & *Bohadi*	5
		ch, Civil & *Bohadi*	8
	Civil	ch	2
	Bohadi	*di*	8
		ch & *Bohadi*	4
		ch, Civil & *Bohadi*	2
	Church & *Bohadi*	Church & Civil	1
		Church & *Bohadi*	1
		Church, Civil & *Bohadi*	1
	Church, Civil & *Bohadi*	Church	1
		Bohadi	1
h) Union by *tjhobediso* (elopement); fines, no *bohadi* yet (4)	Church	Church	2
	Bohadi	Church & Civil	1
		Civil & *Bohadi*	1

Pay rise for miners

(211)

Staff Reporter

GOLD and coal miners wages will be increased by a blanket R25 a month from August following an agreement yesterday between the Chamber of Mines and the Council of Mining Unions.

The increase is believed to be considerably less than the rise originally requested.

The agreement, which was reached at a meeting of the Conciliation Board appointed by the Minister of Labour to resolve the wage dispute, ended several months of negotiation.

W. Mercury

Award for two miners

26/7/77

211

Mercury Correspondent

JOHANNESBURG — The Chamber of Mines' award for outstanding bravery, an inscribed gold watch, is to be awarded on Thursday to two Black mineworkers at Durban Roodepoort Deep gold mine for their heroism in saving the life of a White miner in December last year.

The mineworkers are Mr. Kedukanetswe Angatu (23) and Mr. Antonio Muchanga (24), who had escaped after pressure bursts at Durban Deep had brought down parts of the rock ceiling.

They returned to rescue their supervisor, Mr. Willem Spangenberg.

CAPE TIMES 26/7/77

Miners to receive R25 increase soon

JOHANNESBURG — Standard rates of union men on gold mines and collieries are to be increased by R25 across the board from the August payment, the Chamber of Mines and the Council of Mining Unions announced in a joint statement here last night.

Agreement on the increases was reached yesterday at the meeting of the conciliation board appointed by the Minister of Labour to resolve the wage dispute in gold and coal industries — Sapa

Wage increase a burden mines can carry

(211) RDM 27/7/77

By DON ROBERTSON
Mining Editor

THE 6% average wage increase granted to white mineworkers from next month will not have much direct effect on mining costs, although it is another factor in the inflation battle.

It is estimated that the increase will cost the coal and gold mines an extra R6 300 000 a year Considering the size of the industry, this is not large

It is less than increases granted in recent years which ranged up to 10% and which did influence unit costs

The gold-mining industry in particular has been most successful in containing costs with the average unit cost rise in 1976 being an inflation-related 14,4%. By contrast, the rise in 1975 was 29% and in 1974 it was 31,9%.

So far this year, costs have moved ahead rapidly, but this was the result of the 25% rise in the cost of Escom power in January and the fact that the large influx of black labour at the beginning of the year was mostly unproductive for almost two months

The cost of power is worrying for the industry Since April, 1976, Escom has increased its charges by 70%, raising the total cost of electricity to the mines from R87-million to an estimated R147-million in 1977, equivalent to a jump in unit costs of 80c a ton milled

In the last quarter to June, cost rises were well held and in many cases were reduced as tonnage milled was raised

In different ways, the wage rise is a triumph for both the Chamber of Mines and the white mineworkers unions and has defused the dispute declared by the unions in April

It is believed that the unions initially demanded 35% more, but through chamber persuasion, agreed to 6% On the other hand, the white miners are the only organised group to receive a wage rise since the introduction of the anti-inflation measures

More important is the inevitability of wage rises for other classes of miners The traditional procedure is for mine officials to be considered for rises next and then the 440 000 blacks

A spokesman for the chamber said that this would again be the case and that these increases would be considered soon It was thought, however, that any such rises would be as small as those offered to white miners.

211

Miners declare dispute on pay

28/7/77

Labour Reporter

While hopes are high among mine officials that they will also get a small pay rise after the deal negotiated with trade unions, one of the officials' associations has disclosed that it has already declared a pay dispute.

"We expect the Minister of Labour will appoint a conciliation board any day now," said Mr H. Mallet-Veale, general secretary of the SA Technical Officials Association.

He said the dispute was declared and an application for a conciliation board was submitted about a fortnight ago.

As in the case of the Council of Mining Unions — which obtained a R25-a-month pay rise from August in a settlement reached this week — officials were told economic conditions prevented any improvements in pay or working conditions, Mr Mallet-Veale said.

COMPROMISE

"As a compromise offer, we reduced our original demand of a 10 percent rise plus other improvements to an eight percent rise without any other benefits — but that was not acceptable to the Chamber of Mines," he said.

By today there had been no notification from the chamber that it intended to review officials' salaries.

"There is no comment that can be made at this stage," a spokesman for the chamber said.

Mr Mallet-Veale said his association comprised about 3 500 winding engine drivers and reduction officials.

(211) FM 29/7/77

MINE LABOUR

Arguing about Saturday

The five-day week on the mines is as much an issue as ever, despite last year's 11-shift fortnight agreement between the Chamber of Mines and the Mine Workers' Union (MWU)

Last week's gold quarterlies, the first since the 11-shift experiment began in April, have brought the issue under the spotlight once again. But it has been simmering for almost as long as the scheme has been going.

The 11-shift fortnight will be reviewed after twelve months. Both unions and employers no doubt have an eye on the Franszen commission into the five-day week, which is still sitting. So it is no surprise that both sides are keen to toughen up their bargaining positions.

The MWU, for instance, has been warning its members not to work overtime on their off Saturdays, and that it will not protect them if they do extra blasting on Saturdays. Employers claim that white miners have also been encouraging Africans not to work overtime.

MWU general secretary Arrie Paulus denies this. "If blacks don't come to work on Saturdays, it's because they don't want to, not because we're telling them not to. I know of cases where my men have come to work and the blacks haven't."

Saturday in the compound . . . why aren't they at work?

Nevertheless the concern on both sides about Saturday overtime, say mining unionists, is an indication that the MWU has not forgotten its goal of a full five-day week. "The more men work on Saturdays, the more employers will be able to say that production can't be maintained without Saturday work. The MWU is staking its claim to a full five-day week", says one.

Another union man adds that the MWU "seems to believe more strongly now that only a full five-day week is the answer".

An MWU man confirms that the five-day week "has always been our ultimate aim", but stresses that MWU complaints that some mines are misinterpreting the agreement by encouraging Saturday work are "technical matters" which have nothing to do with claims for a five-day week.

Certainly, employers would like MWU men to work the extra Saturday: "Production is dropping whatever the unions say, and we're prepared to pay overtime rates simply to maintain production at a reasonable level", says a senior mining man.

He adds that the overtime pattern is "uneven". "On some mines they're very keen to work on their off-Saturdays, on others the turnout is very small It may depend on how powerful the local MWU branch is", he says He adds that the number of Africans working on their off-Saturdays is rising

All the mining houses except Anglo American (who reckon it's too early to tell) argued last week in the quarterlies that production had been hampered by the new arrangement

Paulus retorts that production is up: "I can prove it from the figures", he says.

Employers reply that it is not up as much as it should be They make the claim that the mines' African labour complement is now full, and that this quarter's production figures are substantially down on previous periods when the mines had a full African complement.

It's not an argument that can be settled by the figures Nevertheless, the arguments and counter-arguments are another indication of the war of words that can be expected to grow as Franszen's final report draws near

UNION MEN TO GET R25 p.m. MORE

Staff Reporter

JOHANNESBURG. — The standard rates of the 21 000 Union men on gold mines and collieries are to be increased by R25 across the board from th August pay month, the Chamber of Mines and the Council of Mining Unions announced in a joint statement.

The agreement on the increase was reached this week at the meeting of the Conciliation Board appointed by the Minister of Labour to resolve the wage dispute in the gold and coal industries

This year's increases were kept to the minimum in the light of the Government's call for maximum wage restraint because of the severe economic recession in the country

The agreement resolved the disputes declared by the Council of Mining Unions with the gold mining industry on April 7 and with the coal mining industry on April 21

Union men's wages were last adjusted in May, 1976 when pay for other than trainees was increased by amounts ranging from R36 to R47 monthly The increases were granted in terms of the Anti-Inflation Manifesto of which the Chamber was a signatory

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(211) FM 29/7/77

MINE WAGES

Breaking the barrage

The Chamber of Mines may have settled its differences with the Council of Mining Unions (CMU) by granting union men a 3%-6% wage hike But the mine pay issue is by no means dead

Firstly, some of the mine officials' associations are now staking their claim to wage rises One, the SA Technical Officials' Association, has declared a dispute with the Chamber "Our conciliation board should be appointed any day now We don't believe the Chamber can refuse us an increase now," says Technical Officials' secretary Henry Mallet-Veale.

Some months ago, the Chamber told officials that they wouldn't get rises this year While the Technical Officials didn't accept this, the other officials' associations did. But they, too, appear to be changing their minds "We pointed out then that we were prepared to forego an increase only if nobody else got one This week's deal changes the position and we expect the Chamber to come to us with an offer soon," says an Underground Officials' Association spokesman.

The Chamber accepted that it would have to give the officials something if it settled with the CMU, he says.

The second issue is that of African wages An award should be made soon — but it is likely to be little more than a token increase when compared to those of previous years (*FM* last week).

Ripples in other sectors

It's also likely that this week's deal will have an effect on engineering industry negotiations.

Most CMU unions are also party to the Seifsa talks They point out that the Chamber stressed throughout its talks with them that it was arguing not on the basis of its own ability to pay, but of the example an award would set to other industries

"They kept on telling us that the mines were a benchmark for industry Now that they've settled, we're going to take them up on that We regard this week's agreement as a substantial breakthrough," says SA Electrical Workers' Association general secretary Ben Nicholson.

But Seifsa director Errol Drummond is unimpressed "It's like comparing apples with pears We aren't in the fortunate position of being able to fall back on a commodity like gold. Lay offs are increasing, many firms are working short-time and we simply can't afford what the mines can," he says

Nevertheless, the Chamber's insistence on bargaining on the basis of general economic conditions, rather than on the position of its own members, may yet be felt in other negotiations.

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(9) Aydelotte. Bogue. Fogel (Eds): Quantitative Research in History, pp. 44 - 50.

BLACK MINE WORKERS GET

211

6pc PAY RISE

The Argus Correspondent

JOHANNESBURG. — The 440 000 black mineworkers on South African gold mines and collieries will get a 6 percent pay rise next week, increasing the starting wage of an underground novice from R65 to R68,90 a month.

At present the average monthly wage of black mine workers is R102,40 plus free board and lodging.

Their percentage rise is estimated to be slightly higher than the percentage rise in the average pay rate of white trade union men who are getting R25 a month more.

In rands and cents this amounts to a substantial widening in the pay gap. However various factors have a bearing on this situation.

COSTS R30-million

The black pay rise costs the mine about R30-million a year, while the white increase is estimated to cost them only about R6,25-million a year.

Thousands of would-be black mine workers are still being turned away because of the full employment situation, which is unprecedented for this time of the year.

The Chamber of Mines says black pay increased five-fold from 1971 to 1976 while white pay almost doubled in that period.

5th May 1977

Enquiries regarding the Centre for African Stud
first instance be directed to Mrs. Sheilah Lloyd
Administration.

(e) Such other activities (including participation in
projects sponsored by the Centre for African Studies)
as may be approved by the Committee of Management
from time to time.

(b) The award of special research fellowships to U.C.T. staff
and post-graduate students registered at U.C.T. working
in the field of African Studies at U.C.T. of elsewhere,
including members of South Africa's Black Universities.

(c) The award of travel bursaries to U.C.T. staff and U.C.T.
post-graduate students for projects involving visits to
other African countries.

(d) The award of visiting lectureships at U.C.T. in African
Studies to distinguished scholars from outside the
University of Cape Town.

(211)

Black mineworkers get 6pc salary rise

CAPE TIMES 29/7/77

JOHANNESBURG — The salaries of all black workers on gold mines and collieries will be increased by about six percent from the first of next month at an annual cost of nearly R30 million, the Chamber of Mines announced here yesterday

The new increased rates are being communicated to the men concerned by the mines employing them.

The new Chamber minimum starting rate for a novice underground worker will be R68,90 a month, plus free board and lodging.

Rates above the minimum are set by the mining houses in a series of job categories depending on skill required and experience Average earnings before the increase were R102,40 a month, plus free board and lodging

In the period 1971—1976, while white mine earnings almost doubled, black earnings increased five-fold

This year's increase was made against the background of deepening economic recession and in accord with government calls for maximum wage restraint, the statement said — Sapa

African miners get 6pc pay rise

211

RDM 29/7/77

By CLIVE EMDON
Labour Correspondent

PAY FOR ALL 440 000 African workers on gold and coal mines will be increased by about 6% from next month This will cost the industries R30-million.

In an announcement last night the Chamber of Mines said the minimum starting rate for novice underground workers would rise from R65 to R68,90 a month.

Workers also received free accommodation, food and other benefits worth more than R40 a month.

The Africans' pay rise follows last week's compromise between the Chamber and the Council of Mining Unions which gave a R25 a month increase to the 18 990 mineworker and artisan members of the seven white unions.

All pay rates above the minimum are set by individual mining houses according to skill and experience.

The current average earnings — including overtime — of African underground goldminers is R102,40 a month. It has risen more than fivefold since 1971, when it was R18 a month.

The Chamber of Mines said that prior to their R25 increase the average earnings of white miners and artisans on gold mines had been R843 a month The figure for coal mines had been R833.

The Chamber of Mines said the 6% rise for African miners — made "against the background of deepening recession" — was in accord with the Government's call for wage restraint.

Two weeks ago the 3 500-member Technical Officials Association, which represents white mine engine drivers and reduction officials, declared a wage dispute with the Chamber.

The Minister of Labour, Mr S P Botha, will now appoint a conciliation board to resolve the dispute.

Wage gap on mines now tops R700 a month

211

RDM 30/7/77

By CLIVE EMDON
Labour Correspondent

THE WAGE GAP between average earnings of black and white mineworkers has nearly doubled in the past seven years and now stands at more than R700 on monthly pay.

The ratios between earnings have closed considerably — they were 1 24 in 1971 and now stand at 1·8,3 on goldmines — and though white earnings have nearly doubled in the seven-year period while black earnings have increased by more than fivefold, the wage gap in cash terms continues to rise rapidly.

The Chamber of Mines has released figures to the Rand Daily Mail which show that current average earnings (including overtime) of white miners and artisans on goldmines is R843 a month and on coal mines R834 a month This is before the white wage rise of R25 a month which comes in next month

Average earnings of black miners on both types of mine is R102,40 a month says the chamber. The average embraced all 440 000 black mineworkers at surface and underground jobs

The chamber of mines gave the following annual average earnings for miners since 1971:

YEAR	WHITES (gold)	WHITES (coal)	BLACKS (gold and coal)
1971	R432	R386	R18,44
1972	R472	R416	R21,32
1973	R599	R548	R29
1974	R675	R620	R47
1975	R763	R729	R79
1976	R843	R834	R92
May 1977			R102

Taking the gold and coal average earnings of blacks against average earnings of white gold mineworkers, the wage-gap has increased by 79%, and for white coal mineworkers and blacks by 99%.

The chamber this week announced a 6% pay rise for all black mineworkers

The Department of Statistics says the cost of living has nearly doubled since 1970 — with the consumer price index rising by 93,3 points

Copper mine men find jobs

ARGUS 3/8/77 (211)

ABOUT 140 of the 376 coloured labourers retrenched from the O'okiep Copper Company in June have found alternative work, the general manager of the company, Mr Peter Philip, said yesterday.

And the action committee formed to help retrenched workers has also found employment for a further 100 workers in a Port Nolloth canning factory, from November this year until June 1978.

'It is difficult to estimate, because when people leave us we do not know if they get jobs,' Mr Philip said

But from information from his personnel department and from his own estimates, he thought it likely that 85 had definitely found jobs, plus a further 50 or 60 'possibles.'

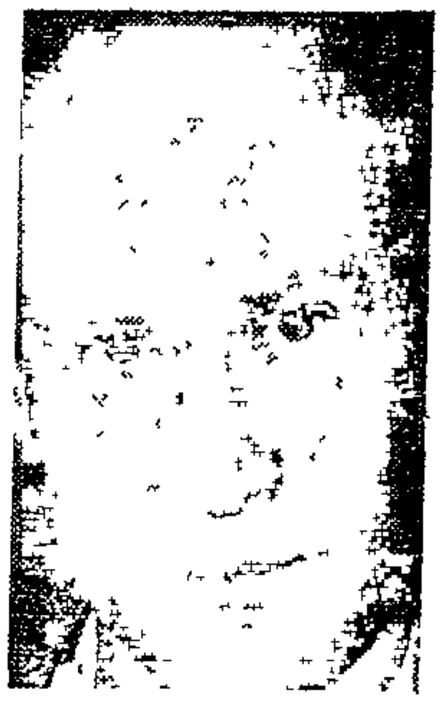
'But this is more of a gut feeling than anything else,' he said.

Accurate estimates were also difficult because none of the labourers had left their houses They have been given tenure until the end of August and Mr Philip said many who had found work in neighbouring areas left their families in Nababeep

Mr Carl van Wyk, local agent for the Department of Labour who heads the action committee formed after the retrenchment to handle re-employment and stop an exodus from the area, said yesterday that the situation was not as bad as had at first been thought

He had secured work for 100 workers at the Hickson Canning Company's factory in Port Nolloth, although they would only be able to start work when the crayfish season opened on November 1.

Some workers had also been taken back to replace workers who had left the employ of the mine of their own accord.



DR G J KUHN of the Uranium Enrichment Corporation has been appointed head of the CSIR's Magnetic Observatory in Hermanus in place of the retiring Mr A. M van Wyk Dr Kuhn, a graduate of the University of Potchefstroom, is known for his work in upper atmosphere physics in Antarctica. He will take up his post at the Magnetic Observatory on September 1.

JOBS COLOUR BAR FM 5/8/77

Anglo's tougher line (211)

The Industrial Tribunal is assured of a lively time when it meets on August 8 to review job reservation determination 27 (*FM* July 8)

The determination, under section 77 of the Industrial Conciliation Act, reserves the jobs of ventilation official, sampler and surveyor on the mines for whites. And, unlike most of the tribunal's reviews of statutory job reservation so far (which merely legalise de facto situations), it's something of a hot potato

First, Arrie Paulus's Mine Workers Union (MWU) called on all workers affected by the determination to demand its retention He suggests that they instruct their union, the Underground Officials' Association, to oppose its withdrawal

Now Anglo American has hit back It has circulated a letter to all white employees on its gold mines, announcing that it will request that the determination be cancelled or suspended Although the letter is a general brief on Anglo's policy towards African job advancement, it's obviously aimed at the determination Possibly Anglo also has in mind the possibility of further clashes on the jobs colour bar

The corporation, says the letter, has no intention of introducing a wide range of changes in job structures Further, no changes will be made "until they have been discussed with, and understood by, the white employees concerned" and their union The letter also says that no white will lose employment or suffer a drop in pay as a result of job changes, and that white jobs won't be given to blacks at lower pay rates

Despite the assurances, unionists say they are unhappy with two clauses in the letter The one says that "at some time in the future, rates paid to present employees may not necessarily be paid to new employees in the same job" The other stresses that "no present white employee will be paid at a rate lower than at present"

White labour may therefore be protected now, say the unions, but what will happen in the future? They add that they also want to know why Anglo put the letter out in the first place if it wasn't planning changes.

Replies an Anglo spokesman "We are aiming to give workers a clear indication of our policy, and to follow up the industrial relations courses we've been running for white employees"

The key reason, however, is the determination currently being reviewed.

The letter aims, says the Anglo man, to "allay feelings of insecurity among whites concerning our evidence to the tribunal We want to reassure them that no individual's job is in jeopardy if the determination is cancelled" It also hopes to "counter any adverse propaganda generated by Mr Paulus, particularly through *The Mineworker*

So it seems that Anglo is now preparing to fight Paulus on the job reservation issue How does Paulus feel about the circular? He's not saying — at least not until his official reply is published in the coming issue of *The Mineworker*, he tells the *FM*

The tribunal's decision on this reservation should give a clear indication of whether its concern stops only at "paper" job reservation orders -- or whether it is going to stand up to the white unions.

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Mine union in new shift row

RDM 29/8/77

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By DON ROBERTSON
Mining Editor

THE DISCORD between the Mineworkers' Union and the gold mining industry over the 11-shift fortnight has reached a new impasse.

On the one hand the industry has claimed that the new working system has resulted in a loss of production estimated at 6%. The union claims that its introduction may have been partly responsible for an increase in production which it has estimated at 6,8%.

The contrasting figures result from the tonnages produced by the gold mines for the quarter to June. These certainly show that for the industry as a whole, a total of 18 167 000 tons were milled compared with 17 094 000 tons in the March quarter.

But without fail, all gold mines reported that in the quarter to June production, although generally higher, was effectively lower than could have been achieved because of the 11-shift fortnight.

They pointed out that for the first time since the 1974 June quarter, the mines had a full labour complement. This should have resulted in a bigger production increase than was actually experienced.

In contrast, Mr P J "Arrie" Paulus, secretary of the Mineworkers' Union, says in the latest issue of The Mineworker that the 11-shift fortnight possibly had something to do with the June increase.

Semantics such as these seem destined to achieve nothing except animosity, bearing in mind that both sides have agreed that it will take about a year before the full effects of the new work system can be assessed.

The Chamber of Mines is understandably reluctant to be drawn on the issue at this early stage but is nevertheless fairly outspoken in some of the claims made by Mr Paulus.

It has said in a statement: "The increase in tonnage milled from the first to the second quarter of this year was not due to the introduction of the 11-shift fortnight. Examination of past quarterly results shows that such fluctuations are not uncommon.

"Mining houses have reported in quarterly reports that the 11-shift fortnight, in fact, adversely affected production."

Backing its case, it draws attention to the fluctuating nature of quarterly production by recording that in the first quarter of 1976, mill throughput was 18,4-million tons. In the second quarter it rose to 19,3-million tons and to 19,8-million tons in the third quarter, falling to 18,7-million tons in the last quarter.

Mr Paulus's statement on production increases in the past quarter is patently too simplistic. So too is his statement that "One gets the impression that the Chamber will almost be sorry should the production increase be attributable to the 11-shift fortnight."

The answer to this all-important matter must surely lie in mutual trust and liaison, rather than in the conflicting and at times inflammatory statements that have been made since the introduction of the system in April.

pon presenting themselves at the Associations' outhern Rhodesia'. In addition, the W.N.L.A. ative Labour Limited (originally entered into armers' Union in 1943), whereby W.N.L.A. would is those workers recruited for the mines but remained undisturbed.[12/] This agreement 65 when the A.N.L.L. folded up and ceased

petition' between the two bureaux worked . the higher wages stipulated on the latter's ant determinant of the distribution of labour Nyasaland government limitations on permissible abled the R.N.L.S.C. to secure a growing t maximum was periodically re-negotiated aland a similar pattern of W.N.L.A. superi- R.N.L.S.C. recruitees from this country being e 22° S. the N.R.C. operated for the Chamber

of the Federation in 1953, whereby Nyasaland political power of Southern Rhodesian employers, continued to dominate the Nyasaland foreign contract labour market. Southern Rhodesia continued to place most of its reliance on the v' system though the R.N.L.S.C. did build up annual recruitment ively high level. The peak was reached in 1956 with a total t of 16 234 workers. After 1958, with the onset of economic in the Federation, the growth of a substantial labour surplus n Rhodesia and the adoption of a new foreign labour policy by rn Rhodesian government, the R.N.L.S.C. contract system faced ncreasing supply constraints. Its annual throughput began ally to be run down. This occurred as W.N.L.A. hegemony in became more easily asserted and as farm wages fell seriously in in Rhodesia after 1963. By 1960 the Chamber of Mines (S.A.) ited 83 000 'Tropicals' (20,9 per cent of all their African mine- South Africa). By 1973, as may be seen in the table below, the Malawian workers alone had reached 106 638 or 27,7 per cent of the total complement.

/Table 1 .....

R102,40 a month.

In June, according to the Chamber, there were 389 350 Africans working on gold and 73 515 on coal mines falling under its umbrella Men on the surface constitute about a third of the black complement on collieries and one-quarter of it on gold mines.

The 6% increase is of course barely more than half the current rate of inflation. The Chamber acknowledges that black miners, as well as white, are suffering a "diminution of real earnings", but says that blacks are "cushioned against this to an extent by the provision of free board and lodging". This it values at R40 per man per month, but says the figure is being revised "in view of the substantial increases in costs in the past year".

Pointing to the five-fold increase in black wages in the period 1971 to 1976, the Chamber says that "there has been little or no improvement in productivity. There are obvious limitations on the granting of increases without appropriate advances in productivity At present, the categories of work performed by black and white are so far apart that even with large percentage increases at the lower levels the wage gap tends to widen"

With minuscule increases at lower levels, it widens even more Current average monthly earnings of white union men are R843 all-found

The Chamber adds that "the mining industry wishes to see a unified wage structure for all employees with job opportunities for blacks in higher-paid work categories. It is only along the road of job advancement that significant progress can be made in the closing of the

MINE WAGES

Minuscule increase

Despite the 6% wage rise for black miners announced last week — and predicted by the *FM* on July 22 — the minimum monthly wage on gold and coal mines is still only R42,90

This is the starting rate for blacks working above ground Surprisingly, however, it was not mentioned in the Chamber of Mines' press release on the new black wages It referred only to the new starting rate for underground men — R68,90 - and the fact that average black earnings prior to the increase were

FM 5/8/77

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wage gap."

For black miners, it's a classic case of Catch-22. Wage-rises must be related to productivity gains, but the manner in which black miners' abilities are utilised and their productivity depend on the kinds of jobs which whites allow them and train them to perform

The large percentage increases in black pay in the past few years are of course not unrelated to the serious labour shortages which the mines have experienced With the mines currently flush with labour, and an abundance of unemployed throughout southern Africa, supply-based reasons for increasing black wages are not now operating

The supply-price of black mine labour is further held down, of course, by the fact that black miners have no wage bargaining rights within a market where basic wages are not determined by competition but regulated by agreement between the mining houses

grass species are Eragrostis chloromelas, Elionurus tortus, Brachiaria serrata and Eragrostis capensis. Eragrostis sclerantha, a species found only on sandy his area. Digitaria monodactyla, although y soils elsewhere, is more common in this situation.

s chloromelas - Elionurus argenteus - Heteropogon a co-dominant grassland community.

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is medium high grass (Fosberg, 1961) and grassland according to the annotation classification has a graminoid basal cover of more than one per cent and a dwarf shrub aerial cover of less than two per cent. Basal cover for this type is generally above four per cent. This grass complex has a photo colour of Brown (Br) with accompanying colours of light yellowy-greyey-purple (lygyp) depending on the total species composition. Where the cover drops there tends to be a grey photo image response to Eragrostis chloromelas dominance.

There is a positive relationship between this community and the micro-relief hillocks which have sandy Clovelly and Mispah form soils associated with them.

These co-dominant species alternate in being the primary dominant. The dominant species are those that make up at least 10 per cent of the total basal cover, while the primary dominant is the species with the highest basal cover. Where overall heavy grazing has been evident, Eragrostis chloromelas occupies the dominant position, especially when damage to the vegetal canopy has occurred and where cover values are lower. Elionurus argenteus is favoured under a lighter selective grazing, particularly on the southerly aspects. This finding is at variance with Roberts (1971) though Opperman and Roberts (1974) suggest that there is a correlation between the occurrence of Elionurus argenteus and the southerly aspect. Heteropogon contortus is associated with Elionurus argenteus in areas of higher cover where soils are slightly shallower. Heteropogon contortus favours the

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THE ARGUS, WEDNESDAY SEPTEMBER 14 1977

Mines chief optimistic on labour

JOHANNESBURG. — The mines' black labour supply position is encouraging, says Mr L. W. P. van den Bosch, the new chairman of the Chamber of Mines.

FINANCE

Mr van den Bosch said in an interview the black labour supply had been about 100 percent of requirements since January. Of the total 52 percent came from South Africa and Transkei.

Signing of South African labour on a six-monthly basis had led to a drop in productivity because it took some months before a man reached his peak of efficiency and then if he kept his six-monthly agreement he left the industry after only a few months of working efficiency.

However, his labour would be more stable in future, aided by the return to the mines of experienced men.

RECESSION

At present, unlike in previous years, there were not many mine-workers breaking their contracts.

'One of the main reasons must be the economic recession which has made the employment possibilities of the mining industry more attractive.'

The industry now had a wider selection of volunteers in the recent past. Because of this the industry was confident it would not have the shortage of men there was at the end of last year.

MAINTAINED

Mr van den Bosch expected gold production to be maintained although the effects of the 11-shift fortnight had still to be accurately evaluated. He expected uranium production to rise strongly.

He was also confident about growth in the long term. He believed the greatest impact on price would be through speculation and investment, aided by a steady growth in industrial demand.

'In the long term I believe the gold price will continue to rise at least as fast as the rate of inflation of paper money,' he said. — Sapa.

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Laid-off miners are still jobless

(211) RDM 12/9/77

Own Correspondent

CAPE TOWN — About half of the coloured miners retrenched by the O'okiep Copper Company two months ago have been unable to find other work.

The general manager of the company, Mr T P Phillips, said at the weekend the figure was only an estimate because records were not kept on former employees.

The company announced early in July that it was retrenching 193 white miners and 376 coloureds and curtailing operations because of a slump in world copper prices.

Five hundred black workers would be repatriated to the homelands when their contracts expired.

Mr Philips said he was only aware of one white miner who had failed to find another job.

Most of the families of coloured workers had remained in Namaqualand, but some would probably leave as the men found jobs elsewhere.

The action committee formed to find jobs for the workers was now largely inactive, but a charity sub-committee was still helping families in need.

Van den Bosch sees firming gold price

(211) RDM 14/9/77

Confidence on mine labour and containing costs

By ADAM PAYNE

IMPROVED labour supplies in the gold-mining industry, firming gold price in the long term and cost increases this year limited to between 12% and 16% are predicted by the president of the Chamber of Mines, Mr Lynne van den Bosch.

Interviewed by SA Mining and Engineering Journal, he said that increases in white and black wages and in officials' pay would probably account for 50c a ton in increased costs

He considered the black labour situation more encouraging than it had been for several years

He did not expect the big valley — the shortage of black labour — to develop at the end of this year as it did last year

There was a far better mixture of labour, he said, with men from Rhodesia, Malawi, Mozambique, South Africa, Transkei, Lesotho and Swaziland

"Indications are that the labour force is far more stable than in the past. One of the main reasons must be the economic recession which has made the employment possibilities of the mining industry more attractive.

"Africans realise there is more stability in mining than in other industries which have been hit by the recession and have paid off workers."

The six-month service contracts of the South African workers had led to a drop in productivity because it took months for a man to train and soon after he had achieved efficiency and fitness, he left

Mr Van den Bosch forecast that this labour would be more stable in future with the situation improving as experienced men returned to the mines

On investment in gold mining and in South Africa generally by overseas investors, he believed confidence would increase as the economy of South Africa improved

"I am confident that we have left the bottom," he said

"Business results attract people in spite of political problems When the mining industry needs capital, it will get it, but not as easily as previously The important task is to find more profitable mining projects"

Mr Van den Bosch said the big challenges for his year of office to June, 1978, as president of the Chamber of Mines, were productivity and the control of costs

There were four main areas for technical improvements

Firstly, the use of chilled water instead of air for cooling at depth was an advance which should enable mining to go to greater depths.

Secondly, in cleaning rock from stope faces, armoured face conveyors offered the best mechanical method.

Thirdly, there was scope for improving support to keep mining areas open with the use of wet concrete pumped from surface for use in supports.

Fourthly, in rock breaking, he commented on a general improvement in explosives, but said there would also be some opportunity for bringing in mechanical means for cutting or breaking rock

WHITE MINERS FIN. MAIL 7/10/77

Colour-bar dispute

211

Yet another labour dispute has been declared in the mining industry. For once, however, it seems that it will be settled without the help of a conciliation board.

The dispute was declared by the Mine Workers' Union (MWU) after negotiations for a new wage agreement with the American-owned O'Okiep copper company broke down.

The MWU's chief complaint is that O'Okiep was attempting to substitute coloured for white workers at a time when white workers are desperate for jobs because of recent lay-offs at the mine.

According to the union, O'Okiep demanded this concession in exchange for agreeing to the same wage rise (R25 per man) which mines affiliated to the Chamber of Mines granted earlier this year. While O'Okiep is an associate member of the Chamber, it is not covered by MWU-Chamber agreements.

O'Okiep's general manager, Peter Philip, replies that the company's request was misunderstood. "We weren't asking to move coloureds into white jobs permanently. We are linking up to Escom power soon, which will mean that our own power stations will close down soon. We only wanted to use coloureds there until they do close down."

He adds that "this is the only sensible thing to do because whites are obviously not keen to work when they know they will be laid off soon". This won't be a problem for coloured workers because they can be placed elsewhere once the stations close, he claims.

According to Philip, MWU general secretary Arnie Paulus refused to discuss this issue at the last meeting between the two parties, arguing that it was "the thin end of the wedge" and that it would give management an opportunity to replace whites on a larger scale

Paulus tells the *FM* that the company initially asked for permission to replace coloured workers in all areas of its operation, but subsequently backed down "They told us it would cost them R30 000 to bring 20 whites to the mine and that this was too costly It's only now that they are saying that they only want to use coloureds in the power plant."

It seems, however, that the dispute will now be settled. Says Philip: "We have explained the situation to the union and I think they now see that we aren't trying to phase their members out permanently."

Paulus agrees that a settlement is likely next week, when he is due to meet O'Okiep management.

MINE LABOUR FIN MAIL 7/10/77

More 11-shift woes

211

The war of words over the 5-day week/11-shift fortnight on the mines continues unabated At the same time, Minister of Mines and Labour Fanie Botha recently informed the parties involved that the Franszen Commission enquiring into the matter would not issue a final report

The Government Mining Engineer tells the *FM* that the commission has been instructed to monitor the progress of the 11 shift fortnight and to present quarterly reports to the minister

Any further report from the commission will simply be an edited version of the interim report published earlier this year

Both the employers and the Mine Workers' Union (MWU) are busily trying to strengthen their bargaining positions as the April deadline for the 11 shift fortnight experiment approaches

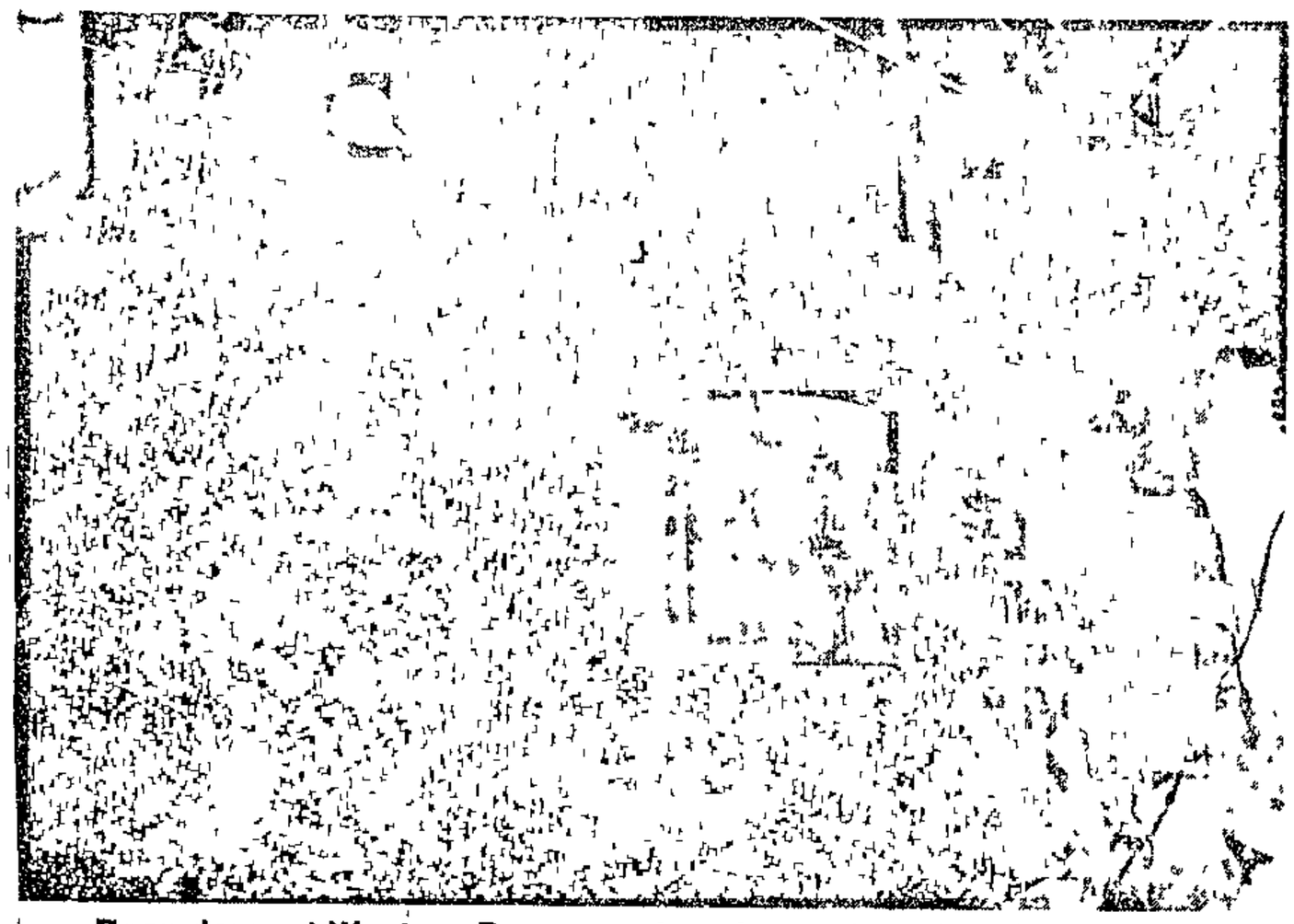
The MWU will no doubt be pressing its claim for a full five day week when April comes around while the mines are equally likely to resist this

Recently, Goldfields Chairman Adriaan Louw blasted the 11-shift fortnight, claiming it had drastically affected production For his part, MWU chief Arrie Paulus charges that mine managements are "sabotaging production" by withholding materials from his men and not clearing ore passes Mine managements, he alleges, are trying to contain production in order to thwart the five-day week

"Nonsense! What management ever deliberately tries to keep production, and hence profits, down?" replies one industry man He also charges that the union is simply attempting to explain away unsatisfactory production levels

Paulus says that some managements have been trying to induce MWU members to work on their off Saturdays by, for example, offering them legal assistance if they work on their free Saturdays and contravene mine regulations

Recently the MWU suspended one member whom its executive said was working "excessive overtime" Paulus now tells the *FM* that he "has no complaints" about this aspect of the agreement "There have been no further problems with overtime work" he reckons



Deep down at Western Deeps . . . hanging on for a five-day week

Greater accent on labour ahead

(211) RDM 7/10/77

A MORE labour intensive basis for development would come about next year which would increase the local content in capital investment and would be good for the local capital goods industry, Mr M C O'Dowd, a manager of Anglo American Corporation, said at the Business Outlook conference.

"In the longer term the prospects for the local capital goods industry are better than they have been for some time in the past."

In 1978 there will be no increase in demand for capital goods from the consumer orientated manufacturing sector

"Even if the recovery in that sector gets under way — which it well may do"

There would be no increase in demand for capital goods from the mining industry At best the demand would remain level — at worst it would fall off somewhat

There might be an increase from the public sector — "Though I would not expect this to do much more than to take up any slack created by a fall in demand from the private sector"

"Overall the prospect is one of a sideways movement," said Mr O'Dowd — Sapa

MINE LABOUR (211) FM 7/10/77

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(211)

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The STAR Thursday October 20 1977

The Teba complex at Eloff Street Johannesburg Bottom right shows existing hospital now being renovated while the new Wenela Specialist Hospital is on the right of the sports field Above the field and to the right are the processing centres and living quarters, while at the top right are staff houses Booysens station is at centre left and Eloff Street cuts across the bottom left-hand corner

flow to and from South Africa — incoming recruits and outgoing repatriates — reaching 1 500 to 3 000 a day, the Teba undertaking will be a vital service.

From the complex there will be an outpouring of men to the mines in a way which has no precedent in South African labour relations.

TV, films

There will be a medical check building, and living quarters for the two-way traffic, and mine couriers will guide the men through the settling-in procedures.

The men will be under the supervision of a large number of black staff in permanent residences, and other features of the complex will include a recreation area, kitchens, a bus station and rail link at Booysens.

There will also be a record-of-service department, as well as a television and film unit which will make both instructional and entertainment films

A special feature, too, will be a public relations media department which will cater for black leaders who may wish to send visitors to the industry.

There will also be VIP quarters for the black leaders.

Says Mr Crawford: "We have had very favourable response from homeland leaders who have been invited to see conditions on the mines at first hand — among them Chiefs Buthelezi, Phatudi and Mangope."

Hospital

Allied to the venture will be the Wenela Specialist Hospital of the Chamber of Mines — a 500-bed hospital with the most modern and sophisticated equipment

The cost per bed at the hospital is more economical mainly because of advance planning and lay-out, while still maintaining high standards in equipment and facilities.

The hospital will provide an entire range of specialist services in all disciplines, and will be staffed by a full-time staff which will also provide a consultative service to other hospitals in the industry.

Says Mr Patrick Lowe, surgeon superintendent at Wenela "This hospital is intended to provide a specialist medical service equal and parallel to that already provided for whites within the mining industry."

Additional land for Johannesburg's Teba which will cover 6 ha, was bought from Rand Mine Properties for R1,2-million.

The main contractor is Tiber Bonvec, and the value of the project to that company will be more than R7-million — a welcome injection of funds into today's ailing building industry.

Social boost

Architects, Neill Powell Neill Inc, are responsible for the design of all the projects work, which is worth R13-million.

LTA has been awarded the Oberholzer and Welkom contracts at a total value of more [illegible] R1,2-million, whil[illegible] earthworks at Elo[illegible] Street were wor[illegible] R400 000 to Murray [illegible] Roberts.

Teba is more than major propert[illegible] development, but grand exercice in socia[illegible] well-being in times change. In its foun[illegible] dations could be bedrock of strengthen[illegible] ing relations with [illegible] states from where [illegible] draw the resources [illegible] manpower.

Certainly, it is testimony to the [illegible] intentions of S[illegible] Africa in caring for [illegible] men who come to [illegible] mines.

The Star

Thursday October 20 1977

CLASSIFIED ADVERTISEMENTS INSIDE

A vast new undertaking is taking shape to upgrade the facilities and services for mine manpower — one of South Africa's vital assets. FRANK JEANS looks at Teba — the new giant which is striding out in a new labour relations venture which bids fair to revolutionise the concept of living conditions for migrant mineworkers and act as an exercise in good relations.

A giant grows in Eloff Street

211

The great mine labour revolution

th Africa is eping away the nsit camp and pound" image ich once lcomed the usands of kers who came m southern ica to work in country's es.

stead, on Johannes- 's doorstep a new ter- l for migrant work- is taking shape, opriately nudging he old on one of the 's historical mining in Eloff Street — inson Deep.

his main artery in mainstream of grant labour will e five other satellite plexes, and is the rall concept of The Employment Bureau of Africa (Teba), the labour arm of the Chamber of Mines.

The Eloff Street giant will have spin-offs at Oberholzer and Welkom, while three others are possible at Klerksdorp, Evander and Rustenburg.

The projects are being developed to match the needs of one of South Africa's most precious assets in the '70s — mine manpower.

The contract for Teba in Eloff Street will be finalised next week, and will involve a capital outlay in the region of R9-million for buildings, land costs and earthworks.

Says Mr Archie Crawford, manager of Teba Public Relations Media: "The mining industry, in my opinion, is leading the field in efforts to provide better living and working conditions and recreation for black employees."

With the mine labour

LABOUR RELATIONS (211)

Anglo's policy

FM 21/10/77

Circulating somewhere within Anglo American is a document containing guidelines to be followed by the group's industrial companies in their dealings with African employees A glimpse of the thinking behind this document is contained in an article by Anglo executive director Zach de Beer in the latest issue of *Optima*, published this week

De Beer says that "it is unwise and self-defeating to deny workers the ultimate right to form the organisations they want" Referring to Harry Oppenheimer's statement in 1974 that black workers would not accept forms of representation which differed from those available to whites, De Beer adds that "it is not for management to tell workers what form their representative organisations should take . The choice must be theirs"

Drawing on extensive appraisals which Anglo industrial relations staff have made of worker representation systems in Britain, the US, West Germany, Japan, and Zambia, Anglo favours a "two-tier" system of labour relations This involves marrying certain aspects of the Industrial Conciliation Act (which provides for trade union rights for white, coloured and Indian workers) with the committee system for African workers established by the Bantu Labour Relations Regulation Act.

Says De Beer "There are people who see works and liaison committees as an alternative to trade unions, and either support or oppose them as such In our view, both attitudes are based on fallacy. We are sure that the enterprise level committees should be seen as complimentary to, and in no sense competitive with, any unions which may develop"

De Beer sees committees as "democratising" trade unions and preventing their becoming estranged from their members He also makes the point, however, that factory level committees or works councils should be elected by all the workers in that factory regardless of whether any or all of them belong to trade unions

At the same time, however, trade unions will serve to give the factory-level committees or councils strength and expertise

De Beer's views on this question have much in common with the code of conduct recently adopted by the EEC (*FM* September 7) and the practices followed by some of the black unions associated with the Urban Training Project

De Beer also refers to the current debate in South Africa on in-company unions (*FM* July 15) Anglo is not "intrinsically hostile to the company union — we simply say that it will succeed if the employees want it and have trust in it, and will fail if they do not."

De Beer adds that Anglo prefers industrial unions to craft unions and unions based on ethnic loyalties In the long run, "developing separate institutions for black workers may be almost as dangerous as denying them any bargaining rights at all" However, he concedes that "race conscious blacks" may now refuse to join non-racial unions even if asked to do so

"If for this reason separate black organisations have to be accepted we believe they should be regarded as temporary and every effort made to bring them together with those organisations in existence when this becomes possible"

Of course, as De Beer notes, sound industrial relations depend as much on government policy and on changes in legislation as on employee and worker participation

Enunciating principles such as these at a head office in Main Street is one thing Getting them put into practice throughout a vast organisation like Anglo is quite another "Preaching from the centre," De Beer says, "will by itself achieve nothing It is at factory level and especially on the shop floor and shaft interface between black and white employees that constructive action is required"

And that, precisely, is the challenge which De Beer and all those under him now have to meet.

FM 21/10/77 (211)

WIEHAHN COMMISSION

Mining men at odds

The mining industry is battling to reach consensus over its evidence to the Wiehahn Commission. There has even been talk of some mining houses not associating themselves with the Chamber of Mines's evidence.

The *FM* understands that the Chamber's attempts to draw up proposals for Wiehahn have been delayed by disagreement between liberal and conservative factions within the industry.

The conservatives, said to be led by Gold Fields, apparently argue that migrant miners should be represented by "mine level committees" or "enterprise unions" only. The liberals argue that the conservatives' proposals will make it impossible for the industry to achieve a unified industrial relations structure and that full trade union rights should be extended to black miners.

The conservatives seem to want to be left free to devise their own form of worker — management communication. The liberals reply that this could allow some mining houses to get away with virtually no worker representation while others bargain with strong worker bodies.

The *FM* understands that the dispute has been referred to the Chamber's executive, which agreed to draw up a document to submit to the Commission.

This has not yet been fully debated, however, and some sources say it's unlikely that agreement will be reached when it is debated.

The Chamber claims, however, that the matter has been resolved. "We've reached consensus and a document is being drawn up. This should get to the Commission by the October 30 deadline," a spokesman tells the *FM*. He concedes, however, that the document "has not been approved by the Chamber yet."

Some of the more liberal industry men fear, however, that even if a document is agreed to, it will be of little value. "It will probably be very vague in an attempt to satisfy all parties. Its the old problem of watering down principles to preserve consensus," says one.

There is even a possibility, he says, that some of the houses will "go it alone" as far as evidence is concerned.

RDM. 21/10/77

Death fall at mine

212

A MINER, Mr Pieter Gerhardus Viljoen, 39, was killed at the West Rand Consolidated Gold mine near Krugersdorp yesterday when he slipped from a ladder and fell 16 m to the bottom of a shaft.

Mr Viljoen leaves a wife and two children, a son aged 14 and a daughter aged 10 — Supa.

Gold mine productivity level down

(211)

S. Tribune 30/10/77

Finance Reporter

LABOUR productivity on the gold mines is dramatically down despite denials from trade union officials.

Since the compromise arrangement of the 11-shif-fortnightly agreed between the Chamber of Mines and the Mineworkers Union started in April this year, labour costs have soared. A 12-month trial period has been scheduled to find out whether production can be maintained without additional costs. By this arrangement, mineworkers are entitled to have alternate Saturdays off, but many volunteer to work an overtime shift. A similar arrangement has been made for black workers.

Union officials contend that production since April equals that of the previous quarter and that this proves that miners can produce as much with the 11-shift fortnight as with the previous six-day week.

But mine management says production was way down in the months prior to the introduction of the 11-shift-fortnight because of an acute shortage of black workers. This shortage has now been made up and mines are working with a full complement of blacks. Therefore they say production should have increased — but it hasn't.

It is clear the Chamber of Mines would not like the 11-shift fortnight to be adopted permanently.

Because of the new arrangement, a black worker now receives 2½ days pay for Saturdays worked on overtime and this is well over a third of his week's pay. This has increased black labour costs dramatically.

Chairman of Goldfields of South Africa, Adrian Louw, says the situation has now been created where the discretionary portion of monthly disposable income earned by migrant mine workers is greater than that of unskilled men in industry.

The mines have reached the situation where they will be forced into mechanisation instead of maintaining their labour intensive operations

Louw points out that in a country calling for some 200 000 new work opportunities to be provided each year, this would be a very harmful step.

Yet more critical productivity headaches face mine management with black productivity The proportion of labour from South Africa and the Transkei, compared to outside sources, has increased to 53 percent compared with only 22 percent four years ago.

Unfortunately, local migrant labour will generally sign up for short term contracts of six months duration only and this is a contributing factor to the dropped productivity.

Platinum mine cuts staff by 5 200

RDM 2/11/77

(211)

Staff Reporter

RUSTENBURG Platinum Mine is reducing its work force by 200 whites and 5 000 black employees because of a 10 to 20% cut in production.

This was announced yesterday by Johannesburg Consolidated Investments which runs the operation.

The retrenchments will be the second at the mine in less than three years.

In 1975, 350 whites and 5 600 blacks were laid off when Rustenburg Platinum cut production by 25%.

The statement announcing the cutback said: "A reduction in the rate of Rustenburg's output will help to bring the world wide supply and demand position into balance and will also result in a deferment of capital expenditure."

The length of the cutback would depend on future developments but every effort would be made to find alternative jobs for affected employees, the statement added.

After the last retrenchments the mine subsequently took on more men than it had retrenched.

A spokesman said yesterday that retrenched employees would be put into other jobs in the company, wherever it was possible.

He said black mine workers would not be "retrenched" but on the expiry of their contracts they would not be replaced.

Artisans who are being retrenched have been given 14 days' notice.

Shift bosses and those in more senior posts are getting 30 days' notice.

● See Page 16

JAYCEE NEWLANDS

PLENTY UNDER 20 FOR THOSE OVER 70

AIMS OF PROJECT:-

To sell items in the Cape Times Under Twenty Rand column in order to raise funds to buy a portable television set, licence it and present it to an old age home which already has a television set. The portable will be used as a floating trophy, on a monthly basis, for the best effort in handiwork. This work becomes the property of Jaycee Newlands and will be sold at the end of the year, providing funds for another project.

Signed

Name: ----------

Tel. No.: ----------

JOB COLOUR BAR

FM 4/11/77 (211)

New reservations for old?

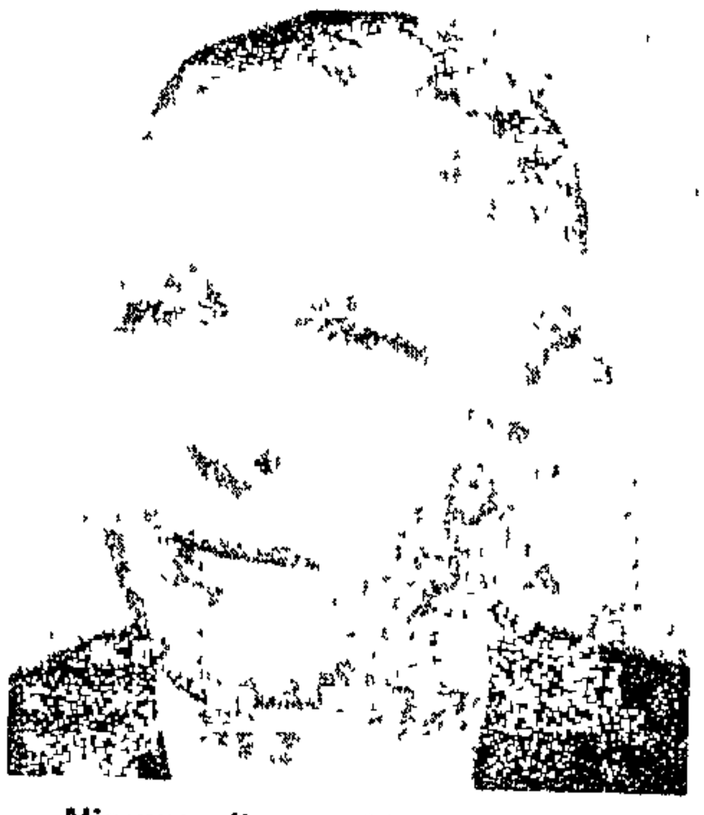
The Industrial Tribunal is still wrestling with job reservation on the mines. The mining colour bar takes various forms, one of which is Determination 27, which reserves the jobs of mine samplers, surveyors and ventilation officials for whites.

Financial Mail November 4 1977

It is this aspect which the Tribunal is reviewing, and by all accounts finding something of a headache. While it has already reported to Labour Minister Fanie Botha on most of its reviews of determinations in other industries, it has not yet done so on No 27 Unlike the others, which had in practice become dead letters anyway, No 27 is supported by the trade unions concerned, in particular Arnie Paulus's Mine Workers Union

Many top labour men would like to see No 27 go, but few are willing to repeal it in the face of strong union opposition

Until recently, the attitude of the SA Confederation of Labour towards job reservation determinations was showing signs of softening The *FM* understands that most unions within the Confederation would probably be prepared to see statutory job reservation go — but only if it is replaced by some other measure protecting white jobs



Nieuwoudt . . . which way will he jump?

Says one Confederation member "We realise job reservation in its present form is unacceptable to the outside world, so we would be prepared to see a 'window dressing' move which would scrap it. We feel, however, that it should be replaced with another way of protecting our members and, if this isn't done, that job reservation should stay"

Some sources fear that the Confederation's attitude to job reservation may have hardened again, however They point to the appointment of Iron and Steel Workers' chief Wessel Bornman as secretary of the Confederation Bornman has in the past been a staunch supporter of job reservation in its present form

And Confederation president Attie Nieuwoudt's own union, the SA Municipal Employees' Association, is apparently upset by recent experiences with the Cape Town municipality, which, it fears, is phasing out whites and replacing them with coloured workers.

Despite this, however, some Confederation sources are confident that the Confederation will agree to a change in job reservation policy This could pave the way for legislation during the next Parliamentary session.

211

JCI to pay on merit

C.T. 7/11/77 Own Correspondent 211

JOHANNESBURG — All employees of the Johannesburg Consolidated Investment Company will be paid on the basis of merit and not colour, said the chairman, Sir Albert Robinson, in his annual report

This development comes in the wake of a survey where all job levels were reviewed by the head office, and a uniform integrated salary pattern for the various occupational categories has been established

The chairman also disclosed the creation of a new opportunity for black personnel at Consolodated Metallurgical Industries This plant is manned by black personnel, many of whom are matriculants

Star 11/11/77 (211)

Paulus hits at Anglo American

Labour Reporter

The Anglo American Corporation is bent on "liquidating" the Mine Workers' Union and aims to fill vacancies with black holders of blasting certificates, says the union's leader, Mr P J "Arrie" Paulus.

The allegations appear in the latest edition of his official organ, The Mineworker. They are based on a lengthy "Industrial Relations Programme" of the corporation, obtained by the union.

Mr Paulus described the document as an elaborate plan, based on planned evolution, to provide avenues of advancement which would accommodate the rapidly expanding aspirations of black employees, to liquidate the union by negotiating at mine (as distinct from industry) level, and to manipulate shortages of union men so that blacks could be advanced (into jobs restricted to whites).

Stated simply, Mr Paulus said, this meant that "the 'African Advancement Corporation' is keen to have access to cheaper labour" and to increase profits.

EMBARRASSMENT

The document, quoted in full in The Mineworker, said: "The industry cannot encourage the admission of whites who are either unable or unwilling to outpace the ambitious black and who are likely to prove an embarrassment in the future."

The political affiliations of the union precluded meaningful concessions to black advancement.

The union with its reactionary and restrictive policies had the potential of involving the mines in a destructive fight for survival between white and black. This called for a shift in the balance of power.

A key strategy for change was the creation of an organisational structure which would enable the mines to operate in the event of a union strike.

An Anglo American spokesman said: "While the basic principles in the document reflect Anglo American's basic thinking they are subject to internal discussion, amendment and debate."

The corporation did not want to be drawn into a public debate on a domestic working paper.

211 D. D. 15/11/77.

White miners attack Anglo job policies

JOHANNESBURG — The whites-only Mineworkers' Union has condemned Anglo American Corporation labour practices and says the corporation's policies will lead to the ousting of the white miner in favour of cheaper black labour.

The union's general secretary, Mr Arrie Paulus, said his union would not hesitate to go directly to the Government or to "other friends, possibly outside the trade union movement," if it could get no satisfaction from the corporation.

"We reserve the right to doubt the sincerity of Anglo American in its attempts to improve the conditions of employment of the blacks," he said

Throughout the history of the industry, such attempts have always gone hand in hand with attempts to oust the white miner in favour of cheaper black labour "

Mr Paulus's attack on Anglo American follows the publication in the latest issue of the union's newspaper, The Mineworker, of an internal Anglo American document, setting out its industrial relations strategy

The document said the industry could not encourage the admission of whites "who are either unable or unwilling to outpace the ambitious black and who are likely to prove an embarrassment in the future "

The political affiliations of the union precluded meaningful concessions to black advancement, it said.

Mr Paulus said the strategy involved manipulating shortages of union men so that blacks could be advanced into jobs restricted to whites.

Mr Paulus said the union could not allow the advancement of blacks on the mines in a way that would eventually cost white miners their blasting certificates — and so their jobs

The history of relations between the mining unions and the employers had taught the Mineworkers' Union to suspect schemes put forward by mining houses to "improve the productivity" of mining labour

"We will oppose any further attempts by management to cut up the work of white miners so that members of the Mineworkers' Union can be eliminated in favour of cheaper labour.

"My union is not prepared to discuss agreements which tend to knock the foundation from under the authority and job security of the white worker "

Anglo American had said the leadership of the MWU was politically involved. "If this is true then the blame can only be placed on the attitude of mining houses like Anglo American," Mr Paulus said

"I must also ask whether Anglo American itself is free from political involvement. Owing to its size and world-wide influence it is far more capable of swinging opinion and events in its own interest than the Mineworkers' Union.

"Even in the present parliamentary election, numbers of its employees are standing as candidates against the Government." — SAPA.

Union and Anglo American clash

NM 15/11/77

211

JOHANNESBURG — Mr. Arrie Paulus, general secretary of the Whites-only Mine Workers Union, yesterday issued a statement condemning the labour policies of the Anglo American Corporation.

He said his union would not hesitate to go directly to the Government or to "other friends, possibly outside the trade union movement," if it could get no satisfaction from the group.

"We reserve the right to doubt the sincerity of Anglo American in its attempts to improve the conditions of employment of the Blacks," he said.

"Throughout the history of the industry, such attempts have always gone hand in hand with attempts to oust the White miner in favour of cheaper Black labour."

Mr. Paulus's attack on Anglo American yesterday follows the publication in the latest issue of the union's newspaper, the Mineworker, of an Anglo American document, setting out its industrial relations strategy.

The document said the industry could not encourage the admission of Whites "who are either unable or unwilling to outpace the ambitious Black and who are likely to prove an embarrassment in the future."

The political affiliations of the union precluded meaningful concessions to Black advancement, it said.

Mr. Paulus said the strategy involved manipulating shortages of union men so that Blacks could be advanced into jobs restricted to Whites.

This meant that what he called the "African advancement corporation" wanted cheaper labour and higher profits.

An Anglo American spokesman said the principles in the document reflected the corporation's basic thinking but they were subject to internal dicussion and debate.

Mr. Paulus said the union could not allow the advancement of Blacks at the expense of Whites.

If a trade union could not reach agreement with its employers it must resort to direct contact with the Government.

If such direct Cabinet links did not offer satisfactory means of settling disputes it was also only right that the union should find other friends, possible outside the trade union movement.

He questioned whether Anglo American was free from political involvement.

A number of its employees were standing as candidates against the Government. — (Sapa.)

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PLENTY UNDER 20 FOR THOSE OVER 70

JAYCEE NEWLANDS

MWU attacks Anglo American

CT 15/11/77

211

JOHANNESBURG — Mr Arnie Paulus, general secretary of the whites-only Mine Workers' Union, yesterday issued a statement condemning the labour policies of the Anglo American Corporation and said his union would not hesitate to go directly to the government or to "other friends, possibly outside the trade union movement" if it could get no satisfaction from the group

"We reserve the right to doubt the sincerity of Anglo American in its attempts to improve the conditions of employment of the blacks," he said

"Throughout the history of the industry, such attempts have always gone hand-in-hand with attempts to oust the white miner in favour of cheaper black labour"

Attack

His attack on Anglo American followed the publication in the latest issue of the union's newspaper, the Mineworker, of an internal Anglo American document setting out its industrial relations strategy.

The document said the industry could not encourage the admission of whites "who are either unable or unwilling to outpace the ambitious black and who are likely to prove an embarrassment in the future"

Mr Paulus said the strategy involved manipulating shortages of union men so that blacks could be advanced into jobs restricted to whites.

Oppose

"We will oppose any further attempts by management to cut up the work of white miners so that members of the Mineworkers' Union can be eliminated in favour of cheaper labour"

He said if a trade union could not through normal negotiations reach the agreement with its employers it had to resort to direct contact with the government. The Mineworkers' Union had in the past been forced to do this

"If such direct cabinet links do not offer satisfactory means of settling disputes which are forced to crisis proportions by the employers it is also only right that the union should find other friends, possible outside the trade union movement" — Sapa

Miners more skilled—survey

By DIAGO SEGOLA

A NEW generation of black mineworkers with a new range of skills and earning more than many blacks in the manufacturing industry has emerged in South Africa, the Chamber of Mines says in its quarterly mining survey

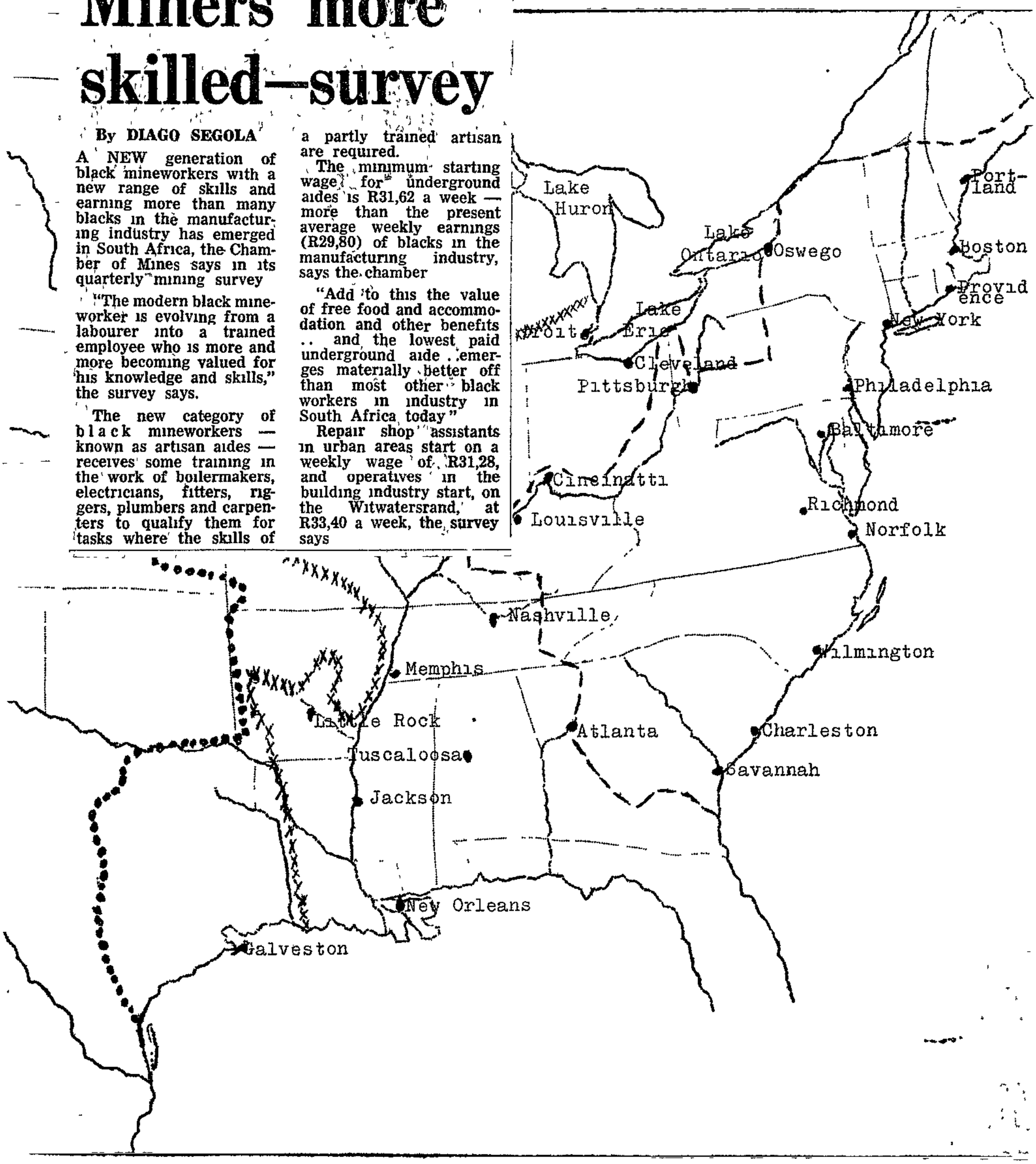
"The modern black mineworker is evolving from a labourer into a trained employee who is more and more becoming valued for his knowledge and skills," the survey says.

The new category of black mineworkers — known as artisan aides — receives some training in the work of boilermakers, electricians, fitters, riggers, plumbers and carpenters to qualify them for tasks where the skills of a partly trained artisan are required.

The minimum starting wage for underground aides is R31,62 a week — more than the present average weekly earnings (R29,80) of blacks in the manufacturing industry, says the chamber

"Add to this the value of free food and accommodation and other benefits .. and the lowest paid underground aide emerges materially better off than most other black workers in industry in South Africa today"

Repair shop assistants in urban areas start on a weekly wage of R31,28, and operatives in the building industry start, on the Witwatersrand, at R33,40 a week, the survey says



STAR 17/11/77 (211)

Let all work 6 days—union

Sieg Hannig, Labour Reporter

RUSTENBURG—The Mine Workers' Union call for a five-day week has flared up again with a challenge to the Minister of Mines and of Labour, Mr Fanie Botha, to put all of South Africa on a six-day week, or to return to his former portfolio of Water Affairs.

Mr P J "Arrie" Paulus, leader of the union, said it would be to South Africa's advantage if everybody worked a six-day week. But unless that happened, the union would "throw everything into the fight" for a five-day week.

He challenged Mr Botha to put an end to the five-day week in South Africa

If he did not, Mr Paulus said, he wanted to request him to show the courage of his convictions and tell the Prime Minister "I am not competent to handle Mines and Labour, send me back to Water Affairs because that is where I belong."

The attack followed the previous night's statement by the Minister that there was talk among miners of calling for a five-day working week.

DECISION

"The answer from this platform tonight is no," Mr Botha said at a Nationalist election meeting in Pretoria

Mr Paulus spoke to about 250 miners in the Rustenburg Town Hall.)

The union's executive committee would decide next week whether to extend the 11-shift fortnight until the end of March. After that, it would throw everything into the fight for a five-day week unless the rest of South Africa went on a six-day week.

TRAINING

On the recent retrenchment of miners at Western Platinum and Rustenburg Platinum, Mr Paulus said:

"Is it not funny that mines which are in white areas are paying off people while (mines in) the homelands are still working full steam?

"But they want us to accede to the training of black mine workers at Rustenburg as well."

Such training was not the work of the union, he said.

"Why should we be used to teach them in the knowledge that we definitely will be only temporary workers in that country (Bophuthatswana)?"

(Report by S Hannig, 47 Sauer Street, Johannesburg)

Exposed — Anglo's plan to smash white union power

TAME THE MINERS

Mr Harry Oppenheimer . . . chairman of Anglo American Corporation. Ahead is confrontation with the Mine Union

Mr Arrie Paulus . . . Mine Workers' Union leader. He gave a stern reminder of the strikes in years gone by, but no 'threat'

A SECRET plan devised by the giant Anglo American Group, with the aim of smashing the power of the 17 000-member, conservative, all-white Mine Workers Union, has fallen into the union's hands and could lead to serious industrial conflict.

By DICK USHER

Sun. Trib. 20/11/77

911

The plan brands the policies of the MWU as reactionary and restrictive, and calls for integration of jobs at all levels on gold mines.

There have already been suggestions that the MWU will take industrial action over the plan

MWU secretary, Mr Arrie Paulus, made no threats this week, but pointed out that similar action by employers caused the miners' strikes in 1922 and 1946

Although the plan threatens industrial conflict with the MWU it recognises also the potential for conflict in a situation where 85 percent of mine employees — the blacks — do not have an opportunity to express their views on employment practices, fringe benefits or other matters

The "have-nots" are likely to build up resentment against management in this situation which could manifest itself in 'lack of interest, time-serving, go-slows and, in extreme cases, physical violence'."

In compiling the plan, there was an acute awareness that unless positive action for change was initiated, present trends in the industrial environment would lead to the breakdown of labour relations and pose a serious threat to the gold mining industry"

The plan admits that its implementation could lead to conflict with the MWU

"The primary objectives of the present MWU leadership are diametrically opposed to those of this project In this case, it is likely that conflict would reach serious proportions," it says

"We believe that the MWU, with its current reactionary and restrictive policies in respect of the majority of the industry's employees has the potential to involve us in such a conflict

"In consequence, we believe it is important to shift the balance of power away from this three percent employee group who tend to ignore the wider issues facing the industry and the country as a whole.

"Thus we cannot accept that white security is synonymous with MWU security and in providing plans and assurances in respect of the former, we should not be unduly perturbed if these do not include guarantees of support for the present trade union arrangements."

The plan, released to the MWU by an anonymous source, has been prepared by a working group within the Anglo American Corporation — the African Advancement Corporation as the mineworkers have labelled it

It aims at:

- Providing avenues of advancement which will accommodate the rapidly expanding aspirations of black employees.
- Alleviating growing feelings of insecurity held by whites
- Restoring the purpose and drive of first-line management and closing the supervision gap.
- Meeting the increasing skills-shortage and improving productivity.

The plan has as its long-term objective the elimination of job reservation and the acceptance of the principle of work integration by all employees.

It proposes to accomplish this by "managed evolutionary change" which must be planned, co-ordinated and controlled at all times

The major objectives are to be achieved in five major phases over a period of from four to six years

"The overriding strategy is to secure change by reducing the reactionary influence of the unions," it says

This includes the creation of an organisational structure which will enable operation of the mines in the event of a strike by the MWU.

De Beer said it all for Anglo

Sunday Express 20/11/77

(211)

By PAUL DIAMOND

ELECTRIC sparks are still flying between the Mineworkers' Union and the African Advancement Corporation (Arrie Paulus' new tag for Anglo)

The two points at issue are Black advancement and the allegation that Anglo is out to destroy the White union

It is worth recalling what Anglo's manpower resources chief, Zac de Beer, recently committed to paper in Optima, Anglo's quarterly magazine

Clearly, wrote politician De Beer, management has the absolute duty to see to it that no Black person is deprived of a chance of promotion because of habit, tradition, prejudice, lack of training or thoughlessness

The thrust of the article — on industrial relations — was that Blacks should be admitted into existing trade unions rather than have their own separate unions

"If Black people are to have faith in the private enterprise system it is vital that they should believe that it offers them real opportunity But subjective judgments are involved here and what the individual sees as his deserved position may not accord with what others would think "

Pointing to the fact that at the group's head office 52 formerly White held jobs were being done by Blacks, De Beer noted: "This is not enough, nor is the head office really important by comparison with the mining and industrial companies within the group through which much remains to be done "

Anglo, employing a job evaluation system based o- decision-making, hopes to establish a unified wage curve applicable to all jobs

This will mean "that no-one is paid more nor less than anyone else because of his skin colour"

But the equal opportunity or the unified wage curve is not being followed at the expense of White job security

"Today" says De Beer, "when the principle that black workers must be allowed to do the best work of which they are capable is gaining acceptance everywhere, it is an understandable anxiety among white workers that they should not suffer individual hardships as a result "

Note What with Anglo's tough-minded attitude towards the MWU with member constituting only 3% of the mine labour force and the Minister of Labour's threat that the 5½ day week is on its way back, the MWU executive must be feeling a bit bruised

JOB COLOUR BAR (211)

Enter the pensioners

FM 11/11/77

The O'Kiep copper company has settled its differences with the Mine Workers' Union (*FM* October 7). But coloured workers won't be allowed unlimited job opportunities in the firm's power plant.

The dispute arose over pay for union members and the company's proposal that coloured men be allowed to perform the full range of jobs in the power plant, due to be taken over by Escom next year. Because of the plant's short life expectancy, white labour is hard to come by.

An agreement has now been reached in terms of which the union will try to persuade white pensioners to take the jobs until the switchover. It will also try to recruit other temporary white staff.

If these attempts don't bring in enough labour, coloured men will be allowed to work at the plant — but only as assistants to white union members.

O'Kiep for its part agreed to give union men the R25 increase granted earlier this year to whites on mines which are members of the Chamber of Mines. Negotiations on a switchover to a full five-day week were delayed until next June

Explosion on the mines

Mineworkers' Union chief Arnie Paulus must have felt very much like a general who has the enemy's battle plan delivered to him on a silver salver For there, before his very eyes, was an Anglo American strategy document on how to deal with his union

In essence, Anglo's plan is to "secure change by reducing the reactionary influence of the union "

How Paulus got the document is a matter for speculation Some sources believe a rival mining house gave it to him But what is known is that the appearance of the document in last week's issue of *The Mineworker* is causing a good deal of discomfort at 44 Main Street

Paulus is obviously not going to let the matter rest He said this week that he would take the matter to Cabinet level if he didn't get satisfaction from Anglo And if that failed, Paulus added, he would go to certain "other friends." The union has scheduled a series of meetings of its members this and next week

Most sources agree that Paulus's "other friends" are not a million miles removed from Carletonville parliamentary candidate Cas Greyling, who recently left the National Party and is running as an independent

Obviously acutely embarrassed by the "leak," Anglo won't comment on whether it will affect their black job advancement plans But it's difficult to see how things can remain the same Unless Paulus backs down Anglo will either have to back down itself, setting back its black job advancement programme, or press ahead with the plan and involve itself in a collision with the union

If Anglo does push ahead with the plan Paulus will probably urge his members to block it wherever it is introduced

What was in the document? Was it, as some mining men claim, innocuous? Or was it an attempt to "break" the union, as Paulus is suggesting?

In one sense, the former. The document stresses that the white miner is "indispensable" and that no black job advancement should take place at his expense. And the Anglo strategy seeks more to bypass the union than to take it on in a head-on collision But there's little doubt that Anglo's plan, if implemented, would have severely weakened the union

The basis of the plan is Anglo's belief that the union is "reactionary and restrictive — a 3% employee group who tend to ignore the wider issues facing the industry and country as a whole".

Anglo gold boss Dennis Etheredge . in a tricky position

Anglo also argues that the union enjoys little support at the rock face on day-to-day issues. It is difficult to believe, says the document, "that they support unreservedly the counter-productive policies of their union".

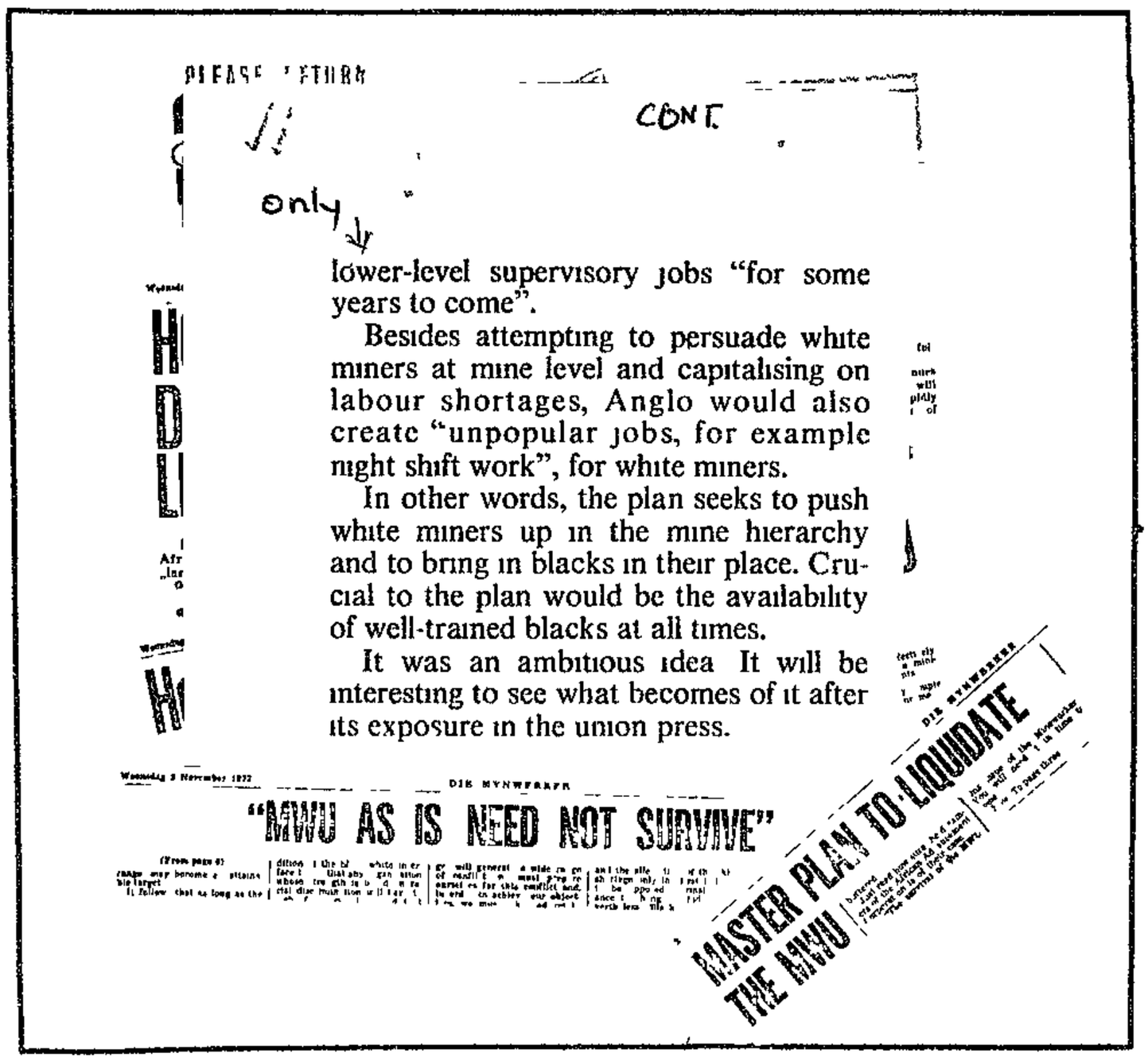
The answer, therefore, is to be found in grass-roots bargaining: "We may be able to negotiate at mine level acceptable work practices acceptable to both parties, which at union executive level become non-negotiable political principles "

Anglo also believes it could win government over to its side "A second strategy for change is the manipulation of shortages of union men.... If this reached serious proportions, it is conceivable that government would pressurise the union into conceding black advancement "

The easing of blacks into higher level jobs by promoting union men is also seen as a means of undermining the union "These promotions will take them out of the union, thus reducing its membership "

Finally, Anglo's plan provides for "the creation of an organisational structure which will enable us to operate the mines in the event of strike action by the MWU "

Another part of Anglo's proposed strategy is to embark on wide-ranging black training programmes so that black miners would be on hand to take over higher level jobs and man the mines in the event of a strike. The plan stresses, however, that blacks would occupy only



PLEASE RETURN

CONT.

only

lower-level supervisory jobs "for some years to come".

Besides attempting to persuade white miners at mine level and capitalising on labour shortages, Anglo would also create "unpopular jobs, for example night shift work", for white miners.

In other words, the plan seeks to push white miners up in the mine hierarchy and to bring in blacks in their place. Crucial to the plan would be the availability of well-trained blacks at all times.

It was an ambitious idea It will be interesting to see what becomes of it after its exposure in the union press.

Wednesday 3 November 1977 DIE MYNWERKER

"MWU AS IS NEED NOT SURVIVE"

MASTER PLAN TO LIQUIDATE THE MWU

STAR 24/11/77 (211)

Miners in fresh bid for five-day week

Sieg Hannig,
Labour Reporter

CARLETONVILLE — The Mine Workers' Union took its feud with the Minister of Mines into the election arena last night and announced a fresh drive for a five-day working week

In Carletonville, mine workers could show the Government their dissatisfaction with the pneumoconiosis law and with the Government's handling of the five-day week by drawing their cross "right," the union's leader, Mr P J "Arrie" Paulus, said

If mine workers acted differently, it would be proof that they did not mind their work going to the black man, that they did not want a five-day week and that they did not want pneumoconiosis compensation after years' service

"Support an old friend," Mr Paulus said with reference to an earlier statement by the union's president, Mr Cor de Jager, that he could not help sticking up for Mr Cas Greyling

Mr Greyling is the serving Nationalist member of Parliament for Carletonville who is fighting the election as an independent candidate against the National Party and the New Republic Party

Mr Paulus announced the union's decision to negotiate a five-day working week immediately with the Chamber of Mines

He reiterated that the union would drop this demand only if all of South Africa went on to a six-day week

He challenged the Minister of Mines and Labour, Mr Fanie Botha, to introduce a six-day week for all

He called on miners not to work on their free Saturdays under the present 11-shift fortnight and claimed production figures showed that production would not drop even if a five-day week was introduced

(Report by S Hannig 47 Sauer Street Johannesburg)

(1) Samuelson. Ch. 33
(2) Lipsey & Steiner. Ch. 39

TO FOLLOW:

LECTURE 4: THE SOUTH AFRICAN BALANCE OF PAYMENTS
Sources: H. Houghton "The S.A. Economy" (and other sources).

LECTURES 5, 6 & 7: EVOLUTION OF THE WORLD MONETARY AND TRADING SYSTEM
Sources: Samuelson, Ch. 36
Lipsey & Steiner, Ch. 42

(211)

STAR 25/11/77

Paulus hits at Anglo 'schemes'

Labour Reporter

The leader of the Mine Workers' Union, Mr P J "Arrie" Paulus, has asked whether the Anglo-American Corporation should be allowed to "disturb the labour peace" in South Africa.

"The Government must watch the AAC — and act if necessary," he wrote in the latest edition of his newspaper, The Mineworker.

"Of late the Government has acted strongly against organisations endangering the safety of the State."

Mr Paulus was referring to an internal AAC working paper which suggested strategies to weaken the union because of its opposition to black advancement

The document had caused a shock in white labour circles, he said. The question was being asked "Has the time not come that the State should take note of the schemes of the Anglo-American Corporation?

"The AAC should not be allowed to make secret plans which threaten the future of the white workers in the country."

Mr Paulus asked whether the Government was prepared to act if the AAC affected the bread of the white workers in its African advancement urge

He went on to express concern about the outcome of the Wiehahn Commission's investigation.

1. Historical

Phelps ; Bundy (1972).
Dobb
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2. Demand Product,

the neo-classical "producti
Cartter and Marsho 1975)

3. Supply of Labour. indifference

curve analysis, th ng supply curve.
Cartter and Marshall; , ch.1

4. Wage Differentials. productivity,

education and trainin ital.
Dobb(1956), ch6 ; Phel McCormick (1969), ch.6

5. Marxian theory of em ges

Value of labour power, reserve army of labour, crises.
P. Sweezy (1942) ;

6. The Role of Trade Unions. Collective bargaining,

integration, incorporation.
Flanders (1969); Cartter & Marshall; Hyman (1971)

7. Industrial Conflict/ . . . 2.

Govt urged to watch Anglo plan

RDM 26/11/77

(211)

By DON ROBERTSON
Mining Editor

THE time has come for the Government to take note of Anglo American's secret (labour) plans, according to Mr P J "Arrie" Paulus, general secretary of the Mine Workers Union.

Reacting to Anglo's "domestic" plan for black labour advancement, Mr Paulus says "The Government must watch the AAC — and act if necessary."

He says in The Mineworker, organ of the Mineworkers Union, that the Anglo document, which was reported in full in a previous issue, has caused shock among white labour circles

"Quite a few white workers said that they were amazed at the cold-bloodedness with which the AAC is planning to liquidate those trade unions who are fighting to protect the future of their members"

The Anglo document, which surprisingly fell into the hands of the union, presented a blueprint for black labour advancement on the mines and suggested that the survival of the MWU in its present form was not necessarily in the interests of the industry or its own membership.

Anglo has refused to comment on the document, saying that it is a domestic matter

But the usually outspoken Mr Paulus asks if the time has not come for the State to take note of the schemes of Anglo

"The AAC should not be allowed to make secret plans which threaten the future of the white workers in the country," he says

If Anglo's plans succeed, they would cause the disintegration of many trade unions in their present form.

"The AAC has got tentacles in almost every industry in the Republic and therefore controls the well-being and future of thousands of workers Once the MWU has been liquidated, the other trade unions will become the target"

Mr Paulus expresses concern over other aspects of the labour scene, and refers particularly to the Commission of Inquiry into Labour Legislation — the Wiehahn Commission

"We are worried on what may be the outcome of this investigation," he says

Another organisation which worries Mr Paulus is the Institute of Industrial Relations

He says the AAC was very closely involved in the establishment of this institute and Mr Harry Oppenheimer is a trustee

"We are also informed that the present secretary of the Institute of Industrial Relations was or is a full-time employee of the AAC

"We are also worried that the protection the white worker receives under existing laws may fall away In this connection we must refer to the Work Reservation Act and the Mines and Machines Act.

"Let us get this straight Amendments to these Acts will be tantamount to discrimination against the white worker"

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FM. 2/12/77 (211)

FIVE-DAY WEEK

Squaring for battle

The mining industry seems set for another battle over the five-day week early in the new year

Last week, the Mineworkers' Union (MWU) announced that it was putting in a demand for a full five-day week as opposed to the 11-shift fortnight scheme which is operating on a trial basis until next April General secretary Arrie Paulus tells the *FM* he has already approached the Chamber of Mines on the issue

In addition, the various artisan unions — who withdrew their claim for a five day week last year — say they too will be re introducing their demand They are likely to be joined by one of the mine officials' associations

Says Tom Neethling, general secretary of the Amalgamated Engineering Union: "We agreed to postpone our earlier claim in the national interest We have been waiting since then for the chamber to come back to us on the issue. They haven't, so we'll have to go back to them"

Opinion among the officials' associations is divided The Underground Officials' Association is unlikely to press for a full five-day week: "We would obviously like one but we acknowledge that some occupations, like mining, demand a six-day week," says secretary Doc Coertse. The Mine Surface Officials' Association is "quite happy with the 11-shift fortnight," says secretary Robert Botha

But the Technical Officials' Association is likely to take a different stand: "We will meet early next year to discuss the issue and I'm confident we'll be demanding a full five day week," says general secretary Henry Mallet-Veale

He and other mining unionists argue that a five-day week would not affect production "It would be quite possible to have a rotating shift system whereby we worked forty hours each and the mines still remained in operation seven days a week," says Mallet Veale

Igniting the five-day week fuse?

How will the Chamber of Mines react to the demands? A spokesman tells the *FM* that "we are still looking at the effects on production of the 11 shift fortnight so we haven't yet formulated a view"

Most mining companies contend however, that the 11 shift fortnight has adversely affected production So they are likely to be even less sympathetic to a five day week

Some unionists believe that the industry will press for the 11-shift scheme to be continued as a means of stalling a five-day week

Chamber resistance to a five day week is likely to have government backing Minister of Labour Fanie Botha told an election meeting recently that he was opposed to the five day week at this stage

Indeed, some sources reckon that it was Botha's speech which persuaded Paulus to put in his demand now, rather than next March when it was initially expected

But the issue isn't likely to come to a head until next year All the unions agreed to defer the five day week issue until our next round of annual negotiations with the chamber These are only due to begin next March We and the artisans are prepared to stick by that," says SA Engine Drivers', Firemen's and Operators' Union secretary Ken du Preez

Most unionists believe that Paulus will also honour this and that the bargaining will not start in earnest until about March next year

Warning to mineworkers

Labour Reporter

The Mine Workers' Union has warned members who work on off Saturdays or work excessive overtime that they face expulsion or suspension

Expulsion would mean loss of a man's job on mines which are members of the Chamber of Mines, that is virtually all gold mines and collieries

The move, announced in the latest edition of The Mineworker, follows a Chamber of Mines circular to union men, which said:

● The union agreed during negotiations for an 11-shift fortnight that "it will be permissible by mutual agreement between members of the union and management, for union members to work voluntarily on their off Saturdays"

● There is nothing in the agreement which prohibits a union member from working overtime as long as the maximum overtime hours prescribed by legislation are not exceeded

Now the union's leader, Mr P J "Arrie" Paulus, writes: "Too much overtime or working on off Saturdays is not in the interest of members of the MWU"

He says the chamber will claim that miners do not want Saturdays off and will apply the same tactics to excessive overtime.

There are some union members who are "cold bloodedly" enriching themselves at the cost of the union, he says.

GUILTY

The union's disciplinary measures would become applicable if a member was found guilty of working on his off Saturdays or working excessive overtime, Mr Paulus wrote

The union's constitution, quoted in the article, says a member who acts contrary to the aims or interests of the union "may be expelled, suspended for a specified period, or fined," subject to hearings and appeals within the union.

Mr A B Daneel, chief technical and labour adviser of the Chamber of Mines, said expulsion from the union would mean loss of a man's job on mines which were members of the chamber.

He said discussions with the union were continuing.

211

MINERS HIT BACK

Union squares up for new struggle over demands for five-day week

By DICK USHER

THE powerful Mineworkers' Union is squaring up for another struggle — this time with the Chamber of Mines over the issue of a five-day week for miners.

The union was rocked last month by the leak of a confidential Anglo American report outlining a strategy for the elimination of job reservation on its mines — including the elimination of the union's present leadership

Now the issue of a five-day week for miners has arisen again following the completion of a report by a commission of inquiry.

The commission was appointed after a strike ballot based on demands for a five-day week was halted only after the intervention of the Prime Minister

In the meantime a compromise 11-day fortnight was introduced for a trial period.

Pressure for a five-day week for miners has been building for at least two years now Union secretary Mr Arrie Paulus says: "Everyone else in the country works a five-day week, why not miners?"

But the main point at issue is whether the 11-day fortnight introduced last year for a 12-month trial period has affected production on the gold mines.

Mr Paulus claims that it has not been affected. "In fact the production figures show an increase for each quarter since the 11-day fortnight was introduced," he says

However, a spokesman for the Chamber of Mines said this week that all the mining houses have, in their reports, claimed that production has been adversely affected since the 11-shift fortnight was introduced

At the same time, Mr Paulus claims the report of the commission has come out in qualified support of a five-day week for miners, not the Monday-to-Friday scheme which the MWU wants, but a system which will allow the mines to stay open for six or seven days a week.

Agreement

The matter has already been discussed at a meeting between the miners and the Chamber of Mines last month.

Mr Paulus says the chamber has already agreed in principle to a five-day week for miners, but one of the arguments is whether other artisans will be given a five-day week or not.

"We had an agreement on a five-day week at the end of 1975 but up to now have not been able to reach agreement with the artisans' unions," he said.

But the stand of the Chamber of Mines might have Government backing. Informed sources suggest that it is at this stage opposed to the five-day week on the mines.

How the SUNDAY TRIBUNE broke the news of the Anglo deal

Sacked min may get he

STAR 14/12/77 (211)

OMEN'
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lasses on loan

Sieg Hannig, Labour Reporter

The Mine Workers' Union expects to find jobs for the 200 whites being retrenched at two asbestos mines

But the 4 100 black migrant workers who are being laid off as they complete their six-month contracts will have a tougher time.

"We could take them if they applied this month," said Mr Tony Fleischer, head of the Chamber of Mines' recruitment organisation, the largest employer of black mine labour.

"After that things don't look so good."

He said the mines were having a seasonal dip in their black labour complement after enjoying full employment until the end of last month.

The outflow of workers for the holidays had reduced the black labour force to 95,5 percent of requirements by Monday — compared with 82 percent, or 56 000 fewer workers, at the same time last year

The lay-offs have been announced by Cape Asbestos at their mines at Penge, 100 km from Lydenburg in the Eastern Transvaal, and at Koegas, in the Prieska district of the Northern Cape

The Penge mine is laying off about 40 percent of its staff — 150 whites and 2 500 blacks — but intends to resume its former production level when the asbestos market improves.

BENEFITS

The Koegas mine is retrenching 50 whites and 1 600 blacks. It is reducing milling from two to one shift and is expected to close next year.

Asked whether the retrenched whites would find work elsewhere, Mr Simon Dougherty, managing director of Cape Asbestos, said: "I think it's a very difficult time."

The whites get retrenchment benefits of three months pay and proportionate compensation for leave and bonuses, plus continued fringe benefits for two months

There was also an allowance for the early retirement of men who were within 10 years of retirement

The exodus will have little effect on Lydenburg, which has a white population of about 4 800

This was confirmed by Mr W A de Klerk, chairman of the Lydenburg Sakekamer. He said the tiny town of Burgersfort, 50 km closer to Penge, would be the worst hit

Most affected would be the general dealers D H Frasers who had stores on the mine property and at Burgersfort, he said

RDM 14/12/77

(211)

4 200 miners lose their jobs

TWO hundred white and 4 000 black mine-workers received a shock Christmas message yesterday: they will lose their jobs because world demand for asbestos has dropped.

Cape Asbestos SA announced that the retrenchments were part of a major cutback in its asbestos mining operations. A statement from the company said the asbestos market had been firm for some years, but weakened substantially in recent months.

"The company firmly believes that the present weakness in the market is temporary," the statement added.

At the Penge mine in the Lydenburg district of the north-eastern Transvaal, milling is being reduced from two shifts to one, making redundant 150 whites and 2 500 blacks.

At the Koegas mine in the Prieska district of the Cape, milling is also being reduced from two shifts to one, making redundant 50 whites and 1 600 blacks.

The company announcement warned that the Koegas mine, opened in 1892, had become increasingly uneconomical, and is likely to close in the latter half of 1978.

This would mean a further 50 whites and about 1 000 blacks would lose their jobs.

"The board deeply regrets the [illegible] caused to employees and plans to do all it can for those affected," the announcement added.

"Where redundancy is unavoidable terms will be as generous as possible.

"Assistance in finding alternative employment will be given and departure from mine accommodation delayed where this may be helpful. In most cases employment of blacks will continue until work contracts expire."

The company said that for some years the market for asbestos had been exceptionally firm throughout the world and the company had responded by investing substantial sums in infrastructure, housing and amenities at Penge and Pomfret mines.

It had under construction a major new production facility at Pomfret which will be commissioned in March 1978.

"The strong demand continued in the early part of 1977 but has weakened substantially in recent months. It is now clear that the main markets throughout the world in which asbestos products are used have not strengthened as was anticipated.

"Consumers of fibre have continued to purchase above their rates of consumption, and stocks have risen.

"In common with other asbestos producers the company has decided to reduce production in order to maintain liquidity and to avoid further stock build-up" — Sapa.

4 300 mine men lose jobs today

DD 14/12/77

(211)

JOHANNESBURG — Some 4 300 miners will lose their jobs today with an announcement by Cape Asbestos SA (Pty) of major cut-backs in its asbestos mining operations.

At the Penge Mine in the Lydenburg district of the North-Eastern Transvaal, milling is being reduced from two shifts to one, making redundant 2 650 miners

At the Koegas mine in the Prieska district of the Cape, milling is also being reduced from two shifts to one, making 1 650 redundant

The company says the planned rate of production at its Pomfret mine in the Vryburg district of the Northern Cape was reduced earlier this year, and no further cut-backs are intended.

Cape Asbestos is controlled by Charter Consolidated, an Anglo American Corporation-Associated International conglomerate.

The announcement warned that the continued operation of the Koegas mine, opened in 1892, had been sustained in recent years by the need to supply the market, even at an increasingly uneconomic cost.

"While every effort will be made to continue mining, it is likely that the mine will close in the latter half of 1978," it said.

This would mean the loss of a further 1 000 jobs

The announcement said the board deeply regretted the moves and planned to do all it could for those affected

"The company firmly believes that the present weakness in the market is temporary and that its current investment programme places it in an excellent position to respond as soon as demand improves," the statement said — SAPA

More may lose Cape mine jobs

ARGUS 14/12/77

Warning of complete shutdown

By Argus Staff Reporters

MORE than half the workers on an asbestos mine in the north-western Cape will be jobless by Christmas.

Seventy whites and about 1 300 black miners and 124 coloured and blacks on the salaried staff of the Cape Blue Mines at Koegasbrug, on the banks of the Orange River, will lose their jobs.

The mine's acting manager, Mr R R Hammond, said today that if present trends continue the mine will close down completely in the next six months.

This will mean that another 689 black, white and coloured staff will be out of work.

He said in a telephone interview that the white miners had already been told of their retrenchment and the rest of the staff would be told during next week.

Mr Hammond said that the whites had taken the news 'well,' but emotions were 'running high,' and it was a 'very difficult time for all.'

3 months' pay

The company announcement warned that the continued operation of the Koegas mine, opened in 1892, had been sustained in recent years by the need to supply the market, even at an increasingly uneconomic cost.

Deep regret

'While every effort will be made to continue mining, it is likely that the mine will close in the latter half of 1978,' it said.

The announcement added: 'The Board deeply regrets the disturbance caused to employees and plans to do all it can for those affected. Where redundancy is unavoidable terms will be as generous as possible.

Mr Simon Dougherty, managing director of Cape Asbestos, which owns the Koegasbrug mine, said his white employees were getting three months' pay and proportionate compensation for leave and bonuses, plus continued fringe benefits for two months.

There was also an allowance for the early retirement of men who were within 10 years of retirement.

Most of the blacks were contract workers from the Transkei and, because of their contracts, could have a few months' grace.

The whites would be allowed to stay in mine housing until they found new employment.

Mr Hammond said the mining town of Koegasbrug would be available for the establishment of a coloured village, should mining stop.

In Transvaal

The mine's manager, Mr A D Germond, was retrenched last week and Mr Hammond, the underground manager, was appointed in his place.

Cape Asbestos announced yesterday that 150 whites and 2 500 blacks at the Penge mine in the Lydenburg district of north-eastern Transvaal, would be retrenched.

Assistance in finding alternative employment will be given, and departure from mine accommodation delayed where this may be helpful. In most cases employment of blacks will continue until work contracts expire.

International

Detailing the international situation which forced the drastic cutback, the company said:

'For some years the market for asbestos has been exceptionally firm throughout the world and the company has responded by investing substantial sums in infrastructure, housing and amenities at Penge and Pomfret mines and has under construction a major new production facility at Pomfret which will be commissioned in March 1978.

'The strong demand continued in the early part of 1977, but has weakened substantially in recent months. It is now clear that the main markets throughout the world in which asbestos products are used have not strengthened as was anticipated.

The Mineworkers' Union expects to find jobs for the 200 whites being retrenched at two mines, but the outlook for the blacks is not so good.

Asbesmyne dank 4 200 af

DIE BURGER 14/12/77

211

Van Ons Korrespondent

JOHANNESBURG.

ALTESAME 200 blanke mynwerkers en meer as 4 000 swartmense het hul werk verloor nadat twee asbesmyne hul produksie ingrypend ingekort het.

By die Penge-myn in die omgewing van Lydenburg is 150 blankes en 2 500 swartmense afgedank nadat die eienaar, Cape Asbestos, besluit het om van twee skofte tot een oor te skakel.

'n Soortgelyke besluit het 50 blankes en 1 600 swartmense by die Koegas-myn naby Prieska hul werk gekos. Die myn sal moontlik later gesluit word, het Cape Asbestos gister in 'n verklaring gesê. Nog 50 blankes en 1 000 swartmense sal dan werkloos wees.

In die verklaring sê die maatskappy hy sal alles in sy vermoë doen vir die mense wat geraak word. Daar sal geprobeer word om ander werk vir hulle te kry.

In die geval van die swart werkers, sal dienskontrakte wat reeds aangegaan is, nie gekanselleer word nie. Die werkers sal toegelaat word om in die myne se woonkwartiere te bly solank hulle werk soek.

Baie verswak

„Die maatskappy meen dat die huidige verswakking in die mark van tydelike aard is en dat sy onlangse beleggingsprogram hom in staat sal stel om sy posisie te verbeter sodra die vraag na asbes begin toeneem," lui die verklaring.

Vroeër vanjaar is die produksie by die Pomfret-myn naby Vryburg ook ingekort. Geen verdere inkortings by dié myn is in die vooruitsiggestel nie.

mark vir asbes-produkte oor die hele wêreld nie verstewig het soos aanvanklik verwag is nie.

„Verbruikers van asbesvesel het, met die tekorte van 1975 en 1976 in gedagte, volgehou om meer as vir hul behoeftes te hoop. Om dié rede het voorrade begin ophoop.

Verbetering?

„Die maatskappy verwag 'n effense verbetering aanstaande jaar totdat die ewewig in die mark herstel is. Soos ander produsente is besluit om die produksie in te kort sodat likwiditeit behou kan word en om te verhinder dat 'n verdere opeenhoping van voorrade plaasvind. — (Sapa.)

● Vroeëre berig op bl. 27.

Die volledige verklaring lui: „Vir 'n aantal jare was die mark vir asbes oor die hele wêreld besonder stewig. In dié tyd is heelwat geld aan woningbou en die infrastruktuur by Penge en Pomfret bestee.

„Hoewel die stewigheid in die mark tot in die eerste deel van 1977 voortgeduur het, het dit in die laaste maande aansienlik verswak. Dit is nou duidelik dat die

STAR 20/12/77 (3) 211

Work conditions in SA slammed

The Star Bureau

LONDON — A Dominican priest, Father Peter Saunders, who lives in Lesotho, claims that Basotho are working in "sub-human conditions" in South Africa, and that Britons should do something about it.

In a BBC radio interview, he recalled that British investment in South Africa represented 30 percent of all British overseas investment.

"Because shareholders in Britain are considerably enriched by the fact that these men in South Africa are working in sub-human conditions, it is quite plain that there is a responsibility over here both to know about it and to try to do something about it," he said

Britons could do something about it by "bringing the right kind of pressures to bear on the big multinational corporations and so forth.

POOR FOOD

Father Saunders said young Basotho were processed through "an extremely inhuman system" of initiation into mine labour.

They lived isolated lives, the food was very poor, and they were often compelled to spend their money on buying food from company shops in their compounds.

The hostels in which they lived were often extremely overcrowded "In all kinds of ways, the life is extremely inhuman," he said.

Forty percent of Lesotho's entire male population, which represented about 100 percent of those between 20 and 40, worked in the South African mines, or other jobs in South Africa, he said.

"Very little has been done either to study their situation, or to see in what ways it can be made more human, and these are the kind of things I'm discussing with people over here."

cutback: 4 000 to lose jobs

Cape Times 14/12/77 (1) 211 (2) 328

By GORDON KLING

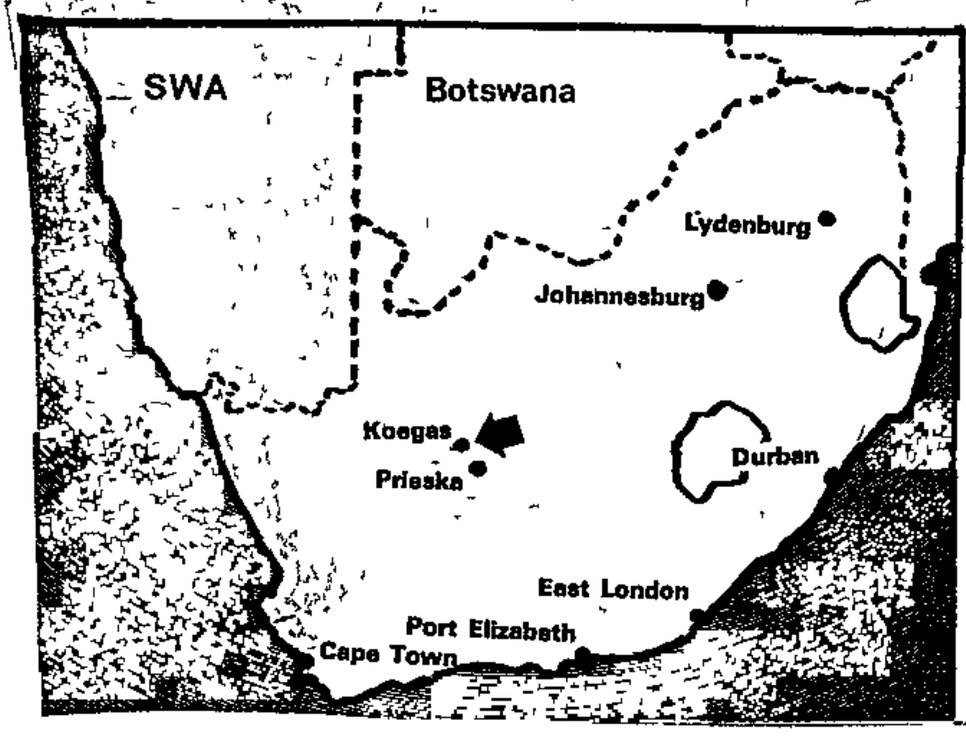
MORE than 4 000 mineworkers will lose their jobs with the announcement by Cape Asbestos SA of major cutbacks in its mining operations. Altogether 1 650 of the workers are at Prieska in the Northern Cape.

The managing director of Cape Asbestos SA, Mr Simon Dougherty, yesterday told the Cape Times in an interview from Johannesburg that production cuts announced by the company would mean almost immediate retrenchment. There was little possibility that white miners would be able to find other jobs in the areas

The company's Penge mine in the Lydenburg district of the North-Eastern Transvaal would reduce milling from two shifts to one in a move which will put 150 whites and 2 500 blacks out of work

The two milling shifts at the Koegas mine in the Prieska district of the Cape are also being cut to one, putting 50 whites and 1 600 blacks out of their jobs It was likely the mine would close in the latter half of next year which would mean the loss of a further 50 white and 1 000 black jobs.

Production was reduced earlier this year at the Pomfret mine near Vryburg and no further cuts were expected



Contract

Mr Dougherty said the black contract workforce would be reduced by ending recruitment Many contracts were now due to expire White workers would be made redundant "in a week or two"

The cutback was prompted by unexpectedly weak world asbestos markets.

The company announcement said it firmly believed the present weakness in the market, caused by overstocking among consumers, was temporary.

Assistance in finding alternative employment would be given to the jobless, and departure from mine housing would be delayed where this was helpful.

Cape Asbestos is a wholly owned subsidiary of British-based Cape Industries, which is in turn controlled by the Anglo American Corporations's Charter Consolidated group

Detailing the international situation which forced the drastic cutback, the company said.

"Consumers of fibre hoping for an upturn in demand and having in mind the shortage of asbestos in 1975 and 1976 have continued to purchase above their rates of consumption, and stocks have risen

"The company anticipates a slow off-take into next year until stock equilibrium has been restored."

All whites may quit mine town

Cape Times 15/12/77

911

By GORDON KLING

THE EXPECTED closure of the asbestos mine at Koegasbrug in the Northern Cape is likely to mean the total exodus of its white inhabitants.

The mine owners, Cape Asbestos, have announced a drastic production cut which has made 1 650 of the workers redundant and the company expects the mine will have to close in the second half of next year

Another 2 650 jobs have been cut at its Penge Mine in the north-eastern Transvaal

In an interview from the small town nestled on the banks of the Orange River, the mine's manager, Mr R R Hammond, yesterday said Koegasbrug would probably be taken over by its coloured community if the mine closed.

He said there was an extreme shortage of coloured housing in the town. It was possible the mine's housing could be taken over for use by the coloured people, but this would depend on the Department of Coloured Affairs.

Department officials could not be contacted last night.

Virtually all the whites in Koegasbrug, which has the distinction of exporting South Africa's first oranges, are employed by the mine The latest retrenchment will leave only 43 white families

The majority of the 140 coloured people still employed have families and many are related to each other.

Mr Hammond said it was unlikely they could easily find work elsewhere and it appeared they were taking developments at the mine harder than the white and black mineworkers.

White miners, with few exceptions, had accepted the 50-man retrenchment calmly and many of the black workers had left early to be home for Christmas.

The general secretary of the Mineworkers' Union, Mr B J Paulus, told the Cape Times in an interview from Johannesburg that he did not expect difficulties in finding jobs elsewhere for whites.

Warning

There was a shortage of white workers in the industry and the company had given the union advance warning of its plans to curtail operations This would probably enable placement of the miners in new jobs before they had to go on unemployment benefits

Mr Hammond pointed out that the white miners would be paid till the end of March even if they found new jobs before this. Medical aid benefits would last for another two months

The manager of the group's mine at Pomfret in the Vryburg region, Mr V Bosman, yesterday said worker morale was excellent in spite of the gloomy news affecting the other two mines Production at Pomfret was reduced earlier this year and no further cuts were expected.

FM 16/12/77 (211)

MINE LABOUR

Showdown looming

Despite vociferous objections from Arrie Paulus's Mineworkers' Union, Anglo American seems determined to push ahead with its secret plan for an integrated workforce on the mines.

Ever since Anglo's secret "working paper" was leaked to Paulus's newspaper, *The Mineworker* (*FM* November 18), observers have been waiting to see whether the corporation would back down or go ahead with the document's implementation.

Anglo itself remains tight lipped, but the *FM* understands that it has met Paulus and told him that it intends sticking to the long-term principles set out in the document. Indeed, some sources believe that the appearance of the document in *The Mineworker* and the subsequent furore has helped Anglo by allowing it to gauge the union's strength better.

Says one mining man: "Paulus has always claimed immense grassroots support and a fair amount of political muscle. Anglo is now in an ideal position to test this."

The central idea of the document — that the mines must have an integrated workforce and do away with job reservation — has appeared in Anglo public statements for years. But what the document set out was a strategy for achieving this, the key to which was the idea of "shifting the balance of power" away from the union so that negotiations on job changes can take place.

Central to this strategy is the Anglo belief that rank and file white miners are more sympathetic to job changes than the union's leadership, and that Anglo should therefore negotiate with them at mine level, thus bypassing the union's head office. The union hierarchy, the document implies, would then either have to adapt or find its influence waning rapidly.

Paulus has reacted by holding mass meetings of miners to discuss the document and by calling on government to "keep a close watch" on Anglo's "un South African activities".

This is not the first clash of this sort this year. Some months ago there were milder clashes — one over Anglo's report on black miner attitudes and another over Anglo's policy on statutory job reservation. So things appear to be hotting up and the union's ability to withstand change — or preparedness to negotiate it — will soon be put to the test.

Anglo men stress privately that the details of the secret document were never finalised and that it was intended only as a basis for discussion within Anglo and with the other mining houses. Indeed, as the document itself suggested, the rest of the industry is likely to resist the Anglo plan.

One of the reasons why the union has not been seriously challenged on black advancement for so long is that the other mining houses and the Chamber of Mines as a whole have tended to drag their feet on the issue.

Hostility to the strategy in the secret document is not confined to the union. Indeed, some sources believe that some of the other mining houses are also unhappy with it.

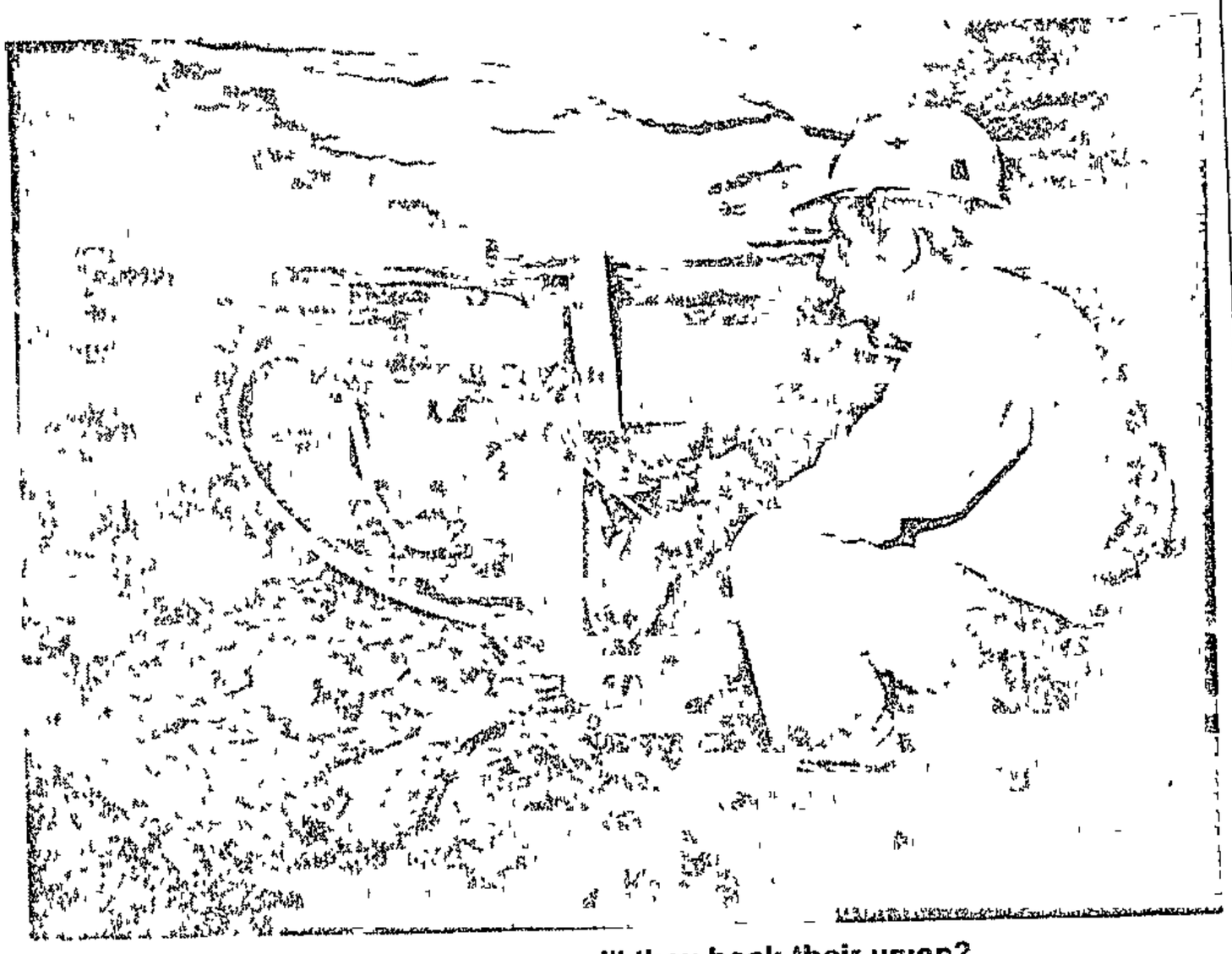
Implementation of the plan would also require amendments to government mining regulations. Mining sources reckon that the time has never been riper for testing the union's influence with government, which, they believe, is declining — especially since government itself has an interest in the expansion of the mining industry.

Government has tended historically to back unions like the MWU against employers. But it now seems as if government may be planning to ditch the union. Paulus himself acknowledges this.

The Wiehahn Commission was appointed amid bitter criticism from Paulus, government last year attempted to pass anti strike legislation for the mines, Labour and Mines Minister Fanie Botha has rejected a five-day week for miners, and union men claim that government shows little interest in miners' bread and butter complaints.

Some mining men reckon Anglo will attempt to capitalise on the fact that government no longer seems willing to back the union.

Paulus reacted to all this by backing Carletonville independent (and ex-Nat MP) Cas Greyling in the general election.



White miners . . . will they back their union?

Paulus . . . how hard will he fight back?

Here too, mining men believe he has exposed his weakness Greyling was badly beaten – proving, say those who back a tough line against the union, that Paulus's political influence is a myth

There are also claims by mining men that grassroots reaction among union members to the leak has not been hostile (although Paulus has held a number of meetings in mining centres at which he received vociferous support)

The argument, then, is that the mines have nothing to lose by trying to press ahead with the first real attempt to integrate the workforce

This theory will only be tested, however, if Anglo has indeed decided to push for significant changes both within the industry and on its own mines How far it can get without backing from the rest of the industry is also a moot point

Anglo men claim that they are not looking for a confrontation The *FM* understands that Anglo still believes the industry can persuade Paulus to negotiate on job advancement Says one source "Anglo reckons an integrated work-force is inevitable and that the union can either help manage it by allowing it to happen at the union's pace or be swallowed up by it"

What happens if Paulus won't co-operate? Does Anglo confront him, bypass him or back down? Most sources insist that the corporation will not back down That much remains to be seen, however

Where does all this leave Paulus? His union is left with two options It can use the closed shop to keep its rank and file in line and get it to resist change at mine level. But the closed shop may not be with us much longer

Or it can strike — but the chances of government support on this are zero in the present climate So if Paulus does take this drastic step, he may find himself out on a limb

Other right wing trade unions also feel increasingly alienated from government and beleagured Many feel that they must either make a stand now or go under The next year may well decide their future, and could see bitter conflict between them and government If it does, that little piece of paper from the Anglo safe could play no small part in the drama

RDM 16/12/77

Penge miners face their saddest shift

By ALAN DUNN
Pretoria Bureau

ABOUT half of the people living in Penge, the remote Eastern Transvaal mining village rocked this week by a redundancy announcement, will have to leave — but they do not want to

For most the move will mean a terrible wrench Many have never even considered the idea of quitting the picturesque hamlet tucked in the foothills of the Drakensberg mountain range.

The blow came on Tuesday when Cape Asbestos SA's management said about 2 500 blacks and 150 whites would be made redundant at Penge mine A further 1 600 blacks and 50 whites have also been retrenched at Koegas mine in the Prieska area because of a substantial weakening in the asbestos market in recent months

In a month or so the close-knit society of Penge will be broken Gone will be the place where everyone is on first name terms, the village intimacy, and peaceful contentment all have enjoyed there

Take Mrs Dreyer who works at the general dealer's store She and her husband have lived there for almost 28 years They are the village, but now they must go Piet Dreyer had four years to go until retirement — he started at the mine when there were 36 houses and only one shaft. He grew with the village which now has about 230 homes and a white population of roughly 800.

Blinking back tears, Mrs Dreyer put on a matter-of-fact attitude

"We came with empty bags, and are leaving with full ones," she said.

The couple, whose son is the vice-principal at the primary school, will settle about 100 km away in Lydenburg

"The people are crying," said the shaft boss, Mr Joseph Motaung, who has worked there for 14 years His future is uncertain He might or might not have to leave, the mine's management still have to decide

"The people do not know what to do They are very hurt and must go home," he said of his black colleagues They did not understand why they were dismissed, the intricacies of high finance and balance sheets they have never seen

Said Mr Chris Dreyer, 58, a shift boss who was not affected by the announcement, "It is hard man. I find it difficult to say goodbye to people you have been working with for 13 years"

Interviewing the villagers in scalding midday heat which they scarcely noticed, it emerged that the blow was not unexpected. Rumours so typical of Penge life had been circulating for some months before it came.

"You can't actually say we were shocked We were told it could happen if asbestos sales didn't go up," said shift boss Mr Bert Hopley, 49, who was told the news with the others this week

Mr Brian Winfield, a work study officer, said all knew it was coming. "It was just a question of who and when" Many miners, it seems, did not think they would be caught in the entrenchment web They now know better

Nobody complained about the company's redundancy terms which include a two-month salary cheque and generous moving allowances.

"I do not think there is a mine which has paid such good redundancy money," said Mr Bert Hopley

"I mean you can go on two months' leave before starting the search for a job"

Fortunately for Bert, he is one of the lucky ones who has already found a job on a chrome mine within 20 minutes' drive of Penge.

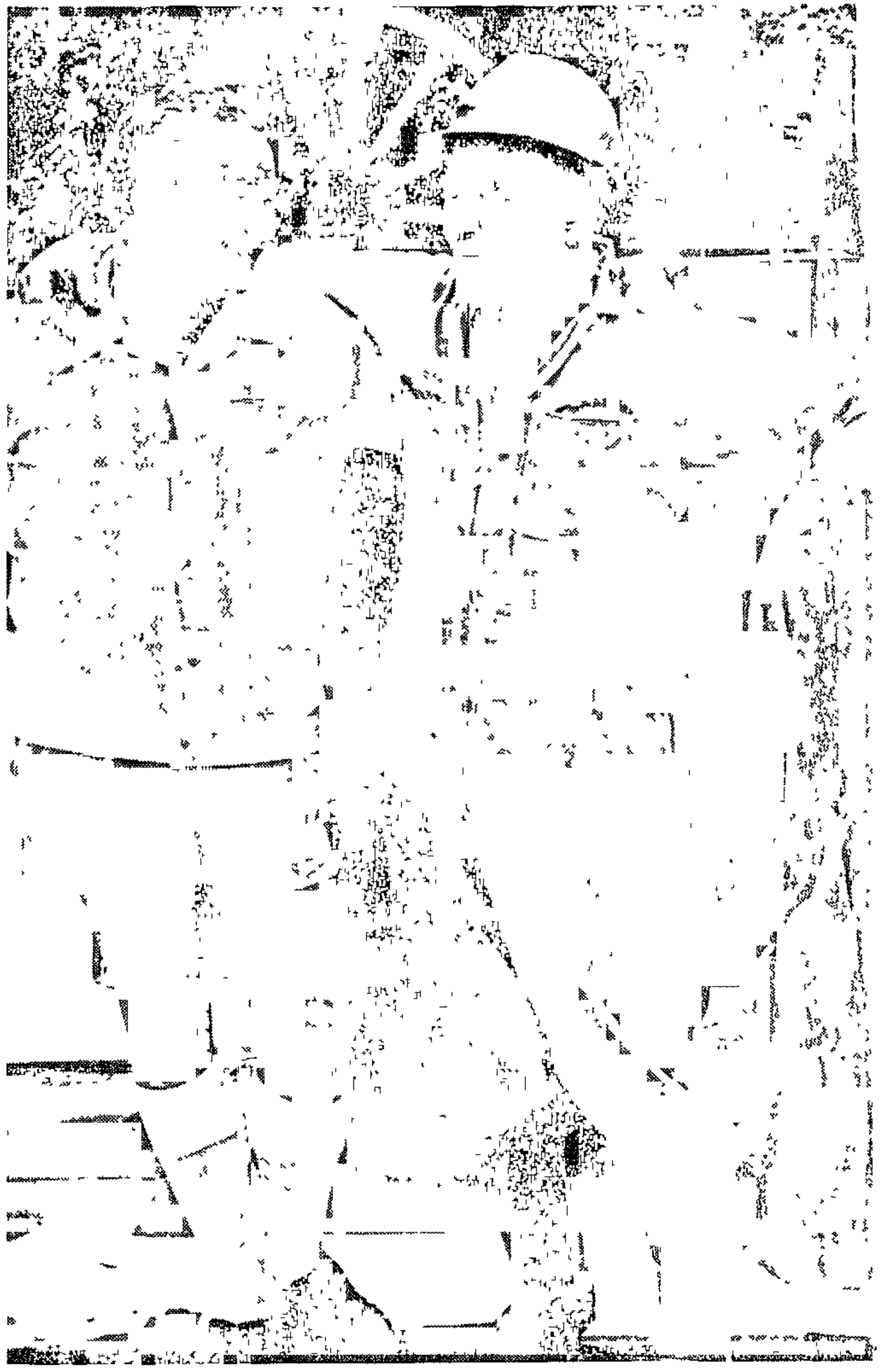
Brian Winfield is not that happy about his future

"What are my plans? I have no idea at the moment I am loathe to leave the company and I think that with the economy as it is, everyone would be a little concerned about their future," he said

However, the general manager of Penge Asbestos Mine, Mr Frank Purcell, revealed that a Free State gold mining company and local chrome mines have expressed interest in the redundant labour He said the gold mine was sending its personnel manager to interview miners at Penge early next week

"I think the vast majority will not have too much trouble getting new jobs . most will get fixed up pretty smartly"

But working for new concerns amongst strange people in bigger towns will be different, somehow Penge, with its flyscreen doors and speed-bump streets has rooted itself in the blood of many who will not find it easy to leave



Penge miner Mr Bert Hople, 49 left has to leave the village and will no be seeing much more of shift boss Mr Chris Dreyer, 5[illegible] who was not hit b[illegible] the cutback which hit the mine workers this week

For the lucky few, other jobs beckon

Own Correspondent

CAPE TOWN — All white inhabitants are likely to leave Koegasbrug in the Northern Cape if, as expected, the asbestos mine there closes

The mine owners, Cape Asbestos, expect the mine to close late next year

They have announced a drastic production cut which has made 1 650 workers redundant.

Another 2 650 workers have been sacked at their Penge Mine in the North[illegible]

From Koegasbrug, a small town on the banks of the Orange river, mine manager Mr R Hammond said that if the mine closed the town would probably be taken over by its coloured community.

There was an extreme shortage of coloured housing there, he added.

It was possible the mine's housing could be taken over for the coloured people, but this would depend on the Department of Coloured Affairs.

white miners would be paid to the end of March even if they found new jobs before then

Medical aid would be paid for another two months, he went on

Almost all the whites in Koegasbrug, which exported the first oranges from South Africa, work at the mine

Most of the 140 coloured men still working at the mine have families

It is unlikely that they will easily find work else-

With a few exceptions, white miners had accepted the sackings calmly, and many of the black workers had left early to be home for Christmas he said

The general secretary of the mineworkers' Union, Mr B Paulus, says he does not expect difficulties in finding jobs elsewhere for the whites who have been sacked

He added that there was a shortage of white miners, and Cape Asbestos

vance warning of its plans.

This, said Mr Paulus, would probably mean that miners could be in new jobs before they had to go on unemployment benefit

Mr V Bosman, manager of the Cape asbestos mine at Pomfret in the Vryburg region, said worker morale was excellent in spite of the gloomy news affecting the other two mines

Production at Pomfret was cut earlier this year and no further cuts were

Whites' jobs are safe — Anglo

Cape Times 22/12/77

211

JOHANNESBURG. — The Anglo American Corporation, the biggest employer in the South African gold mining industry, yesterday spelled out its labour policy, and declared: "There are no grounds on which racial discrimination can be justified."

In a statement of policy apparently issued in reply to recent attacks by the all-white Mineworkers' Union, which has accused it of planning to "Africanize" its labour force at the expense of white miners, the giant mining and industrial conglomerate added. "No company in South Africa can escape its responsibility for improving the job opportunities available to its black employees."

The announcement came from Mr D A Etheredge, Mr D B Hoffe, chairmen of the group's Free State gold mines, in their annual reviews.

The two chairmen pledged, however, that the interests of white miners would not be ignored.

"We undertake . that proposed changes in labour utilization will be discussed with white employees and the associations and unions which represent them."

Existing white employees were promised they would neither lose employment with the company, nor suffer a drop in pay as a result of any alteration in labour utilization.

"Moreover, an undertaking is given that no job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs."

The chairmen said the current depression had meant an improvement in the labour supply to the mines but had not eliminated the continuing shortage of white miners and electricians.

The position had been severely aggravated by the demands for military service, as young men comprise a high percentage of the staff, particularly in the key production areas.

"The continuing shortage of whites brings into focus the restrictive influences of job reservation which preclude the mines from developing and utilizing the available skills among black workers.

"Given the current political climate and the rising aspirations of the black population, not only do we face problems in maintaining planned levels of production but also the prospect of future unrest has to be considered which could arise out of increasing black frustrations."

Crucial

To complement the changes required over the next few years and to ensure the best use of the group's manpower resources, "bearing in mind the existing and predictably growing shortage of whites for semi-skilled and skilled positions on the mines", it was crucial to develop among employees attitudes of mind which supported the philosophy behind these changes.

employee is an

"The white employee is an indispensable factor in the running of our mines but, not surprisingly, he views the advancement of blacks with some apprehension in terms of his own job security.

"We have therefore issued an informatory circular to all white officials and union men in which we have set out, in general terms, the principles which will guide us."

Reaction

The circular had been made available to all white employees of Anglo American gold mines and had not been the subject of adverse reaction "other than in isolated instances" — presumably referring to attacks in the Mineworker newspaper by the general secretary of the Mineworkers' Union, Mr Arnie Paulus.

Further circulars would be issued from time to time to clarify aspects of the group's industrial relations policy, the chairmen said.

"We sincerely hope that white employees will see in these circulars our determination to bring about changes in the labour field in such a way that they can confidently co-operate with us." — Sapa

Anglo says No to discrimination

D.D. 22/12/77

JOHANNESBURG — The Anglo American Corporation, the biggest employer in the South African gold mining industry, yesterday spelled out its labour policy, and declared. "There are no grounds on which racial discrimination can be justified"

In a statement of policy apparently issued in reply to recent attacks by the all-white Mineworkers' Union which has accused it of planning to "Africanise" its labour force at the expense of white miners, the giant mining and industrial conglomerate added "No company in South Africa can escape its responsibility for improving the job opportunities available to its black employees."

Yesterday's announcement came from Mr D A Etheredge and Mr D B Hoffe, chairman of the group's Free State gold mines, in their annual reviews.

The two chairmen pledged, however, that the interests of white miners would not be ignored

"We undertake . . . that proposed changes in labour utilisation will be discussed with white employees and the associations and unions which represent them"

Existing white employees were promised they would neither lose employment with the company, nor suffer a drop in pay as a result of any alteration in labour utilisation

"Moreover, an undertaking is given that no job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs"

The chairmen said the current depression had meant an improvement in the labour supply to the mines, but had not eliminated the continuing shortage of white miners and electricians

The position had been severely aggravated by the demands of military service.

"The white employee is an indispensable factor in the running of our mines but, not surprisingly, he views the advancement of blacks with some apprehension in terms of his own job security

"We have therefore issued an informatory circular to all white officials and union men in which we have set out, in general terms, the principles which will guide us." — SAPA.

211

Anglo hits job reservation, but reassures whites

STAR 22/12/77 (211)

Labour Reporter

The poor economic conditions have not eliminated the shortfall of skilled white labour on the mines, says Mr Douglas Hoffe, one of the Anglo American Corporation's gold mine chairmen

Military service has aggravated the position, but job reservation precludes the mines from developing and using black skills, he said in an annual review issued today.

"Not only do we face problems in maintaining planned levels of production but also the prospect of future unrest has to be considered which could arise out of increasing black frustrations."

The white employee is an "indispensable factor" in the running of the mines but fears for his own job security.

Therefore Anglo has issued a circular making it clear that racial discrimination cannot be justified and no company in South Africa can escape its responsibility for improving black job opportunities.

DISCUSS

But Anglo undertakes to discuss proposed changes with white employees, associations and unions

"Existing white employees are promised that they will neither lose employment with the company, nor suffer a drop in pay as a result of any alteration in labour utilisation," Mr Hoffe said.

"Moreover, an undertaking is given that no job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs."

Mr Hoffe said the implications of the 11-shift fortnight "appear to be that operating costs will increase as a result of decreases in productivity."

More black mine houses

Labour Reporter

Key black mineworkers soon may be housed in black urban areas in numbers exceeding the three percent limit previously demanded by the Government.

Agreement in principle has been reached on this matter with the Department of Bantu Administration, Mr D A Etheredge and Mr D B Hoffe say in their annual reviews of Anglo American gold mining companies

In addition, blacks having residential rights in an urban area will be allowed to retain their rights while working on a mine

As a result of this "important concession to the mining industry," Anglo's Free State mines have begun to build an initial 175 houses in Welkom's Thabong township. This will be an ongoing programme.

STAR 22/12/77

Copper men laid off

(2) 211

More than 1 000 workers have lost their jobs at the Otjihase copper mine in SWA/Namibia, where mining operations are ceasing this week because of the low copper price

The mine was brought to production in 1975, but losses steadily mounted and today Johannesburg Consolidated Investment, which owns the company, announced that it is to be placed on a caretaking basis, until the price recovers

The existing complement is 110 whites, 68 coloureds and 1 026 blacks, of whom 78 will be retained

(See Page 19)

Recession turns black labour to mines

RDM 22/12/87

By DON ROBERTSON

THE economic depression is of major concern to South Africa and to industry, but it has provided some relief to the gold mines because it has improved the supply of black labour from the urban areas and the homelands.

The chairmen of Anglo American's Free State gold mines, Mr D A Etheredge and Mr D B Hoffe, say in their annual statements that this has to some extent alleviated the pressures developing as a result of rising unemployment

However, the poor economic conditions have not eliminated the continuing shortage of white miners and electricians This position has been severely aggravated by the demands for military service as young men comprise a high percentage of mine staff, particularly in key production areas, they say.

"The continuing shortage of whites brings into focus the restrictive influences of job reservation which preclude the mines from developing and utilising the available skills among black workers.

"Given the current political climate and the rising aspirations of the black population, not only do we face problems in maintaining planned levels of production but the prospect of future unrest has to be considered which could arise out of increasing black frustrations"

Referring to proposed changes in labour use at group mines, the chairmen say that a circular, setting out guidelines, has been sent to all white officials and union men

"We have made it clear that there are no grounds on which racial discrimination can be justified and that no company in South Africa can escape its responsibility for improving the job opportunities available to its black employees."

The group has, however, given an undertaking that any labour changes will be discussed with white workers and the associations and unions which represent them.

Looking at the effects of the II-shift fortnight, the chairmen say that while it is too early to quantify the effects of the system, it has been necessary on some mines to increase labour complements to maintain production.

In addition, there has been a decline in development work because of the necessity to reallocate labour resources to maintain stoping activity The overall implications of the system are that costs will increase and production will drop

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Cape Times 22/12/77

Copper mine shutdown to affect 1 126

Own Correspondent

OTJIHASE – The copper mine near Windhoek in South West Africa, is to suspend operations this week and the mine will be on a care and maintenance basis

The mine, which is managed by Johnnies, is yet another casualty of falling prices on world commodity markets Last week, Cape Asbestos announced that it was reducing operations at two of its asbestos mines in the North Eastern Transvaal and North West Cape

The Otjihase closure will affect the jobs of 1 126 workers while the Cape Asbestos production cut-back affected 4 300 workers

The mine has been battling under the pressure of the falling copper price which had dipped to £680 yesterday In the year to June the company suffered a loss of R6 200 000 but losses continued to mount and in the September quarter reached R2 734 000

A statement from the company says that in the light of the continuing depressed price of copper and the resulting drain on the company's financial resources, it has been decided to suspend operations

Fully maintained

The plant and underground workings will be fully maintained and the mine kept in a condition which will enable operations to be resumed without delay when circumstances warrant it

A spokesman for the company said that mining would be resumed when the copper price can yield a reasonable return on the capital investment required to reopen the mine.

At the recent Johnnies' annual meeting, the chairman, Sir Albert Robinson, said that Otjihase required a copper price of £900 to break even

The mine began production in October 1975 and had a treatment capacity of 120 000 tonnes a month with a copper grade of 2,4 percent Mill throughput has been running at about 100 000 tonnes a month but was reduced to 70 000 tonnes a month in the September quarter Reserves are estimated at about 23 million tonnes

Mining will stop this week but the milling of accumulated stocks will continue for a few months Thereafter, a team of 78 will maintain the mine At present the labour complement is 1 204

The company will offer alternative job opportunities to white employees in South Africa and will attempt to find jobs for the blacks and coloured miners in South West Africa

Employees living in company houses will be allowed to remain for three months at a nominal rental and thereafter will stay on at management's discretion

STAR 23/12/77

Layoffs on mines total 12 000

(211)

News of the retrenchment of 60 whites and 1 500 blacks at Western Platinum's mine, near Rustenburg, brings the total of staff reductions on various mines to about 12 000 this year

The Western Platinum retrenchments, amounting to 25 percent of white and 7 percent of black staff, began in September and are now completed.

Earlier this month Cape Asbestos laid off 200 whites and 4 100 blacks at its mines at Penge, near Lydenburg, and Koegas, near Prieska

Rustenburg Platinum cut back its black staff by 5 000 and its white staff by about 200 in November

And the O'Kiep Copper Company retrenched 500 black, 376 coloured and 193 white workers in Namaqualand in July.

Asbestos miners work last shift

211

HUNDREDS of retrenched miners work their last shift at the Cape Blue Mines at Koegasburg in the north-western Cape today. Many face an uncertain future but for others retrenchment has not been as dismal as at first feared.

Mr Schalk Lubbe, secretary of the mine, said today of the 70 white mine workers retrenched, only four or five had not found jobs elsewhere.

About 1 300 black workers had completed their contracts and had returned to their homes, most of them to Transkei and Bophutha-Tswana.

COLOURED

In fact, Mr Lubbe said, the mine needed to recruit black workers for next year.

The position of 124 retrenched coloured workers was 'sad,' Mr Lubbe said, although morale was high

A few found jobs in Kimberley and other nearby areas and the mine's representatives contacted the Coloured Development Corporation and the Department of Coloured Affairs for help.

The white miners found jobs 'thanks to the quick action of the employees themselves,' Mr Lubbe said.

GOLD MINES

Many went to gold mines at Harmony and Welkom for interviews and brought back news of jobs open

Some would begin work on Tuesday — 'not missing a single shift,' Mr Lubbe said

Of the four or five who had not found jobs, one was over 60 and had very short service — which would make it difficult to find another job, and others were 'making hay while the sun shines,' he said.

The miners have three months' retrenchment pay and many have leave or leave pay.

Mr Lubbe was confident all the white miners would have somewhere to go in the new year.

JOBS FOR 200

When the retrenchments were announced two weeks ago, the Mineworkers' Union said it would find jobs for about 200 miners

Mr Lubbe said few of those who found jobs had found them through the Mineworkers' Union. This was because many were artisans and clerical staff

The mine has 709 employees left and asbestos market trends indicate that the Koegasburg mine will close in the last half of next year.

But Mr Lubbe said this was the fourth time the mine faced closure since it came into operation in the last century. He believed closure would be avoided this time, as in the three previous crises.

MINING LABOUR

1978

FM. 6/1/78

MINE DISEASES

TB still rife

211

Occupational diseases on the mines are still rife — and the chief sufferers are black miners, according to figures contained in the latest report of the Compensation Commission for Occupational Diseases.

The report, which covers the year ending March 1977, reveals that just over 6 000 miners received compensation for occupational diseases Over 5 000 of them were black.

The benefits paid out amounted to

BANTU EDUCATION

Where will it all end?

Soweto has a nominal school-going population of 170 000. On Wednesday the regional office of the Department of Bantu Education said that as a "rough estimate" only about 3 500-4 000 pupils at secondary schools had so far registered for the new school year, which begins on January 31. Students and teachers last year predicted that the schools would not open to teach Bantu Education in 1978.

Presumably in recognition of a crisis of such a magnitute that even he cannot ignore it, Bantu Administration Minister Michiel Botha was preparing to meet representatives of both the African Teachers' Association of South Africa (Atasa) and the Soweto Residents' Committee as the *FM* went to press.

Both organisations have sent memoranda to Botha on ways of resolving the schools crisis While Botha's willingness to meet with Atasa and the SRC is the very least one might expect, it is hardly cause for hope. It is, after all, less than a month since Botha said that it would be "meaningless" to abolish the Department of Bantu Education or to combine

Now news from Stilfontein TV...where a golden era has begun

A MINE OF GOODWILL

FULLER LIFE FOR WORKERS BRINGS THEM BACK TO THEIR JOBS

Tribune Reporters

JABULANI and Ben star in a new prime-time TV hit. But you won't have heard of these two Black mineworkers. They are characters in a video TV serial run by Stilfontein gold mine for its workers.

The unique service is part of a Christian Action programme aimed at building mutual respect and understanding between races, countering Communist propaganda and creating a new deal for black mineworkers.

Stilfontein hopes other mines will follow its lead

Senior personnel officer Barry Niewoudt says: "We hear of Communists hiding behind every little bush waiting to take over, hating our guts But how many of those opponents of South Africa went through the hands of white mineworkers? I would say easily 40 million.

Beaten

"How many were beaten and ill-treated? Many, and I defy anyone to deny that We made enemies out of them If each one of them could have been positively influenced, we would have had many black friends"

The TV service started about a month ago, runs for eight hours a day and devotes about one third of its time to spiritual matters.

Mr Niewoudt says "It is incredible that we have always been boasting about our Christian heritage What did we give the black? A fear . . . and we made ourselves laughing stocks for we did not prove that we are Christians . . .

"In seeing to their spiritual needs we can make a start"

As mineworkers queue up at the cage which will plummet them into Stilfontein's hot and dark bowels at the beginning of their shift, they watch a short sermon in Fanagalo which features their friends as actors and a lecture on mine safety.

All the personalities and cameramen on Stilfontein TV are black mineworkers.

The television complex consists of two studios, a sound room and a dubbing room. Only one man in the complex, former personnel officer Arthur Fredericksen, has had any TV training

With his help Stilfontein TV produces programmes such as Jabulani Maluleka.

It is the story of Jabulani, who is a black miner, and his friend Ben They discuss the day's events and the programme has a moral closely related to mine life and its effect on a Christian

Bible

The day's programme usually starts off with a reading from the Bible. Then there's Jabulani, news and interviews, general discussions on subjects such as education, first aid or the independence of Bophuthatswana.

John from Rhodesia, as he is known, presents another big favourite — Pop Show

Also popular is Pick-a-Box and sport often fills the rest of the bill

Stilfontein TV also offers its version of P. G. Gesels. In this programme personalities on the mine tell their stories.

If somebody's wife has had a child, the news spreads via TV and it proves a successful link between mineworkers and home

The mine also produces a black newspaper, Lizwi La Se Stilfontein, which contains articles on sport, education and news from families back home.

The overall Christian Action programme was devised by Stilfontein's 37-year-old general manager, Byron Christos, more than two years ago.

"We realise that the facilities normally found on gold mines are inadequate. Housing always has been a problem and we are not saying that we have the best in the world, but we are concerned about our workers

"Their spiritual well-being is of the utmost importance. They need more recreation after hours and I trust that we have given it to them"

Kiosk

A tour around the several hostels where the black mineworkers are housed shows eight recreation halls, furnished with modern restaurant-type chairs and tables, television sets, coin-operated washing machines and a kiosk where they can buy light refreshments cheaply

A covered arena which can house more than 6000 is nearing completion. It is fitted with a moveable boxing ring, television sets, projector and screen.

It is here that the black worker can take courses in judo, karate and boxing, and under the watchful eye of labour adviser, Mr John van den Heever, paraplegics also take part in sporting events

As soccer forms an important part of the black mineworker's recreation, the mine management decided to floodlight the soccer fields.

The mine has also started to modernise the hostels, cleaning them out and painting them. Each worker now has a lock-up cupboard and plans are under way to improve even more.

Post offices have been introduced at most of the hostels. The workers who cannot write can ask for the help of eight black ministers on the mine.

They and their assistants will write letters on their behalf and also read letters for them When a worker arrives at the mine he is instructed to write to his people at home and receives two envelopes with stamps.

In each letter there is a self-addressed envelope with a stamp so that his people can answer it immediately When a contract worker leaves the mine the management keeps in touch with him wherever he might be by regular letters inquiring about his well-being.

Effective

This has proved very effective as the stream of letters from previous employees show. Most have an affinity for the mine.

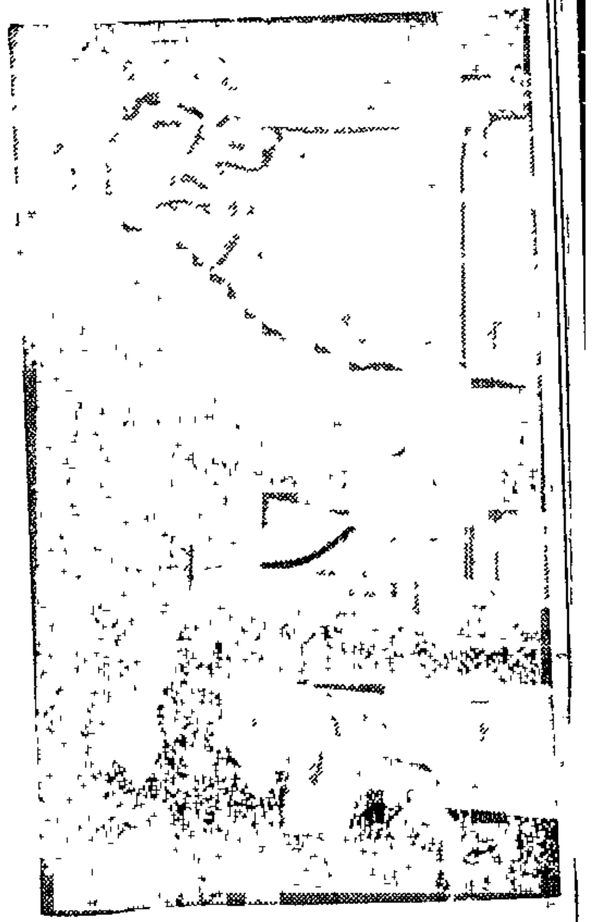
"A happy worker is a better worker. We have not just concentrated on the physical needs of the worker but have also considered their spiritual and emotional needs," a senior mine official said

QUOTE

Barry Niewoudt:

"We hear of Communists waiting to take over, hating our guts. But how many of those opponents of South Africa went through the hands of white miners? How many were beaten and ill-treated? We made enemies out of them. If each could have been positively influenced we would have had many black friends. In seeing to the spiritual needs of the people here we can make a start."

Stilfontein TV star Jabulani. The role is taken by a mineworker in a daily programme watched avidly by his fellow workers. They get home news, mining lectures and stories end with a moral



Confined to a wheelchair, Mr Dave Renke, a technician, gets the show on the road in the studio

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DEPARTEMENT VAN MYNWESE

No 115 20 Januarie 1978

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwese het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, by die volgende myn na sy oordeel vir 'n tydperk eindigende 11 Junie 1978 in die nasionale belang nodig is.

Die myn, bekend as Palabora Mining Company, Limited, op die plase Loolu 31 LU, Wegsteek 30 LU, Laaste

210

DEPARTMENT OF MINES

No 115 211 20 January 1978

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule hereto, at the following mine is necessary in the national interest for the period ending 11 June 1978.

The mine, known as Palabora Mining Company, Limited, on the farms Loolu 31 LU, Wegsteek 30 LU, Laaste

24 LU en Merensky 32 LU, gelee in die landdrosdistrik Letaba, provinsie Transvaal, wat tans deur Palabora Mining Company, Limited Posbus 65, Phalaborwa 1390, ontgin word

BYLAE

Om die oopgroefkopermynkompleks te werk, in stand te hou en te herstel vir die myn van 100 000 t afval rots

24 LU and Merensky 32 LU, situate in the Magisterial District of Letaba, Province of the Transvaal, and at present being worked by Palabora Mining Company, Limited, P O Box 65, Phalaborwa, 1390

SCHEDULE

To operate, maintain and repair the copper-open pit mining complex for the mining of 100 000 t of waste rock.

No 127 20 Januarie 1978

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwese het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, na sy oordeel vir 'n tydperk van drie jaar vanaf die datum van hierdie kennisgewing in die nasionale belang nodig is

BYLAE

Werk by of in verband met die verwydering van bogrond met sleepgrawe by alle steenkoolmyne in die landdrosdistrikte Amersfoort, Bethal, Ermelo, Middelburg, Piet Retief, Standerton, Wakkerstroom en Witbank, provinsie Transvaal, waar steenkool volgens oopmynmetodes ontgin word, welke myne as sodanig deur die Staatsmyningenieur geïdentifiseer en geklassifiseer is

No. 127 20 January 1978

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule hereto, is necessary in the national interest for a period of three years from the date of this notice.

SCHEDULE

Work at or in connection with the removal of overburden by dragline at all coal mines in the Magisterial Districts of Amersfoort, Bethal, Ermelo, Middelburg, Piet Retief, Standerton, Wakkerstroom and Witbank, Province of the Transvaal, where coal is mined by means of opencast methods, which mines have been identified and classified as such by the Government Mining Engineer.

No 128 20 Januarie 1978

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwese het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, na sy oordeel vir 'n tydperk van drie jaar vanaf die datum van hierdie kennisgewing in die nasionale belang nodig is

BYLAE

Werk by of in verband met die verwydering van bogrond met sleepgrawe by alle steenkoolmyne in die landdrosdistrik Dundee, Newcastle, Paulpietersburg, Utrecht en Vryheid, provinsie Natal, waar steenkool volgens oopmynmetodes ontgin word, welke myne as sodanig deur die Staatsmyningenieur geïdentifiseer en geklassifiseer is.

No 128 20 January 1978

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule hereto, is necessary in the national interest for a period of three years from the date of this notice.

SCHEDULE

Work at or in connection with the removal of overburden by dragline at all coal mines in the Magisterial Districts of Dundee, Newcastle, Paulpietersburg, Utrecht and Vryheid, Province of Natal, where coal is mined by means of opencast methods, which mines have been identified and classified as such by the Government Mining Engineer

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No. 129 20 Januarie 1978

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwese het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, na sy oordeel vir 'n tydperk van drie jaar vanaf die datum van hierdie kennisgewing in die nasionale belang nodig is

BYLAE

Werk by of in verband met die verwydering van bogrond met sleepgrawe by alle steenkoolmyne in die landdrosdistrik Sasolburg, provinsie Oranje-Vrystaat, waar steenkool volgens oopmynmetodes ontgin word, welke myne as sodanig deur die Staatsmyningenieur geïdentifiseer en geklassifiseer is.

No 129 20 January 1978

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule hereto, is necessary in the national interest for a period of three years from the date of this notice.

SCHEDULE

Work at or in connection with the removal of overburden by dragline at all coal mines in the Magisterial District of Sasolburg, Province of the Orange Free State, where coal is mined by means of opencast methods, which mines have been identified and classified as such by the Government Mining Engineer.

Cape Times 24/1/78 (21)

Overtimer barred by union

Own Correspondent

JOHANNESBURG — The powerful Mineworkers Union has carried out its recent threat to act against miners who work too much overtime.

The union's executive council has cancelled a Klerksdorp miner's union membership for three months, suspended for a year, for refusing to heed the union's repeated calls not to work overtime unnecessarily

Reporting the suspension in the latest issue of the union's official journal, the Mineworker, Mr Arnie Paulus, general secretary, warns that the executive will take even more serious action in future

The union's action is a further step in its dispute with the Chamber of Mines over the 11-shift fortnight

Mr Paulus said the union had always claimed that a five-day working week would not affect production If members worked excessive overtime, the Chamber of Mines would immediately claim that the production increase must be attributed to excessive overtime and not to the present 11-shift fortnight — and would be able to stick to its old argument that a five-day working week would hamper production

He said that, in spite of repeated appeals by the union, the miner concerned worked extensive overtime during the week as well as on his Saturdays off

When approached by fellow miners, he boasted that the executive council could not touch him and that he would work as he pleased

"Well, this miner was wrong and it would be wise for other miners who do the same to take heed," Mr Paulus says

The executive also decided that the name of the miner would not be published

24/1/79 (211)

The Star Tuesday Jan

Union urged to drop 5-day week

Top Mining Workers' Union men heard today that Saturday production need not preclude a five-day week

The mines would have to take on more workers thus relieving unemployment, Professor F Q Leiding said in opening a union general council meeting

Professor Leiding, a member of the Franzsen Commission which was appointed to end a strike threat over the five-day week about 15 months ago, added "Under present circumstances a miner should work five days a week, but Saturdays should be production days just as any other,

"This means that more miners will be needed and that production will increase by one-sixth if you abide by your promise that you can produce just as much in five days as in six days under the old system

"I think you should make this concession in the interest of the country."

POWER

The union, he said, had the power to paralyse the mining industry or at least give it a serious blow.

But it also carried responsibilities which virtually equalled those of the Prime Minister and Parliament

The union should not only ensure the just treatment of its members but should also ensure that onslaughts against South Africa failed

The mining industry was largely responsible for the strong front which South Africa presented to increasing world animosity, the professor added.

On improved working conditions, he said not many years would pass before blasting would be reduced to a minimum by increased drilling which would result in fewer rockbursts and would allow miners to walk upright in well ventilated tunnels equal to any surface workshop

Penalty for going in on Saturday

The Mine Workers' Union has carried out its threats to act against union members who work on off Saturdays in their 11-shift fortnight

The first man to be penalised is an unnamed Klerksdorp miner whose membership of the union is being cancelled for three months.

However, the "punishment" has been suspended for a year.

The man concerned "worked extensive house overtime during the week and also worked regularly on his off Saturdays," according to the union

This, the union said, would allow employers to claim that production increases were attributable to excessive overtime and not to the 11-shift fortnight.

(12) 211

ARGUS 25/1/78

Homeland plan to train black miners

The Argus Correspondent

JOHANNESBURG — A scheme under which a white miner will be in charge of several blacks with blasting certificates has been proposed for mines in newly independent BophuthaTswana.

'If the miner refuses to teach the Bantu, the "shift boss miner" will do it,' the president of the Mineworkers' Union, Mr P C C de Jager, said in Johannesburg

He was addressing the annual meeting of the union's general council.

Referring to the union's previous refusal to allow its members to train blacks for blasting certificates, Mr de Jager said 'You must not forget that the miner in the homeland is now a temporary immigrant, or shall I say migrant worker, and may soon have to obtain a visa to work there.'

PROBLEMS

Mr de Jager said there were problems in negotiations between the union and Union Corporation (owners of Impala Platinum) on black training in BophuthaTswana

Under the corporation's proposals, some shift bosses would be demoted to do the work of miners and this meant that a large number of whites, probably members of the union, would become redundant

The union wanted the demoted shift bosses to become members of the union but the company insisted that they should remain members of officials' associations

211

DAILY DISPATCH, FRIDAY, JA

Mine bodies in split over race

A1 27/1/78

JOHANNESBURG — A major split has developed between two of the most powerful organisations for white mining employees on the issue of black job advancement

The Underground Officials Association, the strongest officials association in the mining industry, has declared itself willing to compete in the labour market with people of any colour and has expressed broad support for the internal document on black advancement of the Anglo American Corporation which was recently publicised and strongly attacked by the Mineworkers Union.

The UOA's unequivocal support for greater black job advancement is expressed in an editorial in the latest issue of its journal. It said the association aimed at job security for its members without being opposed to black advancement.

It said competition should not be on the basis of the undercutting of salaries.

The editorial criticises the document for being racialistic in stating that black job advancement would not mean black supervision of whites.

"If one is prepared to have complete integration on the job one should face all its implications in the work situation Everything being equal, the best worker usually becomes a supervisor."

The editorial advises Anglo American to leave the thorny question of job reservation to the Government

Mr R J Coertze, secretary of the UOA and author of the editorial, said the association was in favour of evolutionary change.

"We realise there must be change in the job situation, but the Mineworkers' Union refuses to acknowledge this," Mr Coertze said.

Mr P J Paulus, secretary of the Mineworkers Union, said the UOA's stand did not come as a surprise to him as it had been in favour of greater black job advancement for a considerable period.

"But we remain totally opposed to any change," he said — DDC.

Rapport 29/1/78 (211)

Mynwerkers: ou probleme pla ál meer

(POLLOX)

PROBLEME waaraan hy al lank ernstiger aandag moes gegee het, begin die Mynwerkersunie nou toenemend pla. Ander vakbonde sal ook geraak word.

Dit het te doen met werkafbakening, met beter werk vir swartmense.

Die MWU word die sigbaarste geraak, want in die myne is dit nie meer 'n kwessie tussen die MWU, die Kamer van Mynwese en die Suid-Afrikaanse regering nie.

'n Nuwe party het bygekom, die regering van Bophuthatswana, wat sy stem hieroor nog nie laat hoor het nie, maar wat kwalik kan instem tot 'n stelsel wat die beste werk uithou vir witmense en dit verbied vir swartmense.

Uit die grond van Bophuthatswana word ryk platina-erts gehaal. Baie lede van die MWU werk daar. Hoe lank gaan hulle nog in die bevoorregte posisie bly?

Die MWU is daarvoor bekend dat hy sterk regs is, dat hy hom sover moontlik verset teen die opleiding van swartes om die gevorderde werk te doen wat hy vir sy wit lede reserveer.

Soos ek pres Mangope ken, gaan Bophuthatswana nie daarmee genoeë neem nie.

Die ander arbeidswette in ons land laat 'n veel wyer werkafbakening toe as die formele Wet op Werkafbakening wat nou in soveel onguns verval het. Dit werk so, as vakbond verbied jy net jou lede om nie-blankes in die ambag op te lei.

Lede wat oortree, word uitgeskop — en is dan gewoonlik ook hul werk kwyt, want ooreenkomste bepaal maklik dat 'n firma net lede van die vakbond in diens mag hê. Die man kan dan ook geen ander werk kry nie.

Sulke dinge het al gebeur. Een wet laat bv. toe dat jong Indiers en Kleurlinge opgelei word as motorwerktuigkundiges. Net die vakbond sê nee. Maar die vakbond, met 'n ander klousule agter hom, is sterk genoeg.

In hierdie bevoorregting en veronregtig kom verandering. Ons arbeidswette word hersien. Ons weet nog nie wat dit in die praktyk sal meebring nie. As pres. Mangope sou reken dat hy die bestaande posisie by ons in belang van sy land wil ontgin, sou ek hom raad kon gee.

Net binne sy grense, naby Pretoria, Rustenburg en Mafeking, kan hy bv garages aanmoedig om 'n volle hersteldiens op Saterdae te lewer, wat by ons verbode is.

Hy kan alles in ons arbeidswette en regulasies en ooreenkomste ondersoek, wat mense hinder wanneer hulle wil werk. Hy sal baie daarvan in Bophuthatswana kan verbied, en bedrywe laat ontstaan wat beter diens lewer as die gekneldes in Suid-Afrika, en wat klandisie oor die grens trek.

Dan raak ons dalk ook ontslae van traktate en ditse en datse tussen vakbonde en firmas wat beslis nie in belang van die groot publiek werk nie, en wat goeie rasseverhoudinge ondermyn.

3/2/78 (211)

MINE LABOUR

Anglo scores a point

There's little doubt that Mine Workers' Union secretary Arrie Paulus caused Anglo American a good deal of embarrassment when he published a secret corporation working document on black job advancement late last year

But, in some respects, the publication of the document may have helped Anglo

One of the central arguments was that employers ought to take the black job advancement battle to the unions by testing their — and their members' — willingness to accept job changes

If the reaction of the Underground Officials' Association is anything to go by, the document's publication has done just that

In an editorial in this month's edition of the association's journal, *The Underground Official*, general secretary Doc Coertse comments on the document and sets out the conditions under which the union would be prepared to discuss job changes

Says one mining man "Anglo argued that we ought to go on the offensive and find out exactly what the unions are prepared to discuss and how far they will go Now we know what one large union thinks."

Others are not slow to argue that, had the Chamber attempted to gauge union reaction in this way some time ago, instead of consistently ducking the issue, the pace of change on the mines would have been stepped up considerably

In the editorial Coertse states his association's support for black job advancement as long as feelings of insecurity on the part of whites are allayed "We are prepared to compete in the labour market with any colour provided it is fair competition"

Coertse tells the *FM* this has been long-standing association policy Nor, he says, is it inconsistent with the Underground Officials' stand late last year when they supported the retention of a job reservation determination affecting their members

"We said then what we say now — that we aren't prepared to forego job reservation while others are protected by it But we would support the total abolition of job reservation, so that we are all on the same footing"

What is new, however, is that the Underground Officials have spelled out the terms on which they will discuss job changes They are opposed to shop-floor agreements — one of the Anglo document's key proposals — and say they will oppose any agreement made between management and individual officials

The editorial says Anglo should "leave the thorny question of job reservation to the government" The association is, however, prepared to discuss job changes with the mines on an industry-wide basis provided the industry "takes as honest a stand as the association"

Coertse explains. "We don't want job fragmentation where parts of our jobs are given to blacks Nor will we tolerate undercutting What we are prepared to discuss is a situation whereby anybody with the necessary qualifications gets the job at the same rate and joins the union."

He stresses, however, that job changes shouldn't be selective "If we are going to agree to changes on the upper rungs of the job ladder, then there should be changes lower down the ladder as well."

It's here that problems could arise for mine employers. Coertse stresses that his association would want to avoid a situation whereby they were the only ones making changes. He argues that changes should be uniform throughout the industry.

Does that mean his association and other mine unions would refuse to talk if Paulus did? No, says Coertse, although he concedes that their attitude "could be coloured" by the Mine Workers' Union's attitude So the MWU could still play a powerful role in blocking changes.

Nevertheless, if Anglo is committed to the strategy laid out in the document, it would appear to have made a start. And not only Anglo men are asking why the industry didn't try to start the present debate a decade ago

FM 10/2/78 (211) (35)

PUTTING IN THE BILL

Industries which will be negotiating wages and working conditions this year include

- **Mines.** Besides asking for R80 a month more (about a 10% increase according to Chamber of Mines' figures), the unions will almost certainly demand a full five-day week. Arnie Paulus's Mine Workers Union has already said it will, and the artisan unions, which withdrew their demands in 1976, will re-introduce them this year.

The industry has a torrid industrial relations history. This year should be no exception.

- **Steel and engineering.** Unions will decide on their demands on Monday. These are likely to be rejected, at least at first, by Seifsa.

Part of the negotiations could hinge around job changes. Seifsa is a signatory to the Urban Foundation's code of conduct, and director Errol Drummond confirms it is committed to attempting to write the code into the industry's agreement.

Drummond says the unions have already been made aware of this at industrial council level and are considering their response. If Seifsa asks for job changes as part of its commitment to the code, these could be traded off against wage increases.

- **Railways.** Railway men were awarded a 5% increase in December along with other civil servants, but an arbitration commission is still sitting to discuss claims by the Artisan Staff Association (ASA) for a 15% rise.

The ASA's chances are slim. But if it does win an increase, government would probably be compelled to extend it throughout the whole public service.

The arbitrators' decision will be known at the earliest by April. ASA general secretary Wallie Grobler tells the *FM* the arbitrators will hear oral evidence at the end of this month and it will take at least a month after then for any decision to be made public.

- **Building.** Negotiations are on the cards for the industry in the Transvaal, Durban and Pietermaritzburg. The unions will be putting in fairly large wage and fringe benefit demands.

Amalgamated Union of Building Trades Workers secretary Richard Beech tells the *FM*, however, that the union will concentrate on fringe benefit claims and may even be prepared to forego wage hikes to achieve these. "Our pensions are at present a mere R65 a month maximum. I have a mandate from my executive to push for them to be increased to 70% of salary. If we get this, and medical aid improvements, we could drop our wage claims."

Employers are obviously concerned about the situation. The unions usually bargain with the Master Builders' Association, but the larger Building Industries Federation has asked to meet the unions to discuss the issue.

- **Escom and Iscor.** Both technically fall under the ambit of the main Seifsa agreement, but separate "house agreements" are negotiated with the unions.

The unions are in the process of formulating their demands here too and talks will take place before the main bargaining with Seifsa.

FM 17/2/78

MINE LABOUR

Joining battle (211)

This year's struggle for the 5-day week is on in earnest

Last week the *FM* predicted that mine artisans would join the Mineworkers' Union in demanding a full five-day week from the Chamber of Mines Now the *FM* understands that the artisans have already put this demand to the Chamber

The artisans say they are not prepared to trade job colour-bar changes for a 5-day week (as the Chamber suggested last time round) So, coupled with the mining unions' demand for an R80 a month pay rise, it looks as if a tough session of bargaining lies ahead

- Engineering unions this week decided to postpone formulating the pay demands they will put to Seifsa — probably until April

Mineworkers stick to whites only, but...

Unions move to end race

STAR 18/2/78

(211)

Cook, J.T.	77	Rel
Darge, B-L. Miss (BSc 1973)	66	PsIA
Dean, D.R. Mrs (BA 1966)	62	PsII
Duys, L.D. Mrs. (BA 1973)	64	Dr.II
Edwards, R.E. Miss (BA 1962 Rhodes)	57	FI(1
Fitzgerald, P.T.	77	EIII(
Friedman, S.L. Miss	75	HII(2+
Gasson, B. (BA &BSc.1966 MURP 1970)	63	GInt(

Operators

The proposal comes from the 3 400-strong SA Technical Officials' Association, a mining union which belongs to the confederation and is expected to seek mixed status later next week.

The change of status, subject to an exemption from the Minister of Labour, would allow the association to sign on coloured operators on the mines

There have been several recent moves by other mining unions towards the elimination of racial barriers and the unification of organised labour

- The 10 400-strong Underground Officials' Association opened the door to black advancement last month by stating "We are prepared to compete in the labour market with any colour provided it is fair competition".
- The 10 600-strong Mine Surface Officials' Association has joined the multiracial Trade Union Council of South Africa.
- Three prominent mining unions — the SA Boilermakers' Society, the SA Electrical Workers' Association and the Amalgamated Engineering Union have been negotiating jointly with black trade unions.

Same pay

"Pay whites and blacks exactly the same and let them compete on equal terms for what jobs are available," Mr Barney Bouwer of the SA Boilermakers' Society said in the latest edition of his journal.

Sieg Hannig

Organised labour on the mines has taken a strong shift towards breaking down racial barriers and unifying workers of different races. The 17 000-strong Mine Workers' Union remains the only major advocate of "whites only" principles.

The two-yearly congress of the 200 000-strong white Confederation of Labour, starting in Pretoria on Monday, could extend the shift to the labour movement at large.

The congress faces a proposal to open its ranks to mixed (coloured and white) unions. But much will depend on the attitude of the Mine Workers' Union which previously refused to sit with coloured unionists on the Unemployment Insurance Board.

MINE LABOUR (211)

Out of committee

FM 24/2/78

The Chamber of Mines does not seem to be very keen on black miners' having effective bargaining rights. It wants all major mines to be exempted from the works and liaison committees system — despite the fact that the Chamber told the Wiehahn Commission last year that it favoured mine-level committees for African bargaining

At present, only gold and coal mines are exempted from the provisions of the Bantu Labour Relations Regulation Act, which provides for the establishment of works and liaison committees. Now the Chamber wants the Act to be amended to include all "precious mineral mines", which would certainly include platinum and diamond mines

The Chamber has made a direct approach to Labour Minister Fanie Botha Chamber documents reveal that the mine-bosses believe that "difficulties could arise if black employees on the platinum mines who were recruited and were at present employed under conditions similar to those on the gold mines were enabled to negotiate significant changes in their conditions of employment."

The documents give no indication of what these "difficulties" might be, however.

The Chamber has been pressing its point for some time Botha was evidently approached on the issue as long ago as March last year in an interview with then Chamber president Robin Plumbridge.

The Chamber has recently met Botha again to put its request The Minister's attitude remains unknown, however

FM 3/3/78 (211) (166)

LABOUR LEGISLATION

No coal strikes?

Escom has asked the Wiehahn Commission to forbid strikes by coal miners.

Last year, a proposed amendment to the Industrial Conciliation Act declaring gold and coal mining "essential services" and so making strikes an offence, was withdrawn after trade union opposition. The unions objected that the amendment would have given Minister of Labour Fanie Botha the power to bar strikes in all industries.

The broader provisions of the "no-strike bill," as the unions dubbed it, remain buried However, Escom now wants the commission to recommend that the clause relating to the coal mines be reintroduced.

Escom wants the amendment to be made to the Riotous Assemblies Act, rather than the Industrial Conciliation Act — an unusual suggestion, as the IC Act is the law in which the "essential service" provision appears.

Why Escom should want strikes by coal miners forbidden is not clear. One reason could be fear that mining unions might be prompted to strike if their demands for a five-day week are not met this year.

(211)

Miners in clash over police

17/3/78 Sunday Tribune

Tribune Reporter

THE MINEWORKERS' Union wants complaints against White miners working in Bophuthatswana to be handled by South African Police in Rustenburg rather than the newly independent territory's own police force.

But a Bophuthatswana spokesman pointed out that the SAP has no jurisdiction in the territory so that such a demand would not be feasible.

Approach

"Until an approach is made to us on this issue we really cannot comment further," said Mr B. Mothogae, Chief Information Officer for Bophuthatswana.

The union's demand is contained in the latest issue of its official journal, "The Mineworker," in a front page article written by general secretary Mr Arrie Paulus.

The article expresses concern about incidents against white mineworkers since independence.

It deals with one incident in detail in which a white miner was approached by Bophuthatswana police for a statement about an incident involving a black worker.

After mine management had made an office available for the statement to be taken the policemen decided the miner would have to make his statement at the police station.

Returned

At the police station the miner declined to make a statement and returned to the mine.

"We feel that the mining companies must ensure that whenever complaints are made against miners, the South African Police in Rustenburg should approach the white miner for a statement," says Mr Paulus.

But a mining house spokesman said it was impossible for mine management to intervene in this way in matters involving the police.

Although Mr Paulus' article refers to other incidents involving white miners it does not detail them, and an MWU spokesman refused to elaborate.

3.

orted that Nigel Bloch's survey on training facilities for Cape Town was to be widened to include Coloured. He was he questionnaire that he had already sent out. Next year trating on a survey commissioned by the Anglo-American vestigate the future demand for highly skilled black

a reporter on the Rand Daily Mail, had just spent 10 days in a zip report on a detailed account of the Newcastle Bus

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Plans

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cial next year to invite iversity, to attend the as agreed upon.

Admin

ts (F.W. away to March 1978)

ld be away from the University until the first week in March romberger would act as Head of the Division of Research to make decisions.

Books

hold this item over until the next meeting.

Struc

Wilson proposed that
be made for informal tea daily
meetings should be continued
gs should be held once a month or once every two months.
these formal meetings to be held in the middle of March.

BLACK WORK SEEKERS FLOCK TO MINES

ARGUS 14/3/78

The Argus Correspondent

211

JOHANNESBURG. — The mining industry is experiencing 'an almost embarrassing flood' of black work seekers as a result of rising unemployment, the Chamber of Mines reports today.

It's recruitment organisation, the Employment Bureau of Africa (Teba), says 'considerable numbers' of black work seekers are being turned away by its offices.

With the black labour force on gold, platinum and copper mines standing at about 421 000, virtually all of the industry's underground labour requirements have been met, while on surface there is 10 percent overemployment.

The chamber describes the mining industry as virtually the only sector of the economy sufficiently buoyant at the moment to be able to offer employment opportunities.

The average black wage is R104 a month and the minimum cash wage for black underground novices is R15,90 a week.

The chamber says the gold mines can no longer accept increases in the cost of living as sufficient reason alone to raise wages — unless there is a corresponding improvement in productivity.

In the last three years mining costs rose 26,78 percent, 15,5 percent and 23,7 percent.

The main reasons for this are the high rate of inflation, the structural wage increases given to black workers, the exceptional increases in administered prices and an inability of the work force to become more productive.

Current cost trends must lead to the industry's life expectations being revised downwards.

Eventually the viability of mines must be threatened, particularly older ones. In the December quarter six of the 35 producing mines incurred a loss on gold operations.

MINE LABOUR (211)

Rotating jobs FM 17/3/78

The Chamber of Mines is worried about the high turnover among white miners and is considering raising their service increments to tempt them to stay on the particular mines where they work

The Chamber's concern stems from a survey, conducted last August, which revealed that fully half of underground union men have worked for less than three years on the mine where they currently work

A circular from the Chamber's technical advisory committee to the Gold Producers' Committee notes that the Chamber has hitherto consistently refused mining union requests that the present R2 a month increment per year of service be increased But it is now recommending the introduction of a "mine" service increment, pegged to service on a particular mine rather than in the industry generally It wants the payment to be "sufficiently generous to be effective"

The committee suggests that the issue should be dealt with in the forthcoming round of wage negotiations

Some of the turnover figures certainly give the Chamber cause for concern Among Mineworkers' Union members, for example, 48% of general and "other" miners and 39% of rockbreakers have worked at the same mine for only one year

Among members of the mechanics' unions, 32% of journeymen have had only one year's work on their present mines

Only 15% of underground artisans and 10% of MWU men have worked the same mine for more than 10 years

• A Chamber spokesman refuses to comment as the figures are "for internal use only"

D E R S

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22. Wanneer was die laaste verandering in u kontantbetaling?

Wat was die verandering?

Hoe het dit gekom dat u betaling verander het?

23. Watter probleme ondervind u met die werk?

Wat doen u gewoonlik om die probleme op te los?

RDM 21/3/78

Mixed mining union mooted

By RIAAN DE VILLIERS
Labour Correspondent

THE Mine Workers' Union has published a second internal working document of the Anglo American Corporation

The document analyses the union's position in the industry

The document says an integrated mining union is the only real and viable long-term solution to what it terms the Mine Workers' Union problem

It also argues that the MWU is in an extremely weak position at present, and urges the corporation to propagate this view among the other mining houses to avoid what it calls "Munich peace in our time" type settlements with the union

The document, written last June, appears in the latest issue of the MWU's newspaper, The Mine Worker, together with a virulent attack on it and its author, said to be Mr P L Nathan of the Gold and Uranium Division

The MWU's exposé and its attack on Anglo American come on the eve of this year's crucial negotiations on wages and the five-day working week in the mining industry

The document says the MWU is on the brink of a decline, which could force it to take drastic action.

It gives the following reasons:

- The MWU is founded on "quicksands" of statutory job reservation.
- Its membership is declining due to the growing unpopularity of mining in relation to commerce and industry
- There is a change in the Cabinet's attitude towards discrimination "which may well result in a cooling off of relationships"

"As any from of black union would create immense problems for the industry, we should do all we can to convince the Wiehahn Commission of the desirability of an integrated union" it says

211

STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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VOL 153] KAAPSTAD, 22 MAART 1978 CAPE TOWN, 22 MARCH 1978 [No 5944

DEPARTEMENT VAN DIE EERSTE MINISTER

No 576 22 Maart 1978

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

No 30 van 1978 Wysigingswet op Bedryfsiektes in Myne en Bedrywe, 1978

DEPARTMENT OF THE PRIME MINISTER

No 576 22 March 1978

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

No 30 of 1978. Occupational Diseases in Mines and Works Amendment Act, 1978

OCCUPATIONAL DISEASES IN MINES AND WORKS AMENDMENT ACT, 1978 **Act No 30, 1978**

GENERAL EXPLANATORY NOTE:

[ ] Words in bold type in square brackets indicate omissions from existing enactments

Words underlined with solid line indicate insertions in existing enactments

ACT

To amend the provisions of the Occupational Diseases in Mines and Works Act, 1973, so as to effect an alteration to the definition of "compensatable disease" and to the definition of "pneumoconiosis"; to abolish compulsory consultation with an actuary while determining certain amounts payable for the benefit of the compensation fund and while determining certain interest rates; to further regulate the cessation of pensions awarded to certain dependants; to effect a textual improvement; and to further regulate the making of payments by post to the Compensation Commissioner for Occupational Diseases; and to provide for incidental matters.

(Afrikaans text signed by the State President)
(Assented to 10 March 1978)

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows —

1. Section 1 of the Occupational Diseases in Mines and Works Act, 1973 (hereinafter referred to as the principal Act), is hereby amended by the substitution in subsection (1)— Amendment of section 1 of Act 78 of 1973, as amended by section 1 of Act 27 of 1974 and section 2 of Act 45 of 1975

(a) for paragraph *(d)* of the definition of "compensatable disease" of the following paragraph

"*(d)* permanent obstruction of the airways which, in the opinion of the certification committee, is attributable to **[the inhalation of dust in the course of]** the performance of risk work,", and

(b) for the definition of "pneumoconiosis" of the following definition

"'pneumoconiosis' means a permanent lesion, excluding a calcified lesion, of the cardio-respiratory organs caused by the inhalation of dust in the course of the performance of risk work,"

2. Section 62 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection: Amendment of section 62 of Act 78 of 1973

"(1) The commissioner shall determine in respect of each controlled mine or controlled works, in such manner as he deems fit **[after consultation with an actuary designated by the Minister,]** and **[on the basis of]** with due regard to the risk of the mine or works in question as determined under section 20 or 21, an amount payable by the owner of that mine or works to the commissioner, for the benefit of the compensation fund, in respect of each shift worked by any person at or in connection with that mine or works during which such person performed risk work, in order to enable

the commissioner to pay to or in respect of every person who performs risk work at or in connection with that mine or works and who is after the commencement of this Act found to be suffering from a compensatable disease, such amounts as may be or are likely to become payable under this Act "

Amendment of section 94 of Act 78 of 1973

3. Section 94 of the principal Act is hereby amended by the substitution for subsection (4) of the following subsection

"(4) The commissioner shall add interest to any one-sum benefit or any other amount awarded under the previous Act or this Act to a White person or a Coloured person, or to the balance of any such benefit or amount, as the case may be, at a rate determined from time to time by the commissioner after consultation **[with an actuary designated by the Minister and]** with the advisory committee, as from the first day of the month following the month in which such benefit or amount was awarded until the last day of the month preceding the month in which such benefit or amount or the final instalment thereof was paid Provided that no interest shall be paid on any amount which has remained in the possession of the commissioner for less than thirty days "

Amendment of section 98 of Act 78 of 1973, as amended by section 8 of Act 45 of 1975

4. Section 98 of the principal Act is hereby amended by the substitution for paragraph *(b)* of subsection (1) of the following paragraph

"*(b)* in the case of a dependent child, on the last day of the month in which that child reaches the age of eighteen years, marries or dies, but subject to the provisions of section 84 (2) or section 92 (2), as the case may be "

Amendment of section 99 of Act 78 of 1973

5. Section 99 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection

"(1) No person shall be entitled to any benefit or other amount under this Act in respect of any compensatable disease which, in the opinion of the certification committee, is attributable exclusively to work other than work at a mine or works "

Substitution of section 129 of Act 78 of 1973

6. The following section is hereby substituted for section 129 of the principal Act

"Notice, demand, direction or payment by registered post

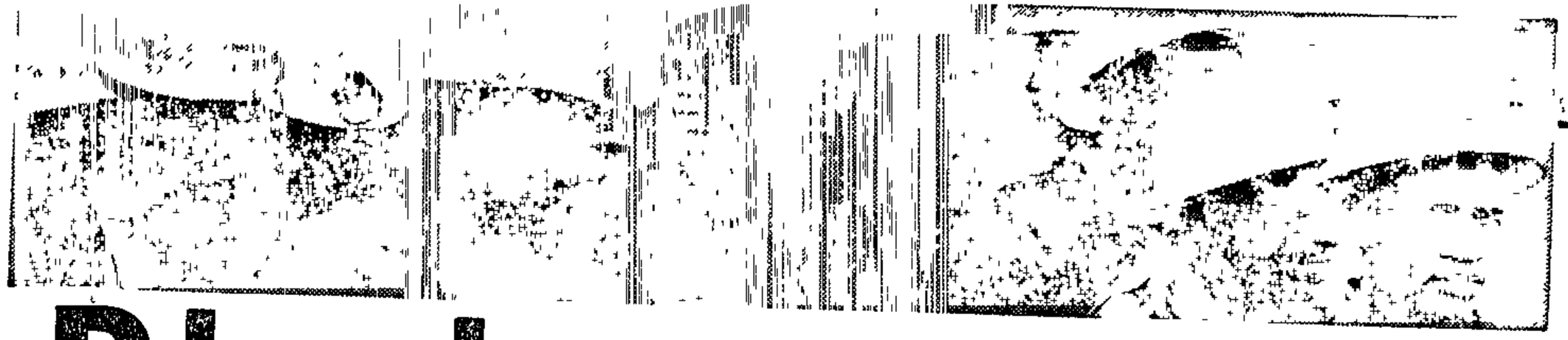
129. Any notice, demand **[or]**, direction or payment under this Act shall be deemed, unless the contrary is proved—

(a) to have been properly given **[or]**, served or made if **[it]** the notice, demand, direction or amount in question was sent in a correctly addressed, registered envelope, and

(b) to have been given **[or]**, served or made at the time when the said envelope may be expected to have reached the address in question in normal circumstances "

Short title

7. This Act shall be called the Occupational Diseases in Mines and Works Amendment Act, 1978



26/3/78
Sunday Tribune
(Financial Property)
211

Blacks set for better mine jobs

NOW . . . DELICATE TALKS ON THE POSITION OF WHITES

By Madge Swindells and Esmond Frank

THE INCREASED employment of blacks in skilled mining positions is absolutely necessary to cut down on the present low productivity, rapidly rising costs and to save the future of the gold mines, said Chamber of Mines president Lyn van den Bosch this week.

Integration of blacks in job positions and union membership must happen say both Anglo American in a circular and Van den Bosch.

The Chamber president points out that not only is the country absolutely dependant on maintaining maximum output from its gold mines to offset the general recession in other sectors, but the gold industry is faced with cost escalation on a scale that threatens the viability of marginal mines and, in the longer term, all mines, as well as the competitive position on world markets of other mineral mines.

A continued escalation would mean that the break-even point of many mines would be greater than the gold price. This would bring about a position whereby large tonnages of gold-bearing ore, the country's most vital asset, would be discarded as unpayable.

The gold mines are caught in a terrifying pincer clutch which could put many of them out of production over the next few years.

On the one side of the pincer are rising costs. Gold production costs rose by 26,8 percent, 15,5 percent and 23,7 percent during the past three years. This increase is well in excess of the gold price increase. This year it is predicted to be a minimum of 20 percent.

The other leg of the pincer is the gold price, which, it is predicted, will fall considerably from the present high during 1979.

Already many of the marginal mines will not be able to operate without severe pressure at gold prices of less than 200 dollars an ounce next year But unfortunately, there are many more mines currently mining high grade ore which will become marginal mines soon when they go on to the low-grade ore

Somehow, the industry has to find a way to stop the terrifying price escalation. About the only avenue where this can be accomplished is labour.

According to the 1976 annual report of the Chamber of Mines, total working costs amounted to R1 437 million. Of that White wages amounted to R335 million and black wages R394 million, giving a total of R729 million, which means that labour accounts for 51 percent of the miners' working costs. In fact, in many mines it is as high as 55 percent.

Yet despite the hazardous future of many of the gold mines, the Mine Workers Union persists in its policy of a rate-for-the-job. It has repeatedly claimed blacks can be admitted to the ranks of skilled workers only if their wages are equal to that being paid to whites.

It is considered inevitable, according to some sources, that as blacks take over certain categories of work, the wages will be downgraded and whites formerly in that position who are incapable of being up-graded could be fired or "carried" by the mines, which would be a self-defeating programme.

This is the background to the clash of views currently taking place between mine management and trade union officials, although neither side have actually come out into the open and stated this.

Van den Bosch claims that recent demands made by the union have cost the mines a packet in lost productivity and increased wages.

For instance, the 1973 productivity agreement at best only succeeded in preventing, for a time, a decline in productivity. The 11-shift fortnight agreement struck with the Mine Workers Union in August, 1976, led to an increase in working costs and a decrease in productivity. To prevent further losses in production, management stepped up overtime payments and on 14 major mines examined, the extra cost involved was R26 million.

A spokesman for one of the mines pointed out that a key to bringing blacks into skilled works underground is a blasting licence.

By law, only a white can hold a blasting licence at present. There is a limit to the amount of skilled jobs available that do not require a blasting licence, so in this case Government co-operation would be needed.

As the fight for survival on both sides intensifies, the gold mining industry is about to start its annual negotiations on wages and conditions.

Tough bargaining on both sides is predicted

Meanwhile, **ESMOND FRANK** reports that there are no grounds on which racial discrimination in the mining industry can be justified according to the circular distributed to white mining officials and trade union members by Anglo American gold mines.

Gerald Langton, managing director of the Corporation's gold and uranium division and chairman of Western Deep Levels and Southvaal Holdings, says Anglo American is currently running several courses for white employees at all levels to prepare them for the "relatively rapid" changes that lie ahead

"In order to complement the changes that are required over the next few years, and to ensure the best use of our manpower resources, it is crucial to develop among employees attitudes of mind which support the philosophy behind these changes."

The white employees, say Langton, will always be an indispensible factor in the running of the mines but, not surprisingly, whites view the advancement of blacks with some apprehension in terms of their own job security.

Anglo American, however, promises whites currently employed on its mines in its circular that they will neither lose their jobs nor suffer any drop in pay as a result of any alteration in labour utilisation.

Whites, it adds, are offered training opportunities to help them develop their skills

The circular says no job held by a white will go to a black at a lower rate of pay on the sole criterion of reducing costs

"Reference is made to the use of sound job evaluation techniques to determine the work content of jobs and their rates of pay and to the maintenance of existing standards of work, selection criteria and training."

28/3/78 (211)

How Anglo will make mine labour changes

JOHANNESBURG — Anglo American Corporation's gold mines are paying particular attention to the industrial relations needs of the era of relatively rapid change which, they believe, lies ahead in South Africa, and have run a large number of courses for white employees at all levels

"We believe the courses are having an important impact, not only on knowledge, but also on attitudes," Mr D A Etheredge, chairman of Vaal Reefs, and Mr G Langton, chairman of Western Deep Level Holdings, said in their annual reviews

"In order to complement the changes which are required over the next few years, and to ensure the best use of our manpower resources, it is crucial to develop among employees attitudes of mind which support the philosophy behind these changes

"The white employee will always be an indispensable factor in the running of our mines but, not surprisingly, he views the advancement of blacks with some apprehension in terms of his own job security"

The mines have sent an informatory circular to all white officials and Union men, setting out the following guiding principles:

1. There are no grounds on which racial discrimination can be justified;

2. No company in South Africa can escape its responsibility for improving the job opportunities available to its black employees,

3. Proposed changes in labour utilisation will be discussed with white employees and the associations and unions which represent them;

4. Existing white employees are promised that they will neither lose employment with the company nor suffer a drop in pay as a result of any alteration in labour utilisation. Training opportunities are being offered to enable them to develop their skills;

5. No job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs. Reference is made to the use of sound job evaluation techniques to determine the work content of jobs and their rates of pay, and to the maintenance of existing standards of work, selection criteria and training

The chairmen comment that the circular "has not been the subject of adverse reaction other than in isolated cases"

Further circulars would be issued to clarify aspects of the Corporation's industrial relations policy, and it was hoped all white employees would see in the circulars the Corporation's determination to bring about changes in the labour field in such a way that they could confidently co-operate with the mines.

Anglo mines, together with other mines, are submitting evidence to the Commission of Enquiry appointed by the Minister of Labour and Mines with terms of reference covering every aspect of industrial relations, and charged with recommending legislative changes to improve the handling of labour matters.

Turning to the 11-shift fortnight, the chairmen note the effects on Vaal Reefs and Western Deep Levels have principally been to increase overtime payments, as many black employees have volunteered to work on their Saturday off. The additional annual cost is presently estimated to be just over R3 000 000 for Vaal Reefs and about R1 600 000 for Western Deep Levels.

"In the light of the stringent economic conditions in South Africa, and the country's continuing high level of inflation, wage increases were kept at a minimum.

"This is the second successive year in which the industry's employees have accepted pay increases which are substantially less than the advance in the consumer price index, reflecting a situation where real incomes are declining. Of course, the impact of this is lessened to the extent that we continue to provide extensive fringe benefits at minimal cost to employees"

January 1978, has, including the surcharge, risen 125 per cent at Vaal Reefs and 156 per cent at Western Deep Levels and, after labour, now constitutes the largest single cost elements of these mines

The mining industry is the largest individual power consumer, taking approximately 22 per cent of Escom's production in 1976 If tariffs continue to be increased at the rate they have been in the last two years, the lives of the mines will certainly be shortened — SAPA

Mr Hymie Berelowitz who has been appointed director of Reed Namu[illegible] Ltd. Previously an alternate director, he is director of Amalgamated Packaging Industries Ltd, and is responsible for the operations of the company, and Phoenix Corrugated Packings, Port Elizabeth and East London.

The main elements leading to the increase in cost per tonne milled of 15 per cent for Vaal Reefs and 19 per cent for Western Deep Levels in 1977 were

1 The higher cost of black labour arising from the 11-shift fortnight and, in the case of Western Deep Levels, from the new arrangements for allocating the additional cost of recruiting Mozambicans, who comprise a significant proportion of Western Deep Levels' labour force;

2. The escalating cost of consumable stores, and the rapidly increasing unit cost of electric power which, in the two years from January 1976 to

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FM 31/3/78 (211)

FIVE-DAY WEEK

Government to step in

Direct government intervention in the battle over the five-day week on the mines appears to be on the cards.

This view is supported by the fact that the Franszen Commission is alive, well, and about to become involved in negotiations between the Chamber of Mines and the mining unions

The commission — which completed its final report (merely an edited version of its interim report) last year — is due to meet the Chamber of Mines and the Mineworkers' Union this week It is expected to prepare a vital report on the compromise 11-shift fortnight experiment, which has now been in operation for a year.

The experiment was coming to an end as the *FM* went to press, and the commission is now planning an investigation aimed at "assessing the success of the 11-shift fortnight and suggesting possible alternatives," according to a spokesman. The report will not be published, but will go straight to Minister of Mines Fanie Botha.

The key issue in the investigation will be the resolution of the experiment's effect on production The unions claim that production has increased since the 11-shift fortnight began. But the mines retort that it has only done so because their black labour complement has risen.

Last week, however, Anglo American reported that less rock was mined at Western Deep Levels last year than at any time since 1965, and estimated that one and a half months' production — worth R27m — had been lost as a result.

Anglo believes that the 11-shift fortnight was at least partly responsible for the drop. But the unions use the tonnage milled as a yardstick for production. And this, they say, has grown.

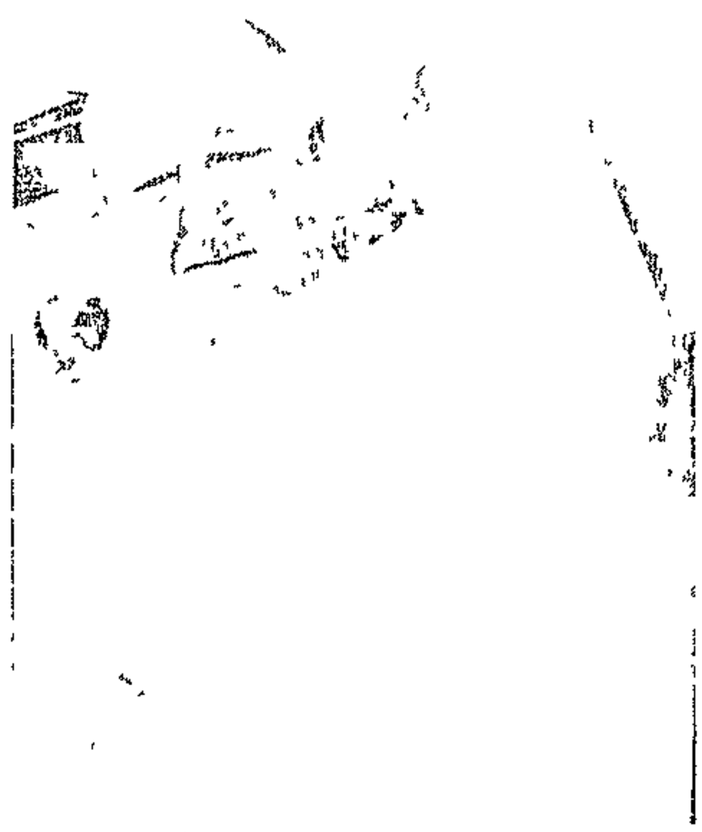
As the *FM* went to press, the commission was awaiting instructions from Botha. If he gives the go-ahead, signalling government's direct interest in the five-day week negotiations which are about to begin, the move could bode ill for the unions. Botha has already publicly stated his opposition to a full five-day week.

The commission has already sent questionnaires to all mines asking them to supply figures on the 11-shift fortnight's effect on productivity The returns are due in by the end of April.

WHITE MINERS (211) FM 7/4/78

No Armageddon yet

Despite the frenzy which Arrie Paulus's Mineworkers' Union is whipping up about the "forces" which Anglo American is allegedly "gathering" to



Nathan . weak workers, vacillating bosses

"liquidate" it, no head-on clash is on the horizon

In yet another secret document to find its way into the columns of the union's paper, *The Mineworker*, Anglo's Phil Nathan — dubbed Don Quixote by the union — argues that the only long term solution to the black job advancement question is an integrated union

But Anglo is not looking for a fight on black job advancement — at any rate not yet Gold division chairman Dennis Etheredge tells the *FM* that "there's a sort of moratorium on the issue until the Wiehahn Commission reports" The mining industry hopes that Wiehahn will facilitate the movement of black miners up the jobs ladder

Etheredge and gold division MD Gerald Langton were speaking to the *FM* this week on labour issues raised by them in their recent respective Vaal Reefs' and around job evaluation and "education" programmes aimed at rank and file white miners Etheredge thus points to a briefing paper distributed to white miners attempting to reassure them that changes will not undermine their job security

Anglo also runs courses aimed at changing white miners' attitudes to race issues at the stope Etheredge concedes that "we can't claim any special successes as a result of the courses changing attitudes is one of the toughest jobs there is" But he adds that the courses have evoked "little hostility and a good many favourable reactions"

It's all a good deal less than the fireworks many predicted But, says Langton, "the experience of other industries indicates that the slow, grassroots approach achieves more than that of simply putting demands to the unions"

So Anglo appears to be banking not only on Wiehahn, but also on the assumption that rank and file union men are more amenable to change than their leaders — a point made in an earlier Anglo document which also surfaced in *The Mineworker*

Whether the "softly, softly" approach can be reconciled with the industry's view that productivity is so low that changes are desperately needed, is another matter

While the unions dismiss their employers' complaints about low productivity as attempts to beat down wage claims, both Etheredge and Langton — together with the other groups — say they are worried about productivity Etheredge argues that productivity is a "management function — we can't blame the unions until we've done all we can" But both the Anglo men add that the productivity problem is largely the result of bars to black advancement and the migrant labour system

Labour turnover

Langton says that "as long as the desperate trouble then — we simply can't fill the jobs which would be vacated with whites only"

So bars on black advancement will become an even greater stumbling block when the economy picks up

Can the battle be postponed indefinitely?

Nathan for his part believes the union is in an extremely weak position at present "However," he warns, "there can be no doubt that with astute leadership, and given the timidity, lack of resolution, the divergent philosophies of the mining houses, with their reluctance to plan ahead, the union may yet weather the crisis and emerge stronger than ever"

- Employers and unions in the mining industry will now wait until the Franzsen Commission reports to Minister of Mines Fanie Botha before beginning negotiations on the five day week The 11 shift fortnight will continue until then

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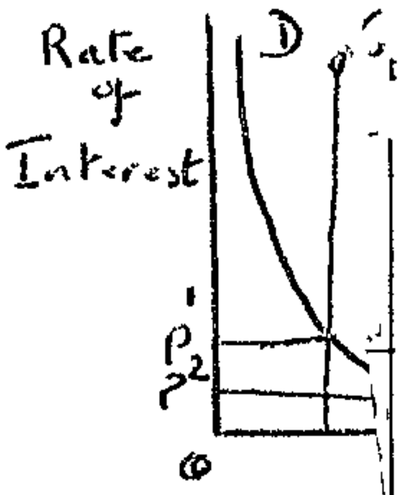

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Some miners earn R3 000 a month

21

RDM 8/4/78

By ADAM PAYNE

WHILE the Mine Workers Union has demanded an across-the-board wage increase of R80 a month, some miners are already earning about R3 000 a month with contract bonuses and overtime.

This equals or exceeds the pay of managers in mining-finance houses in Johannesburg who make decisions covering mining policy and involving millions of rands

The average wage of miners is R847 a month of which about R500 is basic pay and the remainder bonuses and overtime

The highflyers in the R3 000-a-month area are on Buffelsfontein mine and are exceptional They earn their money with hard work in so-called factory stopes, drilling, blasting, and cleaning six days a week

The chairman of Buffelsfontein, Mr Johan Fritz, says the high wages are the result of a productivity drive which is paying dividends for both the company and the stopers

He says "We examined our operations and decided that we must have more stoping face The mine is deep and conditions are hot and we decided that to instal more ventilation and refrigeration would be extremely costly

"The changes we made have concentrated our supervision and also concentrated ventilation and refrigeration, which is important at depth

"We redesigned the stope layouts by putting in more gulleys and more winches a 30 metres of face

"We then employed consultants to advise us how much to pay for contract work, payment for which is based on the number of centares broken

"We followed their recommendations, with results far better than expected for both the mine and the stopers."

The factory stopes have a high stoping width because the reef channel is wide which facilitates high productivity The stopes are long, with five panels each of which is 30 m and they are exceedingly well manned with black team leaders and mineworkers

The stopers employ a crew on each panel Their supervisory role has been increased, and they run highly productive units

Mr Fritz says that last year the average face advance under this system was 13% better than in 1976 and he expects a further improvement this year

In 1975, the average face advance each month was 7,5 m this was increased to 8,8 m in 1976 and to just under 10 m last year.

While there are extra costs in introducing the stysem, such as changes to haulages, and the labour bill is high, the reward in extra ore broken more than compensates for the costs.

COMMENT: A sidelight on the Buffelsfontein experiment is that many white miners do not want to abandon the 11-shift fortnight in favour of a five-day week, for which their union is pressing.

Under the 11-shift fortnight they are paid overtime rates for the 12th shift which suits them well. They are happy to work on the 12th shift, and so are their black miners because of rewards stemming from this work.

211

DEPARTMENT OF MINES

No 743 14 April 1978

DECLARATION OF CONTROLLED MINES AND RISK WORK

The Minister of Mines has, in terms of section 10 of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), declared the following mines to be controlled mines with effect from 1 June 1978

(i) The mine known as Bobbejaan Mine, on the farm Bellsbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which it at present being worked by Kingo Diamonds (Pty) Limited and Carlstein (Pty) Limited, P O. Box 338, Kimberley,

(ii) the mine known as Blinkklip Diamante (Edms) Beperk, on the farm Doornkloof HV 36, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Blinkklip Diamante (Edms) Beperk, P O Box 23, Barkly West,

(iii) the mine known as Du Plessis Diamante (Edms) Beperk, on the farm Doornkloof HV 36, situate in the Magisterial District of Barkly West, Cape Province, which it at present being worked by Du Plessis Diamante (Edms) Beperk, P O Box 52, Barkly West;

(iv) the mine known as Sover Mine (Pty) Limited, on the farm Sover HV 35, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Mr D P. F de Bruyn, P.O Box 91, Barkly West,

(v) the mine known as Loxton Exploration (Pty) Limited, on the farm Loxtondal 1610, situate in the Magisterial District of Boshof, Province of the Orange Free State, which is at present being worked by Mr D P F de Bruyn, P O Box 91, Barkly West,

(vi) the mine known as Dancarl Diamonds (Pty) Limited, on the farm Bellsbank NW 49, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Dancarl Diamonds (Pty) Limited, P O. Box 91, Barkly West;

(vii) the mines known as De Bruyn's Bellsbank Mine (Pty) Limited, Suid Uitbreiding Diamantmyn, Suid Blaas Diamantmyn, and Middel Blaas Diamantmyn, on the farm Bellsbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which are at present being worked by De Bruyn's Bellsbank Mine (Pty) Limited, P O Box 91, Barkly West;

(viii) the mines known as Versluis en Albertse Diamantmyn and Versluis en Van Niekerk Diamantmyn, on the farm Bellsbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which are at present being worked by Good Hope Diamonds (Pty) Limited, P O. Box 84, Barkly West,

(ix) the mine known as Eendrag Diamant en Minerale Ontginningsmaatskappy (Edms.) Beperk, on the farm Vergenoeg HV 35, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Eendrag Diamant en Minerale Ontginningsmaatskappy (Edms) Beperk, P O Box 151, Barkly West, and

(x) the mine known as Frank Smith Diamantmyn, on the farm Smith's Mine HV 37, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Mr R C. Versluis, P O. Box 84, Barkly West

The following work at the said mines has been declared risk work by the Minister, in terms of section 13 of the said Act, with effect from the same date (i e 1 June 1978).

1 *Excavations.*

In any underground or open working.

DEPARTEMENT VAN MYNWESE

No 743 14 April 197

VERKLARING TOT BEHEERDE MYNE EN RISIKOWERK

Die Minister van Mynwese het kragtens artikel 10 va die Wet op Bedryfsiektes in Myne en Bedrywe, 1973 (We 78 van 1973), die volgende myne met ingang va 1 Junie 1978 tot beheerde myne verklaar

(i) Die myn bekend as Bobbejaan Mine, op die plaa Bellsbank NW 48, gelee in die landdrosdistrik Barkly-Wes Kaapprovinsie, wat tans deur Kingo Diamonds (Pty Limited en Carlstein (Pty) Limited, Posbus 338, Kimber ley, ontgin word,

(ii) die myn bekend as Blinkklip Diamante (Edms) Beperk, op die plaas Doornkloof HV 36, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deu Blinkklip Diamante (Edms) Beperk, Posbus 23, Barkly Wes, ontgin word,

(iii) die myn bekend as Du Plessis Diamante (Edms) Beperk, op die plaas Doornkloof HV 36, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deu Du Plessis Diamante (Edms) Beperk, Posbus 52, Barkly Wes, ontgin word,

(iv) die myn bekend as Sover Mine (Pty) Limited, op die plaas Sover HV 35, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur mnr. D. P. F. de Bruyn, Posbus 91, Barkly-Wes, ontgin word,

(v) die myn bekend as Loxton Exploration (Pty) Limited, op die plaas Loxtondal 1610, gelee in die landdrosdistrik Boshof, provinsie Oranje-Vrystaat, wat tans deur mnr D. P F. de Bruyn, Posbus 91, Barkly-Wes ontgin word;

(vi) die myn bekend as Dancarl Diamonds (Pty) Limited, op die plaas Bellsbank NW 49, geleë in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur Dancarl Diamonds (Pty) Limited, Posbus 91, Barkly-Wes, ontgin word,

(vii) die myne bekend as De Bruyn's Bellsbank Mine (Pty) Limited, Suid Uitbreiding Diamantmyn, Suid Blaas Diamantmyn en Middel Blaas Diamantmyn, op die plaas Bellsbank NW 48, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur De Bruyn's Bellsbank Mine (Pty) Limited, Posbus 91, Barkly-Wes, ontgin word;

(viii) die myne bekend as Versluis en Albertse Diamantmyn en Versluis en Van Niekerk Diamantmyn, op die plaas Bellsbank NW 48, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur Good Hope Diamonds (Pty) Limited, Posbus 84, Barkly-Wes, ontgin word,

(ix) die myn bekend as Eendrag Diamant en Minerale Ontginningsmaatskappy (Edms) Beperk, op die plaas Vergenoeg HV 35, geleë in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur Eendrag Diamant en Minerale Ontginningsmaatskappy (Edms) Beperk, Posbus 151, Barkly-Wes, ontgin word; en

(x) die myn bekend as Frank Smith Diamantmyn, op die plaas Smith's Mine HV 37, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur mnr. R. C. Versluis, Posbus 84, Barkly-Wes, ontgin word.

Die volgende werk by gemelde myne is met ingang van dieselfde datum (d i. 1 Junie 1978) kragtens artikel 13 van genoemde Wet deur die Minister tot risikowerk verklaar:

1 *Uitgrawings.*

In enige ondergrondse of oop delfplek.

FM 14/4/78

MOZAMBIQUE MINERS

No fall-out yet

211

The scrapping of the clause in the Mozambique Convention dealing with miners' pay probably won't have much effect on mine labour recruiting in the short term — but it could have a long-term effect

The Mozambicans — who have been planning for the gold clause's abolition for some time acknowledge that they are not in a position to stem the labour supply to SA mines in the near future But they are apparently looking at ways of gradually phasing out the supply of this labour

In terms of the clause, 60% of Mozambique miners' pay was remitted to the Maputo government in the form of gold at the "official" price Maputo was then free to sell the gold at the free market price

A Chamber of Mines spokesman tells the *FM* that the deferred pay system will continue in exactly the same way as at present only the price of the gold will change

Because of the uncertainty about the future of labour supply from Mozambique, as well as certain administrative problems, recruiting from Mozambique has dropped sharply — from 79 000 in mid 1976 to around 35 000

The Chamber tells the *FM*, however, that "we welcome Mozambican miners. It's even possible that the mines will want to recruit more Mozambicans now that the clause has been abolished"

Certainly, the mines could manage if the Mozambique labour taps were completely turned off But the Mozambicans are acknowledged to be among the most efficient and hard working miners and there's no doubting that their withdrawal would be a blow

That's unlikely to happen in the near future While the Maputo government has commissioned a study aimed at looking for long-term work alternatives for Mozambicans, government sources realise that it will be a long time before the flow of miners can be stemmed, let alone cut off completely

The scrapping of the clause apparently came as no surprise to the Mozambicans They have been expecting it for over a year now and have been allowing for its possible effects in their overall economic planning

211

Mine unions spurn latest pay offer

STAR 15/4/78

Labour Reporter

A "completely unacceptable" offer was made by the Chamber of Mines during the pay negotiations with the Council of Mining Unions in Johannesburg yesterday

In return, the council made known the minimum the unions were prepared to start talking about, Mr Ben Nicholson, vice-chairman of the council, announced after the two-hour meeting

He said the council's minimum demand included higher pay and improved conditions of employment He declined to specify either

The two sides are to meet again on Thursday.

The latest edition of the union's journal, Mine Worker, complains about the "scheming and hard-luck stories" of the mining houses concerning the pay talks

While they complained about the increases in working costs, they were also faced with "the problem of increased profits," the journal said

"What can they possibly do when the profits belie the hard-luck stories?"

The reason for the laments is that white miners are too expensive and should be replaced by qualified black miners, the paper said

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contrast with the low proportion who attended the Labour Bureaux, particularly in the Rural area. This more than anything else, underlines the failure of the Labour Bureaux to function as a market-clearing agent. Many writers have indeed identified the reasons for the shortcomings of the system.[37]

Another indication of the low level of sophistication of the Black labour market, is the small proportion who applied by letter or responded to advertisements in the paper. Rural females are the exception, simply

Franszen report on miners is tabled

19/4/78 R.D.M (211)

By RIAAN DE VILLIERS
Labour Correspondent

THE final report of the Franszen Commission of Inquiry into a five-day working week in the mining industry was tabled in Parliament on Monday.

The report is identical to the commission's interim report tabled in March last year, and its proposals for a compromise 11-shift fortnight for mineworkers have been in operation on the mines for more than a year.

The commission is now investigating the effect this system has had on mining costs and production, and is expected to report its findings next month

The commission was appointed in 1976 after the long-standing dispute on the issue between the Mine Workers' Union and the Chamber of Mines nearly resulted in a strike for the second year running.

Among the main findings were.

● The commission supported the principles of a five-day working week but found that a five-day production week for mines would be too costly to the country at this stage.

● It recommended a seven-day mining week but with miners working only five days each as a possible final solution.

● It recommended an 11-shift fortnight — whereby miners worked six days one week and five the next — as an interim system until the issue could be resolved.

Soon after the interim report the MWU agreed to work an 11-shift fortnight.

The effects the system has had on mining costs and production have now become a central issue, and has been the subject of a running battle between the MWU and the Chamber of Mines.

The MWU's agreement to work to this system expired on March 31 this year, but it has agreed to continue until the commission completes its findings

This does not mean that the MWU will abandon its demand for a five-day week It has repeatedly stated its determination to reach this long-held goal

R80 more or else, say mine unions

21/4/78 (211)

Sieg Hannig, Labour Reporter

The Council of Mining Unions has given the Chamber of Mines one week to meet its demands of an R80 rise in monthly wages plus additional fringe benefits — or face confrontation

The unions were prepared to lower their original demands, said Mr Ken du Preez, chairman of the council, after yesterday's pay talks

But the chamber was not prepared to go beyond an increase of five percent in wages plus an extra one percent in increased pension fund contributions

The chamber claimed the union's demands would amount to the equivalent of a 28 percent pay rise, Mr du Preez said

The unions regarded an R80 rise for their members as an increase of about 15 percent on average

Mr du Preez was not prepared to say to what extent the unions were prepared to lower their demands

"What the chamber offered and what we were prepared to come down to left too large a gap," he said

"We have given them a week to comply with our original demands, failing which we shall apply for a conciliation board"

The appointment of a conciliation board by the Minister of Labour is the first step to a lawful strike, but provides for cooling-off periods and for further negotiations

While Mr du Preez regarded negotiations as broken off, a chamber spokesman commented that negotiations were continuing

MINE WAGES (211)

The 10% gap FM 21/4/78

Wage negotiations on the mines have reached a crucial stage The Council of Mining Unions has threatened to declare a dispute unless the (white) miners are awarded a 15% wage and fringe benefit increase.

The demand follows a statement to the unions by the Chamber of Mines that it can afford to add only 5% to its labour costs for the 1978 pay year. Initially, the mines had offered only 4%.

Last year, union men received a 5% increase after the Chamber had initially refused to grant any increase at all. Even that increase, however, was one of the lowest in the past years

This time, the unions have rejected the 5% offer, labelling it as "derisory." They want the industry to accept a 15% increase in its white labour costs this year. The unions would then consult their members and decide how to divide the 15% between wages and fringe benefits.

The Chamber argues that SA's current economic climate and rapidly escalating costs on the mines make it impossible for any large increase to be awarded, but the unions reply that the industry's claims about cost increases are exaggerated

The two parties are due to meet again this week. If the unions' claims are not met and a dispute is declared, Minister of Labour Fanie Botha would have to appoint a conciliation board.

Dispute threatens mining industry

By RIAAN DE VILLIERS
Labour Correspondent

WAGE negotiations between the Chamber of Mines and the mining unions broke down this week and, for the second year in succession, a formal wage dispute threatens the mining industry.

After the failure to reach agreement the unions notified the chamber that unless the chamber met their demands within seven days they would apply for the appointment of a conciliation board in terms of the Industrial Conciliation Act.

But union spokesmen said the parties were so far apart that a dispute was inevitable

Mr Ken du Preez, chairman of the Council of Mining Unions, said the unions originally claimed R80-a-month increase for all categories, plus improved fringe benefits This, said the chamber represented a total increase of 28%

The chamber, at first, offered a rise of 4% but raised this to 5% last week In yesterday's negotiations they offered an additional increase of 1% in employers' contributions to miners' pensions.

In turn, the unions indicated that they were prepared to negotiate on a package increase of about 15% — but this the chamber rejected

"We regard the chamber's offer as unreasonable in the circumstances," Mr Du Preez said.

"We can't go back to our members again with only 5% — as we did last year — while inflation continues to run at more than 11%"

'Put mining capital to work'

27/4/78 Star 211

CAPE TOWN. — The enormous capital assets of the mining industry could not be allowed to stand idle for two days a week, Dr Zac de Beer (PFP, Parktown) said in the House of Assembly yesterday.

Speaking during the mining vote in the Budget debate, Dr de Beer said it was essential that capital intensive industries, such as the mining industry, be used to the best possible advantage

If the mining industry were to maintain its strength and vital export potential it could not afford to let its capital assets lie idle for any part of the week.

The question of a working week in the industry was complicated and delicate but the time had surely come when consideration should be given to instituting a seven day week for mines as opposed to a five-day shift week for mineworkers.

If this were to be done, productivity would improve and real costs reduced, he said.

Dr de Beer said it was also a need for a greater willingness to be flexible in the use of available labour

The mining industry had been criticised in certain quarters for increasing the wages of its black workers at an inopportune time.

ZAC DE BEER

It had been necessary to reduce the industry's dependence on foreign black labour to the greatest possible extent

To do so the mining industry had to be competitive In spite of the increases black workers were still paid more in secondary industry than they were in the mining industry.

"It remains necessary to narrow or close the gap in wages paid in the mining industry and in industry in general if the mining industry is to be competitive in the labour market," he said — Sapa.

Sudden talk after miners' warning

211 27/4/78

Star

Labour Reporter

The Minister of Mines and Labour, Mr Fanie Botha, held an unscheduled meeting with trade unionists today after a warning from the Mine Workers' Union not to meddle with laws protecting white miners.

The union's warning relates to a report in yesterday's Transvaler under the headline "all races must do all work".

The Minister is reported to have said the report did not reflect his words.

But he was not available for comment on today's meeting which is understood to involve leaders of the Council of Mining Unions and the Confederation of Labour.

It is thought to be coincidental that the meeting is taking place on the day the Council of Mining Unions had planned to declare a pay dispute unless the Chamber of Mines met its demands for pay increases of R80 a month plus additional fringe benefits.

In a statement issued after the monthly meeting of the Mine Workers' Union executive council yesterday, the union said it felt the Minister was prescribing to the Wiehahn Commission on labour legislation what its recommendations should be.

The executive council had decided that miners would paralyse the mines if there was any meddling with the colour bar relating to their work, the statement said.

Cape Times

April 27, 1978 15

211

Miners assured

HOUSE OF ASSEMBLY. — The Minister of Mines, Mr Fanie Botha, last night assured white mineworkers that all doors would not be opened to all races in the mining industry.

Mr Botha was referring to a newspaper report quoting him as having said during the labour vote in the Assembly that all races should be allowed to do all work, and a subsequent statement by the Mineworkers' Union yesterday.

Mr Botha, who was speaking on his vote in the budget, said: "Mineworkers must know that we will not open all the doors. The progress that must and will come will take place according to negotiation." — Sapa

SUNDAY TIMES, Business Times, April 30, 1978

Rock-cutting breaks new ground in mining

MECHANISED mining systems with hitherto unthought of capabilities are foreseen in a Chamber of Mines' review of progress in non-explosive mining techniques.

Investigations by the chamber into deep-level gold mining in the past 10 years have produced substantial results, including the mining of 55 000 m² accomplished in rock-cutting experiments. This has laid a foundation for work that otherwise could not have been considered, the review states.

Rock cutting was chosen as the most promising method as it offered the least complicated machine concept, in addition to substantial potential benefits to the industry It is a method which consists basically of cutting a slot in the rock above the reef, thus relieving the pressure on the material below and allowing it to be removed relatively easily.

Experiments were begun in 1968 at Doornfontein Gold Mine, which has remained the primary host for the chamber's Mining Technology Laboratory experiments.

It was soon found that rock was not solid behind the broken face, as had been thought. It was fractured in a regular, and to some extent predictable, pattern depending chiefly on the stress level, the geometry of the excavation and the effects of local geological features. It was also established that the fracturing could be used to assist the rock-breaking process.

The initial experiments established that rock cutting was a practical possibility However, it also became apparent that the machines being used would have to be developed for easier handling and robustness, and would have to be mechanically more reliable.

In parallel with this work, investigations began into other areas such as hydraulics, plug-in electrical distribution, and the development of optimum shapes and materials for rock cutting

Pilot production trials were begun in 1973, when most of the shortcomings of earlier machines had been overcome. The next generation of problems concerned the right way to mine with the new equipment, the layout of non-explosively mined stopes, the supply and use of manpower and the materials, machines and spares, the maintenance and repair of equipment, rockhandling and the costs of operating the system

By 1976, the equipment was proven capable of practical mining in the arduous enviroment. Tramming widths had been halved and costs were within reasonable limits

However, problem areas remained These were associated with the interaction of the labour force with the machine systems — mining rates and productivity were lower than those considered acceptable.

In further production trials, slot-cutting rates were improved by between five and 10 times by the use of a hybrid cutting technique discovered and developed by the Mining Technology Laboratory. This method utilises high- pressure water jets directed immediately ahead of the cutting tool. Combined with effective training programmes and work studies, the technique has enabled mining rates of 150 m² per month per machine to be achieved.

However, the productivity problem remains, and a solution is being sought. A large part of the problem is related to the breaking of rock from the face after the rock cutter has done its job, and removing it quickly and efficiently from the stope

These areas have been particularly labour intensive, and investigations are directed at their mechanisation, using face and gully conveyor systems, and secondary rock-breaking and conveyor-loading devices, which are still being developed

By J.F. Curtis, a retired mining engineer. He was formerly group production engineer for Anglo Vaal, and is now consulting engineer for Lonrho's Western Platinum Mine.

Rockbursts the obstacle to mechanisation

Sun Times (Bus Times) 30/4/78 ① 211

MUCH emphasis has been placed on increased mechanisation in underground mining to increase productivity and to achieve the maximum output for the industry

In the deep, hard-rock conditions of the South African gold mines profitable mechanisation will not be possible until there is an understanding of the cause of uncontrolled rockbursts, and a willingness to apply principles firmly established elsewhere in the control of rock stresses at the stope face

The basic equipment required for mechanisation of stoping operations is similar to that used in collieries It consists of a cutter or breaker and loader, a face conveyor combined with self-advancing face supports and a trunk conveyor to take the broken ore to the conventional ore haulage system

In the past decade some progress has been made in the design and testing of new equipment to meet the requirements of the higher stresses and harder and more abrasive rock of the gold mines But because of the risk of exposing the high capital investment in such equipment (in the order of R10 000 per metre) to loss by rockburst, full operational use cannot be justified

Exceeds

A rockburst is the release of stored energy after the fracturing of rock, which has failed under stress As underground mining operations expand, the area of rock supporting the total load is reduced and the unit stress on the remaining rock is increased When the unit stress exceeds the unit strength around the periphery of the excavation, rockbursts occur.

They invariably occur when blasting takes place and it is the resulting fractures that make mechanised mining a possibility The amount of fracturing is proportional to the newly blasted area, and it occurs simultaneously with the blasting, when no people or equipment are in the danger area

Uncontrolled rockbursts, frequently catastrophic, occur at other times when, although the unit load is constant, the strength of the rock in the periphery of the stope is reduced The fracturing and release of energy from such a rockburst could be 1 00 to 100 000 times greater than that caused by blasting

Rockbursts of this kind can close up hundreds of metres of stope face, trapping men and equipment. More than 40 miners have been killed by rockbursts in the first quarter of this year, and it is not generally realised that the incidence of this type of mining disaster is increasing.

Fall-of-ground fatalities, predominantly due to rockbursts, remained constant at about 0,75 per 1 000 people employed in the mines for about 40 years But in the last two decades, fatalities increased from around 80 a year to more than 100 Last year, the rate was 1,4 persons killed for each thousand employed.

Implicit in the concept of mechanisation of stoping operations is the understanding that it will not be feasible until rockbursts can be controlled A rockburst in a mechanised stope would mean not only the loss of hundreds of thousands of rands worth of equipment, but the loss of access to the work face because of the blockage of twisted steelwork and rock

A single rockburst in a mechanised stope could easily mean a financial loss equal to the total compensation currently being paid yearly for all rockburst fatalities.

However, uncontrolled rockbursts are not inevitable. The explantion of rockbursts given briefly above has general acceptance among mining engineers the world over For reasons not known to me, it is not accepted, or at least not effectively acted upon, in South Africa

Conditions in South African gold mines differ from those elsewhere in that the workings are generallyu deeper, the rock is stronger, virgin stresses are higher and the rock harder But these conditions do not make the prevention of uncontrolled rockbursts impossible. They do require that the principles adopted in shallower mines be accepted, and equipment and methods modified to match the more strenuous conditions

Mechanisation

The prerequisite of successful mechanisation in stopes is that the stresses on the rock face be controlled at a predetermined level. It is the high virgin stress level that makes possible the mechanical (non-explosive) breaking of the hard rocks of our gold mines To make mechanisation possible, the stress at the rock face must be controlled at a level fractionally below the rock strength so that the added stress induced by the breaking tool fractures the rock.

The factors that determine the stress at the rock face, other than geological ones, are the configuration of the stope face and the measures adopted to control the stresses in, and the movement of, the fractured rock in the hanging and foot walls of the stope

Proper design and implementation of these measures will enable the stresses in the rock face; both virgin and induced, to be harnessed to work for, not against, the safe and profitable exploitation of the ore body.

Given this approach economic mechanisation of stoping operations is possible.

Electronic eyes to take over sorting

(211)

ORE-SORTING at Buffelsfontein will go optical in June when three photoelectric sorters are commissioned at a cost of around R1,5-million.

Buffelsfontein has used hand-sorting methods extensively, but it has proved uneconomic to sort material of less then 50 mm. The new plant will treat rock of 25 mm to 50 mm at a rate of 140 tons per hour.

The Model 16 is manufactured by Photometric Sorters of Sandton, a joint venture company of the Rio Tinto Zinc and Gold Fields groups.

"In pursuit of greater profitability from diminishing ore grades we sought to design equipment to analyse, differentiate and separate associated ores quickly," explained Mr John Barton of Photometric Sorters.

Rotating mirror

"The Model 16 Photometric Sorter beneficiates a wide variety of mineral ores ranging in size from 10 mm to 180 mm at rates of up to 200 tons per hour by optically scanning the rocks and separating them as acceptable or not.

"Scanning is by a laser, rotating mirror and photomultiplier assembly which signals to the computer for selection of individual rocks, which are separated by high-pressure air jets.

"Recent developments include a radiometric sorter, designated the Model 17, designed for uranium mining. This unit will handle rocks of 25 mm to 160 mm at rates up to 130 tons per hour."

The prototype for the photometric sorter, a Model 13, has been in operation at the Doornfontein gold mine since 1972. Two Model 16 units have been installed at West Driefontein.

This plant has been designated to sort 120 tons per hour of run-of-mine material in the 32 mm to 72 mm range, which was formerly sorted by hand.

Facilities have also been provided to allow re-treatment of existing low-grade dumps through the same equipment.

Successful operations

Mr Barton said successful separations to date included gold reef, magnesite, asbestos, cassiterite, wolframite, nahcolite, fluorspar, ilmenite and limestone. The suitability of any mineral to photometric sorting could quickly be evaluated from a small sample, he said.

Manufacture of the photometric sorting equipment is carried out at the company's Wynberg factory near Johannesburg, where a local content in excess of 80 per cent has been achieved. International marketing of the equipment is conducted through sister companies in the parent group.

211 S.T. 30/4/78

Automation cuts costs in hoisting

AUTOMATION of mine hoisting equipment with sophisticated control gear is another area where labour costs are being cut and output increased, according to Mr W A de Beer, of the Winder Controls group of Germiston

"The switch to automation involves straight end-to-end rock hoisting and the more sophisticated automatic service elevator operation, including radio control from the cage," he said

The company produces single and double drum stage winders based on a standardised range of drum sizes with various types of geared or direct drive It has also supplied a number of hydraulic braking systems for new and existing winders

"We are able to offer a patented hydraulic decelleration control system which will provide a rate of retardation of the cage irrespective of the load, direction of travel or co-efficient friction between the brakes and the brake drums," Mr de Beer said

Winder Controls is a fairly new wholly South African owned group whose main activities are the design and manufacture of electrical control equipment and safety equipment for mine winders, winder hydraulic braking systems,and shaft sinking and lashing gear. It also installs and commissions its winders and associated equipment.

"The complimentary nature of these activities together with the fact that all design work is carried out internally, enables us to offer a complete service on mine winder installations," Mr de Beer said.

"We have handled a number of complete turnkey projects from the design to the commissioning of all winder room equipment

"On the lashing side the two shafts completed 18 months ahead of schedule at Elandsrand, were using our gear, and another unit has completed 800 metres of shaft with only two hours of enforced down time "

The group's development work includes static dynamic braking control using vacuum contactors for high voltage isolation, and static cyclo convertors for low frequency dynamic braking and low speed creeping. Another field of development is electrohydraulic servo mechanisms where it has the backing of the American servo controls company, Moog Inc, for whom it is the local distributor

211

Minister reassures mine union

11/5/78

No labour changes — not even the recommendations of the Wiehahn Commission — will be introduced before agreement has been reached with employees, says Mr P J Paulus, leader of the Mine Workers' Union.

This is what he concludes from assurance given by the Minister of Labour, Mr Fanie Botha.

The assurances were given in the House of Assembly and reaffirmed to the Council of Mining Unions on the following day — after a Mine Workers' Union threat to paralyse the mines if there was any meddling in the colour bar relating to miners

The developments followed newspaper reports that all jobs would be thrown open to all races, Mr Paulus wrote in the latest edition of his newspaper, The Mineworker.

The Minister had given the "unequivocal assurance" that change in the work pattern of the mining industry would be made only after employers and employees had negotiated and agreed on the proposed change, Mr Paulus said

"It is also fair to accept that the findings of the Wiehahn Commission will have no effect on the Minister's assurance," Mr Paulus wrote.

DEPARTMENT OF MINES

No 949 12 May 1978

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule to Government Notice 115 of 20 January 1978, at the said Palabora Mining Company Limited, is necessary in the national interest for a further period ending 31 December 1978

DEPARTEMENT VAN MYNWESE

No 949 12 Mei 1978

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwese het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956) verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae van Goewermentskennisgewing 115 van 20 Januarie 1978 verskyn, by genoemde Palabora Mining Company Limited na sy oordeel vir 'n verdere tydperk eindigende 31 Desember 1978 in die nasionale belang nodig is

Mine men want 32% rise—and they're ready to protest over less

211

COMPLAINTS about likely salary increases are filtering through from the Underground Officials' Association.

By PAUL DIAMOND

There is talk that next month's increases will be about 12% (the rise in the cost of living last year) The officials want 32%

The officials' monthly journal reports that 900 fewer mine officials were employed in 1977 than in 1976 and that production, measured in tonnage per official, increased by 12% to 12 405 tons a year

The impact of the 11-shift fortnight (the transitional arrangement en route to the Mineworkers Union's dream of a five-day week) has been anything but a happy one for mine officials

The journal says "Very few mines closed on the second Saturday and many groups have tried to make it a business-as-usual day This is where most of the loss in productivity tales emanate from

"It is a mystery to us how management could expect this day not to be contra-productive with the full Black force underground and the supervisory force cut in half

"To our minds the officials involved deserve the gratitude of the employers for maintaining at least some production underground under the circumstances "

And it is a case of half staff of officials on Mondays too because the Saturday men get the day off

Although the journal stresses the partial production on MWU-free Saturdays, some of the mining groups are discovering that the pay-off from unsupervised Black miners on Saturdays is becoming better and better and that the base-load workers are responding remarkably well to team leaders and other Black supervisors under general direction of a few White supervisors

This is the sort of message beginning to permeate MWU ranks Many officials are already suffering financially following the removal of certain perks And it could result in a wave of discontent which would be a personal rebuff to MWU general secretary Arrie Paulus

The Underground Officials journal also criticises the Chamber of Mines for recent publicity on mining industry complaints about the effect of cost increases on profits

The Chamber's analysis of 1977 working results shows that working costs per metric ton milled rose by 24% but the actual increase, claims the journal, was only 10,7%

Despite milling a lesser tonnage the working profit increased by 32% due to a higher gold price and total profits rose by 19% The Government's share increased by 21%

Working costs are the industry's main bogy and with productivity down, mainly at MWU level, Black labour complements have had to be maintained in full, adding to total costs

The general sales tax will hit the industry for millions of rands more, says the journal

The mine officials think they have a case for approaching the Chamber of Mines for a 32% rise which, they claim, would increase working costs by less than half-a-cent a ton

Star 15/5/78 (211)

Dust takes a toll

Roger Dean

Miner's lung the dread disease that has plagued workers underground ever since man first started digging into the earth's crust, shows no sign of abating in South Africa

It takes an enormous toll in human life and suffering — and in financial terms Last year well over R10 million was paid out in compensation to workers in mining and other high-risk industries

At the end of the year 8 518 families were receiving special pensions costing R9,14 million Twenty-eight other cases had been converted into lump-sum benefits, while once off payments were made to 6 063 workers — more than 5 000 of them black

The total value of benefits awarded to new cases over the year went up from R13,8 million to R16,8 million And all the time the number of shifts worked in high-risk areas is increasing

Still more disturbing, the latest report of the Medical Bureau for Occupational Diseases suggests many lesser sufferers may be obtaining no compensation at all.

Miners excavating more than 2 000 metres below the surface

"Every day there are men who come to the bureau believing that they are entitled to compensation, only to be disappointed," says the director, Dr F J Wiles

"Frequently they are men who have had long service on the mines and whose health is deteriorating The bureau must weigh up in the course of repeated discussions the medical, social and economic situation of these men

"Every effort is made to explain to them that their applications have received careful consideration and that the refusal of compensation is a just and fair decision"

The spectre that hangs over all these miners, as well as workers in potteries, foundries and a host of other works, is pneumoconiosis — a blanket name for a large family of lung diseases that all begin with inhaling too much dust

Miner's cough

The disease may take anything from six months to 10 years to develop — but all the time fine particles of silica, coal or asbestos are gathering in the lungs and causing inflammation

The average white miner who contracts it is in his fifties with at least 20 years' service.

First symptoms are a growing shortness of breath and difficulty in exertion, leading eventually to the well-known miner's cough.

Pneumoconiosis in itself is not especially debilitating, but it is easily compounded by tuberculosis, emphysema or heart disorders The long-term result is frequently fatal.

The disease was far more prevalent in South Africa before 1935, when new dust-laying techniques were introduced into mining But as these methods have improved, so has increased mechanisation tended to aggravate the problem

It has been estimated that a quarter of all workers exposed to dust suffer from pneumoconiosis in some degree.

That is not the only worry In spite of employers' insistence that tuberculosis is under control and its incidence far lower on the mines than among the rest of the population, the number of new cases rose from 2 324 in 1975 to 3 949 last year

Yearly test

In South Africa 282 mines and quarries are declared control zones They include 66 gold mines, 61 coal and 32 asbestos Others produce chrome, damonds, tin and copper.

In these industries every worker undergoes a periodical medical examination Men under 30 are examined every two years, those over 30 once a year

Miners must have a valid fitness certificate to work underground

Cases that might qualify for compensation are referred to a special committee of six — three members appointed by the Minister of Mines, one by the employers and one by the workers, with the Medical Bureau director as chairman

This committee meets four times a week, and last year considered the cases of more than 17 000 miners both living and deceased

Among the living were 8 447 blacks, 5 792 whites and 514 coloureds

During the year 7 444 miners were certified for the first time to be suffering from pneumoconiosis, tuberculosis, or a combination of the two Of these 790 were white, 176 coloured and 6 478 black.

Ninety-seven percent of all cases are decided unanimously, the rest by majority vote If a man is dissatisfied with the finding he may appeal to a four-man review board that sits once a week

If this panel disagrees with the finding, the case is reconsidered by both bodies in unison.

"Many men apply to appear before the reviewing authority in order to state their cases to the doctors in person," says Dr Wiles

"As often as possible such applications are granted, but unfortunately there is not enough time to see every man who appeals."

Where a special benefit is called for, it is awarded by a commission specially constituted under the 1973 Occupational Diseases in Mines and Works Act.

The commission administers a fund collected from the mines through levies which are subject to periodic review The present surplus in the fund is around R40-million, invested mostly in Government and municipal stock.

Sympathy

The compensation commission is headed by Mr J F Brauckmann, assisted by a four-man advisory committee representing the mines and the miners, the non-mining works and their employees

Money, of course, can never replace a silted lung — but it can help to alleviate the suffering that a life underground or in a high-risk plant can leave behind

As Dr Wiles says in his report "Above all these are human problems that need to be handled with sympathy and understanding"

When 'black lung' strikes

Compensation is paid to "black lung" sufferers in South Africa wherever there is an unmistakeable sign of the disease. This is in contrast to many other countries, where some degree of disability must be proved first.

The amount paid relates to past services. Beneficiaries must have been working a minimum of 200 days in dusty conditions.

The gravity of the disease is measured by the extent of damage to the cardio-respiratory functions. The lowest degree is an impairment of between 20 and 50 percent; the second degree from 50 to 75 percent; and the third above 75 percent.

Last year, pensioners in the first category were paid an average of R57 a month, those in the second category R115, and in the third R180.

Sufferers from pneumoconiosis and tuberculosis combined got an average of R147 a month, while those with TB alone got R112 The average payout to dependants of deceased miners — by far the largest category — was R89 per month.

One effect of the 1973 Act was to reduce the number of pensions being paid to dependants. Instead, R1,92-million was paid out in lump-sum grants to 194 beneficiaries last year — an average of about R10 000 each.

Last October all pensions and grants paid out under the Occupational Diseases Act were increased by 15 percent.

Miners relieved at 'No' to change

By PAUL DIAMOND

THE militant Mine Workers' Union is relieved that none of the recommendations of the probing Wiehan Commission will be implemented before they have been agreed upon by employers and employees.

The commission is studying South Africa's maze of labour laws and practices to bring a new look to industry But Arrie Paulus, general secretary of the MWU, and his members are now convinced that none of the commission's suggestions will be introduced during the current negotiations ver wages and hours

This is how the MWU eads the soothing, syrupy ssurances uttered by Labour Minister Fanie Botha who said recently

"Whatever we do will be done within the framework of the country We are operating within a pattern and the MWU need have no fear that the Government will throw open the doors We do not want chaos here Progress was made in the past and the progress that must be made now will be made after negotiations "

The MWU regards this as an "unequivocal assurance" and are relieved for they have been sorely perturbed by the Wiehan Commission's activities

According to Die Mynwerker, "White workers have been experiencing a feeling of insecurity during the past two years, further aggravated by the commission's appointment "

Not to mention recent newspaper comments that the Labour Minister had implied he was throwing open all jobs to Blacks and Coloureds (This he subsequently disclaimed)

This is very timely, as the union is now deadlocked in tough negotiations with the Chamber of Mines over wage increases It is certain that a further relaxation of labour practices by the union was one of the bargaining counters of the chamber negotiators

In fairness to the latter, they are disconcerted by the effects that the 11-shift fortnight and the proposed eventual introduction of a five-day week may have on productivity and costs

On top of all this there has been the direct, additional cost for overtime work on alternate Saturdays and the fact that the Black labour force has been increased to minimise production setbacks

According to the chamber, and in spite of numerous attempts to shackle wage increases to better productivity, there has been no improvement in the tons mined per Black mine employee There has been some reduction in tons mined per White worker since 1971

Anglo director Zac de Beer recently put forward an interesting idea

He suggested that the mines work a seven-day week on a roster system This might cause problems initially but would mean that the miners would retain their five-day week and the mines could maximise the use of Black labour which would otherwise have been unproductive on Saturdays and Sundays

And it is certain that the Black miners would welcome the extra cash generated by a seven-day week

Anglo American secret document

30/5/78 (211)

Mining call for black trade union rights

Cape Times 30/5/1978

(1) ~~166~~
(2) 211
(3) ~~136~~

Own Correspondent

JOHANNESBURG. — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all black workers — including the mining industry.

But it believes no effective union representing black workers will emerge in the mining industry for some time and that the "vast majority" of black workers will probably not be unionized.

It favours strict control of trade unions to avoid misuse for political ends, through legal requirements, as well as additional restrictions laid down by employers.

It also rejects legally-enforced "closed shop" provisions and favours voluntary union membership.

This has emerged from a confidential Anglo American document reproduced in the

Union rights

Continued from page 1

tees to deal with workers' views within individual enterprises

But the document says these proposals would be an ideal system and could not be implemented immediately in the mining industry

It also says the industry should be allowed a three year period to build up committees on individual mines before they should conform to the full standards laid down in the law

Attempting to allay fears about trade union rights for blacks, the government says it could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future This would exclude most black workers from collective bargaining

But the document warns that this should not lead to proposals to exclude blacks from trade unions and set up separate committee systems to negotiate with them

Effective collective bargaining could take place only with independent trade unions, and conflict could also develop between two systems of worker representation

The document argues in favour of trade union rights for "foreign" black workers as well as migrant workers

Separate development aimed at making all blacks in SA foreigners sooner or later To build an industrial relations system on this ideological basis would flaw the system and "bring far greater problems in its wake"

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions

But to exclude any group from representation in the industrial relations system would be to court conflict, now or in the future

On fears that union rights for blacks would allow a "power base for black political aspirations," the document says the law should provide strict criteria to control unions

Also, employers who still felt blacks in trade unions would lead to "radical political organizations" could set their own criteria before recognizing unions

3/5/79 DD (211) ~~(134)~~

Anglo backs call for black unions

JOHANNESBURG — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all black workers — including miners.

But according to a confidential Anglo American document reproduced in the latest issue of the Mineworker, it believes no effective black union will emerge in the mining industry for some time — and that the "vast majority" of black workers will probably not be unionised.

It favours "strict control" of trade unions to avoid misuse for political ends

It rejects legally - enforced "closed shop" provisions and favours voluntary union membership

According to the Mineworker, the journal of the white Mineworker's Union, the document was sent to the Chamber of Mines in November last year by Mr Dennis Etheredge, chairman on Anglo's gold division, together with a draft chapter of its recommendation to the Wiehahn Commission.

From the document, entitled Problem Areas in Industrial Relations in the Mining Industry, it appears the corporation has proposed a two-level system of industrial relations, including.

- Central collective bargaining between employers and trade unions representing all workers

- Elected worker committees to deal with workers' views within individual enterprises.

But these would be an "ideal system" and could not be implemented immediately, the document says.

It also says the industry should be allowed a three-year period to build up committees on individual mines before conforming to the full standards laid down in the law

It could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future, but the document warns this should not lead to proposals to exclude blacks from trade unions and set up separate committee systems to negotiate with them

The document argues in favour of trade union right for foreign black workers as well as migrant workers. Separate development aimed at making all blacks in South Africa foreigners, sooner or later and to build an industrial relations system on this basis would bring problems in its wake

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions.

To exclude any group from representation in the industrial relations system would be to court conflict

On fears that union rights for blacks would allow a "power base for black political aspiration" the documents says the law should provide strict criteria to control unions.

Employers who felt blacks in trade unions would lead to "a radical political organisation" could set their own criteria before recognising unions

But the criteria set up should not be seen as employer instruments to manipulate the unions, the document said. — SAPA.

MINE LABOUR FM 2/6/78

Fragmentation worries

(211) (189) (136)

As the engineering industry was breaking through the job colour bar last week, the mines were facing a union backlash on the use of black workers from some of the same unions which signed the engineering agreement

There's no contradiction, however For, while the unions' objections on the mines do involve the use of black workers, it's the fragmentation of skills, rather than a racial issue that they're complaining about

Amalgamated Engineering Union secretary Tom Neethling complains about "abuses" of the artisan aide system on the mines and suggests that the unions may demand the scrapping of the system

Artisan aides (who are black) were introduced some years ago as a response to the shortage of mine artisans. They are supposed to assist the artisan in aspects of his job and thus partly relieve his workload

Neethling tells the *FM*, however, that his men are angry at what they see as abuses of the system "Many mines are using aides for tasks not laid down in the agreement. Some are even training them for these tasks"

The artisans see this, says Neethling as "an attempt to water down our jobs The aide is now $\frac{5}{8}$ of an artisan and the effect is to break up our trade and divide it up amongst unqualified workers At any rate, we don't believe the shortage of artisans still exists"

Neethling's fears are shared by other artisan unions Says SA Electrical Workers Association secretary Ben Nicholson "We would rather see black artisans indentured than see a skilled job watered down in this way"

Indeed, Nicholson charges that abuses have led to a fatal accident on the mines "In one case two miners were killed because a shift boss insisted that an aide do electrical work he wasn't qualified to do And the only reason he could get to the wires to do the work was because he'd been given a key to them by the

MINE LABOUR · FM 9/6/78

The 12% question

(211)

The Chamber of Mines and the mining trade unions may have settled their differences on the pay issue — but the mines' annual round of negotiations has only just begun.

This week, the unions agreed to accept a 6% increase on their standard rates, together with a R40 lump sum for union men for each of the last two pay months. While the amount fell far short of union demands, they accepted it, says Council of Mining Unions chairman Ken du Preez, because they feared losing back pay if the bargaining dragged on.

However, the fact that this is now out of the way means that the mines must face two further issues — the black pay increase, which usually follows the white increase, and the five-day week

The first will probably be resolved fairly soon by Chamber announcement on new wage levels. The *FM* understands that there is a strong feeling among sections of the industry that the award will have to be substantially higher than that granted to the union men

While black miners received only 1% more than their white counterparts last year, these sources stress that the mines will have to return to the relatively high increases of the few years leading up to 1976.

"We can't afford not to," says one mining man. Not only is there a pressing need to narrow the black-white wage gap, he and others argue (last year's award actually widened the gap in absolute terms), but the mines are forced to begin raising black wages rapidly toward the poverty datum line.

Minimum wages on the mines are still well below the PDL — starting wage for a surface worker is R42,90 a month, for an underground worker R68,90 — and, says one mining executive, "we simply can't justify this — if we don't do something about it in a hurry, we could be in danger of losing foreign coal contracts, to name one example."

Those who hold this view are holding out for a black increase of at least 12% — double the white award

Some of the mining houses baulk at a large increase for blacks, however, and influential mine employers argue that the industry will have to be guided by Finance Minister Owen Horwood's appeal to employers to keep wage increases for all workers down. They suggest that a 12% increase is far too high. Indications are, however, that supporters of the 12% are unwilling to compromise and that they are prepared to put up a tough fight.

The five-day week issue is also likely to come to a head soon. Both the Mine Workers' Union and the mine artisans have already indicated that they will be pressing for a full five-day week this year.

Bargaining will probably wait, however, until the Franzsen Commission investigating the five-day week completes its report on the effects on productivity of the 11-shift fortnight

While the commission's final report has already been tabled in Parliament, it has been asked to carry out this monitoring exercise by Minister of Mines Fanie Botha A spokesman for the commission tells the *FM* this additional report should be with Botha by month's end.

Botha is not obliged to show the report to anyone — but he will probably reveal its contents to both the Chamber and the unions. Its finding are thus likely to play a crucial part in the negotiations and may lay a part in how firmly the unions press their claims

The mines are likely to argue that the 11-shift fortnight has hampered production and that a five-day week would do the same. However, the *FM* understands that some mining employers would be prepared to agree to granting a five-day week to union men — as long as the mines were allowed to operate seven days a week, as the Franzsen Commission recommended.

As far as mine artisans are concerned, their unions have already stressed that, while they want the five-day week, they are not prepared to agree to further concessions on the use of non-artisan labour in exchange for it.

B/6/78 RDM (211)

Wage accord adds R7m to 1978 mine bill

By DON ROBERTSON
Mining Editor

THE 6% wage rise granted to white mineworkers from July will add about R7million to the industry's wage bill this year.

In a full year, the cost will be about R11-million.

The 6% figure agreed to last week is seen as an achievement for the Chamber of Mines which originally offered the Mine Workers Union The union had asked for a 15% package increase to cover wages, pensions and other benefits

The chamber agreed to a 5% pay rise plus a further 1% increase in pension contributions, but this was not acceptable to the union and a dispute was declared

Over a full year, the wage hike will add about 0,5% to working costs which rose by 21,7% last year In the current year, however, indications are that costs are being kept to a lower rate of increase in spite of the jump in electricity tariffs in January

The R7-million additional payout this year includes just over R1-million in lump sum of R40 a month for May and June in lieu of back pay

The wage increase affects about 16 000 of the 32 000 white workers on the mines Mine officials have still to negotiate their wage scales

More important, however, will be pay rises for black workers It is believed that negotiations are underway and that a decision will be reached by about mid-July

The chamber's wants to narrow the wage gap between whites and blacks, and in past year's blacks have received proportionately larger increases

However, with the mines battling under a cost squeeze, an 8% pay rise for blacks is seen as a maximum

In 1976, white wages totalled R388-million and were an estimated R370-million last year. Black wages in 1976 were R467-million and are likely to have been higher last year as most mines increased labour complements

In considering a pay rise for blacks, the chamber will bear in mind the possible introduction of a five-day week later this year

The union and the chamber are at loggerheads over this issue, but any decision is likely to be delayed until the findings of the Franzsen Commission investigation into the effects of the 11-shift fortnight. This is expected some time next month

Several mining house chairmen have said the 11-shift fortnight has cost the industry dearly in terms of overtime payments and because of the need to employ more blacks to keep up production

The agreement on wages was not accompanied by any productivity concessions as in the past, although these have largely been ineffective

Of concern to the industry is the 4% general sales tax

The chamber has asked for exemption from sales tax on a number of items, particularly capital equipment, but has not yet had a reply

They all like the mines

Tribune Reporter

BLACK employment on the mines has reached record levels due both to improved employment conditions and the economic climate.

There has also been increasing interest in mine work from Zulus — a group which has almost traditionally shied away from the mines.

A Chamber of Mines spokesman said Zulus had usually preferred to seek work in the industrial areas of Natal, disliking the work and the wages offered by the mines.

But this had changed and there was now a swing to the mines by black workers from Natal.

The result has been that the mining industry now has an almost embarrassing flood of black workers seeking employment.

The chamber's recruiting organisation, The Employment Bureau of Africa (TEBA), also reports that its district officers are regularly being forced to turn away many work-seekers because there are no vacancies.

There are now 421 000 black workers in the chamber's gold, platinum and copper mines — almost 100 percent of the industry's underground requirements and 110 percent of surface requirements.

A Chamber of Mines report said: "It is obvious that this over-supply of labour can mainly be attributed to the economic recession which has led to growing unemployment and a shortage of jobs.

Therefore there has been a natural gravitation of black work-seekers to the mining industry, it being virtually the only sector of the economy sufficiently buoyant at the moment to be able to offer employment."

The chamber also attributes the growing popularity of mine work to employment deals which have been developed over recent years and competitive wages.

Bonuses

The report says that to improve the stability of the work force, the mining industry devised a re-employment guarantee and bonus scheme, to encourage trained black workers to stay.

Under the scheme, workers recruited in South Africa can qualify for a re-employment guarantee certificate after 45 weeks continuous employment.

The certificate is valid for six months and ensures that a man who has ended his employment with the mines but returns within that period is guaranteed employment at his previous job rate on his previous mine.

DEPARTMENT OF MINES

No. 1278 23 June 1978

DECLARATION OF CONTROLLED WORKS AND RISK WORK

The Minister of Mines has in terms of section 10 of the Occupational Diseases in Mines and Works Act 1973 (Act 78 of 1973) declared the following works to be a controlled works with effect from 1 August 1978

The works known as Martin and Robson (Pty) Limited situate at Smit Street Industries West, Germiston in the Magisterial District of Germiston, Province of the Transvaal, which is at present being worked by Martin and Robson (Pty) Limited, P O Box 197 Germiston

The following work at the said works has been declared risk work by the Minister, in terms of section 13 of the said Act, with effect from the same date (i e 1 August 1978)

All work at or near the crushers, screens ball mills drying oven and ore bins, as well as all work in the bagging area where the raw ore is handled and where the powder is bagged and loaded on to transport wagons excluding work of a temporary nature performed by contractors or their employees which shall be completed within a period not exceeding 12 months

DEPARTEMENT VAN MYNWESE

No 1278 23 Junie 1978

VERKLARING TOT BEHEERDE BEDRYF EN RISIKOWERK

Die Minister van Mynwese het kragtens artikel 10 van die Wet op Bedrylsiektes in Myne en Bedrywe, 1973 (Wet 78 van 1973), die volgende bedryf met ingang van 1 Augustus 1978 tot 'n beheerde bedryf verklaar:

Die bedryf bekend as Martin and Robson (Pty) Limited, gelee in Smitstraat, Industries West, Germiston, in die landdrosdistrik Germiston, provinsie Transvaal, wat tans deur Martin and Robson (Pty) Limited, Posbus 197, Germiston, bedryf word

Die volgende werk by gemelde bedryf is met ingang van dieselfde datum (d i 1 Augustus 1978) kragtens artikel 13 van genoemde Wet deur die Minister tot risikowerk verklaar

Alle werk by of in die nabyheid van die vergruisers, siwwe, balmeulens, droogoond en ertskaste, sowel as alle werk in die versakkingsarea waar die ruwe erts hanteer word en waar die poeier versak en op vervoerwaens gelaai word, met uitsondering van werk van 'n tydelike aard wat deur kontrakteurs of hul werknemers verrig word en binne 'n tydperk van hoogstens 12 maande afgehandel moet wees

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24/6/78

Strike threat at mine after assault

JOHANNESBURG — High-level talks at departmental level will be held in Pretoria on Monday to sort out alleged incidents of assault between white and black miners at the Impala platinum mine in Rustenburg which has led to a threatened strike by white miners.

Mr Arrie Paulus, secretary of the Mine Workers' Union, said yesterday he would be meeting representatives of the Department of Mines, of Foreign Affairs and of the Impala mine.

"The meeting is scheduled for 10 am and we plan to report back to the Impala miners at 11 pm on Monday, after which we will decide whether to take steps or not," he said

Mr Paulus said the circumstances of the incident, which led to the Impala miners' decision to discuss a possible strike, had been given to him by the miner concerned

The miner was taken to Pokeng police station after an allegation of assault had been laid against him

"The miner was manhandled in the charge office by a black policeman The station commander intervened and ordered that he be finger-printed

"The policeman in charge told him to go outside and wash his hands because he claimed they were dirty. All the while he was pushed around and generally manhandled," Mr Paulus said

The miner later tried to lay a charge of assault at the Rustenburg police station, but was told to approach the Bophuthatswana authorities, as the alleged incident took place there He decided to drop the matter and reported it to Mr Paulus

Mr Paulus said he informed the Minister of Mines, Mr Fanie Botha, about the incident.

The miners met on Thursday night in an emergency meeting to discuss a possible strike because the Bophuthatswana Government had promised some months ago, after a similar incident, that their police would not interfere with Rustenburg's Impala miners — which is situated in the homeland

According to Mr Paulus the miners are up in arms about the latest incident.

Envoy to act on treatment of miners

By Sieg Hannig, Labour Reporter

Diplomatic action is to be taken after the latest of several incidents in which the "undignified treatment" of white miners by Bophuthatswana police is alleged

"South Africa's Ambassador in Mmabatho will be asked to bring the matter to the attention of the Bophuthatswana authorities," the Deputy Secretary for Mines, Mr F A Snyman, said in Pretoria today

"He is to ask them to try to avoid a recurrence of incidents of this nature"

Mr Snyman said there had been "several alleged incidents amounting to undignified treatment of white miners by Bophuthatswana policemen"

STRIKE THREAT

He was speaking after a four-party meeting called in Pretoria to avert a threatened strike by white miners of the Impala Platinum Mines in Bophuthatswana.

The meeting was urged by the general secretary of the Mine Workers' Union, Mr P J "Arrie" Paulus, after a miners' meeting held in Rustenburg on Thursday night, following the latest incident earlier last week

During the incident at the Pokeng police station a miner was "pushed around by a k (black) — by a k . constable," Mr Paulus told The Star

He said the 360 men who attended last Thursday's meeting decided to go on strike, but relented on his insistence to arrange talks with the Department of Mines, the Department of Foreign Affairs and Impala Platinum

Bophuthatswana's Minister for Law and Order said earlier he was getting a report on the matter from the station commander

Mr Paulus was to report back to Impala miners at Rustenburg late tonight

He reported the first "incident" in the newly independent territory in March This involved a white miner who had to travel 50 km to Pokeng after Bophuthatswana policemen had refused to take a statement from him at Impala mine after an alleged assault

Mr Paulus said then if his members were to be exposed to similar treatment again "we will not hesitate to advise them to look for jobs elsewhere"

The miner was acquitted of assaulting a black miner

NM (211) 27/6/78

White mineworkers act on Black discourtesy

PRETORIA — The Bophuthatswana Government was to be approached through diplomatic channels to see what steps could be taken to prevent incidents of alleged discourtesy taking place between Bophuthatswana officials and White miners working in platinum mines in the State

This was the outcome of high-level talks that took place here yesterday between representatives of the Mine Workers' Union, the owners of the Impala Platinum Mine near Rustenburg, the Department of Mines and the Department of Foreign Affairs.

The deputy secretary of mines, Mr F. A Snyman, who chaired the talks, told Sapa the purpose of the talks yesterday was to find ways of preventing "incidents" in future

Recently a White mineworker at the Impala Platinum Mine had allegedly been treated discourteously by Black policemen at the Pokeng Police Station in Bophuthatswana.

Mr Snyman said it was alleged similar incidents had taken place in the past since Bophuthatswana became independent in December last year.

It was alleged that Black traffic officers had acted discourteously towards White motorists on a stretch of road running through Bophuthatswana

Such incidents, and particularly the most recent one, were regarded in such a serious light by member of the Mine Workers' Union that they had threatened to call a strike last Friday

"Mr. Arrie Paulus, secretary of the Mine Workers Union, however, succeeded in persuading the members of his union not to strike, but to give the Department of Mines an opportunity to investigate ways of sorting out the problems," Mr Snyman said.

"From this followed the discussion that has taken place and at the talks methods were investigated as to how these points of friction could be eliminated.

"It was tentatively agreed that the Bophuthatswana Government would be approached through diplomatic channels to have a close look at the situation and to take steps to eliminate these sort of petty incidents in the interests of both countries." — (Sapa.)

27/6/78

211

Strong bid calls for equality

Labour Reporter

An urgent plea for equal opportunity on the labour front was made today in the annual presidential address of the president of the Chamber of Mines, Mr L W P van den Bosch.

"The Government should not shrink from the leadership that will be necessary to bring about change rapidly in this vital sector," Mr van den Bosch said.

He warned "Cost escalation in the absence of progressive relaxation of the restrictions on the more productive employment of labour can only lead to the destruction of the mining industry."

Yet it was on mining that the country relied absolutely for the economic thrust on which solutions to the country's political and economic problems ultimately depended.

Even at the present time of recession and unemployment there was a chronic shortage of competent miners. This would get worse when new mines such as Deelkraal, Elandsrand and Unisel went into production and others completed their expansion programmes.

"The Government has declared its belief that all persons have an equal right to be trained and to qualify for any position," Mr van den Bosch said.

"This policy should be expressed in legislation as soon as possible."

The education system had to be geared to meet the demand for educated people. And the law must be so administered as to ensure equal opportunity for training and employment of all those with the necessary educational qualification."

Mr van den Bosch welcomed the "widespread acceptance, embracing all political groupings in South Africa, that job reservation based on racial discrimination is no longer defensible or practical."

The urgent needs of the time posed a crucial challenge to the State, the employer and the trade unions "who must in concert bring about change in a pragmatic and non disruptive manner," Mr van den Bosch said.

MINERS

At fives and sevens

The battle over the cost to the mining industry of the 11 shift fortnight on the mines continues It is given added importance by the fact that the five day week issue is likely to be resolved this year

This week, Chamber of Mines president Lynne van den Bosch revealed the results of a survey conducted by employers into the 11 shift fortnight, the compromise arrived at between the Chamber and the Mine Workers Union last year

Van den Bosch said the experiment, in which miners work one Saturday out of every two, had cost the industry R30m a year in working costs and a further R8m in capital costs The drop in productivity, [illegible] been around [illegible] "[illegible] been substantial under utilisation of working [illegible] and equipment acquired at tremendous capital cost"

The unions dispute this, arguing that production has increased since the experiment's introduction

It has although the mines reply that it would have risen by more if miners worked a full six day week, as they did before the 11 shift fortnight began

Bargaining on the five day week is due to begin in August, when government's Freiser commission of enquiry into the five day week will make public an additional report on the success of the 11-shift fortnight

The commission's report will probably not resolve the issue Employers and unions can't even agree on what the commission's last report said

Van den Bosch implied this week that the commission had come out against a full five-day week, the unions insist that it backed it (the commission in fact recommended that the mines operate seven days a week, but suggested miners could work a five-day week on a rostered basis)

This view may well prevail — but repeated Chamber references to waning productivity (dismissed by the unions as a ploy), taken together with Van den Bosch's plea this week for greater use of black labour, mean that employers are likely to want some changes in labour patterns in exchange for such a deal

MINE WAGES

Rocky course

(211) FM 30/6/78

Black miners are likely to get their annual wage increase soon — but the award won't satisfy everyone

The *FM* understands that the raise agreed on is likely to be a compromise between the 12% proposed by some employers (*Current affairs* June 9) and the more conservative proposals of the other mining houses. A raise of 9% or 10% seems most likely

The black pay increase traditionally takes effect at the beginning of the July pay month.

The compromise would, no doubt, reflect Chamber of Mines' president Lynne van den Bosch's view — expressed in his presidential address to the Chamber's agm this week — that "cost escalations in the absence of progressive relaxation of restrictions on the more productive employment of labour can only lead to the destruction of the mining industry"

Some mining sources tell the *FM* that consensus has been reached on a figure and that there's no discord among the various mining houses on the issue. Nevertheless an award below 12% will certainly have its critics.

Dissenters are likely to argue that the increase — should it fall below 12% — would not only be less than is needed to significantly dent the wage gap, or push black wages toward the poverty datum line, it would also do little to aid labour stability on the mines.

Labour turnover on the mines is traditionally high (*Current affairs* [illegible] and the industry has been [illegible] methods of m[illegible] the p[illegible] of [illegible] black labour force and reducing turnover by [illegible]

Van den Bosch [illegible]

Such is [illegible]

Fill 30/6/78 (211)

Trouble at Impala

A threatened strike by white miners at the Impala platinum mine in BophuthaTswana was averted after the intervention of SA and BophuthaTswana cabinet ministers.

BophuthaTswana has announced that it will set up a commission of enquiry into the incident (which sparked off the confrontation) in which a member of Arrie Paulus's Miner Workers Union was allegedly manhandled by a BophuthaTswana policeman.

(c) Prepositions

in : Abl. = in, o

qu place

in , absence

req est in peace

in : on horseback

in nomine Dei : in the name of God

in: Acc. = into, to:

in urbem ibat : he went into the city

medias in res : into the midst of things

sub: Abl. = under:

sub divo : in the open air

nihil novi sub sole: nothing new under the sun

sub potestate Populi Romani: in the power of the Roman people

super: Abl. = above, about:

hac super re : about this matter

super: Acc. = above, during:

domos super se ipsos concremaverunt: they burnt the houses over their heads

super cenam : during dinner

18. When we come across further uses of the cases in Latin as extensions of the basic structure, we must always establish what function a particular case fulfils in its sentence. Take a sentence like the following:

urbanus mus cenam dat (gives)
praebat (offers)
promittit (promises)
ostendit / monstrat (shows)

If a mouse (or a man) gives, offers, promises, shows, a dinner, the immediate question that arises is "to whom?", i.e. cui dat / praebet / promittit / monstrat? and then the answer is rustico muri, or veteri amico, or amicis suis, or veteribus amicis or whatever is required. These words are in a case which indicates that the action is taking place for or on behalf of or to the advantage or disadvantage of the person or thing indicated by the case. This case is called the Dative (derived from do, dare, because it is so often used with this verb). We find here a very common pattern in Latin consisting of the subject (nominative), the object (accusative), the indirect object (dative), the predicate (verb).

National [illegible]

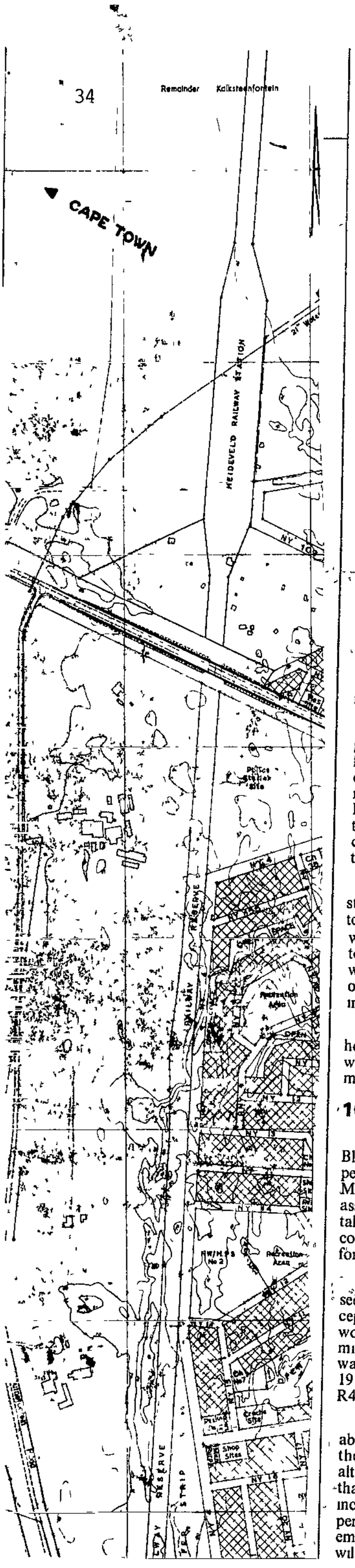
Pay [illegible]

Labour Reporter

An [illegible] per cent [illegible] the [illegible] rate of black underground [illegible] has been announced.

The [illegible] increases the starting [illegible] of underground [illegible] from [illegible] to Rs17.70 a week with free board and lodging.

[illegible] surface work is will get a rise of Rs1.50 a week over the present [illegible] rate of Rs[illegible] a week. The new minimum rate will be Rs11.70 a week.



Blacks on mines get pay hike

211

1/7/78

Mercury Correspondent

JOHANNESBURG — Pay increases granted to Black mineworkers on gold and coalmines could cost the industry an extra R55 million in a full year and about R27 million this year.

The Chamber of Mines announced yesterday that the minimum starting rate for underground novices would be raised by 11,32 percent to R17,70 a week and by 18,18 percent to R11,70 a week for surface workers. All workers receive free board and lodging, which has been estimated to be worth about R40 a month

The new wage scales granted to Black workers follows the 6 percent pay increase negotiated by members of the Mineworkers' Union earlier this month and the 6,5 percent granted to surface and technical officials last week

While the chamber's statement refers particularly to wage rises for novices, the wage hike will ripple through to the higher categories of workers and might be more or less than the percentage increase on the starting rate

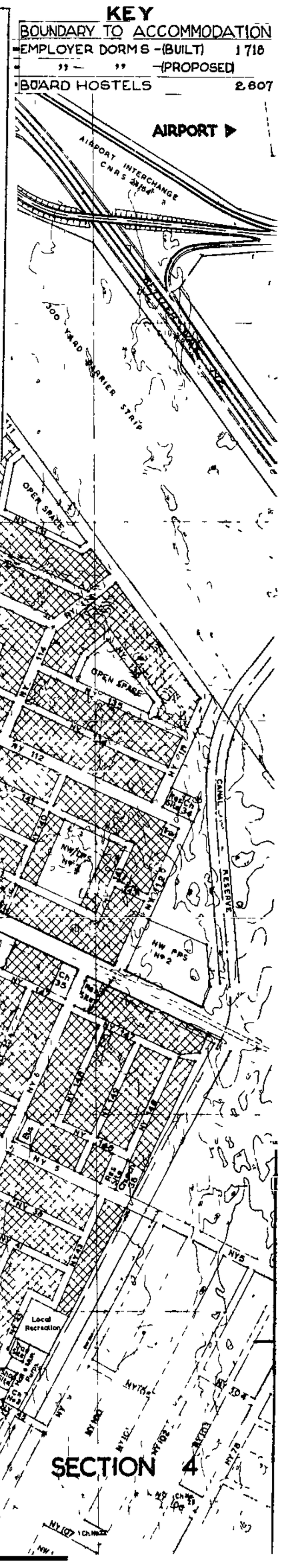
Each mining house, however, establishes its own wage scales above the minimum level

10,2 percent

The cost of living for Black families rose by 10,2 percent in the 12 months to May this year and it can be assumed that the mines will take this into account when considering wage increases for the more skilled workers

A figure of 10 percent seems to be the generally accepted "minimum" which would raise, by about R55 million, last year's total wage bill of R558 million In 1976, Black wages totalled R467 million

The pay rise will affect about 400 000 workers on the gold and coalmines, although it must be expected that other mining operations, including platinum and copper mines, which together employ 494 000 workers, will follow and raise wages



R55m pay hike for black miners

JOHANNESBURG — Yesterday's pay increases for black mineworkers on gold and coal mines could cost the industry an extra R27 million this year and R55 million for a full year.

The Chamber of Mines announced yesterday that the minimum starting rate for underground novices would be raised by 11,32 per cent to R17,70 a week and by 18,18 per cent to R11,70 a week for surface workers. The new scale closely follows the six per cent pay increase negotiated by members of the Mineworkers Union earlier this month and the 6,5 per cent granted to surface and technical officials last week.

Each mining house sets its own wages above the minimum level, and all workers receive free board and lodging, worth about R40 a month.

An average 10 per cent increase will raise the total wage bill paid to black workers by about R55 million over last year's figure of R558m.

The pay rise will initially affect about 400 000 mineworkers. But other mining operations, including platinum and copper mines, which together employ 494 000 workers, are expected to follow suit.

Wage increases granted to members of the Mineworkers' Union are expected to cost the industry about R7 million this year and R11 million in a full year. — DDC

211

Top mining man issues challenge on Blacks

By PAUL DIAMOND

IT IS curious that one of the toughest challenges yet thrown at the Government by the private sector has been largely ignored by industrial commentators.

Mr Lynne van den Bosch, outgoing president of the Chamber of Mines, laid it on the line in his valedictory speech that Blacks must be advanced into skilled jobs

Mr Van den Bosch is from Union Corporation — not traditionally a house which takes the lead in these matters

Union Corporation is now controlled by General Mining

Trailing his coat on behalf of the industry, Mr Van den Bosch came out with remarks such as

● To meet current and projected demands for skilled labour and to create the required number of job opportunities for the expanding population, rapidly increasing numbers of Blacks must be absorbed into the skilled labour pool

● Even in the current state of recession and high unemployment, there is a chronic shortage of competent miners which will get worse when new mines such as Elandsrand, Deelkraal, and Unisel come into production and expansion programmes at other mines are completed

● The Government should not shrink from the leadership that will be necessary to bring about rapid change in this vital sector

And, in so many words, Mr Van den Bosch said the mining industry was "bucking the system" to get some sort of momentum underway

"Despite prevailing restrictions, the industry has placed increasing emphasis on the development of existing avenues of mining employment open to Black workers and seeks a progressive increase in the labour force permanently housed on the mines

"The industry is endeavouring to encourage the migratory worker to return regularly to the job for which he is trained and to adopt mining as full time employment"

Pointing his finger to the Government's declaration that all people have an equal right to be trained and to qualify for any position, Mr Van den Bosch said this policy should be expressed in legislation as quickly as possible

The education system must be geared to meet the demand for educated people and the law administrators should provide equal opportunities and training and employment for all those with the necessary educational qualifications.

"The urgent needs of the time pose a crucial challenge to the State, the employer and the trade unions who must, in concert, bring about change in a pragmatic and non-disruptive manner"

In his plea to get out of the deadlock, Mr Van den Bosch said job reservation based on racial discrimination was no longer either defensible or practical

Since all political groupings were accepting this view, why not get down and make full use of the country's manpower potential?

Mr Van den Bosch's sentiments represent the strongest expression from the Chamber of Mines on the subject of race discrimination

It will be interesting to see how the Mine Workers' Union reacts to what, in essence, is the approach advocated by Anglo American earlier this year

Platinum miners warned

Sun Times 2/7/78 (1) (2) 211

BophuthaTswana eyes Zambia for aid

By MARTIN CREAMER

BOPHUTHATSWANA could engage qualified miners from Zambia's Copperbelt and Zaire if white South African mineworkers held the country to ransom, BophuthaTswana's Deputy Secretary for Mines, Dr Bennett Marengwa, said this week

In an interview with the Sunday Times after the threatened strike by white miners in the newly independent territory over a racial incident at the Impala platinum mine, Dr Marengwa emphasised that the country wanted and needed white miners and would like to see them working in BophuthaTswana for all time

But he wanted to make it clear that South African white miners were not indispensable particularly now when there was an abundance of qualified miners on the labour market from Zambia and Kolwezi scene of the bloody Zaire rebellion

If people become unreasonable and push us into a corner, we will have to get out somehow Dr Marengwa said

'There are a lot of good miners from Zambia and Kolwezi looking for jobs If I were a white miner, I would think twice before going on strike," he said

Asked whether the closed-shop agreement between the South African Mine Workers' Union and the mines in BophuthaTswana would not rule out recruitment of non-union-member foreign miners Dr Marengwa said that as far as he was concerned the closed-shop agreement was irrelevant in BophuthaTswana as it was a South African agreement — a standpoint mine labour boss Mr Arrie Paulus strongly challenges

Dr Marengwa spoke against the background of a commission of inquiry appointed by the BophuthaTswana Government into allegations that black police roughed up a white miner after an assault on a black miner — the second this year

With the Mines and Works Act — one of the cornerstones of apartheid — still in force in the new republic six months after independence black miners continue ironically to be barred from obtaining such qualifications as blasting tickets — the key to advancement on the mines promotion ladder

Two years' notice would have to be given of the BophuthaTswana Government's intention to scrap this and such notice had not yet been given Dr Marengwa said

"But it is only a matter of time before discriminatory sections of the Act are amended' he said This had to be done in terms of the country's non-racial constitution

He was in the process of screening blacks for mining engineering bursaries and felt that it would be indefensible if these blacks graduated only to find that they were barred from becoming fully fledged miners

While Dr Marengwa was eager to promote black advancement on mines in BophuthaTswana he was against this being done at the expense of efficiency and safety

"The highest possible efficiency and safety must be maintained he said, with promotion of blacks being based solely on merit

Some mines particularly Rustenburg and Impala platinum mines had introduced excellent training schemes for surveyors and he hoped that others would follow suit

Mr Paulus general secretary of the Mine Workers' Union, said that it would not be possible for the mines to recruit foreign labour, because of the closed-shop union agreement.

I would like to point out that this agreement is not with the BophuthaTswana Government but with the mines themselves' he said

Mr Paulus reiterated his union's stand that the white miners would not be willing to train blacks

"If they want the blacks trained why don't they try to get someone from Zambia and Zaire?" Mr Paulus asked

Mr Paulus whose union will be represented on the commission of inquiry, said he would like to give one message to Mr Marengwa

"Tell him to allow his police to repeat what they have done and we'll show him that we will go on strike"

Mine pay scales up

CAPE TIMES 4/7/78

211

JOHANNESBURG.

Minimum salary scales for gold mine and colliery officials have been increased by 6½ percent and by 7½ percent for stoping and development shift bosses, mine overseers and underground foremen.

A Chamber of Mines spokesman announced yesterday that the new scales would be introduced retrospectively from June 1. Additional improvements have also been made to the minimum salary schedules of members of the Underground Officials Association.

Similar increases and adjustments have already been announced for members of the Mine Surface Officials Association and of the Technical Officials Association. The chamber sets only minimum salaries. Actual salaries paid were determined by the mining houses, the spokesman added. — Sapa

The secret mine report

FM 7/1/78

(211)

The mine compounds are now In But between 1973 and 1976 violence in them claimed nearly 200 lives What was behind it?

A secret government report has expressed the fear that "terrorists from outside the country will attempt to be absorbed" as part of the mining industry's migrant labour force The mine labour supply from Mozambique is regarded as "especially exposed to infiltration by terrorists"

The report, drawn up by an inter departmental committee established in March 1975 to inquire into the causes of riots on the mines, has never been published However, copies surfaced recently at an ILO meeting in Geneva

The committee was set up following 54 riots on 34 mines in the two years after February 1973, in which 140 black workers were killed and 1 881 injured Subsequently the number of deaths some of them at the hands of police called in to restore order rose to nearly 200 At the time, the mining industry generally passed off the violence as "faction fighting"

The committee was charged not only with discovering the real causes, but also with recommending steps to prevent further disturbances In March 1976 after receiving the committee's report Mines and Labour Minister Fanie Botha told Parliament it would not be made public

The report sees the increase in disturbances on the mines in 1973 76 in the light of political events in Southern Africa It finds no direct proof of political agitation, nor is it able to say that events in Mozambique led to the disturbances on SA mines However, "at certain mines there was an attitude among Mozambicans during times of Frelimo success that Frelimo was showing how to deal with whites"

The report says that the inter departmental committee "assumes that BOSS (sic) and the security division of the SA Police are continually on the lookout for secret and underhand political activities . We expect that with the passage of time (if it is not already happening) agitators (communistic or otherwise) and terrorists from outside the country will attempt to be absorbed as part of the migrant labour force taken up by the mines, and that the authorities are on their toes for such infiltration"

It goes on We feel that recruiting [illegible] organisations can play a tremendous part in co operation with the security section of the mining industry and of the state in picking recruits on a very strict footing This is of special importance insofar as migrant labourers from Mozambique are concerned, who although they have heretofore been regarded as exemplary labourers, will from now on be under considerable pressure and political influence

The committee expressed concern at the extent of the mines' dependence on foreign labour (then some 70% of the work force, but now reduced to about half) This made the mines "definitely most vulnerable to political and other changes in neighbouring states The OAU, says the report, has discussed the possibility of gradually withdrawing black labour and at the same time stipulating the payment of "royalties" by the mines to help the supplying countries create more jobs internally so that their ultimate objective of total withdrawal of labour may be realised"

The committee adds that "co ordinated action" on this front could "be expected in the future"

The report therefore recommended that the mines attract more SA labour by, *inter alia*, more intensive domestic recruiting, the payment of wages comparable with industry and the provision of more married quarters, as well as of facilities for wives to visit their husbands on the mines

The black mineworker, says the report has been awakened by political events on the sub continent "to the point of appreciating his important role in the industry" Younger workers in particular have been affected by these events, and we have repeatedly heard that young men tend to take the lead during riots" Black miners are also aware of the "enhanced gold price" and the vulnerability of the industry

The report adds that, although no proof of political agitation could be found the black worker is "very susceptible to communist influences" and "everything has to be done to protect him from these"

The report also makes the point that "mineworkers these days undoubtedly lay much emphasis on being treated humanely This is a natural tendency which should be encouraged"

Although heavier drinking (facilitated by wage rises) and "injudicious radio and newspaper reports" are listed by the report among the causes of the increased violence on the mines, the fundamental problem it says, is migrant labour

Compound near Carletonville is there a Red under the bed?

Dr Banda's domain

FM 7/7/78

Since independence, Malawi has pulled itself up by the bootstraps. There are even signs of political mellowing

"Twenty glorious years with Kamuzu." Thus the slogan accompanying the anniversary celebrations of Dr Hastings Banda's return to Malawi on July 6 1968.

This week it seemed that President Banda was cautiously exposing his country to the outside world through the eyes of foreign journalists, who last Friday were allowed to interview him for the first time in 10 years, and who have been invited to travel freely round Malawi

Visitors and residents are still required to abide by stringent dress regulations — no bell-bottom jeans; skirts must be below the knees; and men with hair over their collars face a compulsory haircut at Chileka Airport. Nonetheless, expatriates and diplomats speak of a relaxation of what was previously an oppressive atmosphere.

Conversations about politics remain discreet, but are no longer taboo, Malawians are once again accepting dinner invitations from foreigners.

As in the past, shops are full and visitors from Zambia and Tanzania stock up on everything from Camembert and chocolate to Cape wines and car spares. And aside from the comfortable life for whites, there is some evidence that for the 5,6m Malawians the celebration rhetoric is not entirely divorced from reality

"Given Malawi's disadvantaged position at independence (in 1964), progress has been remarkable," comments the latest World Bank memorandum on the country.

Between 1964 and 1977, notes the bank, GDP grew at an average annual rate of over 6% in real terms, wage employment by over 8% a year between 1968 and 1976; fixed investment from 8,5% of GDP in 1964 to 22% in 1976; and domestic savings, virtually nil in 1964, amounted to 11,5% of GDP in 1976

The country has few mineral resources. Banda himself handles the agricultural portfolio, and with considerable success — exports from this sector account for 90% of foreign exchange earnings. Production of the three main crops — tea, tobacco and sugar — has increased steadily over the years

Tea production was 12% up over the 1976 level in 1977; sugar rose 11%, flue cured tobacco 21%, and burley 52% (the crop provides 51% of export earnings). Groundnut sales, however, have been falling

The National Rural Development Programme (NRDP) has as its main aim increased production from the country's 800 000 smallholder families. It includes four impressive schemes the Lilongwe land development programme, the Karonga rural development project, the Shire Valley agricultural development project, and the Central Region lake shore development project

The country's standing with international aid donors is high Schemes are well planned, say aid officials. There is no corruption to speak of, no white elephants (the building of the capital, Lilongwe, is generally accepted as a major contribution to development of the impoverished north) and — possibly without parallel in Africa — surplus funds are *returned* to donors

In addition to aid from traditional sources — the US and Britain — Malawi is now tapping new sources of funds like the EEC and the Opec countries' Special Fund, which recently provided a $1,8m loan for a highway.

Last year Malawi obtained a $25m loan syndicated by Chase Manhattan Bank to assist in the construction of Lilongwe's international airport, and a $10m development loan from Citibank of New York.

Furthermore, SA can be quietly content with the Malawi connection The Republic's goods dominate the shops,

On Lake Malawi . . . poor but afloat

and the R8,3m Lilongwe project, as noted, is a success

Banda's 1974 decision to suspend recruitment for SA mines, and the consequent fall in remittances, contributed to what Finance Minister Dick Matenje described as "a dangerously low level" of foreign reserves by the end of 1976 However, the reserves recovered — and now stand at a post-independence high of R83,2m.

Furthermore, the miners (and their remittances) are coming back; the Malawian complement on SA mines stands at some 19 800 at present

Malawi has been a *de facto* one-party state since 1964. But last week, for the first time since 1961, Malawians were able to choose their parliamentary candidates — and nearly two-thirds of the members of the last parliament either failed to win nomination for their constituencies, or were defeated by rival candidates of the ruling Malawi Congress Party.

The censors' ink

This, and the rosy statistics, hardly make the country a paradise The censorship system remains stifling News of the South Yemen coup was inked out in foreign papers sold in Blantyre "It might give people ideas," said one official.

Relations with neighbouring Mozambique and Tanzania, and to a lesser extent Zambia, are not cordial — yet Malawi depends totally on the trade route via the ports of Beira and Nacala

Another political issue that gives cause for concern is the personality cult surrounding the President. It is bizarre to the outsider. Such is Banda's domination that senior ministers pop up to recite praise or statistics, like schoolboys declining their verbs before an authoritarian Latin master This raises the question of how dependent Malawi is for its achievements on one man with no obvious successor

Nonetheless, there are further signs of positive political change.

- The release a year ago of some 2 000 political detainees
- Two of the most feared men in Malawi (believed to be partly responsible for repressive measures), the head of the special branch and the secretary-general of the party, were removed from office last year The former has been sentenced to life imprisonment, the latter executed.

On the economic front, the World Bank points out that despite great strides, Malawi (*per capita* income in 1976. US$140) is a very poor country

Further, as in other black states, there is a serious shortage of skilled manpower.

Nevertheless, the past 14 years suggest that Malawi is capable of meeting these challenges

Says the committee "It is our view that it is the system of migratory labour per se that is creating the problems, but it is a system that has been in use for at least 75 years and at this juncture there does not appear to be any practical alternative"

Of the 54 riots examined, 33 arose out of incidents between different ethnic groups, according to the report Nearly all of these clashes involved Basotho or Xhosas or both.

But the committee does not regard these clashes as necessarily the result of inter-tribal feuds. Rather, members of tribes are closely bound by tradition and custom and "as soon as something occurs to affect a tribal fellow man, the tribal feeling comes to the fore and the tribe will then either defend or revenge its colleague."

Compound life and the migrant labour system strengthen tribal and ethnic spirit. Migrant labourers in the compounds are cut off from their families for fairly long periods, and they group together tribally in order to feel more secure.

"The unusual and unnatural circumstances in which migrant labourers find themselves in the compounds and hostels definitely contribute towards a feeling of insecurity and uncertainty, and cause boredom and frustration which in turn may lead to their easily resorting to violence on the spur of the moment"

Nor, the report continues, is it only black workers who become frustrated when separated from their families and other normal social contacts and activities. Whites in similar circumstances would also tend "to do things which would not normally be done"

Political climate

Compound life and the changing political climate in Southern Africa are not seen by the committee as the only possible causes of disturbance.

Seven of the 54 incidents of riots and strikes had their origin in "wage-differences," while seven arose from the compulsory deferred pay scheme introduced by the Lesotho government at the end of 1974.

Four incidents arose out of the desire of Malawian miners to return home when President Banda unilaterally cut off labour supplies to the mines after 77 Malawians had been killed in an air disaster in Francistown in April 1974. The report adds that the underlying reason for Banda's action was "the feeling of the Malawi government that their workers were not being treated humanely"

According to the report, riots on three Free State mines in 1974 were occasioned by the workers' dissatisfaction that for years their wages had been less than those on surrounding mines In all three cases, management had been aware

"Cut off from their families for fairly long periods"

of the dissatisfaction "but displayed an incomprehensible dilatoriness in adapting." The wages were subsequently adjusted

The committee says it is convinced, having visited several compounds, that "mining authorities are now doing everything they can to make life (there) as comfortable and pleasant as possible" It adds that "there are truly very few complaints over housing, facilities and conveniences, etc" At the same time, although black miners were encouraged to give evidence to the committee, "very little information concerning riots was gleaned from Bantu witnesses."

While stating that the migratory labour system is here to stay, at least for the foreseeable future, the report makes a large number of recommendations for the prevention of disturbances (Some of these ideas — like reducing the industry's dependence on foreign labour — have since been adopted)

One potentially far-reaching suggestion is that government construct a black township to serve several mines in a particular area, where this is practicable. To the question, "What happens when the mine is worked out?", which is often asked, the report notes that "this does not appear to be a problem in connection with the establishment of a white township."

The report also suggests that ethnic groups be segregated according to rooms rather than whole blocks, and even that accommodation could be arranged on a work basis rather than on an ethnic footing. It opposes a police proposal that individual mines be limited to single ethnic groups, on the grounds that "in the event of trouble or a riot, it is likely that the entire labour-force will band together" and make the mine "most vulnerable"

Among the committee's other recommendations

- Smaller compounds, with not more than 2 000 men each,
- Fewer workers (10 at the most) to a room,
- More privacy in showers, lavatories, etc,
- Shorter labour contracts (six to nine months, instead of 18),
- Revision of the induna system, since the more sophisticated men whom higher wages are attracting to the mines do not always have much respect for traditional tribal indunas

In its section dealing with the prevention of the escalation of riots, the committee suggests.

- Stronger control at compound liquor outlets, since the misuse of strong drink played a big part in the riots,
- More police raids on shebeens (which are not on mine property) where both women and liquor are the attraction — "although one is forced to admit, despite the evil, even the shebeens bring about a measure of relief from frustration;"
- Adoption of a disciplinary code and a central bureau with a "black list" to help enforce it,
- A security unit for each mine, equipped with teargas, batons, dogs, etc, with an armoured vehicle to be available where practicable,
- Hostels to be built so as to hinder rioters and help "suppressors" of riots;
- Hydrants at suitable points;
- A change-over from coal to electricity (as coal was used by rioters to assault people and damage property);
- Television and/or video tapes to identify instigators during riots,
- More use of entertainment facilities, which is especially necessary because of the greater leisure time arising from moves towards a five-day week.

The report adds that "attention must always be given to the possibility of riots spreading to nearby white areas, especially bearing in mind the present tendency to construct more 'open' hostels — ie ones having no walls surrounding them."

"It is of the utmost importance," says the report, "that the SAP be seen in the light of a force for the maintenance of law and order and not as a means to be utilised by mine management for the purpose of thwarting the orderly lodgement of protest by mineworkers."

The committee also recommends that "inciters and instigators" be discharged where possible and, after being criminally charged, "debarred from obtaining employment ever again on any mine." The Chamber of Mines, it adds, "is busily engaged on investigating the possibility of a fully computerised fingerprint system whereby control will possibly be put into practice."

MINE WAGES FM 7th July 1978 (211)

The odd mines out

As expected, last week's black mine wage increase was a compromise between "liberals" and "conservatives" in the industry. But it's likely to be an uneasy compromise

Black underground wages rose by 11,3% or R1,80 a week, from R15,90 to R17,70 Surface pay is up by 18,2% (also R1,80) which means a rise from R9,90 a week to R11,70. According to the Chamber of Mines, average black underground earnings stood at R115 a month excluding board and lodging before the increase.

So the 12% mark set by the "liberal" employers hasn't been met, except for surface workers where the low base reduces the impact of the increase

Lodging

The black-white wage gap continues to widen in money terms (while shrinking in percentage terms) and pay scales for both underground and surface workers are still below both the poverty datum line and rates offered in major manufacturing industries.

Mining men argue that the provisions of free board and lodging by the mines — valued at around R50 per month — pushes up pay scales considerably and makes the PDL concept inapplicable to the mines.

This is, of course, true — but underground basic pay for novices is still only around R125 per month including board and lodging For surface workers it's around R100 per month, also inclusive.

While this is considerably higher than rates at the beginning of the Seventies there's still a long way to go to the PDL

Indeed, while they proposed only a 12% rise, the *FM* understands that supporters of a large increase believed that this was a minimum acceptable figure and that an increase of the order of 16% for underground workers would have been more appropriate

So the mines' practise of setting a fixed "recruitment wage" has once again failed to satisfy all shades of opinion in the industry.

While mines *can* pay more than Chamber rates, the Chamber lays down the figure offered to the black miner at his recruitment depot

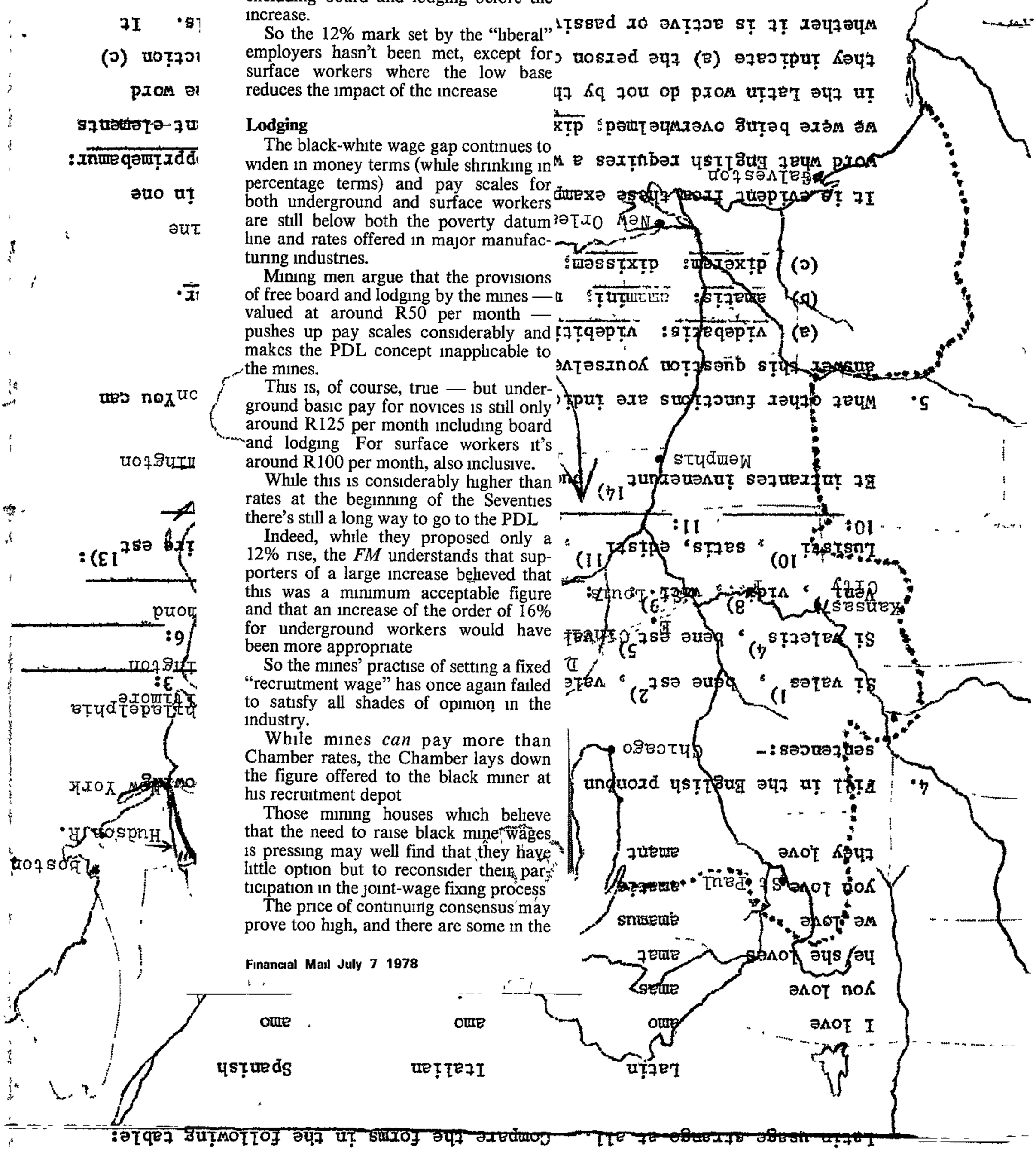
Those mining houses which believe that the need to raise black mine wages is pressing may well find that they have little option but to reconsider their participation in the joint-wage fixing process

The price of continuing consensus may prove too high, and there are some in the industry who believe that the time has come for those who favour higher increases to simply grant them — no matter what the rest of the industry might do.

WESTWARD EXPANSION OF U.S. TO 1860

Latin usage strange at all. Compare the forms in the following table:

Latin	Italian	Spanish
I love	amo	amo
you love	amas	amas
he/she loves	amat	amat
we love	amamus	amamos
you love	amate	amais
they love	amant	aman



FOUR ROUTES TO THE WEST
(THROUGH APPALACHIANS):

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5. What other functions are indi
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(c) dixerem: dixissem

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4. Full in the English pronoun
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we love
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they love
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amate
amant

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I love
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amo

It interrates invenerunt
Memphis

FOUR ROUTES TO THE WEST
(THROUGH APPALACHIANS):

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4. Full in the English pronoun
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2) D
4) St Valeris, Bene est Cinnat
5) E
8) Kansas City, Vent, Vidi, Wet Louis
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10) Luisiana, satis, edisti
11:
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6: mond
3: Baltimore
Philadelphia
Washington
Boston
New York
Hudson R.

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STATE'S MIGRATORY LABOUR POLICY CAUSES BLACK UNREST, SAYS REPORT

Secret dossier on mineworkers leaked

By DICK USHER

KOORNHOF: sensitive

THE contents of a secret Government report on mine unrest have finally been leaked, and industrial relations experts claim it has been kept hidden because it is critical of the Nationalists' migratory labour policy.

The report was drawn up by an interdepartmental committee appointed after a series of disturbances in the mines over a two-year period before early 1975.

Nearly 200 miners were killed and more than 1 800 injured in a tide of unrest that seriously disrupted the industry's production and led to a wave of repatriations of foreign mineworkers.

When the report was drawn up in 1975, the then Minister of Mines, Dr Piet Koornhof, said it could not be released because "some of the contents were of a sensitive nature"

The report finds no direct proof of political agitation in the disturbances, but concludes that "it is the system of migratory labour, per se, that is creating the problem."

In this, and other findings, the Government report agrees with a study published in 1976 by the South African Labour and Development Research Unit of the University of Cape Town which identified as the chief causes of the mine disturbances:

- Migrant labour and compounds;
- Ethnic tension;
- Wage grievances;
- Anxiety and tension;
- Communication;
- Political influences.

The report found that 33 out of 54 riots examined arose out of tribal or ethnic differences among workers — nearly all Basotho or Xhosas.

Boredom

"The unusual and unnatural circumstances in which migrant workers find themselves in the compounds and hostels definitely contribute towards a feeling of insecurity and uncertainty, and cause boredom and frustration which in turn may lead to their easily resorting to violence on the spur of the moment."

It is probable that these are reinforced by heavy drinking and the report also mentions the awakening of black miners — especially younger workers — by political events.

The report also finds that wage grievances played a role in a significant proportion of the riots, while four were caused by Malawian miners wanting to return home after President Banda cut off labour supplies following the death of 77 workers in an air crash near Francistown.

Unlike the research unit's report, the Government commission does not deal with the need for adequate representation of labour, nor does it examine the question of anxiety and tension produced by the arduous and hazardous nature of mining.

Between 1936 and 1966 more than 19 000 men — 93 percent of them black — died in mine accidents. Between 1967 and 1975 nearly 5 000 more men died.

According to Saldru, there were 2 093 accidental deaths and 170 169 serious injuries between 1972 and 1975, the overwhelming majority of which were attributable to "danger inherent in work or misadventure" and "defective plant and machinery."

Although the Government report makes the point that mineworkers these days lay much emphasis on being treated humanely, its recommendations are for a mixture of stronger control over workers and better conditions.

It suggests the construction of a township to serve several mines in a particular area and smaller compounds with workers possibly divided on a work basis rather than an ethnic footing.

But, where the ethnic division is continued, it recommends that groups be segregated by rooms rather than large blocks with fewer workers per room and more individual privacy.

Security

It also recommends stronger security arrangements at mine compounds, including the establishment of a security unit for each mine equipped with teargas and dogs and possibly an armoured vehicle, and the use of video equipment to identify "instigators" during riots.

Miner in court

12/7/78 (211)

Staff Reporter

BAFOKENG — A Rustenburg man, who works on a Bophuthatswana mine, appeared today in the Bafokeng Magistrate's Court after alledgedly assaulting a black miner while working underground

Mr Joe Simmonds (25), has pleaded not guilty to assaulting Mr Wilfred Mahale at the Wildebees Mine on June 9.

Mr Mahale told the court he was a loader at the mine but on June 9 he was sent to work with the timber crew. He said his lamp went out and he did not know what to do, so he sat down

Mr Simmonds arrived and asked what work he did.

"He shone his light in my eyes. Then he punched me and pushed me against the wall," Mr Mahale said.

Mr Mahale denied he had been asleep when Mr Simmonds found him.

ANCIENT

Greek history - 5th and 4th Centu

Kindly submit an essay on one of s by 6th June (please remember that we need a the external examiner at the end of the year) are given below; others will be given in separate ve any problems or queries, please come and see ductory handout again and observe that essay wri se in paraphrasing a text-book.

1. To what extent did Athens' er) of the Delian League change between 478 ar

   R. Meiggs The Athenian empi n Journal of Hellenic Studies l Review 1949.

   G. de Ste Croix, The charac empire, Historia iii, 1954 answered by Bradeen in Historia ix, 1960 257 sq.

   N. Hammond, Origins and nature of the Athenian alliance ... Journal of Hellenic Studies 87, 1967 41-61.

   H. Rawlings, Thucydides on the purpose of the ... League Phoenix xxxi, 1977 1-8.

   J. Barron, Religious propaganda ... Journal of Hellenic Studies 84, 1964 35 sq.

   J. Smart, review of Meiggs Athenian Empire in Phoenix xxxi, 1977 245-257.

   See especially Thucydides I.

2. Discuss the proposition that the Peloponneisan War was caused by Sparta's aggressiveness in the 430s.

   de Ste Croix, G. Origins of the Peloponnesian War

   Raubitschek, A. The Peace policy of Pericles American Journal of Archaeology 70, 1966 37 sq.

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   See especially Thucydides Book 1.

3. Was the Sicilian expedition of 415/4 ill conceived or was its failure due to the blunders of the commanding officers?

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2. .../

Mines may be riot 'forts'

STAR 18/7/76 (211)

By Jaap Boekkooi

Drastic recommendations which aim to turn all South African mines into anti-riot fortresses — using their own security teams, armoured cars, tear gas and dogs — have been made in a government report.

The report, purported copies of which were recently distributed at an International Labour Organisation meeting in Geneva, was drawn up by the Government's Inter-Departmental Committee of Inquiry into the 1973-1975 mine riots in which almost 200 workers died.

The committee has suggested measures that will convert mines into bulwarks bristling with their own private security devices.

Among the reported recommendations:

- Police units for every mine to practise regularly together and with the South African Police. The units should be equipped with tear gas, batons and patrol dogs.

TV SCANNERS

- An armoured vehicle for every mine. Strongrooms for all records and valuable documents.
- Special cells outside the hostels to detain mine workers until the arrival of police. Regular search parties for dangerous weapons in hostels and compounds.
- Scanning television cameras to identify instigators of riots and foolproof communication systems by loudspeakers or walkie-talkies.
- A 1984-type all-computerised fingerprint system for all workers by which riot instigators can be identified and possibly barred from any mine in South Africa for life.

The report also suggests a number of preventive measures.

Among these are that coal no longer be used by mines since lumps of coal were used as missiles during the mine riots.

In the building of compounds no material should be used that could later be used to make barricades; inflammable materials should be banned from compounds and liquor supplies limited to one day's consumption.

211

New look mine homes

SUN. TRIB. 23/7/78

Tribune Reporter

ERMELO Mines is setting the pace with a new African housing scheme. Africans will be able to have their families with them if they are South African and will live in modern homes with 3 or 4 bedrooms.

Inside toilets and bathrooms, kitchen, dining room and separate sitting room with built-in linen and clothes cupboard in every room, and electric stove and geyser are included.

To break the monotony of the township the roofs will be of ornamental brick tiles

Immigrant mine workers will not be able to have their families with them, and will live in hostels with a large soccer field, four tennis courts, two schools and outside lighting also provided

HISTORY HONOURS 1978

Southern Africa since 1910

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The existence of the
A study of the mea
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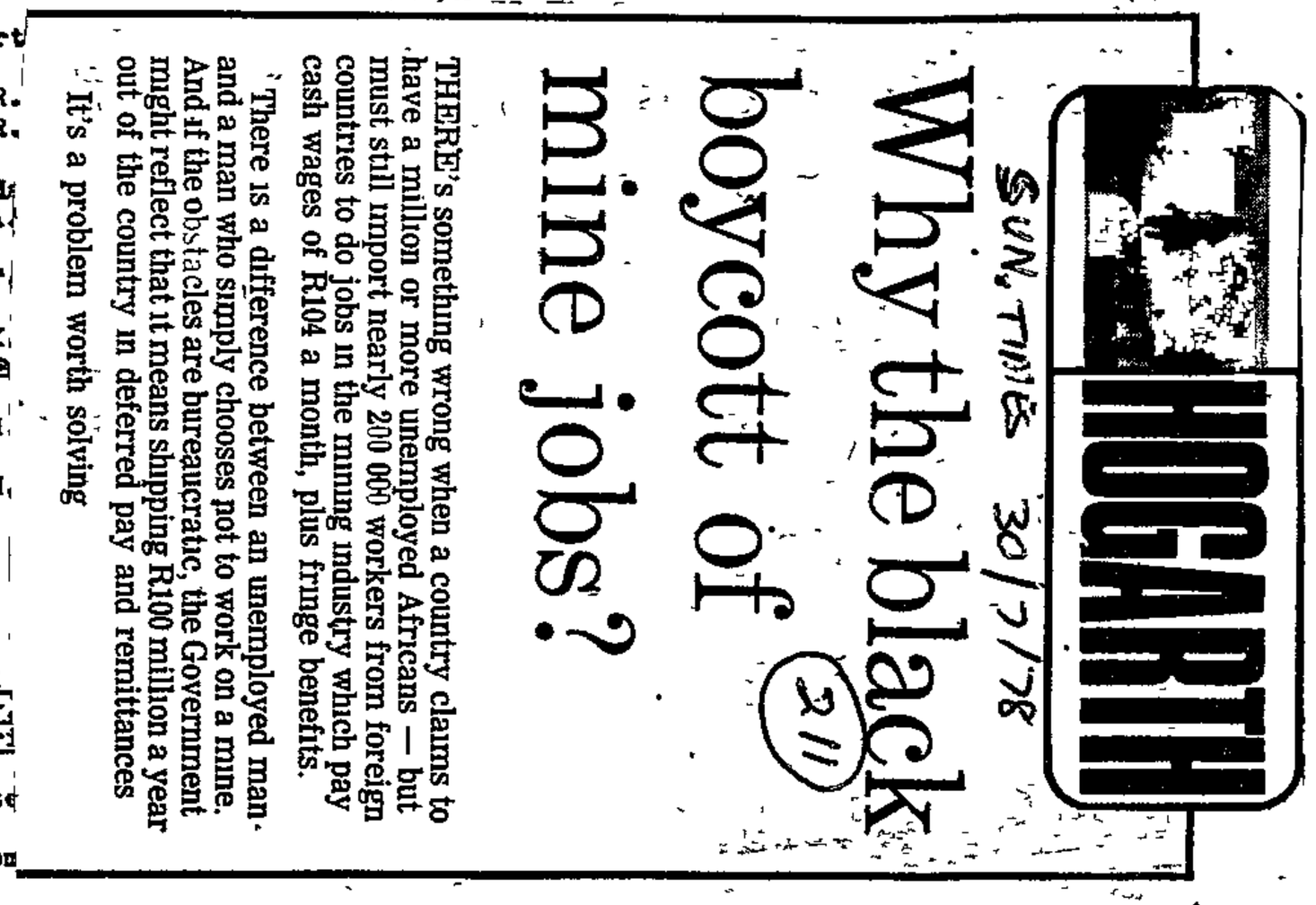
Jonathan Brodie
July 1978

Tutorial 3

Why were both South Africans and Southern Rhodesians divided in 1922 in their attitudes towards the possibility of the absorption of Southern Rhodesia in the Union?


SUN TIMES 30/7/78

HOGARTH

Why the black boycott of mine jobs?

THERE's something wrong when a country claims to have a million or more unemployed Africans — but must still import nearly 200 000 workers from foreign countries to do jobs in the mining industry which pay cash wages of R104 a month, plus fringe benefits.

'There is a difference between an unemployed man and a man who simply chooses not to work on a mine. And if the obstacles are bureaucratic, the Government might reflect that it means shipping R100 million a year out of the country in deferred pay and remittances

It's a problem worth solving

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Plea for labour harmony

211

4/8/78

MMABATHO — Officials of the South African Mine Workers' Union over-reacted to two incidents in Bophuthatswana which gave rise to a strike threat and diplomatic reaction from the South African Government

This is stated in the report of the commission of inquiry appointed by the Bophuthatswana Government to investigate friction between white miners of the Impala platinum mines and Bophuthatswana police

The officials should have been able to cope more conciliatorily, the report claims.

"Incidents of the kind that were examined by the commission may still occur," said the commission headed by a magistrate, Mr C. J. van Zyl

It found it extremely difficult to recommend any specific procedures to harmonise relationships because certain aspects of the mining agreement between the governments of South Africa and Bophuthatswana

These specific aspects appeared to be "incompatible with the new political dispensation and social order aimed at" in Bophuthatswana The reference was apparently to the current maintenance of pre-independence labour laws.

The commission found it "hard to believe" that Mr Joe Simmonds, a white miner, had not mentioned immediately to mine security men the alleged bad treatment he received at the police station

The commission urged the authorities to consider the permanent reviewing of the situation to harmonise labour relations — SAPA

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(j) Totale mediese koste

(k) Pensioenbydrae deur boer (jaarliks)

(l) Versekeringsbydrae deur boer (jaarliks)

MINING AND TB

No connection

Does mining increase the risk of tuberculosis? Answer: No.

It has been estimated (*FM* January 6) that 570 out of every 100 000 black miners contracted TB last year. Santa's national figure is only 260 per 100 000 — less than half. These figures, however, are not comparable.

While the mines' own figures for black miners who actually contract the disease while working on the mines is indeed around 600 per 100 000, the national figure would be far higher than that if the same criteria were used, explains Olof Martiny, medical adviser to the Employment Bureau of Africa (Teba), the Chamber of Mines' recruiting arm.

The national figure accounts only for new cases reported in any one year. It is

does not include old cases where the patient is still suffering from the disease, and obviously excludes cases where the disease is not reported.

The mines, says Martiny, screen every recruit for TB. They also apply far more rigorous criteria for determining who suffers from the disease, he says "The national average is at least 10 times the figure indicated by Santa's figure." For example, he says, the 1976/77 figure for Transkei had 7 000 per 100 000, for BophuthaTswana 2 200 and Ciskei 4 200. While government statistics indicate these figures have dropped since then, the Transkei, for example, is still over 4 000.

The mines argue that TB is not a mining disease. They point to the fact that over 90% of all South Africans have been exposed to TB germs. The issue is thus not who is infected with the disease, but under what conditions it breaks down. "The chief factors are nutrition and stress — both physical and psychological No factors exist specifically on the mines which trigger off TB," says Martiny

The mines thus resent the fact that they are the only industry which is forced by law to contribute to TB compensation for their workers.

Helmuth Kleeberg, director of the Tuberculosis Research Institute of the Medical Research Council, agrees that the industry "is being forced to pay for its past sins." He argues that SA blacks originally contracted the disease on the mines from European immigrants but adds. "This has long since ceased to be the case."

Kleeberg argues, however, that the mines could improve protection against TB by performing skin tests on miners (rather than simply X-raying them) and vaccinating those who don't have any sign of disease.

"The test would reveal that far less than 90% of the population are infected. Vaccinating those who aren't could cut down the rate significantly." Only some mines do this at present.

There is one aspect of mining and of some other industry which does contribute to TB, says one expert, and that is migrant labour. "I've no doubt that psychological stress and a lack of stability is a major contributor to the breakdown of TB — and there's no doubt that migrant labour fits that bill perfectly." However, Kleeberg doubts that stress plays a vital role.

Another factor that could increase the risk of mine work is the danger of contracting other dust diseases which spark off TB

This used to be an important factor, making the mines riskier to work in — but that's no longer the case, says Guy Daynes, a mission hospital doctor and an acknowledged TB specialist. "Since the mines tightened up on safety precautions, this isn't a factor, but we do still have men coming in who worked on the mines some years ago and contracted TB as a result."

Daynes agrees, however, that TB is no longer a mining disease. And most experts agree that cured TB patients should be allowed to do mine work (they are not permitted to do so by legislation at present). "The risk of these people infecting others is probably lower, not higher, once they're cured," says Kleeberg.

GEOGRAPHY III STUDENTS - 1978 PROJECTS

TITLES OF PROJECTS SUBMITTED

Industrial Location : Lansdowne Area.

The National P.D. Plan and the Contract Labour System : Policies that restrict Black Migrant Worker Mobility with special reference to the Cape Peninsula.

The Social and Economic Development of Gamkaskloof.

Labour in the Textile Industry : A Case Study of S.A. Fine Worsteds.

Solar Radiation Patterns - Particular Case Study of Gobabeb in the Namib Desert.

Commuting Patterns from an Economic Housing Area - Sun Valley.

Nature of the Fishing Industry at Struisbaai and Agulhas.

Residential Location Theory in the Cape Town Metropolitan Area.

Plumstead Retail Trade Areas and Consumer Behaviour.

Language Variation in Residential Areas of Cape Town

Labour Bureaux - A Study

Residential Patterns of the Coloured Population in Cape Town.

A Comparison between 2 Coloured Housing Schemes on the Cape Flats.

A Case Study of Pinelands

Spatial Analysis of Burn C

Brasilia - Success or Fail

Economic Blight in Muizenb

A Study of Land Use Change

The Transport System of a

A Study into the Effects

of Yellowtail at Fish Hoe

Factors Determining theEc

Reserve, with Regard t

A Study in Coloured Shopp

Models of Rural Land Refc

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34

Key E♭.t.

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m :r |d :r | m :— |m :seₗ | ¹ₗf :-.f |fe :fe | s :—
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Chorus.

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s :— |— :s | s :-.s |fe :s | l :t |d' :d' | r' :-.l
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35

d' :— |t :s | s :-.s |fe :s | l :t |d' :r' | r' :-.r' |
lead - eth, And | where the ver - dant | pas - tures grow, With | food ce-l
s :— |s :f | m :-.m |re :m | f :f |m :fe | s :-.s |
r' :— |r' :t | d' :-.d' |d' :d' | d' :r' |d' :d' | r' :-.r' |
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s :— |s :s | d :-.d |d :d | f :r |l :l | t :-.t |f

FM 25/8/78

(211)

FIVE-DAY MINE WEEK

At sixes and sevens

The mining industry's traditional bone of contention, the five-day week, is soon due to come under the spotlight again. Negotiations between the Chamber of Mines and the Mineworkers' Union are to resume on September 11.

A chamber spokesman tells the *FM* the meeting will discuss the 11-shift fortnight experiment in the light of the additional report of the Franzsen Commission into the five-day week. Due at end August, it will deal with the effect of the 11-shift fortnight on production.

A commission spokesman tells the *FM*, however, that the report will now probably only reach Minister of Mines Fanie Botha by mid-September. Publication, he says, is only likely at the end of next month.

He adds, however, that Botha is likely to make a copy of the report available to both the chamber and the union for use in the bargaining. The MWU is apparently impatient at the delay, and the commission will, he says, make every effort to have the report ready for the meeting.

As usual, bargaining should be heated. The two parties can't even agree on the present 11-shift fortnight experiment's effect on productivity; the chamber argues it has knocked production, the union replies that production is up

The Franzsen Commission's final report (the investigation presently under way will produce an additional report) argued that the mines should be opened seven days a week, and left open the possibility of miners working five of those seven on a roster

This idea has won some support in employer circles. However, the union is likely to reject any attempt to open the mines on Sundays — even if the five-day working week for miners is thrown into the package

So once again a deadlock seems the likeliest initial result of the bargaining. Whether the two parties can then work out a solution which will end the 30-year impasse over the five-day week without the industry once again being brought to the brink of a strike remains to be seen.

Note: (D) indicates Diploma course, (C) ind and (D & C) indicates that the Diploma have been lumped together.

Also note: that there is clearly a fairly high co ings of each category for immediate den what was written in the previous parag of the 1981 figures.

For the purposes of this report, the above tabled priority, what courses the proposed Technical Col offer. It is important to note that the table s as indicating that the College should offer a cou Technicians, ranked third, but not one in Chemica ranked 18th. In fact, the syllabi for both at th Advanced Technical Educ to offer a Diploma course in Chemical terms of money or t

The White Colleges into Departments. Departments or Scho Departments would be Applied Science, and Civil Engineering and Building.

WHITE LABOUR

Holding the line

Mine Workers Union general secretary Arrie Paulus is in no mood to compromise on his union's staunchly pro-job reservation stance. That's the warning sounded by Paulus in a speech to Cape Town Graduate School of Business alumni this week

"Work integration leads to social integration leads to total integration," said Paulus The trade unions' influence on government, particularly on economi issues, had grown in recent years, warne Paulus

Clearly Paulus is confident of blockin any changes to traditional job bars whic may flow out of the Wiehahn Commis sion report. This would appear to con firm speculation that the commission wi not make any recommendations whic directly affect present job patterns on th mines.

Paulus told the meeting he was cor fident that an economic upturn woul convince employers and government tha it is "short sighted" to place too great reliance on black miners because the will, he argues, be the first to leave whe surface jobs in industry become ava able.

Nor does he believe there is a shortag of white miners: "We have sufficie white miners, but we have too many min officials — one for every miner"

While slamming labour relations o the mines ("in more than a century c mining in SA there has been an appallin lack of consultation and planning. Nego tiations seldom go beyond dog-fight about wages and working conditions" Paulus held out an olive branch to minin employers.

He called for the appointment of joi study groups, comprising worker an employer representatives, to map o future relations, and warned of "seve labour disruption" unless owners a white miners check the rift by means consultations, negotiations and joi planning.

So the MWU is not bent on conflict — if employers and government accept t need for job reservation and the prote tion of the white miner. But if they wa significant changes, they'll have a bitt fight on their hands from a potentiall powerful union

The Department of Mechanical Engineering could offer a course in Mechanical Engineering as its first choice. Then a course in Production Engineering, which consists of much the same subject matter as Mechanical Engineering, could be offered at little further expense to the Department and might ensure that it had enough students to make it viable.

The same argument applies to the Department of Electrical Enginering where students of light and heavy current follow largely the same course. The Department could offer specialised courses such as Industrial Instrumentation, and TV and Electronics, at a later stage of its development should the need arise, as well it might with the present expansion of the electronics industry and plans for opening a TV channel for African viewers.

The Department of Applied Science, or some equivalent, could offer courses primarily for Chemical Technicians. It should be noted that the Diploma for Chemical Technicians appears to be exactly the same as the one in Analytical Chemistry, and to further confuse matters, is also called the Diploma in Chemical Technology by different Colleges for Advanced Tech-

Higher dividend likely from most gold mines

Sun. Exp. 27/8/78 (211)

STOCKBROKERS Simpson, Frankel, Hern, Krüger predict that most of the gold mines reporting for the six months to September 30 will announce significantly higher dividends

This is encouraging for shareholders in these mines but the brokers add a note of local caution They believe overseas investors have piled into certain stocks, notably Leslie and Bracken, and as soon as the dividends are released will embark on wholesale selling.

The brokers forecast that Bracken will pay a 25c dividend for the half year Last year Bracken paid 32c in total and the September dividend as a yield on the current share price of 158c gives shareholders an enviable 15,8% Part of the Bracken distribution could be a capital repayment

Another plum, if one takes the Simpson, Frankel predictions, is Leslie If, as the brokers expect, the Union Corp mine pays out 12c at the September half year this will put the share on an 11,8% yield for the half year on the current market price of 102c

The brokers have assumed an average gold price of $204 for the quarter This may have looked conservative a week ago but with the dramatic fall in the bullion price this may now be considered reasonable

Their predictions take account of an element of the "agterskot" paid to the mines which we saw in the mines reporting in June, and has not yet been taken into account for September mines, as well as a minimal cost rise

Looking at mines in the Anglo camp, Simpson Frankel anticipates a 200c September dividend for Free State Geduld, nothing from Free State Saaiplaas, 90c from President Steyn (last year the mine paid out 125c — a decrease in dividend), and 80c for President Steyn Last year President Steyn paid a 40c dividend

Welkom is expected to pay out 38c at the half year as against 52,5c for the whole of last year while Western Holdings, currently trading at 3 800c — could well pay out 250c Last year Western Holdings paid out a higher 330c

Tell us the old, old story, says Mynwerker

GIVE the Chamber of Mines its due, says the most recent issue of Die Mynwerker, mouthpiece of the Mine Workers' Union, because "once that organisation has hooked on to a story, it takes more than facts to take it off."

It goes on to say that the chamber dare not concede that the 11-shift fortnight has brought about increased production on the mines.

The MWU journal asks whether the chamber, which claims there has been substantial "under-utilisation of working faces and equipment, acquired at tremendous capital cost" is aiming for a seven-day week plus speedier Black advancement.

"After all," says Die Mynwerker, "that will ensure over-utilisation of working faces and equipment."

The chamber's monthly newsletter again claims that no problem is more serious than the dramatic rise in mining costs. These have escalated some 100% in the past four years and have neutralised the rising gold price.

The introduction of the 11-day fortnight has pushed up working costs because to maintain it, many mines had to increase their labour forces and step up overtime pay

With this and the 6% wage and salary increase, the total mine wage bill has escalated 15%.

According to the chamber, the 11-shift fortnight was bringing about a recurring increase in mine working costs of some R30-m a year and a R8-m increase in capital costs. The direct drop in productivity attributable to it was in excess of 6%.

Die Mynwerker rejoins: "The fact that there was a production cost drop during the second quarter is entirely ignored by the chamber . . . How many people realise that production costs can be manipulated according to whether high or low grade ore is milled?"

(a) (i) Form a typical large scale organisation as an complain nature of basic financial, [illegible] and administrative framework.

(ii) Indicate the type and extent of organisation activities governed by nature of product handled or produced. Private, public and limited liability company constitutions and obligations.

GENERAL STUDIES T2B

STRUCTURE OF BUSINESS ORGANISATION

DIAMOND CUTTERS

Not forever

FM 1/9/78 (211)

The diamond cutters' controversial demarcation agreement — which sparked off an 11-week stoppage in 1976 — has been extended for a further six months. This means that semi-skilled (mostly coloured) labour can continue to work on small stones. But diamonds weighing more than 1,19 carats remain the preserve of the skilled journeyman.

The fact that the demarcation line has not been raised looks like a defeat for the employers, although both sides claim to be satisfied with the agreement The inclusion of semi-skilled workers after the 1976 agreement made it profitable for the first time to cut small diamonds in SA rather than send them overseas in the rough. Employers would like to see the new "smalls" industry extended even further.

Sandy Davidson of the Master Diamonds Association (the employer association) believes that SA is still a poor competitor with countries like India and Puerto Rica, which have unlimited cheap labour, or Israel, which uses diamond cutting machines.

The six month extension is a compromise from the diamond cutters' point of view. Robin Rich, secretary of the Diamond Workers' Union, tells the *FM* that his union originally wanted a one-year extension.

It is unlikely, however, that the journeymen will allow semi-skilled workers to encroach any further into their domain when the agreement expires again in March.

There are now over 1 000 semi-skilled workers in the industry, and there should be 4 500 by the end of next year. Fanie Botha, the Minister of Mines, believes that the cutting industry could earn up to R1 000m within two years if the market remains strong.

Initially negotiations were to begin this week, and the MWU was expected to urge that they begin even if the report was not yet completed. But MWU general secretary Arnie Paulus tells the *FM* his union has decided to wait until it has a copy of the commission's report

This could indicate that the report will have a significant influence on the negotiations, despite the fact that its recommendations will not be binding on either side.

When the report *will* be completed is unclear. Originally expected at end August, it won't be with Minister of Mines Fanie Botha for some time yet A commission spokesman tells the *FM* that the report is still being translated before submission to the acting State President. Translation and printing could take some time

So mining's traditional labour fuse looks like staying on the burn for a while longer.

THE MINES (211)

Delayed action

FM 15/9/78

The mining industry's anticipated (or dreaded, if you happen to be an employer) negotiations on the five-day week have been delayed again. The Mine Workers Union (MWU) has decided to wait for the Franszen Commission's additional report before resuming the talks.

ing table summarises the number of employees in the firms we interviewed. This provides us with some basis arison between the figures in the previous table.

l employment of firms in overall sample by region and race.

	EMPLOYMENT			
	Whites	Asians & Coloureds	Africans	Totals
	7 589	7 580	27 633	42 802
Association	2 951	3 403	14 643	20 997
	16 580	4 976	33 819	55 375
	724	7	3 315	4 046
	8 039	4 891	33 168	46 098
L S	35 883	20 857	112 578	169 318

isation from the sample findings

nately it is not possible to do more than guess what proportion ple is of all the firms in the regions and industrial sectors red.

We are fairly sure, however, that we did not discover more than half the existing demand for African technicians in these regions and sectors. This holds only for the total number and not for each separate category of technician.

4. DISCUSSION OF THE FINDINGS

A. Question 3 (how many African technicians a firm would employ ...)

The answers to this question have provided us with an idea of what categories of technician are most in demand. However, our answers in fact consist of four different figures, each of which could be taken as an indication that one category of technician is more in demand than another. This is where the subjective impressions of the researcher must come into play and he must use his own judgement in deciding how to rank the different categories in order of demand for each. He must decide the relative weight to place on the figure for the immediate demand for each category and the number of firms demanding technicians in each of those categories. The same must be done for 1981.

through particular groups centred around institutions, for example, schools, churches, and clinics).

Chiefs and headmen can have a central role in making or breaking projects. In the Ipoti creche project a lot depended on an elected committee having control over (and being seen to have control over) the development of the project. However the chief, who supported the project, verbally anyway, made some autonomous decisions about how the committee would be constituted and who the acting head-man was to be. This antagonised the sub-headmen so much that they did not hold the sub-elections in their areas, whereas before most of them had been practically assisting the project.

b) Government Extension Officers:

Most of the people whom I interviewed (from all the various projects and locations) said that extension officers (umlimi/abalimi) were the people responsible for nutrition education and for changes in agriculture. Extension officers have a unique position in that they have time for this type of work, they can liaise with the government offices and powers-that-be to get resources and they are in contact with the tribal committees. All land allocation must be approved by them so any project that needs a site allocated relies on their support. In Umhlaba they are relied on to help any type of development project.

It does seem that these men who were trained at Fort Cox are better and more active than extension officers in other reserves. Obviously the quality of their work varies from man to man. A good extension officer can have a very widespread effect in an area, whereas some do nothing. I would see the variations in success of the various communal gardens as mainly due to the different extension officers.

People talk about the one time policy of house to house visits by extension officers as very successful. However

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DEPARTEMENT VAN MYNWESE

No 1832 15 September 1978

GEDEELTELIKE VRYSTELLING VAN DIE VERBOD OP DIE VERRIGTING VAN RISIKOWERK SONDER 'N SERTIFIKAAT VAN GESKIKTHEID

Hierby word bekendgemaak dat die Minister van Mynwese, kragtens artikel 15 (2) van die Wet op Bedryfsiektes in Myn en Bedrywe, 1973 (Wet 78 van 1973), gedeeltelike vrystelling verleen het van die bepalings van artikel 15 (1) van die genoemde Wet in dié mate dat 'n Blankepersoon of 'n Kleurlingpersoon toegelaat word om gedurende enige kalenderjaar hoogstens 20 skofte risikowerk by 'n beheerde myn of 'n beheerde bedryf of in diens van 'n kontrakteur te verrig sonder 'n sertifikaat van geskiktheid Met dien verstande dat 'n volledige rekord van alle skofte wat uit hoofde van hierdie vrystelling gewerk word deur die eienaar van die betrokke myn of bedryf of kontrakteur ten opsigte van elke persoon wat dit gewerk het, bygehou word en dat daar ten opsigte van alle sodanige skofte heffings ingevolge die bepalings van die voormelde Wet betaal word.

(Verwysing: 24/2/1)

DEPARTMENT OF MINES

No 1832 211 15 September 1978

PARTIAL EXEMPTION OF THE PROHIBITION ON THE PERFORMANCE OF RISK WORK WITHOUT A CERTIFICATE OF FITNESS

It is hereby notified that the Minister of Mines has, in terms of section 15 (2) of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), granted partial exemption from the provisions of section 15 (1) of the said Act to such an extent that a White person or a Coloured person is permitted to perform up to 20 shifts of risk work at a controlled mine or a controlled works or in the employ of a contractor without a certificate of fitness during any calendar year Provided that a full record of all shifts worked under this exemption is kept by the owner of the relevant mine or works or contractor in respect of each person who performed such work and that levies are paid in terms of the provisions of the aforementioned Act in respect of all such shifts

(Reference. 24/2/1)

Zulus dislike mine work

NM 3/10/74 (211)

African Affairs Correspondent

THE recruitment of Zulus for mine work had increased enormously during the past two years, but they still showed more reluctance for mining than other race groups, said an official of the Employment Bureau of Africa, yesterday

He was commenting on remarks made by a Zulu social worker, who said in a letter to The Natal Mercury that hundreds of men were being turned away from mine recruiting stations every week.

Claiming that there were more foreign labourers employed on the mines than there were Black South Africans, the writer, who asked to remain anonymous, charged that in spite of the critical unemployment situation the mines "don't care to employ Zulus"

A spokesman for the Employment Bureau said that 53 percent of all Blacks employed in mining were drawn from South Africa's Black areas

Mozambique

The mining industry still recruited labour from Mozambique, Malawi and Lesotho "simply because we can't afford to put all our eggs in one basket"

Local Blacks were "in days gone by reluctant to work in the mines and this was particularly true of Zulus."

Local recruiting had grown enormously over the past few years, but if the economy improved "and the local people leave mining we will have to rely on foreign workers again"

He added: "We are turning Zulus away at the moment because the mines are full Employment is a problem for everyone."

Sunday Express 211

Arrie reaching out for new mining era

By PAUL DIAMOND

ADOPTING a different view from usual Arrie Paulus, general secretary of the all-White Mine Workers' Union, said recently the bottleneck in the manning structure of the mining industry lay with the men working at the interface.

Paulus was invited recently by the firm of Shaft Sinkers to spell out his union's current credo His remarks are seen as pivotal for the union and pleasingly at odds with his usual utterings

Paulus was apparently reaching out for a "new era" when he asked if it wasn't time the MWU and the mining houses began to consult far more meaningfully with each other

He asked if there shouldn't be a greater exchange of ideas and a greater openness of mind on new ideas Paulus feels an informal joint study group should be set up to explore matters

● Arrie Paulus
. . . wasting time?

He also said it was as much an indictment against his own union as against the Chamber and individual mine managements that there had never been any consultation to find at least guidelines for the way ahead

"We have not sat around a table to discuss problems and their implications and there are so many elements involved which never come to the fore in normal negotiations"

He threw in a barbed question "Could it not be that we waste time, energy and goodwill trying to score off each other — mainly for the satisfaction of doing so?"

In his view, the approach to attitudes of the various population groups was completely wrong, often based on emotion and even a feeling of guilt Much more basic reasons must be given to advance all races and Paulus says he doubts whether "employers realised and accepted the full implications" of Black advancement

"I doubt whether many of us are ready to carry out the work necessary for a better future"

29

4 3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used.

2. At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year. Christopher Board in his survey of rehabilitated and unrehabilitated areas around King Williams Town found that planting up gardens (igadi) could be associated with big families. He also found that crop sales of peas and tobacco could be associated with families where there was a higher proportion of men.(13) While "igadi" are home gardens and not communal gardens his information does point to the fact that availability of labour (especially that of men) is important in growing vegetables.

3. There is some evidence that even on the scale of women using the garden purely as a source of supplementary food, labour is a determining factor. One of the questions I asked communal gardening members was when they had joined and, if this was some time after the garden was begun, why. Most women gave as the reason for joining late that they had been pregnant or had had small babies at that time and so had been unable to take part. Women often have to interrupt their period at the garden due to bearing children.

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this.

4.3.3 SUPPLEMENTARY OR PRIMARY PROJECTS

There are two basic groups of people to consider here:

a) Those members who use their plots basically as a supplementary source of food and earn less than R10 per year from selling vegetables they produce

b) Those earning a R100 a year or more (This is a small group at Abalimi).

a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

30.

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UNIONS

Arrie's fold

FM 13/10/78

The beginning of a white worker backlash — or a flash in the pan? That's the question posed by a vote of no-confidence in their union leadership, passed by the Rustenburg branch of the SA Electrical Workers' Association

The Electrical Workers was one of the key unions to sign the Seifsa agreement earlier this year At its recent conference, it announced plans to organise an African electrical workers union in anticipation of the Wiehahn Commission's findings and passed a motion endorsing the training of African artisans

The Rustenburg men (who are mine electricians) passed the motion after a meeting at which union general secretary Ben Nicholson was present and the motion specifically refers to both Nicholson and a regional union organiser, according to a report in the local paper, *Die Magaliesberger*

Their dissatisfaction might stem more from the two conference decisions than the signing of the Seifsa agreement. Questions were put to Nicholson specifically on the union's support for black artisan training and union membership

At the meeting, the Rustenburg men said that they refused to belong to a multi racial trade union (the Electrical Workers had originally planned to admit blacks to union membership but had decided on a separate union because Africans cannot belong to registered unions) and that they planned to quit the union

The obvious home for them if they do so would be the Mineworkers Union (MWU) but MWU general secretary Arrie Paulus tells the *FM* none have so far applied to join

Nevertheless, the MWU does seem keen to enrol white members of other unions — it has argued for some time that white workers are not being adequately protected by their union leadership and that their natural home is in the MWU

So the union seems to be looking for membership outside the mining industry - a move which would give it the right to speak for white workers in manufacturing as well

If it does do this, the MWU will have a broader base to oppose the Wiehahn Commission's findings if they are not to its liking -- it will also be able to oppose them if they apply to manufacturing industry and not mining, as many observers expect

The success of this strategy depends, of course, on whether other white union members share the Rustenburg men's dissatisfaction Paulus says he knows of no similar moves in other unions at this stage But if other such moves do materialise, they will have a crucial effect on SA labour relations

MINE LABOUR

Desert storms

FM 13/10/78

Industrial relations on the mines have never been particularly happy. But the malaise has now spread to far-off Namaqualand, where the Minister of Labour has had to appoint a Conciliation Board to settle a heated labour dispute

The dispute is between Arrie Paulus's Mineworkers' Union and O'Okiep Copper Company, a subsidiary of US mining giant Newmont The immediate cause is a wage dispute, but lurking at back of it is union opposition to a management plan to introduce a liaison committee with a coloured worker representative.

This is the first time in around a decade that a conciliation board has sat at O'Okiep.

The dispute has now apparently been settled The Conciliation Board met at O'Okiep on October 4 and Paulus tells the *FM* that that meeting settled the dispute to his satisfaction. O'Okiep GM Tom Philip says the bulk of the dispute has been settled but adds that the Board will meet again in about six weeks time to tie up loose ends.

Neither side is saying what agreement has been reached — but it's certain that there will be no coloured member of the liaison committee — or employment practices committee, as Philip calls it. There may be a white representative charged to look after coloured worker interests.

Paulus tells the *FM* that the MWU had no objection to the principle of setting up a liaison committee — it simply believed that the constitution O'Okiep had prepared was too vague. The MWU has drawn up an alternative constitution, he says.

The dispute — which has had its moments of drama with copies of the MWU paper *The Mineworker* being placed under Philip's door at night, began when management offered the union a 5,5% increase (initially 5%) plus 0,5% per year of service The latter offer, however, was made conditional on the liaison committee which, says the union would have had "such wide powers as to make a MWU branch at O'Okiep superfluous."

The union rejected the offer and applied for a Conciliation Board. Philip replied some time later by accusing the union of acting irresponsibly and announcing a 5% increase for all daily paid workers. The union interprets this as an attempt to bypass it

It also claims that industrial relations at the mine were good until a new management team under Philip took over. Philip denies that he's the root of the problem A factor in the situation at O'Okiep, he says, is the fact that management deals with two unions, one white, the other coloured — a unique situation in the industry.

Unlike other mining companies, O'Okiep has to balance the demands of both unions, says Philips — hence the conflict. The union, on the other hand, appears to suspect that the company has adopted a more aggressive attitude to the use of coloured workers in the last two years.

Table 15. ... rveys.

TYPE OF TI				975
Telecommun				455
Engineerin				119
Agricultural	1 223	1 503	835	2 184
Medical and Dental	1 235	1 782	2 591	1 902
Draughtsmen	7 389	9 662	7 263	9 490
Chemical	2 947	2 848	2 227	2 485
Other	736	5 260	5 280	4 679
T O T A L	26 868	31 664	33 288	47 314

Source: Department of Labour, Manpower Surveys.

The total demand for technicians at any time consists of the number employed plus any shortages that might be considered to exist. Tables 15 and 16 read together should, hopefully, enable one to determine the total demand for technicians in the given years.

Table 16. Total shortage of technicians - Manpower Surveys.

TYPE OF TECHNICIAN	SHORTAGES/VACANCIES IN YEAR :			
	1969	1971	1973	1975
Telecommunications	25	458	587	114
Engineering	337	332	553	784
Agricultural	57	59	46	333
Medical and Dental	118	166	99	197
Draughtsmen	576	660	611	317
Chemical	191	170	122	93
Other	414	397	274	355
T O T A L	1 718	2 242	2 292	2 193

Source: Department of Labour, Manpower Surveys.

Although the 1973 and 1975 Manpower Surveys divided engineering technicians into five separate categories, for the sake of comparability and continuity in tables 15 and 16, we have counted them as one. However, the breakdown is given in the following table.

Mines report today

(211) DD 16/10/78

JOHANNESBURG — The Minister of Mines, Mr Fanie Botha, will hand the second report of the Franszen Commission of Inquiry into a five-day working week for miners to the Mine Workers Union and the Chamber of Mines today

After studying the report, the chamber and the MWU will reopen negotiations on this explosive issue which brought the mining industry to the brink of a strike in 1976

The report to be handed over today will contain the commission's findings on the effect the compromise 11-shift fortnight for mineworkers has had on mining costs and production over the year up to March this year.

It is believed the commission has also made further recommendations — SAPA.

RDM 17/10/78

Miners' hopes of five-day week dashed

(211)

By RIAAN DE VILLIERS
Labour Correspondent

THE Franszen Commission of Inquiry into a five-day working week in the mining industry has recommended that the present system of 11-shift fortnights be continued.

The second and final report of the commission, which has been probing the issue since 1976, has dealt a heavy blow to union hopes for a five-day week on the mines

The commission found that the compromise 11-shift fortnight system had led to a clear drop in production and higher costs in the gold mining industry.

It recommended that the 11-shift system should continue until changes in technology or working procedures made a five-day week on a roster basis possible without negative effects on production, operating costs and safety

It has also recommended that management and labour should give attention to the problems hampering the 11-shift system

The report was released in Pretoria yesterday by the Minister of Mines, Mr Fanie Botha, after it had been handed to representatives of the Mineworkers' Union and the Chamber of Mines, who are due to reopen negotiations on the issue soon.

Mr Arrie Paulus, the general secretary of the MWU, would not comment on the report yesterday.

But the agreement concluded between the chamber and the MWU in 1976, shortly after a deadlock on the issue nearly led to a strike, is believed to bind the parties to negotiate on the basis of the commission's findings.

The commission found that:

- The 11-shift fortnight system had led to a drop in production by black workers of about 6% during the test year up to March.

- Employment of 129 white and 7 588 black workers to counteract the effects of the 11-shift system had led to a R29,5-million increase in production costs. Further costs related to the 11-shift system came to R7,8-million.

The commission found that production on Saturdays using voluntary overtime labour was an "extremely difficult task". In cases where regular overseers were not present, production dropped by as much as 70%

A five-day week would have a much more serious effect on production than the 11-shift system and production loss, if the mines did not work on Saturdays, would probably be not less than 12% This would have serious consequences for the balance of payments.

CONTENTS

5-day week for miners ruled out

17/10/78 (211)

PRETORIA — A five-day working week for the mining industry in the immediate future has been ruled out in the final report of the Franzsen Commission released here yesterday.

The commission has recommended the continuation of an 11-shift fortnight although the effects of this arrangement on production and costs "cannot be ignored"

The 11-shift fortnight should continue until adaptions in technology and working procedure made it possible to introduce a five-day working week on a roster basis.

The commission's report was handed to leaders of the Mineworkers' Union and the Chamber of Mines by the Minister of Mines and Labour, Mr S L Botha

It appeared the gold mining industry would be obliged in the foreseeable future to consider introducing a five-day working week in combination with a seven-day mining week

Evidence indicated that the production of gold mines would drop by no less than 12 per cent if Saturday work ceased Such a loss would hold serious implications for the balance of payments — a loss of R400-million in exports

The life expectancy of most mines other than the few new ones would be considerably reduced — SAPA

Five-day week for miners ruled out

Own Correspondent CAPE TIMES 17/10/78 (211)

PRETORIA. — A five-day working week for the mining industry in the immediate future has been ruled out in the final report of the Franzsen Commission released here yesterday.

The commission has recommended the continuation of an 11-shift fortnight, although the effects of this arrangement on production and costs "cannot be ignored."

The 11-shift fortnight should continue until adaptations in technology and working procedure made it possible to introduce a five-day working week on a roster basis.

The commission's report was handed to leaders of the Mineworkers' Union and the Chamber of Mines by the Mminister of Mines and Labour, Mr Fanie Botha.

The report said the mineworkers' position was comparable with that of the railway, steel and electricity supply worker — not with that of the white collar worker

It appeared the gold mining industry would be obliged in the foreseeable future to consider introducing a five-day working week in combination with a seven-day mining week

Evidence indicated that the production of gold mines would drop by no less than 12 percent if Saturday work ceased. Such a loss would hold serious implications for the balance of payments — a loss of R400-million in exports.

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priority, what courses the proposed Technical College at Umlazi should offer. It is important to note that the table should not be interpreted as indicating that the College should offer a course, say, for Chemical Technicians, ranked third, but not one in Chemical Technology (Plastics), ranked 18th. In fact, the syllabi for both at the White Colleges for Advanced Technical Education are very similar, & if the proposed College were to offer a Diploma course for Chemical Technicians, it could also offer the course in Chemical Technology (Plastics) at negligible extra expense in terms of money or time.

The White Colleges for Advanced Technical Education are usually divided into Departments. The College at Umlazi, too, could be divided into Departments or Schools. On the basis of table 40, the most likely Departments would be Mechanical Engineering, Electrical Engineering, Applied Science, and Civil Engineering and Building.

The Department of Mechanical Engineering could offer a course in Mechanical Engineering as its first choice. Then a course in Production Engineering, which consists of much the same subject matter as Mechanical Engineering, could be offered at little further expense to the Department and might ensure that it had enough students to make it viable.

The same argument applies to the Department of Electrical Engineering where students of light and heavy current follow largely the same course. The Department could offer specialised courses such as Industrial Instrumentation, and TV and Electronics, at a later stage of its development should the need arise, as well it might with the present expansion of the electronics industry and plans for opening a TV channel for African viewers.

The Department of Applied Science, or some equivalent, could offer courses primarily for Chemical Technicians. It should be noted that the Diploma for Chemical Technicians appears to be exactly the same as the one in Analytical Chemistry, and to further confuse matters, is also called the Diploma in Chemical Technology by different Colleges for Advanced Tech-

Note: (D) indicates Diploma course, (C) indicates Certificate course, and (D & C) indicates that the Diploma and Certificate figures have been lumped together.

Also note: that there is clearly a fairly high correlation between the rankings of each category for immediate demand and 1981 demand, despite evious paragraph about the unreliability

Black job progress key to shorter week

By Sieg Hannig, Labour Reporter

Black job advancement — the need for which dogged five-day week negotiations from the outset — remains a key to a shorter working week in the mines

This is one of the overriding implications of the final report of the Franzsen Commission into the feasibility of a five-day working week in the mining industry — although the report barely hints it

The report recommended:

● A continuation of the 11-shift fortnight compromise — which appeared to have reduced the output of black underground workers by about six percent, raised working costs by R29,5-million and occasioned additional investments of R7,8 million.

● Adaptations in technology and/or "working procedure" so that a rostered five-day working week for all workers could be introduced without detrimental results.

In the foreseeable future it looked as if gold mines would be obliged to consider introducing "a five-day working week/seven-day mining week" to accommodate the pressure of costs, the commission predicted.

The warning about a seven-day "mining week" rested on evidence which indicated that gold mining was the most capital intensive industry in South Africa

Underutilisation of this capital had to be avoided at every price at this time of capital scarcity and unavailability of foreign capital, the report said

It compared the gold mines with industries such as the Railways, Iscor and Escom, which had to operate continuously

The commission dealt an apparent death blow to a Monday-to-Friday working week as demanded by the Mineworkers' Union

It is said all the evidence indicated that an end to Saturday work would cut production of gold mines by at least 12 percent, losing the country about R400 million a year in exports.

In addition, a five-day week would close marginal gold mines virtually immediately, jeopardising the jobs of 69 799 blacks and 6 433 whites.

Although the commission recommended an eventual rostered working week of five days, it expressed "serious reservations" about the practicability of such an arrangement

It cited various difficulties, including friction arising from the alternation of working teams

Finally it quoted a Chamber of Mines estimate that — even on a roster basis over six or seven days a week — an additional 55 000 black and 3 660 white workers would be required to run the mines.

Workers in such numbers were not available, the commission said.

Reading this in conjunction with the "proposed adaptations in "working procedure" or technology for the eventual introduction of a rostered working week, the implications for black advancement become obvious

If the shortfall of "white workers" could be made up by black workers, there would be no more obstacle to a rostered working week of five days, it seems

There would be a question of another R170-million which the chamber estimated would be necessary for housing and other facilities for the additional 55 000 black workers under a rostered five-day week.

But it might be argued that the mines would be prepared to pay that price:

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Star 17/10/78

(211)

Commission's decision on five-day week upsets miners

Labour Reporter

White miners are disappointed at the Franzsen Commission's ruling against a shorter working week for the time being

They are looking for guidance from the Mineworkers' Union and other authorities on what the final report of the commission means

But they are still strongly in favour of a Monday-to-Friday working week.

"This is too complicated for the ordinary miner to understand properly, because the whole country could be affected by a five-day week on the mines," said one Carletonville miner

"But I cannot see why we should not have a Monday-to-Friday working week"

He said the mines were still making good profits since the introduction of the 11-shift fortnight.

"It's for the Mineworkers' Union to negotiate with the Chamber of Mines

Another Carletonville miner said a group of colleagues had expressed unanimous dissatisfaction with the news that the commission had turned down the five-day week

He said there was talk of a 15 percent pay rise the Chamber of Mines might offer if miners were to abandon their demands for a five-day week.

Asked how he saw the production loss of at least 12 percent on gold mines and the foreign exchange loss of R400-million in terms of national interest, he said "Then Government departments should also work six days a week."

● Key to shorter week —Page 17.

Mines report (211) FM 20/10/78

The Franzsen Commission of Enquiry found that the 11-shift fortnight on the mines had resulted in decreased production and escalating costs. It also found that a five-day week on the mines would cut production by at least 12%.

More blacks apply than are jobs on mines — Chamber

Cape Times 20/10/78

211

JOHANNESBURG. — The mining industry continues to experience an oversupply Of applications from black workers seeking employment on the mines, says the Chamber of Mines in its latest monthly report.

The report adds that only a small proportion of them can be accommodated, as the industry is already over complement

More than 433 000 blacks are currently employed on the gold, platinum and copper mines and this satisfies more than 100 percent of the industry's underground labour requirements and more than 108 percent of its surface requirements

The report says "The district offices of The Employment Bureau of Africa (Teba), the Chamber's organization responsible for recruiting black labour for the industry, are still regularly having to turn away hundreds of men a week for whom there are no vacancies

"Apart from the large numbers of unskilled workers in the jobless queue, it has also been observed that increasing numbers of skilled, certified artisans are among the ranks of the unemployed who are turning to the mining industry for work.

"The situation is adding some impetus to the efforts the mining industry is making to improve the stability of its work force.

"It has become apparent that many miners are now intent on extending their stay on the mines, and opting to go on leave rather than be discharged, probably in the belief that they may have difficulty in obtaining further contracts once their sojourn at home has ended.

"Another consequence of the competition for jobs is the growing popularity of the re-employment guarantee certificate, introduced by the industry as a vehicle to encourage trained black workers to remain in the employ of the mines and so improve the stability of the work force.

"Black employees qualify for certificates after 26 weeks or 45 weeks continuous service and each holder is guaranteed employment at his previous job rate, and on his previous mine, if he returns within a stipulated time

"Because of the labour glut only holders of valid re-employment certificates are sure of obtaining jobs In some instances mines have stipulated that only black labour with previous mine experience, who would in most instances also be certificate hold-

"Workers are rapidly beginning to realize this and, more and more, are ensuring that they qualify for a certificate before terminating their employment

"This is of obvious benefit to the industry as it means an increasingly stable work force, illustrated by the fact that over the first eight months of 1978 the industry has only had to bring in 292 247 men against a budgeted figure of 393 131 — 100 884 less — in order to maintain a labour strength of more than 430 000" — Sapa

figure of 50% of the ... s for policy. The prepond... of speculators rather th... s would resist cattle sales a... articularly on the tribal lands, ... squeeze out the smaller. By ... ould exploit the communal or state ... rectly or by the corruption of ... re would be born by society.

Miners still seek 5-day week

RSM 26/10/78 (211)

By RIAAN DE VILLIERS
Labour Correspondent

THE MINE Workers' Union has rejected the findings of the Franszen Commission of Inquiry into a five-day working week for miners and will demand a five-day week in forthcoming negotiations with the Chamber of Mines.

Mr Arrie Paulus, general secretary of the MWU, announced this yesterday after the union's executive committee had discussed the commission's report.

Mr Paulus criticised the commission and said: "If we had simply continued negotiating with the chamber two years ago, when the commission was appointed I'm convinced we would have reached a satisfactory agreement by now."

He said the MWU would demand a Monday to Friday working week and not a five-day week on a roster basis with a seven-day production week, as suggested by the commission. But the MWU did not entirely reject the report as a basis for negotiations, he said.

In its final report, released earlier this month the commission found that the compromise 11-shift fortnight system agreed upon by the chamber and the MWU in 1976 had led to a clear drop in production and higher costs in the mining industry.

An annual rental sho... g. As herd size rises so t... er off-take and thus keeping size down. With the advent of drought or a decline in beef prices, owners would be squeezed between the rental price and the market value of their cattle. Off-take should rise quickly. A law which allowed government to introduce bi-annual auctions of grazing rentals might be worth considering for it would allow the price for grazing to keep pace with unfolding weather.

The company concept with a tax on the share held by each household could help to avoid the difficulties that may arise in the enforcement of rent collection. This should be so because the tax would be paid equally by every household rather than, as with rents, by a few powerful families. The tax on the shares could be collected immediately after the annual auction. That would mean that small holders and those without cattle would receive cash from the sale of the excess grazing units they controlled and so be able to pay their share of tax. At the same time large livestock owners would be present as they would have an interest in the purchase of annual grazing rights. The fact that everyone paid an equal tax based on the share they controlled should make the avoidance of tax payments an action which runs up against social sanctions.

The authors end a discussion on the probability under their proposed scheme that established livestock owners may strengthen their position both through gaining leasehold rights over commercial ranches as well as by maintaining "Mafisa" and small stock on communal lands with the statement that " ... political will and personal commitment are needed at all levels of government to ensure that such a displacement does not occur in Botswana".[1] It is

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1. Para 41.31

POSTS ALLOCATED AND FILLED - OCCUPATIONAL SAFETY SECTION (FACTORIES)
DEPARTMENT OF LABOUR

INSPECTORATE	POSTS ALLOCATED	POSTS FILLED	FACTORIES	EMPLOYEES
Johannesburg	14	4	5713	268299
Benoni	4	2	2058	132454
[redacted]				77823
				534
				837
				301
				664
				1440
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Miners Plan new talks on 'week'

Labour Reporter

The Mineworkers' Union has decided to resume negotiations for a Monday-to-Friday working week despite the adverse findings of the Franzsen Commission

"All that the commission has achieved is to delay the matter for two years," said Mr P J "Arrie" Paulus, the union's general secretary

He spoke to The Star after a meeting of the union's executive council in Johannesburg yesterday.

The council decided to resume negotiations with the Chamber of Mines as soon as possible

Mr Paulus said the union was in a stronger position now than it was two years ago when the commission was appointed to avert a threatening strike over the five-day week

Half the battle had been won with the acceptance of the 11-shift arrangement, he said

He believed the 11-shift arrangement was working well and disagreed with the commission that problems existed which hampered the successful operation of the arrangement

Mr Paulus was not prepared to go into detailed comments on the findings of the commission at this stage.

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administration of these two Acts.

However, I wish to argue that the dismal picture I painted in the introduction to this paper is a result, not of imperfect administration of the Acts, but of the principle underlying them.

The basic principle is that through the enforcement of legislation by statutory bodies, adequate protection can be established in the factories.

Through neutral state agencies a common standard of protection can be achieved and maintained. This standard will be acceptable to both workers and management.

The reason that the principle is wrong is because , like everything else in the factories , adequate protection is not an agreed constant standard plucked from the mutual desire of employers and workers to have good conditions. The status of industrial health in the factories is a result of a process wherein employers and workers have bargained over time. As a general rule it will be possible to show that high standards of industrial protection exist where a. the production process has demanded this and where lack of protection does represent a significant cost to management (some chemical processes or some of the more technical engineering processes, for example) b. where workers organisations have been strong enough to demand adequate protection over a period of time. Where the production process is not overtly highly dangerous and very clearly industrial accidents are a major cost, and where workers are not strongly organised, protection against industrial health hazards will be poor.

It is therefore not adequate to leave the enforcement of industrial health protection entirely in the hands of statutory bodies. It is wrong in principle, because those most intimately concerned in the maintenance of standards, the workers, are excluded from the setting and maintenance of standards. It is wrong in practice because the statutory agencies are vastly understaffed and undertrained.

However, it would <u>not</u> be possible to remedy the problems simply by hiring more factory inspectors and training them better. It is clear that at this stage it is necessary for certain <u>minimum</u> standards to be laid down by law. The Factory Acts here and in other countries are a result of the struggles of workers for better working conditions and of the recognition of society that it cannot continue to bear the heavy financial and social cost of irresponsible management.

To really obtain good working conditions, they must be seen as one aspect of the collective bargaining process. Clearly, wages and healthy and safe working conditions (e.g. good protective clothing, safety guards on machines, safe but expensive processes) are a cost to management which tend to reduce profits. Both wages and working conditions can only be significantly improved by collective bargaining, not by reliance on the

RDM 21/10/78

Miners still aim for 5-day week

(211)

JOHANNESBURG — The Mine Workers' Union has rejected the findings of the Franszen commission of inquiry into a five-day work week for miners and will demand a five-day week in its forthcoming negotiations with the Chamber of Mines

This was announced by Mr Arrie Paulus, general secretary of the MWU after the commission's report had been discussed by the union's executive committee

Mr Paulus said the commission had been a waste of time " If we had simply continued negotiating with the chamber two years ago when the commission was appointed, I'm convinced we would have reached a satisfactory agreement by now "The biggest joke of all is that the commission has brought out hardly any recommendations," he said

Mr Paulus said the union would demand a Monday-to-Friday work-week and not a five-day week on a roster basis with a seven-day production week as suggested by the commission.

The MWU's stance may lead to another serious clash with the chamber on this explosive issue.

While the chamber does not oppose a five-day week in principle, it is believed it will not make any concessions which will further affect costs and production. — DDC.

MINEWORKERS

(211)

Still on target

FM 27/10/78

As expected (*FM* last week) the Mineworkers' Union executive has decided to continue negotiations with the Chamber of Mines for a full five day week

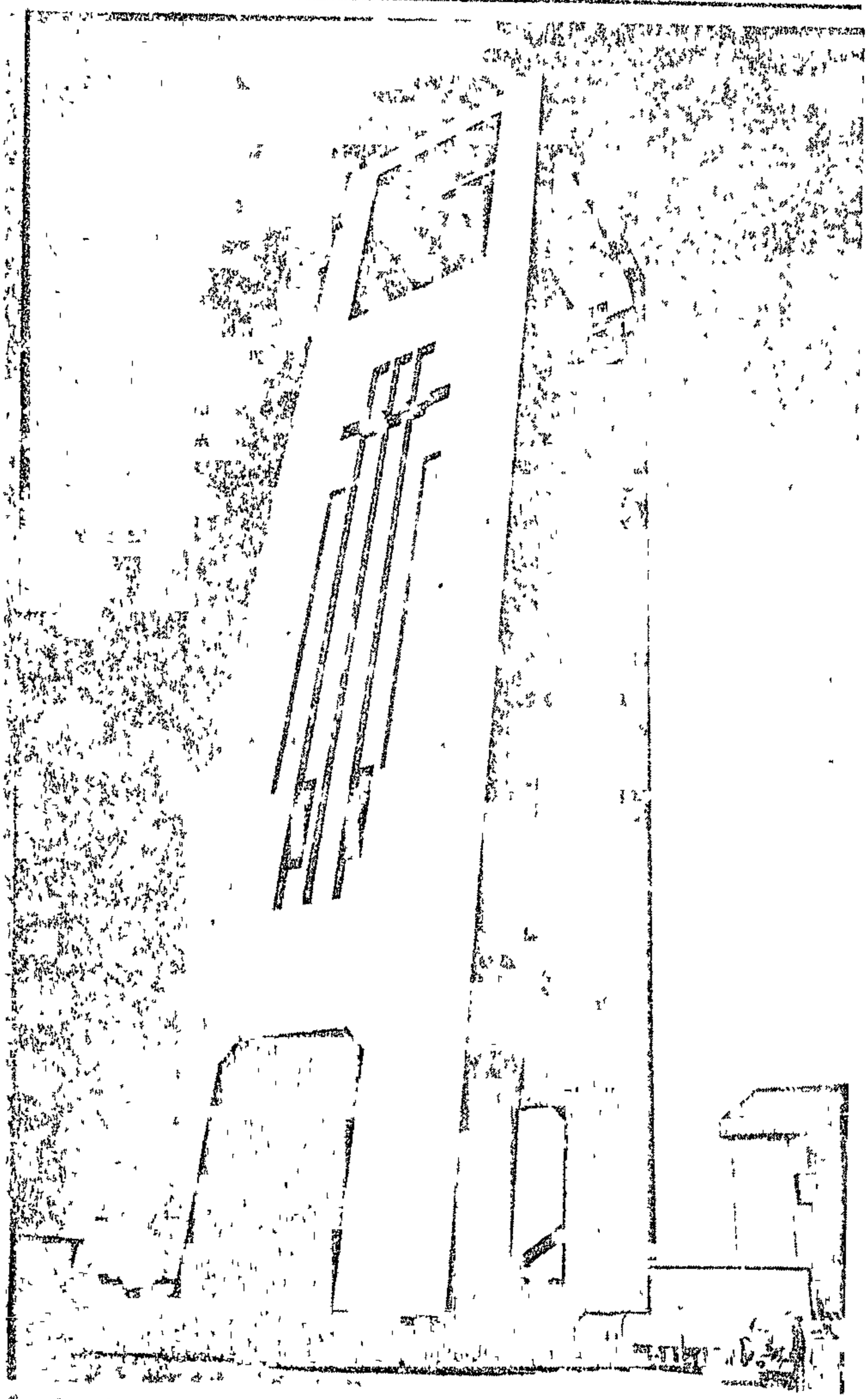
The union executive decided this week to go back to the Chamber and ask for a meeting at the earliest possible date No date had been set as the *FM* went to press, but it is certain that the union will insist on a full five day week

The union executive has thus backed general secretary Arrie Paulus's view that the union should not accept the Franszen Commission's view that a five day week is out of the question at the moment. With the Chamber likely to back the report, negotiations will be tough — to say the least.

Now...the supershaft

(211) FM 10/11/78

Worker satisfaction, a possible five-day week, and the need for greater output dictated the design of FS Geduld's No 5 shaft



Headgear at FS Geduld's No 5 shaft . . built by Roberts Construction

With a shorter working week on the cards and the general drive towards employee satisfaction, mining houses are taking a fresh look at working facilities

This is reflected in the new No 5 shaft one of the biggest in SA - being sunk at Free State Geduld, near Welkom When it is a matter of getting men to the surface after a hard day's work the new shaft will take the lead in fast shift handling

At the same time, facilities for bringing the ore up are also being improved FSG will handle 280 000 t (220 000 t of reef and 60 000 t of waste) in its new No 5 shaft

To the outsider the size is best illustrated by the vast headgear The average headgear height for a gold mine is about 50 m This one stands 76 5 m and must surely rate as the biggest anywhere

Four cages (each 3,6 m by 1,8 m), operated by two hoists, will handle 75 men a minute on the basis of 150 men each trip (each cage will have three 50-man decks)

Free State Geduld has installed a 100 m personnel tunnel fed by incline ramps from the building where the miners collect their lamps and clock in

The tunnel will take three streams of men separated by handrails At the end the men peel off to the three levels of loading decks Men coming off shift at the same time will be diverted to another exit route

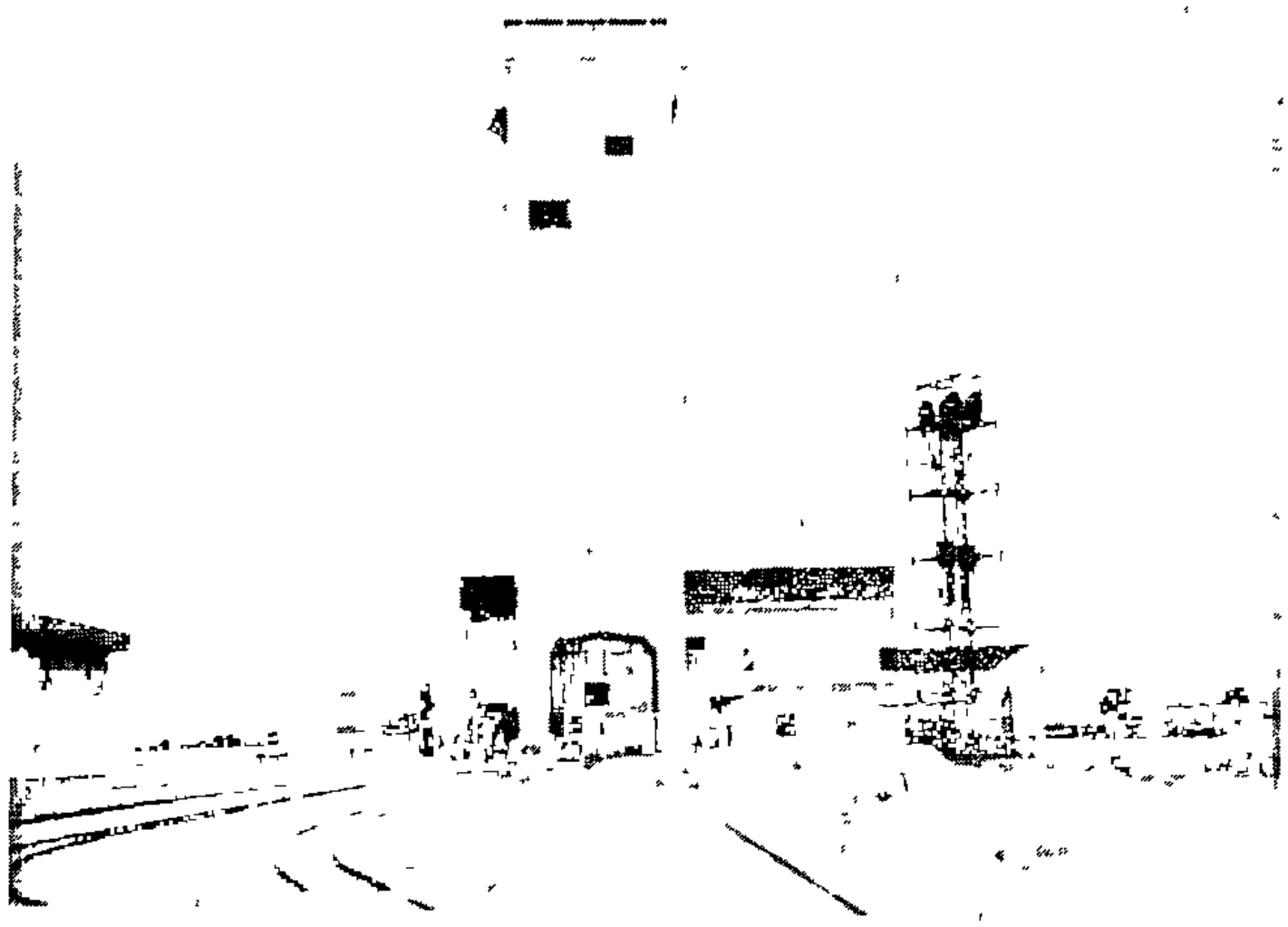
To accommodate the four cages as well as four skips (each of 14 t payload) and allow space for ventilation, the 1 800 m "supershaft" has been designed as a 9,6 m pseudo-ellipse with a one metre flat on its axis

It was decided to sink a separate ventilation shaft rather than build a brattice wall (the dividing wall that runs down the centre of some shafts that allows fresh air down one side and used air to escape up the other)

Once the massive headgear was finished (it was built by Roberts Construction), Shaft Sinkers took over They are following the normal procedure putting in the reinforced concrete lining downwards at the same time as the shaft is being sunk

The men working at the bottom of the shaft are protected by a five deck sinking stage, which is suspended from its own hoist These house the suspension and compensating wheels, the shuttering behind which the concrete is placed, hoses, and lashing gear All services to the men at the bottom of the shaft are provided by the stage

With all service pipes and cables



Vaal Reef's No 9 shaft . . . world's largest

placed against one wall, there will be plenty of room for air to find its way into the shaft There will also be plenty of room between skips and cages, thus reducing the possibility of accidents

The downgoing air will be cooled by surface refrigeration and, at a later stage, chilled service water will be pumped down to reduce the hot atmosphere at the working face

It was planned that the new area of the mine (which the shaft will serve) would come into production in January 1982. But the simultaneous sinking of both the main and the ventilation shafts means that this can be brought forward to March 1981

At Vaal Reefs gold mine, near Orkney, work has started on a shaft that is said to be the world's largest With a diameter of 10,6 m, it will be 3 km deep

If a ventilation shaft is sunk, the upcast department for air could be used for hoisting, thus raising the planned 190 000 t a month to 280 000 t

The wire ropes for the winder — at 15 km each — are the longest single mine ropes in the world

Back at FS Geduld

Miners push for five-day week

(211)

Star 13/11/78

By Sieg Hannig,
Labour Reporter

The Mineworkers' Union is "now going full-out for the five-day week" in spite of the adverse recommendations and findings of the Franzsen Commission

The commission ruled out a five-day week because of the effects on mining costs and foreign exchange

"With figures, you can prove anything," the union's leader, Mr. P. J. "Arrie" Paulus, writes in the latest edition of his newspaper

"It is no secret that mining profits can easily be manipulated by the milling of lower or higher grade ore, depending on the price of gold

"The MWU is therefore determined to keep on fighting"

Mr Paulus said the MWU had told the Chamber of Mines that the union was only interested in an arrangement giving members every Saturday and Sunday off.

Surface officials are taking a tough line on councils

Star Express 15/11/78

211

A TOUGH stand is being taken by the Mine Surface Officials Association about the establishment of consultative councils for White staff members

Approached by "the managements of certain mines" for its co-operation the MSOA replied tartly "We object to the type of councils the employers propose to establish because they could, by their very nature, threaten the effectiveness of our association and undermine its rights to represent the interests of members at mine level

"In their present form they are not acceptable and we won't co-operate"

The MSOA will not recognise the proposed councils until the Wiehahn recommendations are published and until "certain principles are incorporated into the council's constitutions"

"It would be as well for managements, intent upon forming these consultative councils, to consider that experience in South Africa and in Western countries suggests that in-company employee representation systems do not function where they are in conflict with independent trade unions, but that where a co-operative relationship between the two is achieved, the employee councils can be successful

"This is a difficult area in South Africa as employee councils are generally looked upon as being a substitute for trade unions rather than being complementary to them

"In this situation it seems essential for the relationship between the two bodies to be clearly spelled out so that there is no uncertainty"

The MSOA has laid down preconditions before it will co-operate They want trade union officials to have access to employee representatives on the councils. They also want employee representatives to be able, by majority, to invite MSOA officials to attend council meetings to assist them on specific items, and trade unions to be able to state which council candidates for election have official union support.

"These provisions would greatly improve trust relationships and increase the chances of the councils being a success," the MSOA asserts.

15/11/78 Star

211

Black miners must get more — Oppenheimer

Wages for black workers in the gold mining industry had to be substantially increased, Mr Harry Oppenheimer, chairman of the Anglo American Corporation, said on television last night

Interviewed on the programme "Profile," Mr Oppenheimer said the South African Government made it difficult to employ black workers to the best advantage

"And you need to use them to the best advantage to pay them to their best advantage," he said

Mr Oppenheimer, who recently retired as chairman of the executive committee of Anglo American, said the Government did not in any direct way prevent the mines from paying workers what they wanted to pay them

Asked whether other members of the Chamber of Mines were holding Anglo back in increasing wages, Mr Oppenheimer said "The industry as a whole is keen to see higher wages Anglo has been leading in this field, but it would be wrong to say that other companies haven't been thinking the same way"

The 70 year old mining magnate also said he would like to see black unions recognised

'Personally I prefer mixed unions, but workers must make up their own minds on this matter and not be dictated to by their employers," he said.

Mr Oppenheimer said he believed people should move as far away from the migratory labour system as possible.

'We are making some effort to provide housing for some workers, particularly skilled workers."

But this was not taking place on a large scale, as it would be impractical

MINEWORKERS

Beneath the surface

A showdown between the Mine Workers' Union and the Chamber of Mines with government at least tacitly backing the Chamber could be on the cards after the publication of the Franzsen commission's report on the mines' 11 shift fortnight

The Chamber was banking on the commission's report to provide it with fuel to block the union's demand for a full five day week It has not been disappointed The report essentially endorses the Chamber view and is likely to be welcomed enthusiastically at Chamber HQ And government is likely to back the commission's findings, at least privately Minister of Mines Fanie Botha has already opposed the five day week from a public platform

It is virtually certain, however, that the MWU will reject the report and press ahead with its claims for a five day week General secretary Arnie Paulus tells the *FM* his union executive will meet next week to discuss the report He adds that the MWU demand for a full five day week still stands

The union's attitude will only be decided at that meeting But it's likely to reject the report certainly Paulus will be urging it to do so

Paulus is unhappy with the report He argues that it shows that production increased during the operation of the 11 shift fortnight, while productivity particularly among black workers decreased When the scheme was introduced the union promised only that production would increase he says and the reasons for a fall in productivity have nothing to do with the 11 shift fortnight

The MWU executive is likely to take the same view certainly rank and file union members seem old in their support for a five day week That demand is thus likely to be restated when the union meets the Chamber some time after next week's union executive meeting

It may be true, as some sources argue, that the union is simply seeking to strengthen its bargaining position prior to the negotiations But the union will not drop its five day week demand and SA could well be in for the sort of confrontation the industry saw in 1976 when the union called a strike ballot and a strike was only averted at the last moment

Certainly the Chamber, and government, will want to avoid a confrontation and may well seek some interim compromise But if the talks do go to the brink government may well have to openly back the mine owners a far cry from 1922 when an alliance between the National Party and mineworkers brought down the Smuts government

The commission is unequivocal in its backing for the Chamber view It finds that the 11 shift fortnight has raised costs, eating into much of the effects of the rise in the gold price, and that production has suffered as a result It accepts the Chamber figure of a 6,3% production decline among black workers

It goes on to argue that a full five day week would cut production by not less than 12% and that the capital intensity of the mines makes it undesirable to allow capital equipment to be idle over weekends

But it goes further – it recommends that the 11 shift fortnight should be continued until a rostered five day week can be introduced which does not hamper costs, productivity, and safety And it seems to pin that on changes in black job patterns

An 11 shift fortnight cannot be introduced, says the commission unless there are changes in technology or work procedures' On the mines work procedure invariably means black job arrangements

The chamber may well use the commission's findings to press for concessions on black jobs The union is certain to resist these

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30% - 40%	P 50	P 500 000
	otal cost :	P8 950 000

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P450 extra income per year to raise family income to the poverty line. At the other extreme P50 per year would suffice for the 30% - 40% class closest to the poverty line. The total amount required is P9 million per year, or about one-third of Botswana's present surplus on current account.

WHITE UNIONS

Your union needs you

FM 17/11/78

The white trade union movement may never be the same again. Over 1 000 Iscor workers have quit their unions to join the Mineworkers' Union, according to general secretary Arrie Paulus, and key white union leaders are preparing to fight a vigorous MWU recruiting drive aimed at non-mining workers

Union sources say the drive is aimed at those unions which signed the Seifsa agreement earlier this year. This is the immediate cause of the MWU move but the union has said for some time that it believes "the white worker is in a state of crisis" and only the MWU can adequately represent him

Paulus denies that he is seeking to attack any specific unions but he confirms that the MWU no longer sees itself as representing miners only· "Our doors are now open to any white workers who wants to join"

First signs of a white worker backlash came when the Rustenburg branch of the SA Electrical Workers' Association threatened to quit the union. Then Ken du Preez of the SA Engine Drivers, Firemen's and Operators' Association complained that his members were being wooed away from the union (*Current Affairs* October 13 and November 3) Now unions which signed the Seifsa agreement say the MWU has embarked on a wide-ranging membership drive

"They've been busy at Iscor Vanderbijl and Escom. There are signs that they're starting at other Iscor works," says Du Preez. Adds Electrical Workers' general secretary Ben Nicholson: "They've tried to recruit our members on the mines at Krugersdorp, Welkom and Witbank as well as Rustenburg"

It is at Iscor, however, that the MWU appears to have been most successful — and at the Iscor works rather than its mines. The 1 000-plus new recruits (Paulus says "applications are still streaming in — we passed the 1 000 mark two weeks ago") are at Iscor's Vanderbijl works.

The unions most affected are thus the Engine Drivers and the SA Yster-en-Staal Unie, two Confederation of Labour unions.

Which leads one union man to argue. "It's brother against brother. It's a fight within the Confederation." Nicholson, who says that his union members have rejected MWU overtures, has another theory· "Maybe they were successful with process workers, but they haven't made much of an impact with artisans."

While Nicholson is confident that his union and others affiliated to the Confederation of Metal and Building Unions won't lose members, Du Preez says he can't tell yet The MWU strategy, he says, is to recruit members in order to go to Iscor and other employers and ask for recognition and the deduction of union dues. Until that is done, the new MWU members won't cancel their present union membership, so it is impossible to tell now, he says.

Other unionists have claimed that the MWU has been organising protest meetings of their unions and "injecting dissenters" into union meetings Paulus dismisses this as "a lie."

CMBU men claim they have effectively beaten back the campaign by "thoroughly explaining what the agreement means" Du Preez says the unions under attack will hit back soon. "We're planning ways of countering this and will announce them soon," he says

Certainly there is a lot of bitterness among the unions whose members are being wooed. "They think they're the saviours of the white race," says one "They're only doing this because the MWU is losing members," says another. Paulus denies this and points to published figures which indicate MWU membership was rising before the new move.

At present, the Seifsa agreement doesn't seem to be in danger. The MWU campaign is concentrated on state corporations and the mines, rather than in the private manufacturing sector, although Du Preez argues· "All the unions who signed the agreement are in danger. It could well spill over."

What does seem obvious is that two other Confederation unions are angry with the MWU and the argument could spill over into the Confederation Equally clear is the fact that the MWU now represents non-mining workers and will feel able to speak on behalf of non-mining unions when it rejects change in SA industrial relations patterns.

DEPARTMENT OF MINES

No. 2281 17 November 1978

CORRECTION NOTICE

DECLARATION OF CONTROLLED MINES AND RISK WORK

It is hereby notified for general information that Government Notice 743 of 14 April 1978 (*Government Gazette* 5981) is corrected as follows

(1) Substitute the words "Sover Mine (Pty) Limited" for the words "Mr D P F de Bruyn" in paragraph (iv).

(2) Substitute the words "Loxton Exploration (Pty) Limited" for the words "Mr D P F de Bruyn" in paragraph (v)

(3) Substitute the following paragraph for paragraph (vii)

"(vii) the mines known as Bellsbank South Blow and Bellsbank Middle Blow, on the farm Bellsbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which are at present being worked by De Bruyns Bellsbank Mine (Pty) Limited, P O Box 91, Barkly West,"

(4) Insert the following paragraph between paragraphs (vii) and (viii)

"(vii) (a) the mine known as Bellsbank South Extension, on the farm Bellsbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Barkly Diamond Holdings (Pty) Limited, P O Box 91, Barkly West,"

DEPARTEMENT VAN MYNWESE

No 2281 17 November 1978

VERBETERINGSKENNISGEWING

VERKLARING TOT BEHEERDE MYNE EN RISIKOWERK

Hierby word vir algemene inligting bekendgemaak dat Goewermentskennisgewing 743 van 14 April 1978 (*Staatskoerant* 5981) soos volg verbeter word

(1) Vervang die woorde "mnr D P F. de Bruyn" in paragraaf (iv) deur die woorde "Sover Mine (Pty) Limited"

(2) Vervang die woorde "mnr D P F de Bruyn" in paragraaf (v) deur die woorde "Loxton Exploration (Pty) Limited"

(3) Vervang paragraaf (vii) deur die volgende paragraaf:

"(vii) die myne bekend as Bellsbank South Blow en Bellsbank Middle Blow, op die plaas Bellsbank NW 48 gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur De Bruyns Bellsbank Mine (Pty) Limited, Posbus 91, Barkly-Wes, ontgin word,"

(4) Voeg die volgende paragraaf in tussen paragrawe (vii) en (viii)

"(vii) (a) die myn bekend as Bellsbank South Extension, op die plaas Bellsbank NW 48, gelee in die landdrosdistrik Barkly-Wes, Kaapprovinsie, wat tans deur Barkly Diamond Holdings (Pty) Limited, Posbus 91, Barkly-Wes, ontgin word,"

Union infighting becomes war over 'poaching'

21/11/78 Star 211

By Sieg Hannig
Labour Reporter

Bitter infighting flared into open war today when the leader of South Africa's biggest white trade union, Mr Wessel Bornman, attacked the 17 000-strong Mineworkers' Union and its leader, Mr P J "Arrie" Paulus.

Mr Bornman is general secretary of the 38 000 strong Iron, Steel and Allied Industries Union and secretary of the 200 000-strong white Confederation of Labour.

In the first counter-offensive since the MWU's recent recruitment drive among steel workers and Escom employees, Mr Bornman accused Mr Paulus of:

- Using the white worker as a political playball;
- Stirring up bad blood among white workers and trade unions in industries which he did not know or understand;
- Poaching members of other trade unions to strengthen the dwindling ranks of the MWU.

"I am not going to allow any worker to be used as a political playball by the leadership of this union or anybody else.

The MWU was offering workers in other industries a "white home" while it was selling its own members down the river," Mr Bornman said.

It had accused the 10 metal unions of having endangered the white worker by signing an agreement on non-racial employment security.

"While we firmly believe in job-reservation, we are not dealing with job reservation in this agreement.

"What we are dealing with here is job protection, job security and job opportunity for our members. With job reservation we are dealing on another level," Mr Bornman said.

Mr Paulus was not available for comment.

22/11/78 (211)

(211) 22/11/78

Mine hero honoured

A BLACK mineworker was yesterday presented with the Chamber of Mines Award for Bravery for saving the life of his shift boss in March this year at Harmony Gold Mine.

Mr Ntoane "Ben" Ntoane was presented with a watch, a tie, a certificate of bravery, and a R100 cheque.

Presenting the award, Mr D N Stuart, General Manager of the Chamber of Mines, read Mr Ntoane's citation for bravery.

It said Mr Ntoane carried shift boss Mr E J P Hanekom to a first aid box after he had been injured in an explosion.

It continued: "Mr Ntoane's prompt action in removing Mr Hanekom from danger and in applying first aid made a major contribution to the saving of Mr Hanekom's life."

Mr Stuart said Mr Ntoane had displayed great courage and presence of mind. — Sapa

DEPARTMENT OF MINES

No. 2326 24 November 1978

REMOVAL FROM THE REGISTER OF CONTROLLED MINES

In terms of section 11 of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), it is hereby notified that the Minister of Mines has declared that the mine known as Gold Fields Property Company Limited, worked by Gold Fields Property Company Limited, P O Box 1167, Johannesburg (formerly by The Sub Nigel Limited), on the farms Grootfontein 165 IR and Varkensfontein 169 IR, in the Magisterial District of Nigel, Province of the Transvaal, shall cease to be a controlled mine with effect from 1 January 1979.

DEPARTEMENT VAN MYNWESE

No. 2326 24 November 1978

SKRAPPING UIT DIE REGISTER VAN BEHEERDE MYNE

Hierby word ingevolge artikel 11 van die Wet op Bedryfsiektes in Myne en Bedrywe, 1973 (Wet 78 van 1973), bekendgemaak dat die Minister van Mynwese verklaar het dat die myn bekend as Gold Fields Property Company Limited, ontgin deur Gold Fields Property Company Limited, Posbus 1167, Johannesburg (voorheen deur The Sub Nigel Limited), op die plase Grootfontein 165 IR en Varkensfontein 169 IR, in die landdrosdistrik Nigel, provinsie Transvaal, met ingang van 1 Januarie 1979 ophou om 'n beheerde myn te wees

211

Mine men walk out on Botha

Star 24/11/78

Political Reporter

Hundreds of mineworkers staged a walkout over the issue of a five-day working week at a meeting addressed last night by the Minister of Mines and of Labour, Mr Fanie Botha

Mr Botha was jeered by mineworkers when he arrived to address a meeting in Carletonville The meeting had just begun when a member of the audience stood up and proposed a motion of no confidence.

Amid shouts of "We want a five-day week," "What about job reservation" and "Let's have another drink," about 450 men left the Carletonville Town Hall. About 150 people remained. There were scuffles both inside and outside the hall during the evening.

Mr Botha, who is a candidate in the election race for the leadership of the National Party in the Transvaal, was asked what differences of opinion there were between him and his rival in the race, Dr Andries Treurnicht

He replied that he knew of no NP leaders who differed over fundamental principles There might be difference over the methods to be used to implement these principles.

He stressed the importance of party unity.

Mr Botha told the meeting that two days previously he had received a copy of the Wiehahn report on labour matters. This report still had to go to the State President, he said

In giving his audience his views on job reservation, he said the principle of protection of group interests was internationally accepted He foresaw a system in which job reservation was not applied by Ministerial decree.

Instead, people's interest could be protected by decisions reached through round table discussions involving all the parties concerned. He stressed that decisions should be taken in a spirit of common sense, consultation and co-operation. Everyone in the work situation — employers and employees — should be involved in this.

E. Pretoria (BophuthaTswana) Border Areas.

The only significant border industrial area in the Pretoria area is Rosslyn. The following table gives the number of establishments with more than 200 employees by number of employees and manufacturing division.

Table 21. Number of establishments in Rosslyn with more than 200 employees by number of employees and manufacturing division.

NUMBER OF EMPLOYEES	Number of establishments in division					TOTAL
	32.	34.	35.	36.	38.	
201 - 300	1	1	1	-	2	5
301 - 400				1	2	3
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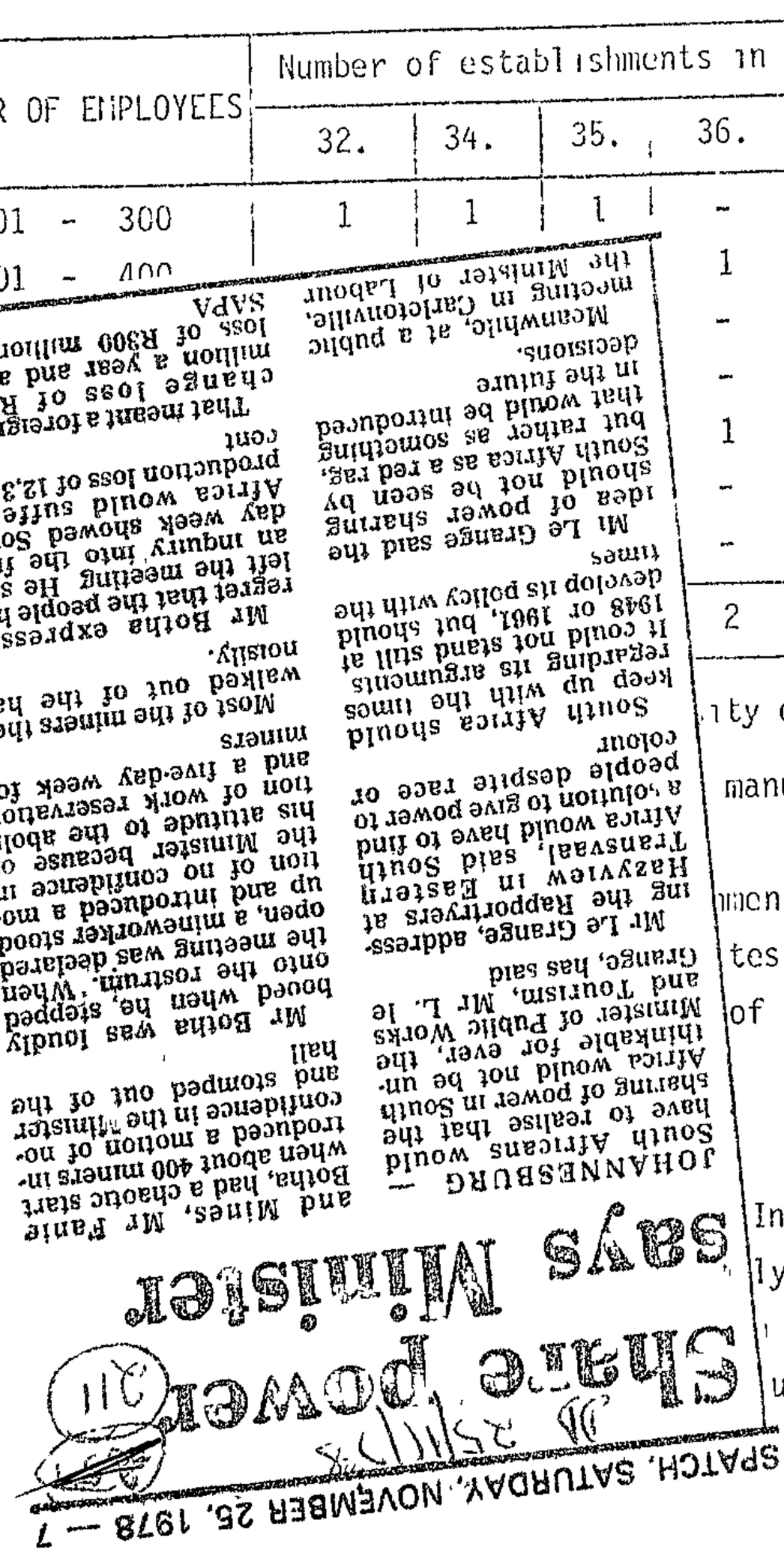


SPATCH, SATURDAY, NOVEMBER 25, 1978 — 7

Share power says Minister

JOHANNESBURG — South Africans would have to realise that the sharing of power in South Africa would not be unthinkable for ever, the Minister of Public Works and Tourism, Mr L. le Grange, has said

Mr Le Grange, addressing the Rapportryers at Hazyview in Eastern Transvaal, said South Africa would have to find a solution to give power to people despite race or colour

South Africa should keep up with the times regarding its arguments. It could not stand still at 1948 or 1961, but should develop its policy with the times

Mr Le Grange said the idea of power sharing should not be seen by South Africa as a red rag, but rather as something that would be introduced in the future

Meanwhile, at a public meeting in Carletonville, the Minister of Labour and Mines, Mr Fanie Botha, had a chaotic start when about 400 miners introduced a motion of no-confidence in the Minister and stomped out of the hall

Mr Botha was loudly booed when he stepped onto the rostrum. When the meeting was declared open, a mineworker stood up and introduced a motion of no confidence in the Minister because of his attitude to the abolition of work reservation and a five-day week for miners

Most of the miners then walked out of the hall noisily.

Mr Botha expressed regret that the people had left the meeting. He said an inquiry into the five-day week showed South Africa would suffer a production loss of 12,3 per cent

That meant a foreign exchange loss of R400 million a year and a tax loss of R300 million — SAPA

Share power says Minister

country. A total of 14 firms involved in construction and the provision of related services were interviewed in the Durban area and on the Witwatersrand. In most cases the 'firm' was in fact a group of firms and this accounts for them em-

Miner found strangled in Klip River

211

5/12/78

By LUMIELIA JAROSCHEK
Crime Reporter

THE BODY of a miner who left home to fill his car with petrol eight days ago has been found floating down the Klip River, south of Johannesburg — bound and strangled.

Brixton Murder and Robbery Squad detectives said yesterday they had launched an intensive search for the killer of the 60-year-old miner, Mr Daniel Vermaak, who lived on a Jachtfontein plot near Grassmere.

They said a leather strap had been tied around Mr Vermaak's neck and his feet were tied together with wire. He appeared to have a gash on his head.

Several large sacks, full of grain, were found next to the body. But police could not say whether the sacks had been used to weigh it down under the water.

His badly decomposed body was discovered on Sunday by a fisherman, Mr Attie van Rensburg, of Mayfair, Johannesburg. Mr Van Rensburg had just caught 10 barble for his family in the Klip River near Vanwyksrus when he saw part of the body jutting out of the water.

"I had caught the barble by hand and was relaxing on a bridge when I saw it. I thought at first that the body was a rock formation. After a while, though, I saw that the 'rocks' resembled a human backside and leg.

"I had a closer look and got a terrible fright. The body was floating face downwards. The man's shirt had been pulled over his head and his trousers had been pulled down.

"I immediately drove to the Mondeor Police Station. Police divers later hauled the body out of the water," Mr Van Rensburg said yesterday.

The dead man's family told police that Mr Vermaak, a grandfather, was last seen alive on Monday, November 27, when he said he was taking his car to fill up petrol. He took R10 with him.

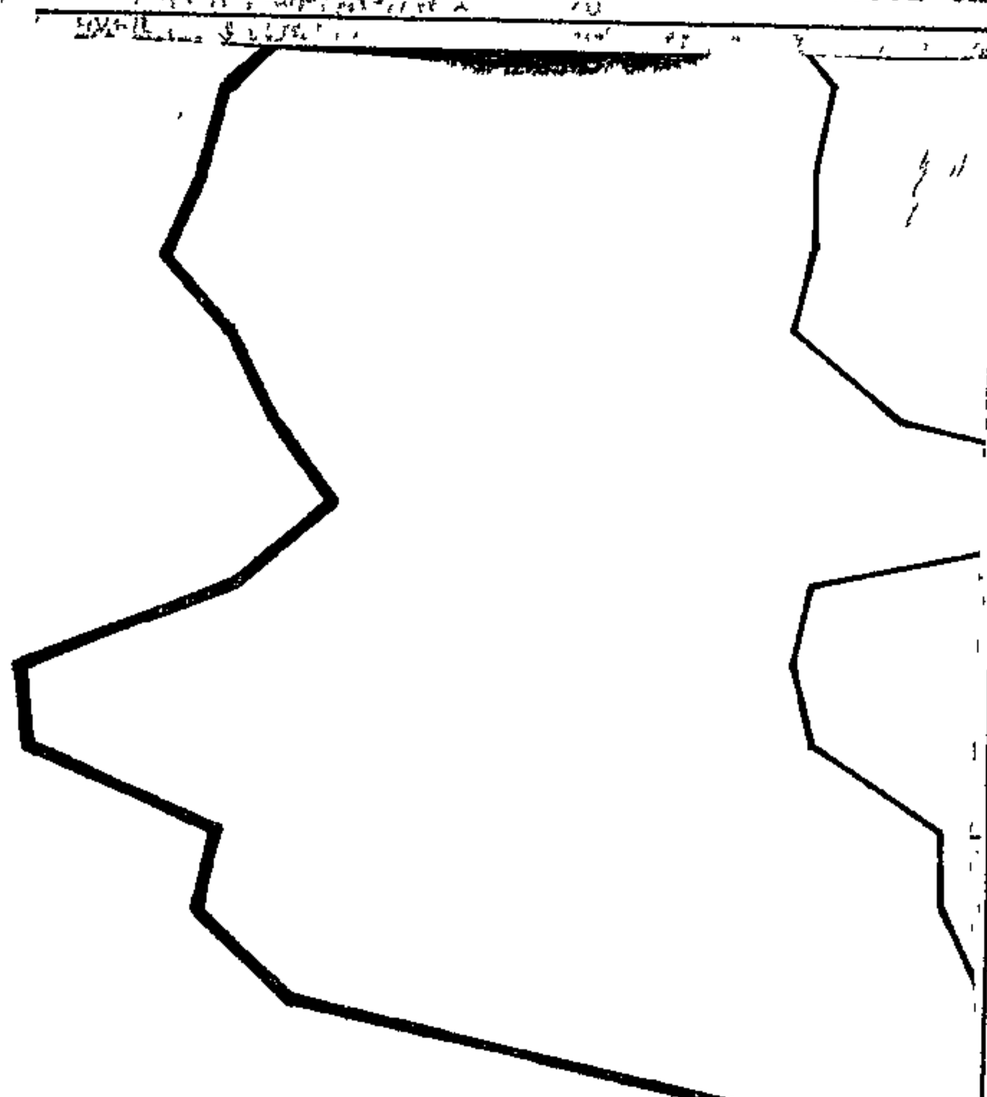
It was later established that he had bought about R9 worth of petrol. He did not come home afterwards and his family later reported him missing to the police.

Police said yesterday that they believe Mr Vermaak had already been dead for several days.

When he was found his body was so badly decomposed that police could not tell whether he was white or black and they had great difficulty in establishing his identity.

Mr Van Rensburg said that a road accident occured at the murder scene while divers were hauling out the body. He said a car collided with another car and a bus after a driver had allegedly slowed down to watch the divers in action. No one was seriously injured.

Police have still not found Mr Vermaak's car — a beige Peugeot 404 with the registration TAU 8449. Anyone who can help is asked to contact the Brixton Murder and Robbery Squad at 35-4114.



GRAPH 11 : MINING EMPLOYMENT AND OUTPUT

TIN

care such as family planning, antenatal care, child clinic etc.

7. The extent to which people used health services seemed very much dependent on whether they had easy access or transport available, the cost of transport seemed to be the major deterrent to visiting doctors or clinics, the cost of the service itself seemed only secondarily important as subsidized medicine was available in both areas. The more distant people were from health services, the more often they changed their mode of treatment, and used home remedies and indigenous practitioners, or simply endured pain. This was not true of most whites, who had access to motor transport, but some pensioners had difficulties of this kind. The 'ambulance' or 'taxi' services did little to relieve these problems, because.

a) these were used mainly for emergencies, so there was a tendency to wait until cases became emergencies

Summary Tables

Table 9. Proportion of cases in which a subsequent choice of treatment source was made

Area (in order of remoteness)	Proportion of cases
Tiersdorp location (4 km from doctor)	16%
Ado and Kirkwood (0 - 9 km from facility)	22%
Tiersdorp rural (3 - 30 km)	41%
Bersheba and Enon (12 - 32 km)	45%
Tiersdorp* whole sample	24%
Sundays River Valley* whole sample	30%

Table 10 Patients' report of Treatment* Outcome

Relief was.	Permanent	Temporary	None
Tiersdorp	27%	47%	27%
Valley	42%	34%	24%

Union row erupts—steelmen face ban

Star 7/12/78

(211)

Vereeniging Bureau

The general secretary of the SA Iron and Steel and Allied Industries Union, Mr Wessel Bornman, last night issued a thinly veiled threat to members of his union who had also signed membership forms to join the Mine Workers' Union.

Mr Bornman said such members might be expelled.

These people would not then be able to work for companies like Iscor because the closed shop system requires that every employee must belong to a trade union that is a party to the system — and the Mine Workers' Union is not in that position.

Mr Bornman said that his union had already sent 4 000 letters with cancellation forms to members so that those who had signed membership forms and arranged stop order facilities with Iscor to pay the Mine Workers' Union could withdraw.

UNDESIRABLE

He said that through its own activities, the Mine Workers' Union had become an "undesirable and unacceptable" element for the other unions in the steel industry.

The vexed issue of "Section 35," which the Mine Workers' Union takes as a relaxation of job reservation and violently opposes, was a "very big breakthrough as far as union recognition is concerned," according to Mr Bornman.

"It forces management now to talk to the unions before any changes can take place. The employers are now legally committed to consult with your unions," he added.

A representative of the workers, who does not want to be idenified for fear of losing his job, told The Star last night that Iscor men work under mines regulations and so the Mine Workers' Union should have representation at Iscor.

a very important, usually very destructive, role.

As with all organisations, committees and groups, these power struggles are based on personality clashes and peoples emotional desire for power, jealousy, etc. In the reserves these conflicts are set within the context of the various patron - client

[illegible] local patron figures

SA mines have 25 000 more jobs

211

Star 23/12/78

By Sieg Hannig, Labour Reporter

About 25 000 more South Africans may find work in the mining industry next year, bringing relief to the country's serious black unemployment problem

That is apparent from information supplied today by Mr Tony Fleischer, head of the Employment Bureau of Africa Limited (Teba), the organisation which recruits most of South Africa's mine labour.

He said black mine labour was expected to stabilise next year at 60 percent local (including Transkei and Bophuthatswana) labour and 40 percent foreign labour

Mr Fleischer gave the current ratio as 54 64 respectively

This means

- Local labour may be expected to increase by about six percent roughly 25 000 men bringing the local stake to almost 260 000 out of the 430 000 jobs for which Teba provides labour.
- Local labour then will have almost trebled from the early 1970s
- The dramatically changed labour pattern is saving South Africa millions of rands in foreign exchange that would have left the country under the old dispensation.

COMMITMENT

Mr Fleischer does not envisage any significant changes in the labour ratio after next year's stabilisation

"We cannot ignore our commitment to the experienced workers from neighbouring countries who have served us loyally for many years," he said

Local recruiting offices had been "overrun" with unemployed men this year

In the process the number of blacks employed by mines which Teba serves reached a record total of 434 302 in October

By the same token the

purse, that

the problems they

p owner, or

people in the

s, doctors and

lity figures" in

may expect to be

given prominent positions in the project and are insulted if this does not happen. For example, in the Ipoti creche project, there was no emphasis on specifically including the most educated people in the area, although the project was generally advertised and it was open to everyone to come forward and play some role if they wished. A group of teachers and a priest were very insulted by this and told government officials and local people that the project was run by a clique and that it was going to be a business for that clique and not a creche anyway.

The occurance of clic controlled projects, the suspicion of them and the antagonism they generate is pretty general and influential.' In Kwa-Zulu there is a creche project which is

being assisted by a local development agency. An old lady had been looking after large numbers of children for years, and the project was to turn tre set-up into a formal creche with a special building and later other staff. When the old lady's son heard of tre plans for the creche, he advised his mother not to get involved because a project in an area always means power struggles and group conflicts and she would be drawn

A support the creche project

that no land is attrce-- [illegible]

with machines or labour, they can ensure that new project members do not get hawking licences to sell whatever they produce, that the activity is declared illegal, etc.)

Anotn [illegible] is that it inhib [illegible] involvement from local [illegible] ed in projects mainly [illegible] er any attempts by the [illegible] esponsible for the pr [illegible] has arisen at the ze [illegible] in control and so [illegible] ll initiative from ordinar [illegible] confidence and either [illegible]ely or accept a subservient role. Thus the project has no real popular base and it cannot really work.

at this time of the year has been eliminated

MAINTAINED

Last Friday, December 15, the black underground complement was little more than two percent short of full employment — compared with a shortage of almost 20 percent two years before

"In fact we can say we have maintained full employment," Mr Fleischer said

"A slight drop is necessary at this time to guard against excessive overemployment in the new year when many men with re-employment guarantees will return," he said

15. EXPERIENCE OF "DEVELOPMENT" LEADING TO A CHANGE IN CONSCIOUSNESS.

In various parts of this paper I have mentioned but not isolated the importance of the educative aspects of being involved in

Mining Labour

211

16. 1 79

12-79

21

211

TUESDAY January 16, 1979

A lead for S Africa on the mines

GOLD-MINING'S unending stream of wealth has brought, and brings, vast prosperity to South Africa. It has, however, been one of the anomalies of the industry that many of the people who toiled to produce the wealth barely shared in it: black workers traditionally were appallingly paid, badly housed and subject to the rigours of migratory labour existence.

In recent years, paralleling some of the more hopeful changes which the country as a whole has been undergoing, the gold-mining industry has been making its own welcome adjustments. Anglo American Corporation has been a leader in this and, as a feature article we recently published revealed, fundamental improvements are being effected

These, as we indicated, stem from recognition of the need to aim at a more permanent, higher skilled, more productive and better paid black labour force Given the nature of South African society, there are enormous obstacles to bringing this about rapidly. But new housing is being created to replace the old and frequently awful compounds, pay is getting better and the treatment of workers more enlightened

A fascinating, and deeply significant, aspect of the process concerns what used to be strict ethnic division, with black workers kept in large groups within compounds according to tribal origin. Tribal faction fights became an accepted feature of gold-mine life with periodic outbreaks of mass violence leading to death, destruction of property and interruption of production

After investigation, Anglo is now applying the principle that men who work together underground live together.

And lo and behold, the happy experience thus far is that inter-tribal violence is barely a factor

That has far-reaching implications for the gold-mines — and for South Africa. Because it runs totally counter to all that the Nationalists have preached and practised: that people must be divided and separated to ensure peace and harmony.

Instead, the mines are proving exactly the opposite It is through people working and living together that antagonisms and conflict disappear.

If the principle works on the gold-mines for black workers, why not for the whole of South Africa?

Miners' union and police clash

STAR (211) 26/1/79

By Sieg Hannig
Labour Reporter

Police and the Mineworkers' Union have clashed over the treatment of white miners during investigations into the fire which killed 41 men in the Vaal Reefs gold mine last month.

Colonel M van der Merwe, CID chief for the northern Free State, commented: "We are still busy with investigations. The docket will be put before the Attorney-General."

He declined to comment on specific allegations which Mr Paulus makes in the latest edition of his newspaper The Mineworker, beyond stating: "Nobody was threatened with being locked up."

Mr Paulus alleged that

- Two union members were threatened with being locked up when they refused to make statements to the police at the Vierfontein police station
- The local organiser of the union was similarly threatened when he told the station commander that the men were not compelled to make statements and could demand legal representation

TABLE 29: ACTUAL [illegible] RALS PRODUCTION[1/]

	Plewman 1970[2/]	[illegible]	[illegible]	[illegible]	[illegible]uction, 1976	1970-76 Max. 1971-76 if not 1976
Copper	121,7	[illegible]	[illegible]	[illegible]	97	
Iron Ore	7 910	[illegible]	[illegible]	[illegible]	563	
Chrome	1 244	[illegible]	[illegible]	[illegible]	09	
Manganese	2 760	[illegible]	[illegible]	[illegible]	03	5 881(1975)
Coal	51 450	[illegible]	[illegible]	[illegible]	59	
Asbestos	268	[illegible]	[illegible]	[illegible]	370	
Others	n.a.	n.a.	n.a.	n.a.	n.a.	
Gold[4/]	980	980	980	980	713	Monotonic decline 1970-76
Diamonds[4/]	7 803	11 314	11 314	7 803	7 023	7 565[5/] (1973)
Platinum[4/]	100 (index)	170	170	n.a.	n.a.	

Notes to table :

1/ Units are thousand (metric) tons - except for gold (tons), diamonds (thousand metric carats) and platinum (index).

2/ Plewman's 1970 figures are not projections but refer to the 1968 - 1970 averages of the physical volume of sales (exports and domestic consumption); for gold, diamonds and platinum, see note 4/.

3/ Our 1970 figures are 1968-70 averages of physical production.

4/ Plewman does not give output levels for gold, diamonds and platinum; but it is possible to deduce what he is assuming given his technical assumptions and his employment projections. The 1970 figures for gold and diamonds are 1968-70 averages of physical production (since a sales figure is not available for gold; and in the case of diamonds there is a significant difference between sales and production), and for platinum we have used an index.

5/ The decline between 1970 and 1976 of diamonds production is not monotonic. The figure for 1973 is higher than those for the other years 1971-76.

Union call for profit controls

(211) 30/11/79

By Sieg Hannig, Labour Reporter

The Mineworkers' Union president, Mr P C C de Jager, today proposed that the Government should control profits by fixing a percentage and having cost and retail prices marked on every item

Thus the consumer would become the State's watchdog, he told the union's annual congress in Johannesburg.

If workers did not get adequate pay increases this year they would have to stand together — "even if this would give rise to countrywide strikes," he said

Employers, at the insistence of the Government, had granted minimal pay rises in recent years In all instances these were lower than the rise in living costs But the Government had done nothing to restrain prices, Mr de Jager said.

Mr de Jager announced that the union was about to apply for an amendment to its registration to allow the admission of whites in other industries who were concerned about their future and sought protection

White workers, he said, were expecting a black onslaught on their jobs as never in the past.

Looking at the number of training facilities introduced for blacks, he said, it was alarming that only one centre existed where whites could be upgraded for better jobs

Black miners' pay has risen 600 percent in six years

Star 2/2/79

(211)

Labour Reporter

Black underground workers in the South African mining industry are earning six times the wages they earned six years ago, the Chamber of Mines reports in a review of working conditions.

The review describes the country's black mineworkers as "the best cared-for workers in Africa."

This is demonstrably true as a general statement, it says with reference to the size of the industry, wages, food, accommodation, medical, social, welfare and recreational provisions

The Chamber points out that:

- Since the 1972/3 gold price spiral, gold mines have spent or committed nearly R350 million on accommodation — almost half on improvements and the rest on new hostels and houses.
- More than 3 000 houses for married blacks are under construction or [illegible] for completion in

'SA tops for black miners'

3/2/79 R.D.M (211)

SOUTH AFRICA'S black mineworkers are the best-cared for in Africa, according to the latest newsletter of the Chamber of Mines.

"As a general statement, considering the size of the industry, the wages paid, the food, accommodation, medical, social, welfare, sporting and recreational provisions, this is demonstrably true," the newsletter said.

In a 13-page review of black workers on the mines, the chamber said working conditions had improved as a result of technological advancement.

Wages of black underground workers were now six times higher than six years ago and since 1972-73 the gold mines had either spent or committed nearly R350-million on accommodation facilities for blacks, the chamber said.

The better living conditions and wages had been made possible by the increased gold price, and, in the case of the coal mines, by greater productivity as a result of mechanisation, an improved domestic coal price formula and export contracts.

"The motivation was the moral requirement to move away from what was an unacceptably low wage structure forced on the industry by the economics of a fixed gold price, the need, for socio-political reasons, to reduce the gap between races and the need to be more competitive with domestic South African wage structures."

The review added that scope for further improvements in wages depended on the willingness of white workers to accommodate the progress of black mineworkers into more skilled and productive work and on the removal of statutory imposed race discrimination in the workplace. — Sapa

Mines spent R560-million on Black wages in 1978

Sun Exp, 4/2/79

LAST year South Africa's gold mines spent R560-m on Black wages and R130-m of this was sent home by way of deferred pay and remittances by the miners

Of this R130-m, R60-m found its way to Lesotho, Mocambique and Malawi These governments stipulate that their migrant miners transfer 60% of their pay to their home country.

The mining houses have earmarked another R400-m to improve the quality of life for Blacks on the mines.

The funds will be used to provide married quarters and more sophisticated hostel accommodation

Last year some 500 000 Blacks rolled up for employment in the gold mining industry, which represented a turnover rate of about 130%.

In 1978 employment conditions were buoyant for Black mine labour, with many mines over the 100% complement mark

By PAUL DIAMOND

Black underground wages on the gold mines now average R130 a month with the addition of cash in kind — for food, accommodation, and medical care — amounting to R50 a month.

Today, according to TEBA, The Employment Bureau of Africa, the ratio of Black to White wages (basically unskilled to skilled) is seven to one

Six years ago the proportion was 18 to 1

This reflects the very considerable boost given to Black wages by the mining industry, and also highlights the fact that South African Blacks are being attracted to the mines by the pay and the short contracts

South African Blacks now constitute 50% of the mines' Black complement, or double the proportion of local Blacks working on the mines in the early Seventies.

The latest monthly report issued by the Chamber notes in an article on higher Black wages that the scope for further improvement depends on:

- The economics of the industry, especially the ability to contain costs through greater productivity,
- The removal of statutory imposed race discrimination in the work place,
- The willingness of White workers to accommodate the progress of Blacks in more skilled and productive works

"The need to continue maintaining acceptable minimum wages for Blacks and, where possible, to increase them, does bear on the escalating costs equation which has critical implications for both wage and employment levels."

While the industry talks glibly of Black advancement, the simple fact is that it is held in check by the inexorable Mine Workers' Union, which is showing no signs whatsoever of abandoning its militant stance over job reservation

The labour-intensive gold mines are paying heavily for job fragmentation and over-full Black worker complements.

Up to 1981 about R350-m has been earmarked for Black single accommodation and no less than R36-m for 3 000 Black married quarters, which are either under construction or will soon be completed

Groups like Rand Mines and Anglovaal are spending R50-m and R18-m respectively to better their Black living conditions.

At Rand Mines' new Rietspruit colliery about R11-m is being devoted to Black married quarters.

(The Government has given the mine permission to house an unprecedented 85% of the Black labour force with their families.)

n 4:

irms for the reasons why they did not want to employ more technicians than they indicated in Question 3. Six firms hat they had no need for more technicians than they had indi- in Question 3. The following table shows the relative frequency ere advanced by the other 27 firms.

indicate up to three factors which they om employing more African technicians

irms in Durban sample indicated that a three most important which prevented ore African technicians than they indi-

F A C T O R
ade Union/Industrial Council restrictions
ar of reactions of White employers
prenticeship Board restrictions
b reservation
sumed illegality of placing Whites under ricans
ed tape associated with employment of ricans
fricans not regarded as capable/'correctly' rientated
efer to employ Asians
eparate offices/toilets/canteens required y law

hey thought a language and communication e answers are summarised in the following

ch firms in Durban sample indicated their ranging from 1 being 'urgent' to

Urgent	1.	2.	3.	4.	5.	Not Urgent
	18	6	4	3	2	

Dit was pligsgetrouheid en besorgdheid oor die toekoms van sy kinders wat John Peddie, 45-jarige mynwerker by die Ochta-diamantmyn, vandeesweek kaalvoet, sonder hoed en water, 140 km ver deur die skroeihitte van die genadelose Richtersveld, halfwoestynwêreld, laat stap het nadat hy sy bus verpas het. Hier is die dapper man se verhaal:

Pa kaalvoet deur woestyn

Rapport 11/2/79 (211)

Van JAN TERBLANCHE
SENDELINGSDRIF

„MY voete was oortrek van die blase, my liggaam kapoet, maar ek het aangehou. Daar om het ek vanda nog my werk, en my vyf kinders kan aangaan by die skool." Dit was John Peddie, 45, se eerste gedagte toe hy, tot die dood toe moeg, gevind word ná sy moordende staptog van 140 km deur die Richtersveld

„Dit was nou op Anniesfontein waar ek gekry is. Daar was water en met die dorsgeit van die stap het ek nou nie gevoel om daar weg te gaan nie. Hier moes die mense my maar kry Ek kon nie verder nie"

Anniesfontein is 30 km van die Octha-diamantmyn, waar John werk en sowat 150 km van Port Nolloth aan die weskus.

John het vir sy pa, vrou en vyf kinders op Kharkams (die landkaart sê Garagams) gaan kuier. Op pad terug met die bus na die myn was dit baie warm en die mense het skoene uitgetrek.

Op Port Nolloth is vir 'n lafenis stilgehou en John het 'n ou vriend raakgeloop. „Toe ek weer kyk, is die bus weg Met my skoene, hoed . . . alles."

Hy het probeer „gelee" soek na die myn, maar vergeefs Die goed ry nie so baie hier nie, sê hy Hy het die Vrydag en die Saterdagaand by sy vriend geslaap, maar teen Sondag het die „verantwoordelikgeit" hom vreeslik gery. Toe het hy maar in die pad geval en gehoop vir 'n geleentheid.

Heel gou was sy voete baie warm en sy keel kurkdroog Toe 'n windpomp langs die pad net ondrinkbare water oplewer, is hy binneland toe om dáár water te soek.

Al vyf John se kinders is in die skool en dit is dit wat hom aan die gang gehou het terwyl die klippe sy kaal voete gesny en die son ongenadiglik van bo gebrand het Êrens tussen die koppies het hy by 'n barmhartige 'n bottel water gekry, wat waarskynlik sy lewe gered het.

„Dit het donker geword en met die een paadjie wat hier loop en die ander daar, het ek later nie mooi geweet waarheen nie" Hy was op die rand van verdwaal, want die Evkom-kragmaste, wat sy riglyn was, het hy ook iewers misgeloop

„Ek het gewag vir die maan en toe sommer rigting gevat Dit was maar alleen en die goed het my bygekom. Eers was daar die kinders en losiesgeld en dan was daar die slange Ek was vreemd met die wêreld"

Hy het ook baie gedink oor sy sondes, sê John. „Ek was maar stout toe ek jonk en ongetroud was en het gedink ek het miskien êrens fout gemaak Dit moes nou die slae wees wat ek kry"

Die son het weer vir hom opgekom, maar die hitte, tot 42 grade C, het saamgekom. By die Oranje wou hy nie water drink nie, want „my voete was onder my uit en miskien kan ek mos in die rivier inval En wie van die mense sal dan dink om my in die rivier te loop soek?"

Padlangs, waar die gruis sy teer voete ekstra gevreet het, het hy op sy oase afgekom Anniesfontein. Daar het hy sommer gaan sit en daar het die mynmense hom gekry, tot die dood toe moeg met sy voete in die lug, weg van die warm aarde.

Hy het oorgenoeg tyd gehad om te dink, sê John. Hy het baie stories gehoor v[illegible] mense wat hul voete so stukkend stap maar dit nooit eintlik geglo nie. Maar hy het dit ondervind, sê hy.

Die verskriklike son het ook die vrees by hom laatontstaan van 'n siekte, waarvan hy die naam nie eens geken het nie Sonsteek. Hy het darem nie gevoel sy verstand gee pad nie"

Sy merkwaardige staptog het 'n blywende indruk gelaat op sy werkgewers. Mnr. Bernard Haye, bestuurder van die myn, sê John is nou byna ses jaar daar en is een van hulle beste werkers Hy hoop dat sy poging as voorbeeld sal dien vir ander werkers

Oor sy prestasie is John maar beskeie

Is dit dan nou werklik so 'n groot ding? Toé het ek gewens ek kon hom later saam met my in die vliegtuig vat en die wêreld wys waaroor hy geloop het Die punt van die Namib-woestyn lê digby.

Na 'n bietjie noodhulp was hy die volgende dag weer op sy pos, al het dit gegaan asof hy op eiers loop met sy gesalfde voete.

Dié week moes John weer, ná sy uitmergelende stryd teen die natuur, terug na Kharkams. Hy het sy pa, wat 93 jaar oud was, gaan help begrawe. En weer is hy terug.

Heel filosofies sluit hy af „Ek is nie spyt ek het gestap nie. Ek het darem nou die ondervinding ook."

Nog nooit in sy lewe het hy so baie gedink as juis in daardie twee dae en een maanlignag nie.

2 10

Eleven-shift arrangement

Hansard 3 (164) 23/79

*13 Mr R B MILLER asked the Minister of Mines

Whether he will make a statement on the extention of the eleven-shift arrangement to additional mines

The MINISTER OF INDIAN AFFAIRS (for the Minister of Mines)

The extension of the eleven-shift arrangement to additional mines has taken place by agreement between the workers and the mine managements concerned and is in accordance with the recommendations of the Commission of Inquiry into the Possible Introduction of a Five-day Working Week in the Mining Industry of the Republic of South Africa. I do not consider it necessary to make a statement on the matter

(211)

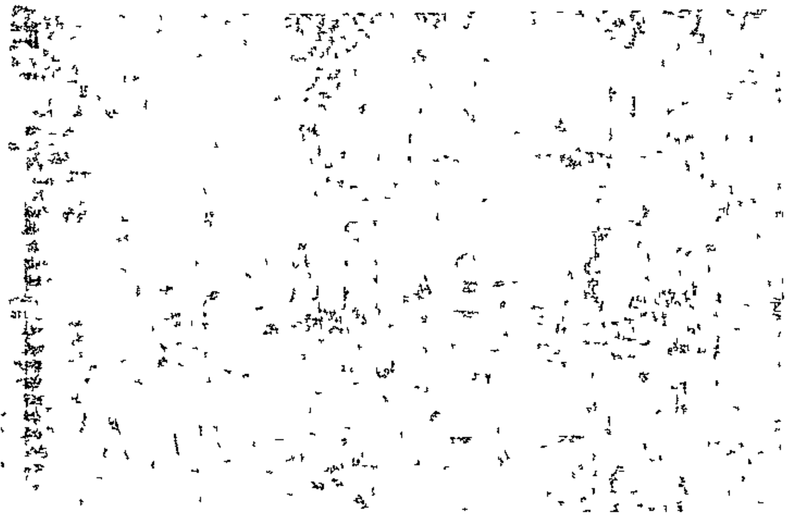
ALLES NET VIR ARRIE

En Paulus sê: ‚Elke wit werker bo die ekonomie'

Van EDDIE BOTHA

OKIEP

„AS ek moet kies tussen die land se ekonomie en die belange van my lede, stel ek elke blanke werker eerste." So praat Arrie Paulus, 50, hoepriester van die 16 000 manne van die blanke Mynwerkersunie.



IN DIE klubs en die kroee sit en tob die geharde mynwerkers oor die groot ding wat hul gemeenskap getref het, die „strike" soos hulle dit noem En dis hoe hulle oor 'n paar kappe sit en praat·

„Ek is 'n stoper Ek het een arm en ek was twee jaar in die boop. En nou, en nou meneer, vra jy my hoekom ek staak?

‚Ek sal jou sê meneer, ek staak uit simpatie met die ouens op Okiep Maar, meneer, dit is nie die eintlike rede nie Ek sal jou sê wat is die eintlike rede.

„Sowaar as een Here, meneer, 'n kaffer gaan nie my werk doen nie Ek is maar net ou Rudi met die een ram Hoe lyk ek vir jou?

„Ek, ' ou' Rudi het die een arm, verdien R1 600 maand. En nou nou Rudi met die een arm. Maar, ek kan my werk doen beter as enige iemand anders. Ek is nie verniet 'n stoper nie.

„En nou 'è daai kommissie, wat sy naam sê kommissie, ou Rudie is in sy moer

„Oraait, dit mag so wees, meneer Maar jy, meneer, jy gaan suffer as ou Rudi in sy moer is.

„Jy lyk vir my al na 'n meneer met jou pakkie klere aan hier tussen ons. Ek is BJ.

„Vir twee-en-veertig jaar was ek 'n developer op die myn Nou is ek gepensioen. Elke maand kry ek R180. Kan jy daartop leef, meneer? Ek vra jou?

„Ken jy jou Heiland, meneer? Ek ken hom. Ek leer hom elke aand ken wanneer ek [illegible] asem kan

Die gesprek was dié week op Okiep, van waar die mynwerkerstaking uitgekring het.

Vir Arrie Paulus is die MWU-manne bereid om te staak, hul pensioenvoordele prys te gee en hul mynhuise te verlaat En op sy bevel is hulle gereed om dadelik na die diep skagte terug te gaan

‚Soos elke goeie Afrikaner bekommer ek my natuurlik oor die landsekonomie, maar ek is aangestel om na die belange van my lede te kyk en dit doen ek "

Hy sê hy het twee jaar gelede gewaarsku dat n bom die land sal tref as werkgewers probeer om die blanke mynwerkers „uit hul poste te dwing met goedkoop nieblanke arbeid" Wat die land nou ondervind, sê hy, is die dun punt van die wig die blanke mynwerker se verset

„Okiep se stakers kom eerste Oor die houding van my sal ek gekruisig word, maar dit sal nie geregverdig wees nie "

Sy simpatie lê ook by die stakende mynwerkers aan die Rand Of sy bestuur dit steun, maak nie vir hom saak nie. ‚Vir my was dit 'n gebaar van eenheid "

„Ons gee nie om dat daar bruin of anderskleurige mynwerkers is nie " sê mnr Paulus Maar dan moet hulle nie in myne opgeneem word waar die werk vir blankes opsygesit is nie Ons sê ge-

by die Britse werkers wat die land met stakings verlam het

Ek het noue kontak met die vakbonde daar en ek is oortuig dat die werkers se versoeke om hoer lone geregverdig is "

Dié week se woelinge in die mynbedryf is nie die eerste waarmee Arrie Paulus te doen het nie Binne die eerste maand nadat hy dertien jaar gelede as vakbondsekretaris aangestel was het hy sy vuurdoop gehad

Ek was gelukkig Alles het net reg verloop Die werkers het goeie verhogings gekry en die ander sake is opgelos "

Nou staan hy voor sy grootste krisis „Dis 'n donker tyd wat vir die blanke mynwerker voorlê," sê hy „Maar as hulle verenig soos nou, is daar hoop "

Is hy lid van die HNP? — Nee, ek is 'n ingeskrewe lid van die Nasionale Party in Krugersdorp Was ek lid van die HNP, sou ek moontlik lankal die politieke terrein betree het."

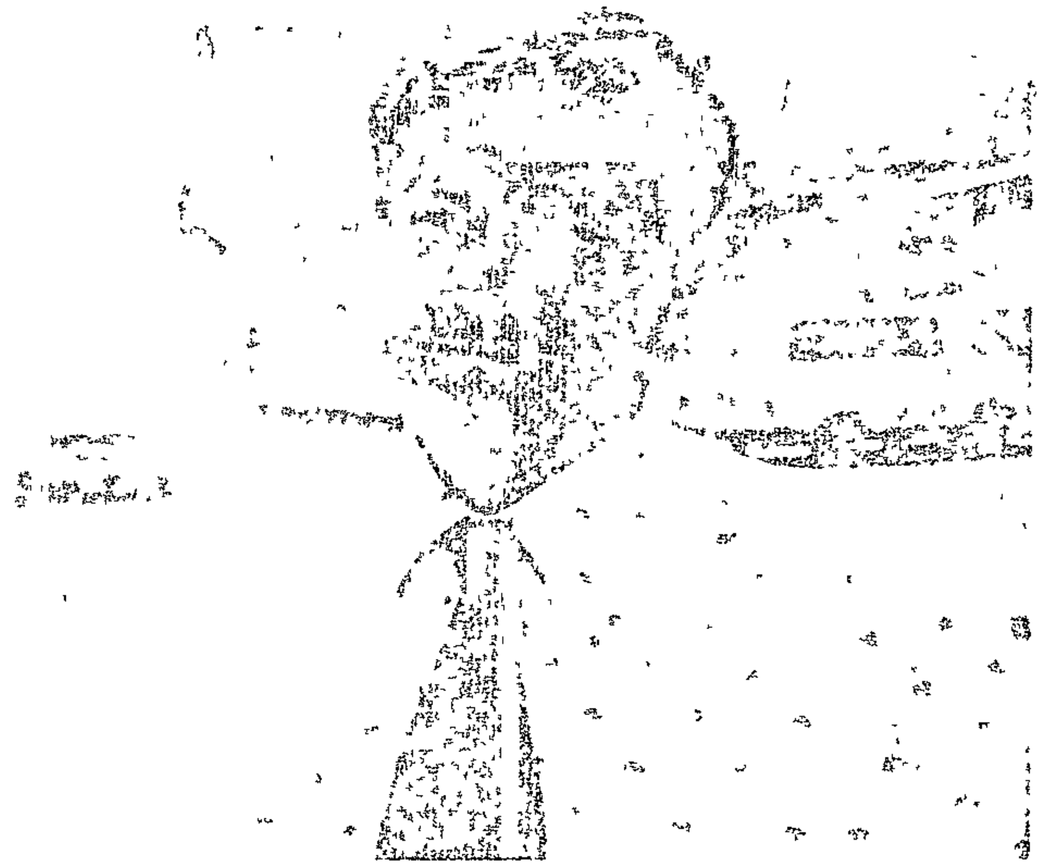
'n Rassis is hy ook nie, sê mnr Paulus

Die twee swart werkers op sy kleinhoewe by Muldersdrif word goed behandel

Maar vir gemengde sport, hotels en teaters sien hy nie kans nie Ook nie vir 'n gemengde vakbond wat na die belange van alle werkers kan omsien nie

Terug na die staking ‚Dit was van die begin af 'n skoon geveg," sê mnr Paulus „Die aantygings van sabotasie' by Okiep verwerp ek met minagting

Maar die mynbestuur was kleingeestig, beweer hy „Die oggend ná besluit was om te staak, het hulle opdrag gegee dat die mynklubs gesluit word Sor [illegible]



ARRIE PAULUS, vandeesweek by die Okiep-myn Dis hier waar die staking begin het wat later landwyd uitgekring het (Foto's Maurice Crankshaw)

G'n wonder hulle is bekommerd

DIS geen wonder dat Suid-Afrika se mynwerkers so erg bekommerd is oor die verlies van hul voordele nie. Sommige van hulle verdien saam met byvoordele tot R3 000 per maand. En baie van hulle het net tot St. 6 skoolgegaan.

Volgens dienskontrak is die beginsalaris van 'n mynwerker R539 per maand Dit styg met 0,5 persent per jaar tot 'n maksimum van 12,5 persent. Maar daarby kom 'n reeks byvoordele soos 'n produksiebonus, 'n drieslaapkamerhuis wat vir R11 per maand gehuur word (water en elektrisiteit kos die huurder geen sent nie) Gratis hospitalisasie, 'n gesubsidieerde mediese hulpplan, verlofvoordele en so meer

„Die maandtjeks van die meeste blanke mynwerkers is sowat R1 000 per maand Maar daar is baie wat R2 000 na R3 000 kry, en 'n paar kry R3 000 per maand " sê n woordvoerder van 'n myngroep aan RAPPORT

Die huur van 'n drieslaapkamer-huis aan die Rand is maklik tussen R200 en R300 werd en jou water en ligte goed R50 per maand 'n Mens kan sien waarom daar gesê word die mynwerkers het vir hulle deur die jare baie gunstige werksvoordele bedinggekry

Jy kan dink hulle wil sulke voordele nie maklik prysgee nie hulle sal eerder nog beter soek, sê die mynman

Jou motivering moet sterk wees as jy oop oe aan 'n onwettige staking deelneem sê hy

Kragtens Klousule 7 van n vakbondman se diensooreenkoms, beëindig hy dan sy diensooreenkoms outomaties, ongeag hoe lank die stakingduur

Buiten verlies aan loon, die bonusse waarna reeds verwys is en woningtoelae, beteken dit ook dat sy diensverhoging onderbreek en dus vertraag word M a w dit sal n man dan langer kos om by sy maksimum-verhoging na 25 jaar diens te kom

n Staker verbeur ook die reg op verlofbesoldiging vir ononderbrolc ondergrondse diens (wat 125 persent van sy salaris beteken) Daarby is hy in die eerste drie maande na die dienshervatting nie weer op verlof geregtig nie Die man wat dus op die punt gestaan het om sê in April met verlof te gaan, sal nou tuis moet bly

Al die stakers, kan uit hul mynwonings gesit word Indien hulle ná die staking weer in diens geneem word, sal hulle opnuut om 'n mynhuis aansoek moet doen

Die angel in die dienskontrak is dat kontrakte ná 'n staking herbeding kan word en dat 'n myn herindiensneming kan weier weens o m reorganisasie Werkloosheidsvoordele word ook nie in die eerste ses weke van werkloosheid betaal nie

Pensioenvoordele word net soos diensverhogings vertraag vir die duur van die staking, d w s geen bydraes van of werker of werkgewer nie

Bruines verbluf midde-in die staakdrama

OKIEP.

DIE drie bruin mynwerkers om wie dié week se stakingsdrama gedraai het, voel vernederd en teleurgesteld, maar het tog ook simpatie met die 116 wit mynwerkers wat hul werk by die kopermyn op Okiep verloor het.

„Dit is die grootste belediging in my lewe," sê Arashaad Mohamed, 22, dieselwerktuigkundige. Hy is 'n getroude man en die enigste ambagsman wie se werk nou in die gedrang gekom het. Van blanke mynwerkers was daar druk dat hy moes bedank, sê mnr Mohamed. Maar sy eie mense het hom ondersteun.

„Ek is gelukkig in my werk en is van plan om aan te bly en te bewys dat ek dieselfde werk kan doen as die blankes. Ek is opgelei om dit te doen en hulle moet my los."

Oor die stakers voel hy baie sterk. „Hulle verdien om afgedank te word. Die redes vir die staking is swak en ek dink hulle kry net swaar om ons as hul gelykes te aanvaar," sê hy.

Harold van Reenen, 27, ongetroud, is jammer oor wat gebeur het. „Maar ons het mos nie vir die werk gevra nie. Die maatskappy het ons gevra," sê hy.

Ook Solomon Matabele voel jammer vir die mynwerkers wat hul werk kwyt is omdat hulle geprotesteer het teen sy aanstelling. „As ek dit kon verhoed het, sou ek nie hierheen gekom het nie," sê mnr Matabele.

Dis oor dié drie manne se aanstelling dat Frikkie de Waal — reeds 24 jaar in die diens van die Okiep Copper Company — gestaak en sy werk verloor het. As plaaslike sekretaris van die unie is hy een van die leiers.

„Ek voel in 'n mate teleurgesteld dat ons oor so 'n nietige saak afbetaal is," sê hy. „Maar ek is nie bekommerd nie. Ek is nog jonk genoeg om 'n ander werk te soek."

Sy vrou, Tossie, en hul drie kinders — Pietie, die een seun werk nog by die myn — verstaan sy redes, sê mnr De Waal. Hulle steun hom volkome.

In hul sekretaris, mnr Arrie Paulus, het hy en sy lede volle vertroue. „Vir ons is mnr Paulus soos 'n god," sê mnr De Waal.

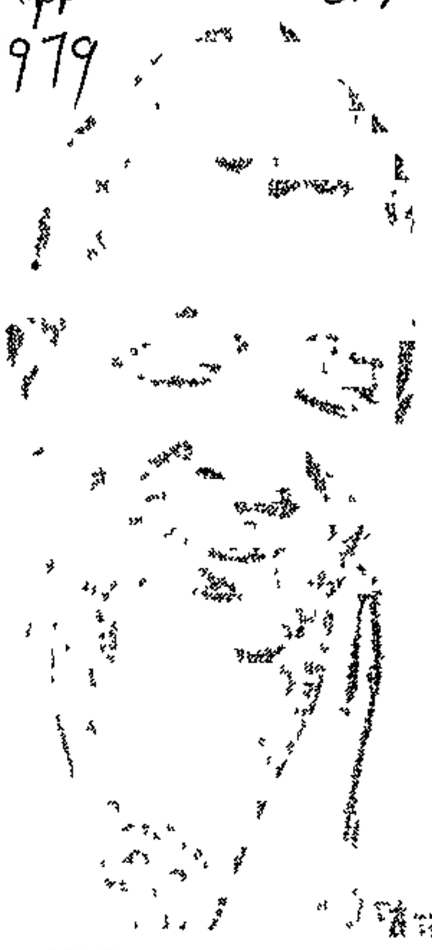
Kosie Jonker, 33, getroud en pa van twee skoolgaande kinders, sê hy staan saam met sy mense. „Ek is 'n bietjie senuweeagtig oor alles, maar het vertroue in my leiers."

Op die dorp, vertel mnr Frikkie de Waal, was daar tot hede nog geen struwelinge tussen wit en bruin oor die hele kwessie nie. „Verlede naweek nog het 'n wit en bruin rugbyspan hier op Okiep teen mekaar gespeel. Dié naweek ook."

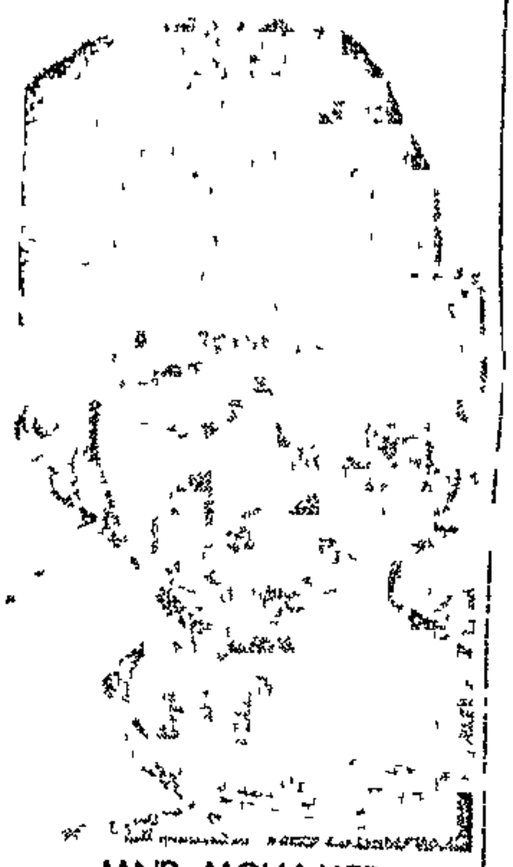
Gister, voor die wedstryd, is daar eers deur die stakers boek geteken. Die stakers se name word aangeteken net ingeval 'n man na sy skag teruggaan.

Rapport 11 Maart 1979

MNR MATABELE



MNR VAN REENEN



MNR MOHAMED

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taken R400 'n maand betaal om my werk te doen. Hulle sê vier kaffers kan meer werk as wat ek kan werk.

„Is dit nou reg? Toe moenie nou stil bly nie. Sê my.

„Ek het vir die Nasionale Party gewerk. Dit was jare gelede. Nou voor ek hoop toe is en toe dr Verwoerd nog geleef het, toe was dit nie te bad nie.

„Maar dit is vandat John Vorster gekom het en gesê het dat die Maori's kan maar kom wat die moeilikheid gekom het. Sê my meneer, het jy 'n dogter? Ek het een.

„Vir watter koerant het jy nou weer gesê werk jy?

„Gmf, George, gooi ons nog 'n ronde. Mac kan betaal.

„Hoe stuur jou koerant dan so 'n outjie soos jy om met ons te praat? Jy weet dan niks en jy sê dan niks? Weet jy wie is De Jager en wie is Forbes?

Hulle sê my die Regering het 'n kommissie aangestel. Die kommissie gaan sê ou Rudie, ek en my pêllie, is no good. Hulle sê my die Regering dink dit ook, maar is te vrekbang om dit te sê.

„En dan vra jy my hoekom ek staak?

„Jy kan dit maar sê, meneer. Ek weet jy dink dit. Ou Rudi is in sy moer.

„Dit mag so wees, meneer. Maar waaragtig meneer, as ou Rudi en sy pêlle in hul moer is, gaan jy suffer.

„Jy sê jy was nog nooit in 'n myn nie. Hoekom kom jy nie vanaand saam met my nie? Nee, nie vanaand nie. Ek strike nog Maar annedag.

„Ek is net ou Rudi. Ou asseblief moet help dat ek nog net een keer kan asembaal.

„Meneer, vir 42 jaar het ek vir die donnerse Jode in die myn geswoeg. Vir hulle ryk gemaak. En nou, nou kry ek R180 'n maand. Die annerdag wanner kry ek 'n brief. Ek kry 'n increase. Gaan glo nou R184 per maand wees.

„Maar jy wou geweet het van die strike. Ek sal jou sê, meneer, die laaities weet nie wat 'n strike is nie.

„Ek het as 'n snotkoppie '22 se strike beleef. In forty nine het ek gestrike. Dit was nou 'n strike.

„Vandag se laaities het te veel scabs onder hulle.

„Jy weet nie wat 'n scab is nie? Laat ek, ou BJ, jou vertel. Dis 'n afrikaner wat slegter as 'n kaffer is. Dis 'n ou wat gaan gatkruip as die anner ouens strike. Dis 'n scab, meneer.

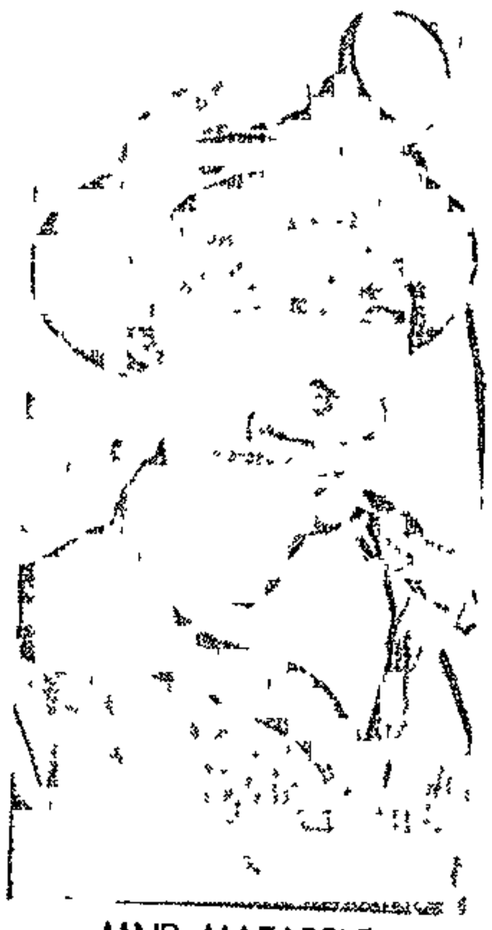
„Dink jy ou Martin is short? Dit is die blerrie dag. Die ouens sê vir my ons kry R6 'n dag strike pay.

„Wel, laat ou Martin jou sê. Daar R6 betaal nie eens vir my vrou se tissues elke dag nie. Nee, ou Martin is orraait. Ek sal surwaaif. As die ouens net hul maaind wil op maak of hulle wel hê ou Martin moet strike of nie.

„Maar jy ken nie vir Martin nie. Ek is soos Al Capone. Ek sê vir die meisies toe sy begin wêk oor die strike, ek sê vir haar: Ou dol, moenie worrie nie. In Jouhies is daar baie karre. As ou Martin short raak, verkoop ons maar die een en dan gaan haal ek vir jou een in Jouhies.

Sure Frikka My [illegible] al nooit 'n Kleurling in [illegible] myne toe laat nie. Dis ook my houding en so sal ek hulle adviseer en lei."

Oor die water lê sy simpatie



MNR MATABELE

Rapport 11 Maart 1979

MNR VAN REENEN

MNR MOHAMED

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ging. Toe moes die stakende lede in kroce bymekaarkom vir ontspanning. Dit ná hulle reeds ledegeld betaal het."

Hy sê hy is bereid om saam met sy werkers swaar te kry. Die mynwerkers is gewoond daaraan. In 1922 is van hulle doodgeskiet. In '48 moes hulle by die publiek kos bedel. Elke keer het die vakbond sterker uit die stryd getree. Ek is vol vertroue dat dit weer gaan gebeur."

Okiep-myn se stakers kan op die unie staatmaak vir 'n daaglikse toelae van R20, sê mnr Paulus. Ander stakers sal ook deur sy unie gehelp word, afhangende van hoeveel staak en hoe lank dit aanhou.

„Met behulp van die stakingsfonds en maandelikse ledegeld kan die unie die stakers 'n paar maande dra. Ek is ook bereid om finansieel op te offer. Wat goed is vir die lede, is goed vir my."

Teenoor die nie-stakers op Okiep, sê mnr Paulus, is daar geen kwade gevoelens nie. „Maar", waarsku hy, „wanneer die dag kom dat hulle by die unie om hulp aanklop, sal ons onthou dat hulle nie wou staak nie."

Hansard 6 Quest. Col. 404

14/3/79

211

Money orders from Mozambique

*7 Mr W M SUTTON asked the Minister of Finance

(1) Whether payment of wages to mineworkers from Mozambique is still made to the Government of Mozambique, if so, (a) in terms of what agreement and (b) who are the parties to the agreement;

(2) whether it is the intention of the Government to continue the arrangement indefinitely, if not, when is the agreement to be abrogated.

The MINISTER OF FINANCE

(1)(a) and (b) Yes. Payment of that portion of wages which is deferred is made to Mozambique on behalf of the individual mineworkers in terms of the agreement between the Governments of South Africa and Portugal concerning the employment of workers from Mozambique on certain mines which was concluded on 13 October 1964 and which still remains in operation.

(2) Yes, as long as the arrangement exists.

Hansard 6 Quest Col 410 14/3/49

Q11

Mineworkers' Union grievances

*12 Mr R.D. MILLER asked the Minister of Labour

Whether he will call for the establishment of a committee representing the Mineworkers' Union, the Chamber of Mines and the Department to investigate Mineworkers' Union grievances relating to the relaxation of job reservation in the mining industry, if not, why not.

†The MINISTER OF LABOUR

No, because this matter is already included in the reference of the Commission of Inquiry into Labour Legislation (Wiehahn Commission).

Strike effect on production minimal

RDM 16/3/79

By DON ROBERTSON
Mining Editor

THE seven-day miners' strike had a negligible effect on production, according to the Chamber of Mines and mining houses canvassed yesterday. But it was conceded that the full implications of the work stoppage would not be known for some time

Initial estimates show that production, even at Rustenburg Platinum, which experienced the biggest walk-out, was well maintained — and in some cases improved

On the gold mines, a "very keen" force of surface officials, helped by miners who refused to heed the call by the Mineworkers Union to strike, were able to keep production up at normal levels. Where this was not possible, stockpiles were used to keep recovery plants operating at full capacity

To achieve this, however, it was necessary in some cases to pull miners out of development work to maintain an unchanged feed of ore to milling plants For mines which do not have a reasonable advance on development ahead of mining, this could retard mining in the next few months

However, it is expected that many miners, who have been out of work for a week and have lost accumulated benefits, will be prepared to work additional overtime, even to the extent of a 12-shift fortnight In this event, the backlog of development work could be overcome within about two months — before it begins to hamper mining operations

At Rustenburg Platinum, where 84,9% of MWU members stayed off until the last day of the strike, the effect on production is not yet known The average production pipeline is between two to three months, and by drawing on stockpiles it is hoped that the pipeline will not be affected

The Gold Fields group said there had been no overall loss of production and that in some cases production had increased It is believed that Doornfontein mine was able to build up its stockpile for the first time in many months.

Production at some coal mines was affected, but because of the substantial stockpiles held by power stations, there was no fear of electricity cuts

Miners at the Rooiberg tin mine refused to walk off in spite of pressure from the MWU

On the Free State Goldfields, striking miners represented only about 30% of the workforce, and the figure was perhaps lower on the Evander mines owned by Union Corporation In 1960, Free State miners who went on a wild-cat strike were found guilty in the Welkom Magistrate's Court and fined R5 each

It is pointed out that morale amongst surface officials was particularly high and that an attitude of "we'll show them" prevailed One mining house believes that, with labour arrangements as they were, it could have held out for a "prolonged strike" without losing any production

Intimidation of willing workers was, however, a problem and one which the industry intends to counteract should another strike occur

The quarterly reports, due in the middle of next month, will show the effects, if any, on mill throughput, although not necessarily on mine production

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211

ROAD BREAKDOWN SERVICE

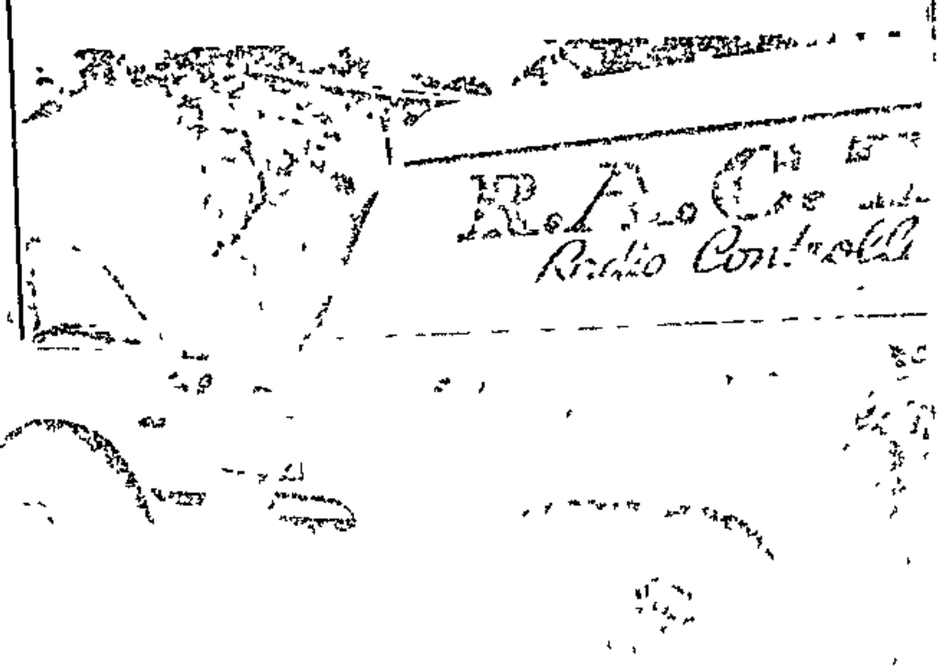
RACT Breakdown Service is mechanical "first ..." at the roadside and the effecting of temporary adjustments or repairs that will enable the member's vehicle to proceed on its way or to be driven or towed to the nearest Service Depot Service is rendered to the membership holder only and is applicable to operators of cars, commercial vehicles and motor cycles Free towing is limited to vehicles not exceeding two tons when loaded (See Towing Service next page)

In Hobart, Launceston, Devonport and Burnie, RACT road service units give 24 hour protection every day of the year Accredited Agents are available to render breakdown services in other areas

Free service is extended by the Club and its Agents within a 20 mile radius of the nearest RACT Depot from the location of the breakdown A maximum of 1 hour's labour is provided at the roadside

In the event of a member being unable to contact a RACT Road Service Agent, assistance should be sought from another garage subsequently paying for the service and applying to the RACT for reimbursement of the appropriate road service allowance

Service does not apply following an accident or for general maintenance work. Wheel and tyre changing carried out and punctures are mended if no spare wheel is available 'At Home' service is extended when a member's vehicle unexpectedly will not start, breakdowns on the road receive preference in the allocation of calls Any parts or supplies delivered by Club patrol or Agent, must be paid for by the member at the time of breakdown



No 517 16 Maart 1979

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwese het kragtens artikel 19 (1) (f) van die Wet op Myne en Bodywe, 1956 (Wet 27 van 1956) verklaar dat die vervaardiging van sekere werk waarvan besonderhede in die Bylae verskyn by die volgende myn na sy oordeel van uitsonderlike belang is gedurende die tydperk aangegrens tussen 20 Desember 1979 en [illegible]

Die myn, bekend as Bosjesspruit Steenkoolmyn op die plase Goedehoop 190 IS, Middelbult 284 IS, Vooruitdraai 285 IS, Bosjesspruit 291 IS en Brandspruit 318 IS, gelee in die landdrosdistrik Standerton, provinsie Transvaal, wat tans deur Bosjesspruit Steenkoolmyn, Posbus 3, Secunda 2302, ontginn word.

CP

BYLAE

Alle konstruksie- en vervaardigingswerk by die aanleg van die myn bekend as SASOL II

No 517

(211) (152)

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 19 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the erection of work details of which are given in the Schedule by the following mine is in the national interest for the period between 20 December 1979 and [illegible]

The mine known as Bosjesspruit Steenkoolmyn on the farms Goedehoop 190 IS, Middelbult 284 IS, Vooruitdraai 285 IS, Bosjesspruit 291 IS and Brandspruit 318 IS, situate in the Standerton District, Province of the Transvaal, and at present worked by Bosjesspruit Steenkoolmyn, P.O. Box 3, Secunda, 2302.

SCHEDULE

All construction and manufacturing work at the plant of the mine known as SASOL II

GG 6348

(211) Fm 16/3/73

PHILIP VON WIELLIGH

Mining's St George

A dedicated disciple of the work ethic is Philip von Wielligh, the bosses' man in the mines strike. As president of the Chamber of Mines, he led one of the mining industry's most successful battles, seemingly slaying the mineworkers' dragon, Arrie Paulus. Whether his sword has truly thrust home only time will tell.

At his inauguration as president of the chamber, he spelt out the goals for his term of office. One was "to ensure harmony between employers and employees in the industry and to effect an alignment between the massive wage increases and the recalcitrant level of productivity in the industry."

Sorting out a widespread lack of harmony seems to be the first priority. He won't talk about it, other than to say: "It's a major conflict, but with the necessary degree of responsibility it will be resolved."

A colleague calls him "the complete mining man." Now in his 43rd year at JCI, 62-year-old Von Wielligh, engineer and qualified mine surveyor, indeed knows the industry inside out.

He joined Johnnies in 1936 as a sampler at New State Areas and on the way to the top took in a broad spectrum of activities. Underground manager at Rustenburg Plats; section manager at Randfontein Estates; manager of SA Minerals' manganese mine in SWA; assistant consulting engineer in 1966; and then chief consulting engineer. Today, apart from being an executive director, his briefs include head of the gold division and chairman of Western Areas.

He's immediate past president of the SA Institute of Mining & Metallurgy, a member of the Productivity Advisory Council and of the Board of Management of the SA Institute for Medical Research.

How is he coping with the pressure this week of meetings and negotiations virtually around the clock? "You need a cool head, and a responsible and experienced committee. I have that. Decisions are not a one-man function," he says.

"No man alone can be responsible for doing it all himself. He has to choose the right people to assist him."

Critics say he can be inflexible and a bit pedantic.

"THE BRITISH KNOW HOW TO DO IT"

"And white man puts the white man down,
the volk are led astray,
There'll be weeping in Weenen once again,
no keeping the impis at bay,
And tears will stream from the stony eyes
of Oom Paul in Pretoria Square
He knows we'll all be poor whites soon,"
said Kobus Le Grange Marais —

Christopher Hope, **"Kobus Le Grange Marais"**

Perhaps they're feeling like that now But they didn't then, in the car park behind the Mine Workers' Union office in Westonaria last Friday Not with Arne Paulus behind them

There was no talk of going back to work then There was bravado and anger and expectation And when the word they were waiting for came through from head office — carry on with the strike — they were exultant "This time we'll sort them out"

Who are "them"? The government, the Chamber of Mines, the Press, the blacks "You, standing there in your suit"

So it's not easy to talk at first· "We've had enough of the Chamber's papers and the government's papers" But they do talk after being assured you're not from "a Harry Schwarz paper" or from television — "That stuff's all the Fanie Botha show, man."

The Press lies, the men say The strike is not the miners' fault· "We took a day off When we got back on Thursday we had no jobs — and there were police blockading us and signing us off Who sent them there?

"Suddenly we're criminals. They tell us it's a riotous assembly We go and fight on the border for them and we get this."

But why did they "take the day off"? Simply to support the O'Okiep miners, says one Others disagree "They want blacks to take our jobs, that's what we're fighting Listen, they can give them blasting tickets But they must pay them the same. And give them the same benefits — housing, the lot"

But the mines never do it, say the miners "They know the blacks can never do our work at the same pay. None of them's trained, there'll just be accidents But they just want cheap labour

"Talking of black [illegible] some don't want to go down [illegible] the *baas* isn't there? They [illegible] every day and the officials [illegible] hospital"

The villains, they say, [illegible] Chamber and the government — Fanie Botha in particular [illegible] Chamber is our government [illegible] and he listens. [illegible] bad minister, but this one's unbearable He detests the miners. He's not [illegible] — he looks down his nose [illegible] does what the Chamber [illegible]

The miners have voted for [illegible] for the last time they [illegible] gets the vote in R[illegible] But they also say the Nat[illegible] the forthcoming by-election [illegible] man"

What about their own leader? One man is not so sure about Arne Paulus. "He's a grain of sand [illegible] the union that's important" [illegible] tell you he's the only [illegible] have left But all agree [illegible] behind the union. "The [illegible] know how to do things"

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MINE WAGES

Blacker is cheaper

How real is the white miners' fear of being supplanted by cheap black labour?

The miners say that they don't mind if blacks are allowed to hold blasting certificates. But they do mind if blacks take their jobs. In other words, the fear that if the statutory colour bar goes, employers will undercut them with cheaper blacks.

[illegible] that they're not only talking about pay. They want any black worker who is promoted to a higher job to cost the employer the same as they do. And that means he must get the same benefits.

These are substantial. A white miner not only gets a large piece work bonus on top of his basic pay, but a wide range of fringe benefits too. These include not only medical aid, pensions, sports facilities and the like, but also heavily subsidised housing (rent is R11 to R15 a month and if a man can't get a mine house he receives a large housing subsidy) and free light and water.

The piece work bonus substantially augments basic take home pay, which is now [illegible] a month for a [illegible] for [illegible] for other underground [illegible]. On average white mine [illegible] take home [illegible] and [illegible] as much as [illegible], cost the employer R[illegible] to R30[illegible] a month.

[illegible] the [illegible] and [illegible] to black [illegible] the Chamber [illegible] the [illegible] are worth [illegible] about R[illegible].

[illegible] thus fear that blacks could [illegible] the same basic pay as [illegible] even the same piece rates and benefits.

Black mine [illegible] do not have [illegible]. As long as the migrant labour system — which the mining industry pioneered — remains in force, it seems unlikely that black mineworkers will get the same benefits as white.

An industrial relations man in the industry tells the *FM* that the Chamber's view is that there should be "equal pay for equal work in all respects" should blacks be allowed to do previously white held jobs.

Of course, "equal pay for equal work" has its own problems, as the purists concede. The going rate for white labour is higher than it would be if whites did not enjoy [illegible] advantage [illegible] scientifically [illegible] rate [illegible] likely to fall.

But the [illegible] replies that the question is academic. "Even if the laws were changed, we wouldn't make any changes without negotiating with the existing unions." The industry, he says, "has no wish to get rid of whites — we are simply saying that there are going to be less and less whites available and that blacks will have to take up some of the slack."

FM 16/3/79

THE STRIKE

Back to work

So the bosses won. The miners have gone back after six days — without their accumulated benefits.

To mining men — and mining unionists in unions other than Arrie Paulus's Mine Workers' Union — the outcome is a defeat for Paulus The Chamber of Mines says only 40% of the men were still out when the MWU called off the strike, and one mining unionist believes it did so "because they wouldn't have had any strike left if they'd hung on for longer."

Some people say the final straw came when the Chamber told strikers they would have to pay an "economic rental" of R3 to R6 a day if they stayed on in their mine houses But Chamber industrial relations adviser Johann Liebenberg believes the clincher came when the Chamber promised legal protection to men who feared union disciplinary action if they went back.

Whatever the reason, the union has lost face. "They mismanaged the whole thing," claims a non-MWU union source.

But Paulus doesn't believe the MWU has been struck a serious blow· "It was a worthwhile experience. The miners showed we can count on their co-operation when we need it."

Back underground . . . beaten but unbowed?

Paulus challenges the Chamber's 40% figure. He cites two mines where, he claims, the number of strikers were double the official figures. The union called off the strike in response to a call from Fanie Botha, and that's all, he says.

Paulus also laughs off reports that his union is wracked with top-level dissent and that some of his members want to join other unions. "Claims that we've had officials resigning are nonsense." And as for talk that other unions are planning "poaching" raids on the MWU, "they can come. They'll get nowhere."

Despite the Chamber's view that minimal production was lost, some mining men told the *FM* before the strike ended that their mines were "stretched to their physical limits." Adds Paulus "Wait for the gold quarterlies "

Some people argued that the officials worked round the clock and that losses were slight. Says Underground Officials secretary Doc Coertze. "The MWU are always saying officials are lousy miners. We went out of our way to show them we can do it better than them "

Paulus says that the O'Okiep strike is still on, although he has contacted mine management with a view to negotiations.

The union will lose face again if it cannot win back some benefits. Botha has promised to help by calling on the Chamber to be lenient and by promising the union that he will speed up official dispute-settling machinery if the union declares a dispute on the issue.

Botha followed up that promise with a threat He said he was looking at ways to beef up the laws prohibiting wildcat strikes

The MWU will not now be able to call its men out on a national political issue, such as the Wiehahn Commission findings Its ability to influence national policy by striking has been hammered But the union will still have the ability to block change on the mines

⊙ Despite talk to the contrary, Secretary for Labour Jaap Cilliers says he knows of no move to delay publication of the Wiehahn report in the light of the strike He stresses that the report is still being translated into Afrikaans and shouldn't reach the Cabinet for at least three to four weeks

Housing black miners: one great leap forward

STAR 22/3/79

211

Star BUS

By Stephen Suckley

Black mineworkers' housing at the joint Shell/TC Lands coal operation at Rietspruit must rank among the best in South Africa's vast mining industry

This was the impression gained from a pre-opening Press tour of this modern open cast coal mine situated some 115 kilometres east of Johannesburg

For many of the married workers live in modern houses that would not look out of place in many of the suburbs of our major cities

The houses that have already been built and occupied are attractively designed semi-detached dwellings, and form part of the "lower category" end of the housing development. Each house has three bedrooms with other facilities based on most other white-type housing

Total development calls for 500 units with work on the first phase of 120 under way, with many already completed

Higher category housing will start in the near future These houses will be detached and slightly larger and will include a garage as part of the building

Rents are minimal and water and electricity supplies are free

Single quarters at the mine are designed as eight-roomed bungalows, with private bedrooms for each employee, together with bathroom, toilet facilities and a television lounge The bungalows are airy, uncramped with spacious lawns separating each individual unit

The facilities do not end at housing either, tennis courts and football field, squash courts, as well as bars and restaurants are being built, which will probably make this one of the foremost mines in the country as far as the improvement of social and employment opportunities for blacks is concerned

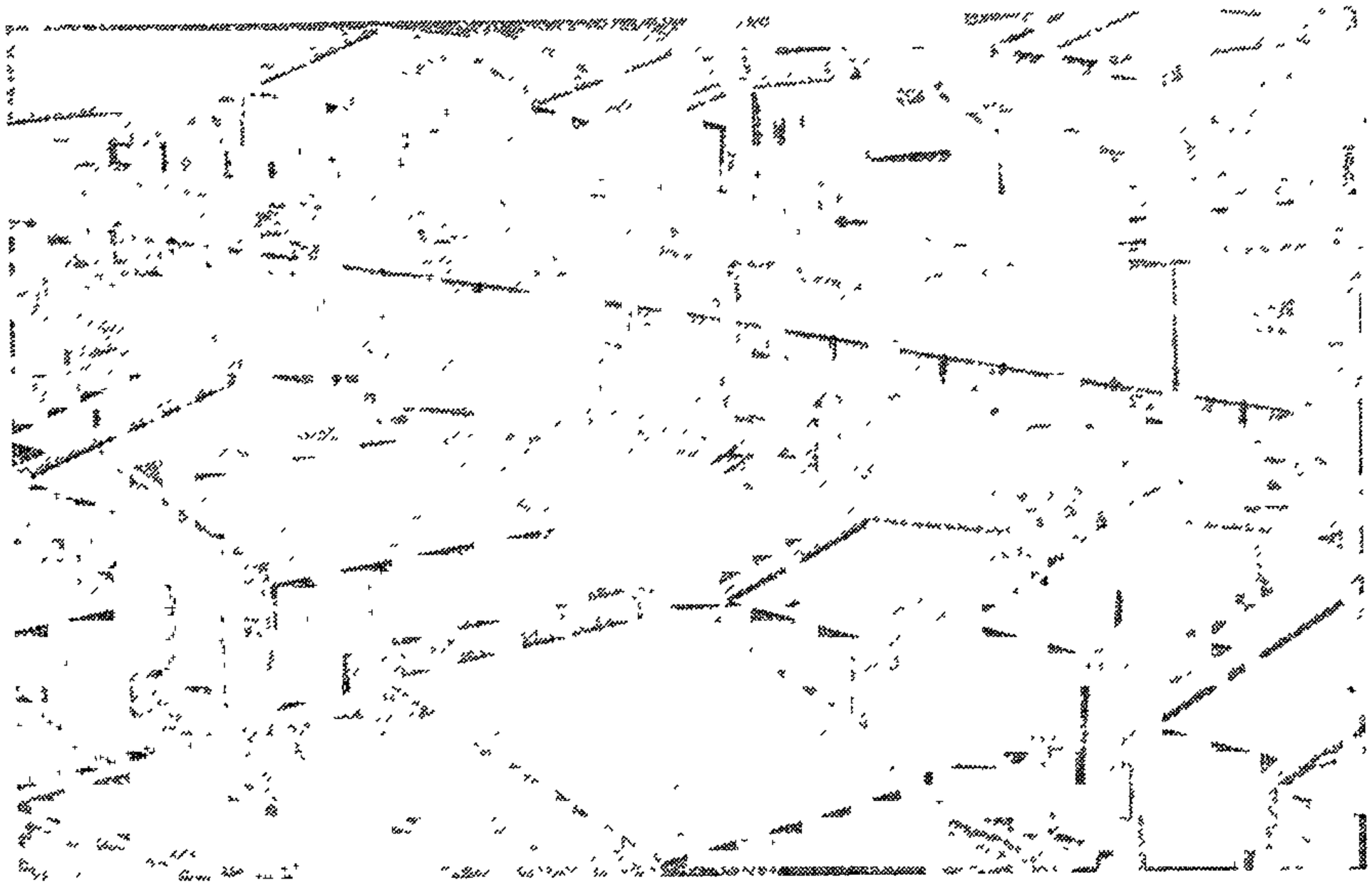
According to a Rand Mines Spokesman this sort of advancement is company policy, and a similar operation is being carried out at the group's Duvha open cast coal mine

All jobs at Rietspruit have been classified into grades and are open to all employees with the necessary qualifications and skills Wages are competitive with a set of nine integrated pay scales based on responsibility

As an example a driver of earthmoving equipment can earn up to R520 a month

The mine is to be officially opened next week by Barlow Rand's chairman, Mr C S "Punch" Barlow Developed at a cost of R200m, the mine is planned to build up to a rate of 4m tons annually by the middle of this year and will increase to 5m tons from 1983

The mine which is an export orientated facility designed to produce 5m tons of coal annually is expected to derive foreign exchange earnings — at current money values of R100m a year for the first 20 years of its life



Modern housing in the lower-paid categories. Men earning more will get larger houses with garages Rents are minimal and services free There are also comprehensive facilities.

MWU strikes 'unnecessary' to protect whites

STAR 23/3/79

(1) 211

(2) ~~213~~

By Sieg Hannig, Labour Reporter

The recent Mineworkers' Union strikes were misguided and unnecessary in terms of their implied objective to protect the position of the white miner, the president of the Chamber of Mines, Mr P A von Wielligh, said today

"We have no intention of replacing the white worker on the mines, nor of depriving him of his employment," he told the annual meeting of the Association of Mine Managers

But he stressed there was an urgent need for progress and change in the South African labour field

Mr von Wielligh was speaking as negotiators of the Chamber and the MWU prepared to meet this afternoon for the first time since the strikes.

No employer could accept the use of the illegal strike weapon as a means of influencing labour policy or of generating support for political attitudes, he said.

"ANARCHY"

To do so would "usher in the kind of anarchy that has paralysed the British economy."

"We had no recourse but to adopt a firm stance and to emphasise publicly that the men, by striking, had broken their agreements," Mr von Wielligh said

"We seek orderly change, brought about on the basis of discussion and negotiation.

"The demands of mining for skilled manpower are going to far exceed the men available to meet them and the white mine worker is a highly valued employee with a special role to play.

"We are not prepared to accept unreasonable demands on the part of trade unions, but neither are we seeking confrontation nor to enforce change that will be to the disadvantage of sections of our labour force," Mr von Wielligh said.

Miner's ordeal inquiry

STAR, 23/3/77

An inspector of mines is to launch an inquiry today after claims that a black miner, Mr Jeans Masemani (27), was lost underground for 22 days without food in the Impala Platinum Mine at Rustenburg.

A mine official confirmed this today.

Mr Masemani, who is being treated for shock and exhaustion following his ordeal, was reported to be "in good condition" by the superintendent of the Impala Mine hospital, Mr H Roos, this morning.

Yesterday, Mr Masemani was confined to his bed and although reported to be recovering well with "nothing really wrong with him" was not permitted to give interviews to reporters.

He was found by a group of mineworkers on the second level of the Bafokeng North number five shaft on Wednesday morning after allegedly having been down the mine since February 28.

WAGE DEMANDS

Battle looms

Heated wage battles between employ and unions are on the cards in two la industries.

On the mines, the Council of Mi Unions, representing the artisan unit as well as Arrie Paulus's Mine Work Union and other production workers asking for a 12,5% rise, plus fringe be fit improvements, including a 9% rise employer and worker contributions to industry's pension fund.

Financial Mail March 23 '7

23/3/79

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The Chamber of Mines, perhaps flushed by its recent victory over the Mine Workers Union, is expected to reject the claim out of hand But the unions insist that they will not accept the puny increases they accepted in 1977 and 1978 (5% and 6%) "This time we're convinced they can afford more," says one unionist

In steel and engineering, Seifsa is faced with a demand for increases on base rates ranging from 28.5% in the lowest category to 14% in the highest The unions point out, however, that going wages are higher than these minima and that the actual increase would not be as great

Though Seifsa is expected to take a tough line on the demands, director Errol Drummond merely replies that "the proposals are being evaluated and will be discussed in early April" After that "steps will be taken to set up the normal collective bargaining structures"

RDM 23/3/79 (211)

Centre for crippled miners

By MARILYN ELLIOTT

IN WELKOM, OFS, this week black and white basketball players crouched together in a sweaty do-or-die game while hundreds of platteland spectators looked on

And while one orange-vested Welkom player passed the ball to his black team-mate for a goal, sport apartheid was squashed under the wheelchairs of paraplegics in a game for dignitaries at the official opening of a new rehabilitation centre for Anglo American miners

The centre — known as "Ithuseng" — that means "Help yourselves" in South Sotho — has been built by Anglo at a cost of R2-million for the rehabilitation of paraplegics and quadriplegics who sustained injury on Anglo American property

Sir Luttig Guttman, founder of the National Spinal Injuries Centre at the Stoke Mandeville Hospital in Aylesbury, England, who officially opened "Ithuseng", said it was one of the finest rehabilitation centres for paraplegics in the world

Building started in September 1977 when senior executives of the corporation gave the green light for a centrally situated rehabilitation centre.

It is being built in four phases, and by 1981 the centre will provide accommodation, employment, recreation, and medical attention for 100 disabled blacks

The patients work there from 8 am until 4 pm they paint warning signs for use underground in mines and make small appliances necessary for the gold mining industry

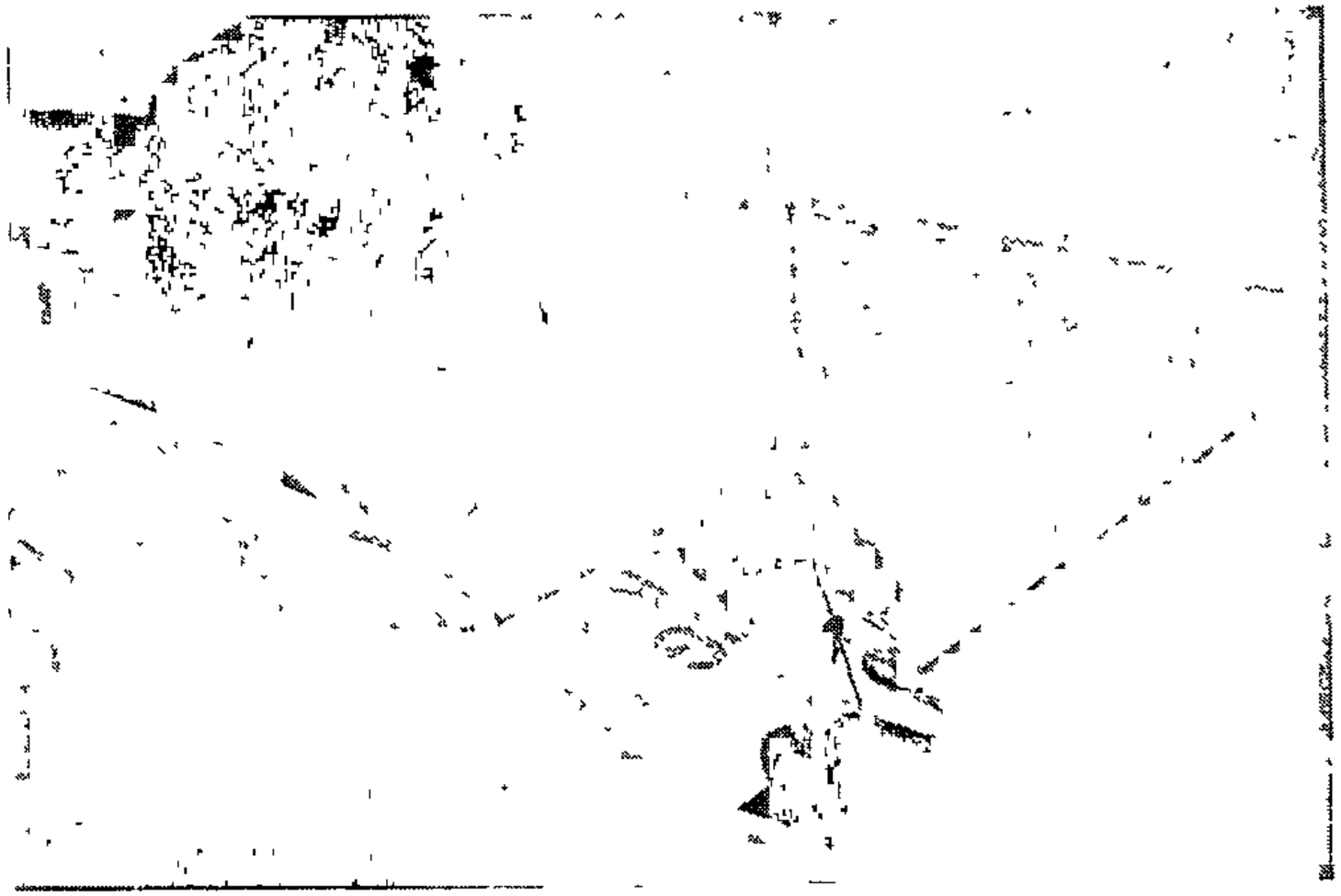
They earn a monthly wage comparable with rates paid to surface mine workers If they complete more than their quota, they get paid more

But sport is the paraplegic's great escape The centre will eventually be equipped with a sports field for field events and archery, a basketball court, a bowling green, and a swimming pool

Other facilities include a beer garden, medical station recreation and dining halls — and soon — a coin-operated laundrette

Dr Ian Potgieter, superintendent of the Ernest Oppenheimer Hospital and rehabilitation centre, said news of the centre has spread and inquiries have come from paraplegics throughout Southern Africa

"The acid test of our rehabilitation centre is when one of our paraplegics returns to the centre after a long period at home If he returns without any of the complications associated with his condition, his rehabilitation has been successful This shows he has learned to look after himself," he said



A quadriplegic patient earns his monthly wage by painting danger signs with the aid of a brace that separates his fingers

Mining chief warns on strike chaos

RDM 24/3/79 (0241) (213)

NO EMPLOYER — least of all the mining industry — can accept the use of the illegal strike weapon as a means of influencing labour policy or of generating support for political attitudes Mr P A van Wielligh, president of the Chamber of Mines, said yesterday

He told the annual meeting of the Association of Mine Managers "To do so would be to encourage the use of the strike as a political as well as a labour weapon and to usher in the kind of anarchy that has paralysed the British economy and threatens to destroy, in the course of time, its trade union movement"

"We recently experienced a countrywide strike which seemed to reflect the desire in some quarters to hold back reasonable change and to re-entrench prerogatives and controls that have lost their validity in the times in which we live," he said

"It began — ostensibly — as a one-day wildcat strike in a spontaneous expression of sympathy with [illegible]ers at O'Okiep, who were striking against the introduction of coloured workers into white jobs In fact, the strike at O'Okiep arose over the engagement of one qualified diesel mechanic to fill a long advertised vacancy and over the employment of two other coloureds in jobs previously done by blacks

"Moreover, the strike was not spontaneous and was, we believe, well organised in advance by the Mine Workers

"The [illegal] was also illegal and called without warning

"We had no recourse but to adopt a firm stand and to emphasise publicly that the men, by striking, had broken their agreements of service and terminated their employment by their own actions

"We made it clear that they would suffer the loss of benefits resulting from their break in service.

"This led to the announcement by the union that the strike would continue until all lost benefits were restored

"As you are aware, the strike dragged on with dwindling support for a further five days.

"The situation called for a special effort of part of mine mangem[illegible] officials and all employees who were not involved in, or did not respond to, the call to strike

"The response was magnificent, and in the face of the utmost difficulty, production was maintained and sometimes even increased over the six days of the strike"

He said the strike action was not only misguided, it was uneconomic in terms of its implied objectives.

"We have no intention of replacing the white worker on the mines nor of depriving him of his employment," Mr Van Wielligh said — Sapa.

MWU acts on strike dispute

RDM 24/3/79 (213)

By RIAAN DE VILLIERS
Labour Correspondent

THE Mineworkers' Union yesterday declared a dispute with the Chamber of Mines after failing to win back any further benefits for miners who took part in the illegal strike which ended last week

The decision was announced after the chamber continued its tough line towards the union in negotiations on the forfeited benefits

The continued conflict between the two organisations yesterday raised fears that conciliation proceedings could result in deadlock and lead to renewed strike action

Mr Arrie Paulus, general secretary of the MWU, announced the move after a brief meeting between a [illegible]tation and a conciliation Act and would immediately apply to the Department of Labour for the appointment of a conciliation board

When the strike ended on Wednesday last week, the chamber had announced certain concessions to strikers, but had emphasised that there would be no compensation for loss of pay, direct earnings, bonuses or leave entitlements "arising directly from the men's action in terminating service".

The statement added that the union representatives had advanced no reasons that could justify a change in the chamber's position.

The union appears equally determined not to give in on the issue of forfeited benefits

If the conciliation fails to [illegible] the

(26) Hughes, J B — Bulletin Rand Daily Mail, 1971, p 71

(Pietermaritzburg, 1971) p 188 ff

Clive Kirkwood — March 1979

(1) Elphick, R — Land and Society in Southern Africa to 1770

NOTES

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cattle they rounded for barter, and sometimes to engender political advantage from Bunter-speakers, such as protection — Protection was necessary because of the constant raiding of San territory, the efforts of which we have noted. The records of all of San building kraals to keep cattle, thus one can assume that some San had used the-pastoral

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STAR 24/3/79

No joy for mine strikers

Labour Reporter

The Mineworkers' Union has failed to obtain any concessions from the Chamber of Mines for the men who forfeited service benefits as a result of the week-long, illegal strike.

The first meeting between union representatives and the Chamber since the strike lasted no more than half an hour yesterday.

The union representatives advanced no reasons during the discussions to justify a change in the Chamber's position, said a statement from the Chamber.

The statement confirmed there would be no compensation for loss of pay, direct earnings, bonuses or leave entitlements arising directly from the men's action.

When the strike ended the Chamber announced certain concessions of its own accord.

Ons lesers skryf

RAPPORT 25/2/79

Wys ons daardie fantastiese myn

(211)

MYNWERKER SE VROU, Welkom skryf

WAAR is daardie „glamour gold mine" waar 'n mynwerker R3 000 per maand verdien, of dan selfs die een waar 'n mynwerker R1 000 per maand verdien? (RAPPORT, 11 Maart.)

Ná sewentien jaar ondergrond as 'n afbouer en met wat bekend staan as 'n „goeie kontrak", bring my man tussen R600 en R700 per maand huis toe. Nog nie een maand het hy eens R900 huis toe gebring nie.

As daar werklik so 'n fantastiese plek is waar 'n myner werklik daardie salaris kan verdien, hoor ons baie graag daarvan. Miskien is daar vir ons ook 'n plekkie.

Omdat een ou dit miskien met 'n gelukslag reggekry het om soveel te verdien, is dit geensins die algemene geval nie. Een swaeltjie maak geen somer nie.

En dan die kwessie van water en ligte. Gits, wil u vir my kom staan en vertel dat die mynmaatskappy waarvoor my man werk elke maand sedert Maart 1968 sommer vir spek en boontjies geld van sy salaris aftrek en sê dit is vir water en ligte? Sal 'n bietjie op die saak moet ingaan!

Toegegee baie het net tot standerd 6 skoolgegaan. Maar wat maak hierdie manne anders?

Hulle is 'n klas op hul eie. Ek sal vir u sê hulle is manne met *ruggraat*, manne met leeuemoed, manne wat nie terugdeins vir gevaar nie, manne wat hul lewens sal waag om 'n makker te hulp te snel, manne wat daagliks in die donker, stikkende, verswelgende hitte in die ingewande van die aarde afdaal om daar werklik in die sweet van hul aanskyn hul brood te verdien.

Hulle is ten spyte van hul standerd 6 manne met net daai *iets* ekstra.

Moet ook nie die mynwerker al-ewig in die kroeg gaan soek nie. Kom soek hom liewer by sy huis. Daar vind jy die werklike mynwerker. Hy sal maar te geredelik met jou ordentlik oor sy werk gesels.

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HUNGER STRIKES!

Miner lost underground for 21 days

WHILE the mine management fight the Press away from his bedside an emaciated Mr Frans Masemani is recovering from his 21 days lost underground

Union Corporation, owners of the Impala platinum mine at Rustenburg where the black miner survived for three weeks without food, said this week he had a memory blank about the period and so could not see the Press.

All pressmen have been turned away from the black miners hospital on the Bafokeng South mine But the **Tribune** got through to see the emaciated Mr Masemani (27) lying in a private ward with a drip feed in his arm.

This was 36 hours after he had been brought up to the surface on Wednesday morning He seemed well on the road to recovery

Whether because he had just been woken or as a result of his experience, he seemed a little confused, but conscious of his surroundings

By Peter Fabricius

He politely sat up to speak after a black orderly explained the **Tribune** was there to see him At that moment the white hospital supervisor rushed in and accused the reporter of trespassing gave him 30 seconds to leave

The miner's emaciated condition confirms at least one fact in the confused story — that he was trapped a long while without food Union Corporation has not even gone this far in its official statement which implies the mine itself was in no way responsible for the incident

They said the miner last worked on the Bafokeng North mine on February 28, when he returned to the surface This was confirmed by the mine's routine check system — his work card and lamp were handed in

'It was assumed he left the mine after this date Sometime later it would appear he returned to the mine and found his way under-ground via one of the numerous holdings to the surface

"After it was reported he was not at home a search was begun and he was found close to the surface in a worked out section of the mine — nowhere near his normal working area His condition is not serious"

A white Impala miner the **Tribune** spoke to late this week said the fact Mr Masemani clocked in was not absolute proof he had come up Often miners took the wrong cards

According to this man, another black miner had been lost underground for three days about three weeks ago

He said all the miners had been called to the surface before a rock face was blasted

No-one noticed one black miner was still underground The blast went ahead and it was only on Sunday that he was missed

A search party went down and found him immediately — battered and bruised

'The white miner said it hadn't been established whether the black miner had sustained his injuries in a fight with other miners or as a result of the blast

It was not possible to reach either Impala managers of Union Corporation yesterday to confirm this incident

Union Corporation announced on Friday that the chief inspector of mines at Rustenburg had spoken to Mr Masemani briefly on Friday morning

"Mr Masemani had little recollection of the period since February 28 and could not satisfactorily explain his whereabouts

"An official inquiry will begin shortly. He is recovering slowly and being kept under observation for a week

"At this stage he is not fit enough to be interviewed. When he is a Press conference will be called at the mine"

Miners' pensions up

STAR 26/3/79

Mine pensioners are to receive increases of up to 22 percent announced the Chamber of Mines announced today.

The increases [illegible] the latest in series of improvements which have raised the pension of people who retired on December 31 1973 by [illegible] percent.

Pensioners who retired after 1971 will receive proportionately lower increases.

The pensions of those who retired after 1977 or who retire in future will be increased as well.

Until now retiring members wishing to provide pensions for their widows had to take substantial reductions in their own pensions.

Now the pensions of these members will be cut by a maximum of 12.5 percent. The widow will also receive a better pension the chamber says.

Ex gratia payments for long service are paid to blacks but on the whole they do not have the length of service which would qualify them for pensions, the spokesman said.

Mine pensioners heard today that their pensions have been increased, backdated to the beginning of this year. Delighted pensioners are Mr Jacobus Schultz (62) an ex-shiftboss at Crown Mines in Johannesburg, and 73 year-old Jimmy Eastern (right) a former mine captain. They were photographed at the miners' club in Rissik Street Johannesburg.

© Picture Mark Peters

Miners' pensions improved

RDM 27/3/79

Labour Correspondent

WHITE mine pensioners will receive pension increases of up to 22%, according to the Chamber of Mines

This increase will apply to all pensioners who retired before 1974. Those who retired after that date will receive proportionately lower increases — down to 4% in the case of miners who went on pension during December 1977

The increase — the latest of several during the past six years — will be backdated to January 1 last year. It is hoped the arrear pension payments will be made and the increased pensions will start during May

Pensions of those who retired after 1977 or who retire in future will also be increased Cuts in members' pensions to provide for widows' pensions will be reduced and widows are to receive better pensions

FRANÇAIS I

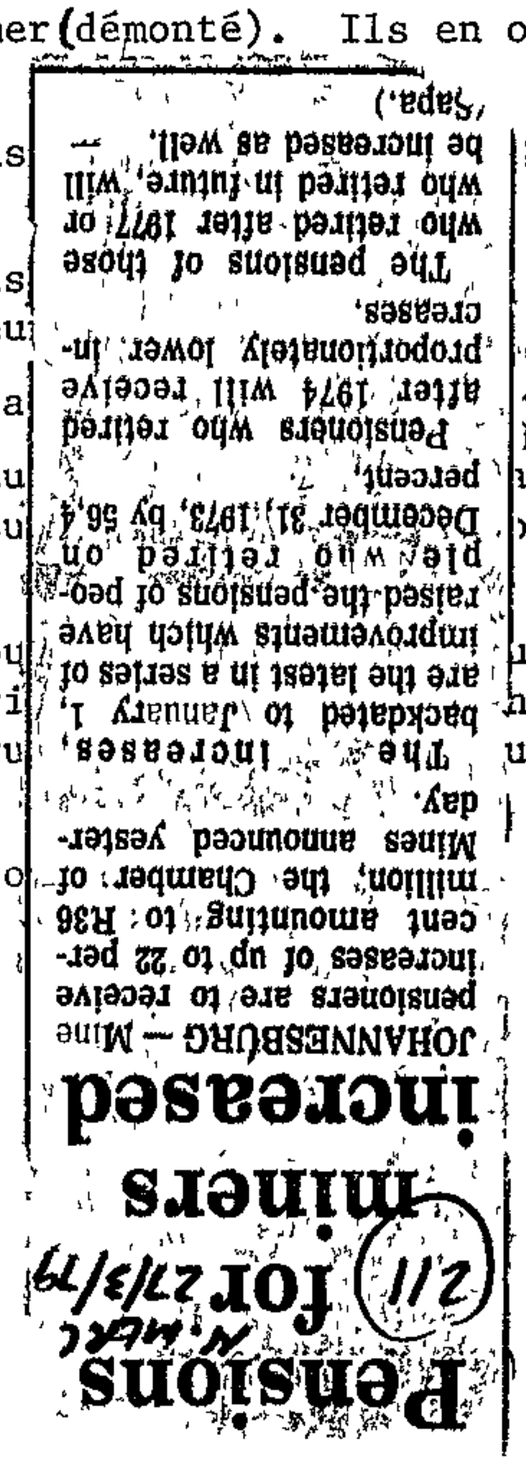
Cours de Langue

Faites accorder les participes passés placés entre parenthèses.

1. La petite fille que j'ai (vu) pleurer, (perdu) dans la foule, cherchait ses parents. Je ne sais si elle les a (retrouvè).
2. Si vos amis avaient (voulu) venir, nous les aurions (reçu) avec plaisir et nous aurions (pu) facilement les loger.
3. Les matelots, (rassemblé) sur le quai, ont (embarqué) et nous les avons (vu) partir.
4. Les reproches (mérité) que lui a (valu) sa conduite l'ont tout de même profondément (touché).
5. Des compliments, il en a (reçu) de nombreux, certainement plus qu'il en a (mérité).
6. Il avait déjà (abandonné) la barque quand elle a (commencé) à s'enfoncer.
7. J'aime les spectacles sans prétention; ces danses de village m'ont beaucoup (plu).
8. Des versions, je lui en ai (fait) faire pendant six mois.
9. Trente mille francs, voilà ce qu'a (coûté) cette maison, il y a quarante-cinq ans; depuis, sa valeur a bien (augmenté).
10. Les arguments que vous lui avez (présenté) ont lourdement (pesé) sur sa décision.

Même exercice.

1. Je voulais des aventures, j'en ai (eu) !
2. La tempête faisait rage; nous les avons (vu) sortir le canot de sauvetage et partir sur la mer (démonté). Ils en ont, paraît-il, (sauvé) quatre.
3. Les croisades eurent des cons[illegible]t ni (prévu) ni même (soupçonné).
4. Je leur ai (téléphoné) et ils [illegible] serait (livré), ce soir, l'armoire que je leu[illegible]
5. Soyez indulgents avec lui, ca[illegible]cis, il en a (eu).
6. Vos tantes, je les ai (aperçu[illegible]i (vu) prendre l'autobus et je suis bien (su[illegible]ient pas encore (arrivé).
7. Je n'oublierai jamais les jou[illegible]s avons (vécu) pendant l'Occupation, les pri[illegible]ns (subi), les dangers que nous avons (couru[illegible]uels nous avons heureusement (échappé).
8. Comment, vous les avez (renco[illegible] (reconnu) et vous ne leur avez pas (parlé)!



Pensions for miners increased

JOHANNESBURG — Mine pensioners are to receive increases of up to 22 percent amounting to R36 million, the Chamber of Mines announced yesterday.

The increases, backdated to January 1, are the latest in a series of improvements which have raised the pensions of people who retired on December 31, 1973, by 56,4 percent.

Pensioners who retired after 1974 will receive proportionately lower increases.

The pensions of those who retired after 1977 or who retired in future will be increased as well.

(Sapa.)

.../2

"They work in the worst conditions you can get anywhere in the country."

'Thank you' is not enough: STAR 28/3/79

Miners need a better deal

I would like to thank Mr P A von Wielligh, president of the Chamber of Mines, for his "thank you" to the miners who remained at work and did not strike. A "thank you" to these miners is not enough. It does not rectify the many things that make these workers unhappy

Office workers and many other workers working in air-conditioned offices, work a five-day week. Miners don't have air-conditioned places of work.

They crawl underground all week and work under the worst conditions you can get anywhere in the country.

Has Mr von Wielligh been on certain mines on the East Rand lately and has he made it his business to find out what miners there are paid a centare?

The problem is, they are so busy pampering the black workers and forgetting about the white workers who have to take the responsibility of working to rules and regulations.

When the Inspector of Mines finds white miners not working to regulations, or finds something the white miner has failed to do to his liking, the white miner is fined The only reason the miners went back so soon was because of their houses which the management uses as a weapon

When Mr von Wielligh speaks about the economies of the industry and of the country, he must also think of the miners and their families. Thank heavens for the Mine Workers Union and most of all for Arrie Paulus who at least has the miners' interests at heart

He at least is trying to get a better deal for these men who keep our country going by mining the gold Perhaps people don't know that the miners are the most important people in the country. It is time they were treated better

Miner's wife

Edenvale.

STAR 29/3/79 (211)

Miners may call for strike ballot

Labour Reporter

The Mineworkers' Union has declared its determination to win back the benefits lost by members as a result of the recent strikes, even if it means calling a strike ballot — the prerequisite for a legal strike.

But a chamber spokesman declined to comment on an earlier opinion that union members who objected to payments from the union's strike fund might be able to obtain a court order to prevent such payments on the grounds that the strikes were illegal in terms of the union's own constitution.

NO COMMENT

Mr P J "Arie" Paulaus, general secretary of the union, also declined to comment on that aspect.

With reference to claims that many members, and even some executive committee members of the union, were threatening to break away from the union, Mr Paulus said these were described as farcical at a fully attended meeting of the executive committee.

STAR 29/3/79 ① 211 ② 213

Miner can't tell about lost 21 days

By Iain Macdonald

RUSTENBURG — Mineworker Frans Masemani, lost underground for 21 days in a Rustenburg platinum mine, today tried to describe the experience, but failed.

Before a group of pressmen at the Impala Mines hospital Mr Masemani spoke in an agitated and nervous fashion through an interpreter

As the group of pressmen entered the ward where he lay he covered his head with a blanket and gave a series of low moans, calling for his wife

He said he didn't know what had happened to him but "something made me run back into the mine.

"Everything went blank after that and I walked and walked without knowing where I was going"

The small, almost frail man felt his way in the dark along mine tunnels with a stick to avoid holes

It was only his second day underground and he had just come out of training school "I walked and tapped, walked and tapped," he said

In the darkness, he made his way to a disused section of the mine about 700 m from the main shaft and ironically only 20 m from the surface.

He found a pool of water there and he was discovered by a rescue team lying next to it

According to a mine spokesman today, he had heard the team talking over their walkie-talkie radios as they fanned out through the tunnels to look for him

"Here I am Come and get me," he had shouted faintly

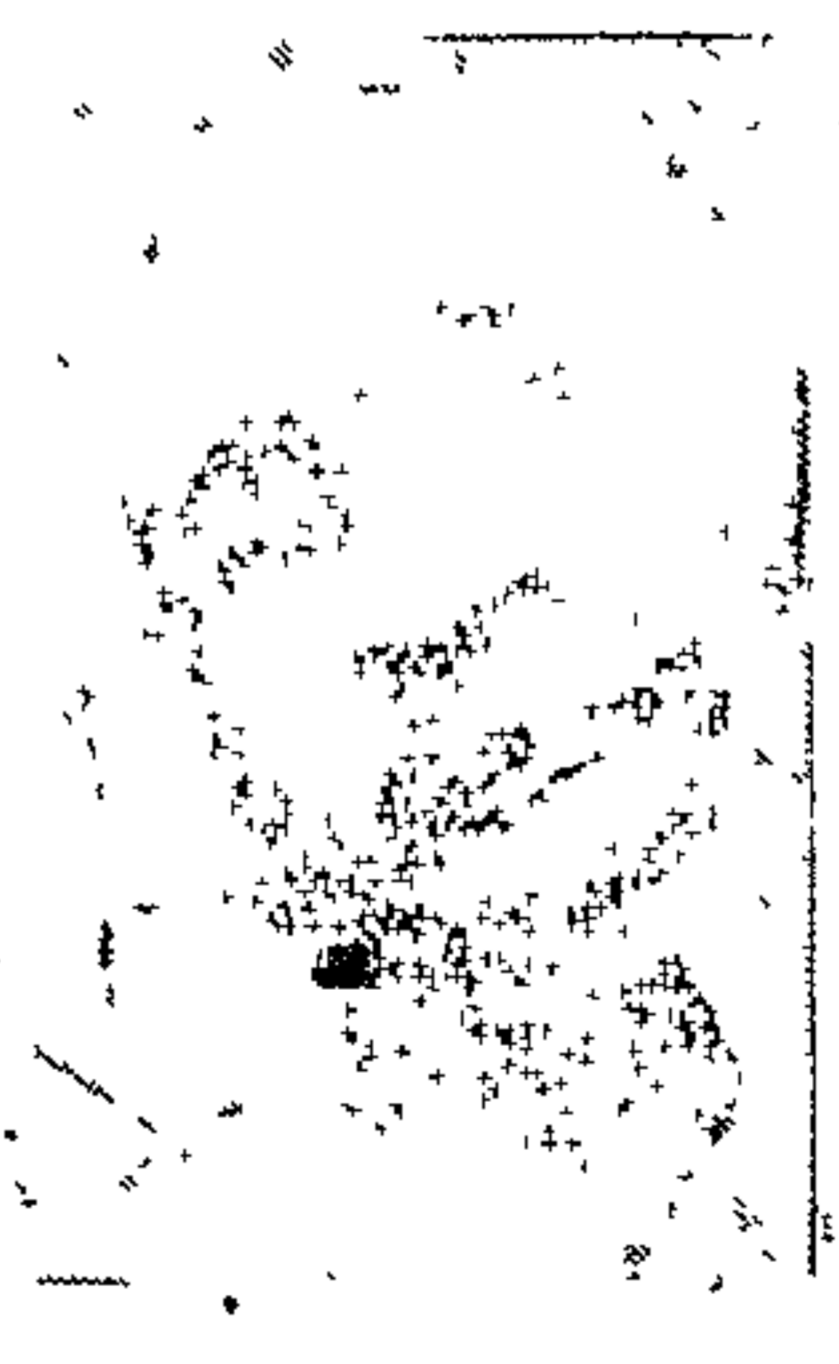
Shortly after he said this today, he broke off and would talk no further

An investigation is taking place into just what did happen to Mr Masemani underground, but until he has recovered enough to talk, there are still many grey areas in his story

A mine spokesman said that Mr Masemani's team leader at the stope of Bafokeng North No 5 shaft, where Masemani was working, had given him his work ticket at the end of his shift on February 28 He had then seen him out of the stope

This was the last time he was seen until brought to the surface on March 21. He still clutched the stick he had used to tap for holes in the darkness

Mr Masemani's surface card was checked that day and it was found he had apparently left for home at 12,30 pm, according to the card. When he didn't show up for work later, inquiries were made at the mine hostel and then a rescue team was sent down the mine



Frans Masemani

BAR COCHBA

Vita Hadr. 14,2. Moverunt ea tempestate et Iudaei bellum quod vetabantur mutilare genitalia.

Dio lxix, 12.1 – At Jerusalem he founded a city in place of the
l, naming it Aelia Capitolina,
god he raised a new temple to
slight importance nor of
intolerable that foreign
and foreign religious rites
Hadrian was close by in
d quiet, save in so far as
ch weapons as they were called
ans might reject them and
e of them; but when he went far-
be sure, they did not dare try
s field, but they occupied the
and strengthened them with
ght have places of refuge when-
might meet together unobserved
bterranean passages from
ight.
them. Soon, however, all
was everywhere were showing
ogether, and giving evidence
ly by secret and partly by
were joining them through
h, one might almost say, was
en, indeed, Hadrian sent against
se was Julius Severus, who was
governor, against the Jews.
opponents in the open at any
their desperation, but by
e number of his soldiers and
em of food and shutting them
ure, but with comparatively
xterminate them. Very few
heir most important outposts
eir most famous villages were
eighty thousand men were
, and the number of those that
s past finding out. Thus
olate, a result of which the
ar. For the tomb of Solomon,
generation, fell to pieces of
nd hyenas rushed howling into
perished in this war. Therefore
id not employ the opening phrase
you and your children are in
re in health.

FM 30/3/79

THE MINERS' STRIKE

Useless victory?

The white miners' strike in defence of the jobs colour bar is over But that does not mean that significant black job advancement on the mines is on the way

First Arrie Paulus's Mine Workers' Union is by no means a spent force Second, even if Paulus has been weakened, many people doubt the ability and inclination of the mining industry to introduce real change

Although the Ysterr, Staal, en Verwante Nywerhede Unie claims that MWU dissidents have applied to join it, Paulus contends that a meeting Yster en Staal planned for dissident MWU men didn't get off the ground

It is also argued that miners who refused to maintain the recent strike over a vaguely-defined issue might well rally to the flag on an issue affecting them more directly. Indeed, some people believe the MWU might want a legal strike soon to regain face they point to the rapid declaration of a dispute on the lost benefits of the strikers as evidence (A conciliation board is expected to meet within three weeks.)

Although the last occasion when aspects of white miners' work were formally handed over to blacks was as long ago as 1973, white miners — indeed, white workers in general — still fear black job advancement as keenly as ever Despite the defeat of the strike, Confederation of Labour president Attie Nieuwoudt warned last week that there would be trouble if white workers felt they had been short-changed by the Wiehahn Commission's report, which is expected in Parliament soon after the Easter recess

Officials of the artisan unions on the mines tell the *FM* that many of their members felt a twinge of sympathy for the miners, although they rejected the strike Says mining unionist Ben Nicholson "SA is the only country in Africa with a large white working class Our men feel threatened by a large surplus of black labour and they need reassuring "

These unions nevertheless say that change is possible if the mining industry offers them a deal that does not smack of job fragmentation or of attempts to replace them with cheap labour They don't believe this is likely, however "We'd talk to them tomorrow about something like the Seifsa agreement — but they only seem to want fragmentation, ' says one union man

Not only the unions, but some people in the mining houses, believe the industry is more concerned with gloating over its victory than with capitalising on it to win changes They cite the recent Chamber of Mines press advertisement thanking "loyal mineworkers" for breaking the strike — a step that put many unionists' backs up — as evidence

Certainly, there is no evidence that any coherent plan for real change exists at Chamber level And labour experts in other industries are sceptical about the Chamber's willingness to evolve one There's little unity of purpose among the mining houses, they say — the Chamber couldn't even agree within its own ranks on proposals to Wiehahn Adds one mining labour man "Some of the mining houses are closer to Arrie Paulus than to each other."

Some people believe the mines now have a "golden opportunity" to open negotiations with non MWU unions on black advancement But they simply don't believe it's going to happen

Fin 6/4/79 (211)

MINE LABOUR

The pot and the kettle

The Mine Workers' Union accusing an employer of being prejudiced against blacks? It sounds like a "man bites dog" story, but that's precisely what Arnie Paulus's union has done. And the accused company is none other than the American-owned O'Okiep Copper, whose attempts to introduce coloured labour sparked off last month's strike

The latest issue of the union's journal, *The Mineworker,* quotes from the minutes of a meeting of O'Okiep's management-labour advisory council in which

Financial Mail April 6 1979

company representatives express some startling sentiments about coloured miners.

According to the management men, coloured miners are less productive than Africans, "although there are coloureds of outstanding quality" The problem with coloured workers is that they are "underfed, weak, and have very little resistance to heat." In addition, "a lot of time is lost as a result of eating, drinking coffee and visits to the toilet" by coloured workers

The problem doesn't end there. The younger generation of coloured workers "have better academic qualifications and firstly don't want to work with a shovel and secondly complain that the salary is too small." At the end of the week, they book off sick because they don't want to work over weekends To top it all, there are also workers on leave often. "The only advantage is the language," the O'Okiep people say

Paulus of course wants to know why O'Okiep wants to use coloured workers if it feels this way about them He concludes that the reason is pressure from the US.

O'Okiep GM Tom Philip replies that company representatives on the advisory council are middle management men and this particular attitude is not company policy

Philip nevertheless claims that there is "a good deal of truth" in what was said "There is resistance to working deep down on the part of coloureds and they are better suited to mechanised work — and we're a highly mechanised mine" He contrasts this to Africans, who, he says, "come solely to work and thus work much harder"

So why does O'Okiep employ toilet-

visiting coloured labour instea
hard-working Africans? Africans
used less because they are migrants,
Philip "and we have the usual prob
associated with migrant labo
Coloured people are in the area an
makes more sense to offer jobs to the

ans

All mineworkers press for a five-day week

211

Star 12/4/79

By Sieg Hannig, Labour Reporter

The 11 000-strong Underground Officials' Association has rejected the recommendations of the Franzsen Commission and decided to ask for a Monday-to-Friday working week

This was confirmed by the association's general secretary, Mr R J Coertze

The decision means that all underground production staff — the Mineworkers' Union and the Underground Officials' Association want a Monday-to-Friday working week.

The kind of five-day working week recommended by the commission is described as an "absurdity" in the latest edition of the association's journal.

The commission recommended a continuation of the 11-shift fortnight arrangement until technological and labour changes allow a rostered five-day week for individuals while work continues from Monday to Sunday) without detrimental effects on production, working costs and safety.

MISUNDERSTANDING

This was unacceptable, the editorial said Underground officials would prefer to have some of their members continuing to work six days a week

To avoid any misunderstanding, the editorial said, it was put clearly that the asscíation did not ask for less work.

"All we are asking is to work the Saturday hours we are now working during the week so that we can have the Saturday off."

MINE LABOUR

What's going on?

Anglo American must have had high hopes for labour relations at the new Elandsrand mine But even before the mine's official opening, those hopes lay in ruins Literally

In Elandsrand's first-ever annual report, released less than six weeks ago, chairman Harry Oppenheimer talks of the new family "village" for senior black workers and the new hostels with their "raised living standards" The village is to be run by an elected council, and "consultative councils for all employees" are to be established

So why the rioting and the R750 000 of damage? While things at Elandsrand are now "back to normal," according to an Anglo spokesman, 4 500 men took part in the riots and the subsequent work stoppage, and 800 of these have now been sent home

The miners evidently complained about pay and the quality of their food, but Anglo declares itself baffled by the unrest No demands were relayed to management, says a spokesman, and the corporation has no idea why the riot occurred

Some mining men blame the riot on "those Basotho" — but the causes obviously run deeper As usual, the riots can almost certainly be laid at the door of the migrant labour system and the lack of effective communication upwards from workers to their bosses

As far as migrant labour is concerned, it is significant that hostels were once again a main focus of attack. However much they are "upgraded," they are always likely to be hated A single-sex compound for men who are not allowed to live on the mines with their wives and children remains just that, even if the kitchen and other facilities are vastly improved And family housing remains the privilege of a select few

As far as communication is concerned, there is obviously something badly wrong if a costly riot occurs and management is unable to say what caused it

An Anglo man was unable to tell the *FM* whether the new committees were in operation yet If they are, there is obviously something sadly amiss with them

How much longer can trade union rights be denied to black miners?

12 000 Swazis work in mines

14/4/79 DD (211)

MBABANE — More than 12 000 Swazi nationals were recruited to South African mines last year, according to a spokesman for the Mines Labour Organisation in Swaziland

This year's recruitment was expected to exceed last year's figure "by a big margin" owing to the drought in Swaziland, but would depend on the availability of work on the mines — SAPA

Miners' pay up after smooth negotiations

(211) Star 19/4/79.

By Sieg Hannig
Labour Reporter

An estimated 22 000 trade union men on gold and coal mines will get a 10 percent rise in standard pay rates after the smoothest pay negotiations conducted in any major industry in recent years

The pay increase, effective from the May pay month, follows three years in which increases remained below seven percent

DISPUTES

This time the Chamber of Mines and the eight trade unions clinched their deal after less than four hours of bargaining at their first negotiating session in Johannesburg yesterday

"I think it's the first time in at least 10 years that agreement has been reached so swiftly," commented Mr Ben Nicholson, chairman of the Federaton of Mining Unions (representing artisans).

"During the past three years negotiations were concluded only after the declaration of disputes and lengthy meetings of conciliation boards (appointed to avert strikes)."

Both Mr Nicholson and Mr P J "Arrie" Paulus, leader of the Mineworkers' Union, were satisfied with the outcome of the pay talks

"I think it was fair," said Mr Paulus

The unions had asked for increases of 12,5 percent

In addition to the 10 percent pay rise, they obtained

- Major improvements to the death benefits under their pension scheme, at the cost of an additional R2,20 a month contribution by every worker.
- An increase of R18 in the R22 allowance for split-shift workers who have to travel to work twice a day
- An undertaking from the Chamber to look at demands from specific interest groups among the unions during further discussions related to improvements in productivity

BENEFITS

The death benefits for workers were increased from R5 700 to R10 000

Those for pensioners, amounting to R2 200, no longer require contributions of R2,60 a month from the pensioners

The new deal also scraps provisions under which previously nothing was paid out to pensiones without dependants while those who failed to keep up contributions to the Mines Benefit Society (medical aid) lost R700 of their benefits

Gold mine workers get 10% pay boost

RDM 19/4/79

211

By RIAAN DE VILLIERS
Labour Correspondent

ABOUT 22 000 white production workers and artisans on gold mines are to get a 10 % pay rise from May I.

The increase on standard pay rates was agreed yesterday between the Chamber of Mines and the Council of Mining Unions

Benefits for dependants of union men who die in service, and for pensioners, will also be improved under the new agreement. So will split shift allowances, which will bring extra payments for men required to travel to work and back twice daily up to R40 from R22 a month.

The new scales affect about 22 000 white members of eight member unions of the council

The increases won in yesterday's negotiations are considerably larger than those of the past few years and it is the first time in several years that the two parties have reached agreement in their annual negotiations without the unions declaring a dispute

Last year, conciliation board proceedings resulted in increases totalling 7 % In 1977, they reached 5½ %

The unions have also come close to gaining their original demands totalling 12 %.

Mr Ben Nicholson, chairman of the Federation of Mining Unions, representing artisans on the mines in the council, last night described the increases as reasonable.

Elaborating on the agreement, he said life insurance benefits would be doubled and pensioners would no longer pay premiums after retirement.

He said talks took a different form this year with the chamber and the council negotiating at first only on issues affecting all the unions

Talks will be held later on topics affecting only artisans or production workers

"The Federation of Mining Unions looks forward to negotiating better holiday

leave bonuses and other allowances soon," he said.

Mr Arrie Paulus, general secretary of the Mineworkers' Union, last night also described the agreement as reasonable

Mr Ken du Preez, chairman of the council, was not available for comment

Wage increases for officials and black mineworkers will be determined later in the year.

MINE LABOUR

Unfinished business

Bargaining on work conditions between the Chamber of Mines and the mine artisan unions is not over — despite last week's wage agreement. And employers would like the discussions to centre on changes in racial "work practices."

Unions and the Chamber of Mines agreed on a 10% increase in standard wage rates. However, a number of outstanding claims by the artisan unions were deferred because the Chamber regarded them as "specific" to the artisans. The Chamber will discuss these claims only on the basis of a productivity deal (No such further discussions are envisaged with the Mine Workers' Union.)

According to an industry source, employers are prepared to discuss "a package" in which further improvements for artisans will be exchanged for "changes in work practices aimed at improving productivity" — in other words, greater use of black labour

The unions are prepared to talk, but unionist Ben Nicholson warns: "We are not prepared to make concessions which will water down our trades. We've told them we won't talk about fragmentation, and they agreed." Replies the industry source. "We haven't decided whether the changes will involve fragmentation."

For once, the wage negotiations were settled in a single meeting The reason, claims Mine Workers' Union general secretary Arnie Paulus, is that "we struck and they were worried we would strike again." Employers, of course, dispute this.

What effect will the white award have on the black wage increase, due in July? The mining houses are divided, as usual

The speedy mines settlement may have an effect on the steel and engineering negotiations due to start next week. The unions got more out of the mine negotiations than they have for a number of years and they may take a tougher line with Seifsa.

Opening the closed shop

● The O'Okiep Copper Company's "get tough with the Mine Workers' Union" policy continues.

O'Okiep is now withdrawing the union's "closed shop" at the mine, and refusing to deduct membership dues on behalf of the union. The union will now have the burdensome job of doing this itself MWU boss Arnie Paulus says that the union will ask the Minister of Labour to compel O'Okiep to deduct the dues

O'Okiep's move is presumably linked to last month's strike, which sparked off a nationwide miners' strike Presumably the company is hoping that many of its workers will leave the union if they do not have to be members

Paulus is unconcerned He says he does not anticipate a significant loss of membership as a result.

RG 3

(a)

x	y	x^2	xy
8	22	64	176
9	23	81	207
10	26	100	260
9	23	64	184
11	29	121	319
13	35	169	455
Σx 59	Σy 158	Σx^2 599	Σxy 1 601

$\Sigma y = na + b \Sigma x$

and $\Sigma xy = a\Sigma x + b\Sigma x^2$

therefore

$158 = 6a + 59b$

$1\,601 = 59a + 599b$

Solving simultaneously : $a = 1.61$

$b = 2.5$

Therefore fixed costs will be R 1.6 million

Variable costs will be 15 x 2.5 37.5 million

NM 19/4/79

Rise for 22 000 mine men

211

JOHANNESBURG — A 10 percent increase on standard rates of pay for more than 22 000 union men on the gold mines was agreed to yesterday by the Chamber of Mines and the council of mining unions.

In a joint statement they announced:

"In addition, agreement has been reached regarding an improvement in split-shift allowances and improvements in death benefits for dependants of union men who die in service and pensioners who die".

Split-shift men who have to travel to work twice and back a day will have their allowances increased from R22 to R40 a month.

The unions involved were the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Boilermakers' Society, the Electrical Workers' Association, the Mine Workers' Union and the Engine Drivers', Firemen's and Operators' Association. — (Sapa.)

SUNDAY TRIBUNE, MAY 13, 1979

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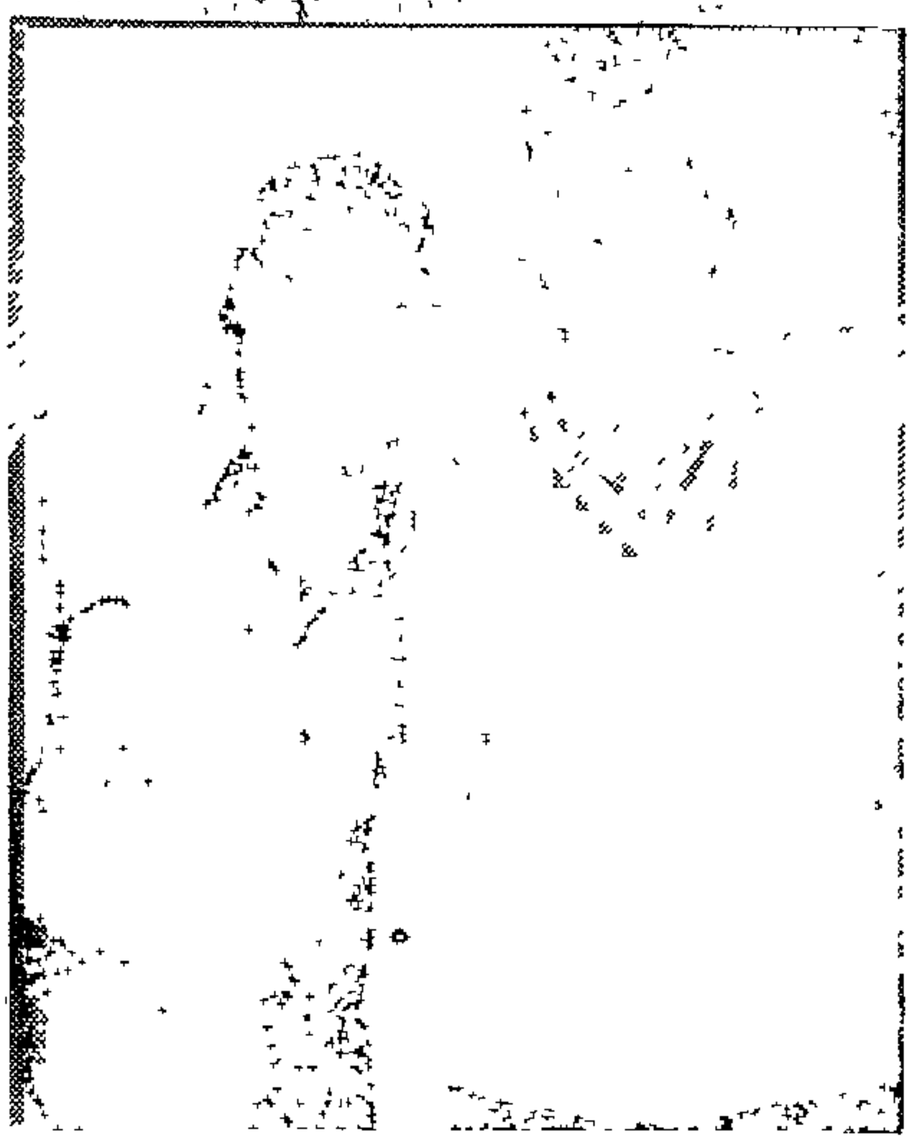
The bitter white miners



Frank van Stader and Johan Cronje: Bitter about the Wiehahn Report

By VIV PRINCE

MANY white miners are bitter. They have little time for the Wiehahn Report. Little time for the National Party. And little time to stand alongside and work as equal with a black.

They are indeed bitter men They reject the Wiehahn Report which could mean an end to their way of life And they refuse to let go

The Wiehahn Report, wh ch called for the scrapping of job reservation, has cut into their white hopes

The mood on the West Rand is often ugly, resentful and downright indignant at the way the report shapes the future of an industry which has the golden veins of South Africa's financial success running through its Transvaal reef

The views I heard were mainly from Westonaria but mine men said they reflected feelings along the reef

Walk into any mine recreation club and the reaction will be the same. They fear the future. They feel the white man's grip is being prised off the skills that have developed South Africa's top industry.

True, some of the mine officials can see merit in the Wiehahn proposals But then they warn of the white miners refusal to make a black "one of us"

"If you bring up the blacks you must elevate the whites," said one mine captain

Focal point of the miners' fear is the question of blasting certificates

At present these are granted to whites only and the Wiehahn Commission has not at this stage dealt with this serious aspect of job reservatoin

Strike threat

"But it will come," said one shift boss nicknamed Bontrok Bontrok would not give his full name "I'm an official," he said A member of the fraternity of management, bound together under the diplomatic whip

But Bontrok's words are strong

"The day the blacks get a blasting certificate this country's going to have the biggest strike ever on its hands That's for sure I know what the miners are talking about.

"'We've worked all our lives for what we've made of the mines I will never, never vote Nationalist again No ways

"Blacks are going to get signed on as apprentices while my son goes to the army. When he comes back that black is two years ahead of him. He's a qualified journeyman by the time my son's a two year apprentice. Is that fair?"

Johan Cronje, 32, is a mining man through and through A tough-talking hoist fitter who throws out a challenge "Let them give the blacks the same money for the same job with the same performance and the same responsibility, then it's okay

"But he'll never be able to do it, he must always have a white man there They must stay at their side and I'll stay on my side Wat sê jy pa?

"I've put 15 years into my job, 15 years where eight hours underground is like 24 hours on the surface and I must just go and give it away I just can't do it"

Not equal

"I'm a big Nationalist but this is giving my job away The Nationalists should get out.

"I'm worried about my job They'll put the black there to satisfy the outer world

"They'll get in the union and then he's one of us He's going to come into the same office, the same change house That I can't see That worries me I work with him every day but he's not my equal"

"We will learn to respect this man but it won't be in our generation or in our children's either" said Mr Basil Gradwell, who was a storekeeper at the mines until he left 18 months ago

"A black is good in a repetitive job," he added "Give him a hammer and a sickle and he's all right Say donner and he donners it"

Frank van Stader, 60, is a union man, a former shaft steward He talks of "the family down the pit" A strong man, dragged down by the scars of 33 years underground.

Oom Frank's views are tough, as tough as the rock he fought to crush

"Give them a small finger, just now they'll grab your hand," said Frank

"A black miner, with a blasting ticket, never in your whole life I'm not going to climb into a cage if I know there's a black fitter on it, or a black ropeman"

• It is still commonplace to hear blacks referred to as kaffirs and coons in miners' recreation clubs

SUNDAY TIMES, Jan 22

22/4/79

Compressed air could be big money boost

(1) 210

(2) 211

[illegible] of compressed air in underground workings could boost the gold [illegible]

[illegible] the cost of electricity [illegible] to drive the compressors which [illegible] an extra R10-million in [illegible]

[illegible] one-third increased output as a result of enhanced labour product[illegible] [illegible] and a reduction [illegible]

BY STEPHEN OPEN

Much will depend, however, on the prices of the [illegible] using the system [illegible] now being used at the Plywood Market and Harmony mine.

The system has been developed to help solve the twin problems of enormous heat at working faces at great depths and the difficulty of supplying enough air to ventilate the remote working areas, and to provide sufficient pressure to operate rock drills efficiently.

The heart of the system is a large man-made cavern — a haulage or worked out area — up to a kilometre long and near the sector where the air is needed.

This is used to store air, which is pumped in by boosters fed from the main surface compressor plant.

The boosters are operated at off-peak periods and the air in the rock fields is used off-peak working shifts.

Electricity is needed by the boosters and they use it when electricity is cheaper. Electricity costs during peak periods are some 50 per cent higher than at off-peak times.

The extra air pressure generated by the system enables drills to increase their rate of rock penetration by as much as 200 per cent, thus allowing greater output, or more development in less time.

Also, the men working in the area achieve more in the better ventilated conditions.

Dr Austin Whillier of the Chamber of Mines research section says it is too early to make extravagant claims for the system.

"But the potential can be seen in perspective when you realise that gold mines are spending some R[illegible]-million a year on electricity for ventilation and drilling.

"Also an increase of only 1 per cent in productivity would increase the revenue of the mines by a large percentage.

"An idea of the importance of air conditions underground is reflected in the fact that there is an average difference of 12 per cent in labour productivity between summer and winter working on many mines."

Last year the 32 gold mines subscribing to the Chamber showed a working revenue of R3 675-million. So an 1 per cent improvement in productivity would have meant an extra R[illegible]-million, and the system could also be applied on the platinum mines.

Apart from this, the cavern or "underground receiver" concept is practicable only when the [illegible] and air leakage are within acceptable limits.

At a recent discussion of the system it was pointed out that it cannot be used where there are unstable rock conditions — and especially where there are fissures.

"The cost of a surface compressor for a typical mine is about R1-million, compared with R[illegible] for an underground receiver and R[illegible] for a complete underground air booster system."

Charles Hayden is supplying the [illegible] compressors and the underground boosters for the [illegible] system.

Paulus's No 2 has quit over alleged spying

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By Sieg Hannig, Labour Reporter

The organising secretary of the Mineworkers' Union, Mr P J "Flip" Coetzer, resigned two months ago after allegedly being "spied on."

The alleged spying "from within the union" brought an abrupt end to the career of the miners' leader who served as second in command to the general secretary, Mr P J "Arrie" Paulus, for more than 12 years

Mr Coetzer founded and led the miners' "action committee" which overthrew Mr Paulus's predecessor, Mr Eddie Grundlingh

The membership revolt began in June 1964 and ended with the appointment of Mr Paulus and Mr Coetzer as the top officials in February 1967.

"I refused to work the prescribed month's notice," Mr Coetzer told The Star in his first newspaper interview since his sudden resignation on March 12, the day before the illegal strike was called off.

He is now in charge of training black mineworkers at a West Rand mine His place has been taken by Mr Peet Ungerer, the union's Carletonville organiser

Mr Coetzer said there had been various reasons for his resignation including that "I was being subjected to Watergate-style spying from within the union"

He claimed his telephone calls had been monitored and a concealed tape-recorder had been used to record his speech at a Witwatersrand district meeting of the union in Springs on March 11

He was speaking to affirm the executive committee's call for the extention of the illegal strike and its warning that non-strikers would face disciplinary action

"I was told about the planned recording two days before the meeting," Mr Coetzer said

"Confirmation from another source, a union member, came immediately before I spoke

"In these circumstances I had no option but to resign and leave on the spot"

Miners to quit Confederation

(216) 81-a 16/5/79

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By Sieg Hannig,
Labour Reporter

The 16 000-strong Mineworkers' Union today decided to resign from the 200 000-strong White Confederation of Labour, which last week accepted by 13-11 votes proposed new labour laws based on the Wiehahn Report.

The union did not think it was in the interest of white workers to belong to a body which had accepted the Wiehahn Report, said a statement by union president Mr P C C de Jager issued after an executive committee meeting in Johannesburg.

The committee supported unanimously the actions taken by its general secretary, Mr P J "Arrie" Paulus, in connection with the Wiehahn Report.

It rejected the report, and the resulting White Paper in its present form, and called on the Government and Members of Parliament to refer pending legislation to a select committee so that all interested parties could express their views.

The committee believed that the Government wanted to "steamroller" changes to the Industrial Conciliation Act before white workers realised the dangers entailed, Mr de Jager said

White worker split as MWU breaks away

(211) C-Times 17/5/79.

JOHANNESBURG. — The Mineworkers' Union is to break away from the SA Confederation of Labour, the right-wing co-ordinating body for white trade unions, and go it alone in its campaign against change on the labour front.

The decision was taken by the union's 19-member executive council yesterday after the confederation voted on Friday last week to accept changes in labour laws proposed by the government as a result of the Wiehahn Commission report on labour laws

Mr Cor de Jager, MWU president, announced in a statement yesterday that the union had decided to terminate its membership of the confederation as it is not in the interests of the white worker to belong to an organization which has accepted the Wiehahn report.

The union totally rejected the Wiehahn report and the government's white paper on the report in its present form

It called on the government not to introduce legislation during this session but refer it to a select committee so that all interested parties could have the opportunity to state their views

The statement accused the government of wanting to "steamroller" changes to the Industrial Conciliation Act through Parliament this session before the white worker in South Africa had a chance to realize what dangers they held

The union came out in full support of its militant general secretary, Mr Arrie Paulus, who has been involved in heated confrontations with the Minister of Labour, Mr Fanie Botha, over the commission's report

At a meeting in Vanderbijlpark last night, Mr Paulus told several hundred Iscor workers that the Wiehahn report was the biggest betrayal ever of the white South African worker by the present government

He said the report would mean that the standard of living of the white worker would be brought down to that of the black man

"All these years we have strived for a white South Africa Now we want to allow the black man to have the say in his own areas and furthermore to grant him the say in the white area too"

Mr Paulus called on all the whites in the country to stand together and to establish a "new organization"

Mass meetings would be held throughout the mining industry in order to bring to the attention of workers the dangers of the report

The MWU is expected to stand largely alone in its attempt to resist change Many confederation unions have become increasingly moderate and few are likely to join the breakaway

Miners' union says no to Wiehahn report

JOHANNESBURG — The Mine Workers Union has rejected the Wiehahn Commission report and the White Paper on its recommendations tabled in Parliament

MWU president Mr P C C de Jager said here yesterday that the executive committee supported the union's general secretary, Mr Arrie Paulus, over the report

The MWU had also decided to cancel its membership of the South African Confederation of Labour because it was not in the interests of a White worker to belong to an organisation which accepted the Wiehahn report '

The MWU statement said the Government wanted to 'steamroller" changes to the Industrial Conciliation Act through Parliment before White workers in South Africa realised the danger

The executive committee feels proud of a leader like Mr Paulus, who at all times protects the interests of the White worker, and agrees wholeheartedly with the Minister of Mines that South Africa knows that the interests of the White worker come first with Mr Paulus ' — (Sapa)

(211)

Wiehahn strike not likely

Star 18/5/79

Strike action against the Government's new labour policy is ruled out as Mr P J "Arrie" Paulus's Mineworkers' Union calls on white workers to fight the Wiehahn reforms, writes labour reporter SIEGFRIED HANNIG.

The Mineworkers' Union (MWU) will be fighting a lonely uphill battle against the Wiehahn Report — as a minority even among the right-wing unions

And informed sources say there is no chance of illegal strike action such as that which disrupted the mining industry briefly in March.

Indeed, they believe that MWU leaders "steamrollered" the illegal strike far more than the Government can be said to be steamrollering the Wiehahn legislation

This contention would seem to be borne out by the fact that even the lawful strike at the O'Okiep Copper Mine did not have wholehearted support from the MWU members involved

No more than 125 out of the estimated 250 MWU members at O'OKiep took part in the lawful strike.

And even those called the strike off apparently against the wishes of MWU leader, a day after the MWU called off the illegal strike in the rest of the mining industry.

Yet theirs was the cause which the illegal strikers were supporting

Is it possible that the MWU men elsewhere felt more strongly about the cause than the men at O'Okiep?

Hardly, say mining sources who point to the massive return to work in disobedience of the MWU's call for the extension of the illegal strike, backed up by the threat of disciplinary action against scabs.

Confirmation of the dissatisfaction of MWU members comes in a report that the Amalgamated Engineering Union boosted its O'Okiep membership from a mere three to 47 within about a month after the end of the strike

Further confirmation could come from Mr P J "Flip" Coetzer, who resigned from the MWU during the illegal strike when he was allegedly spied on from within the union.

Mr Coetzer, who served as second in command to MWU leader Mr P J "Arrie" Paulus ever since the overthrow of the previous leadership, said there were various other reasons for his resignation but declined to name these.

But when he was asked about the prospects of a new strike, which could arise from the dispute over the benefits which strikers forfeited as a result of the illegal strike, he said: "At least then the members would be able to exercise their democratic rights (by way of a strike ballot)"

Most other white trade unionists are wary of the MWU for similar reasons.

In particular they do not believe in fighting the Government's political decisions by disrupting the economy.

Mr "Arrie" Paulus . . moves largely unsupported.

most to negotiate the best deal possible for their members with the Government and employers But they will refuse to engage workers in political action

The MWU's resignation from the confederation will not start a general breakaway.

There is strong speculation that Mr Gert Beetge's 9 000-strong white Building Workers' Union could follow the 16 000-strong MWU out of the confederation.

The 600-strong Transport Employees' Union also took a strong stand

But the remaining two unions who voted against the Wiehahn legislation are there to stay.

Mr Wessel Bornman, of the 37 000-strong Iron, Steel and Allied Industries' Union said he would "definitely not" pull his union out of the confederation.

Mr Ken du Preez of the 7 000-strong Engine Drivers', Firemen's and Operators' Union, also said there was "no question" of a pull-out on his part

This means the potential dissidents bent on drumming up support among workers against the Wiehahn Report account for no more than 26 000 out of the 200 000 workers represented in the right wing labour movement

That even goes for all or most of the unions in the 200 000-strong white Confederation of Labour which joined the MWU in the minority vote against the pending legislation on the Wiehahn recommendations

They will do their ut-

Rebel miners canvas support

20/5/79 Sunday Tribune

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Tribune Reporter

THE rebel Mineworkers' Union will hold a series of public meetings to canvass support for its stand against the conservative SA Confederation of Labour's acceptance of the recommendations of the Wiehahn Commission.

Meanwhile, the right-wing White Building Workers' Union is monitoring the situation very closely and is "very disenchanted" with the SACL following last week's meeting at which the confederation narrowly voted to accept changes in labour laws proposed by the Government on the basis of the commission.

The MWU withdrew from the confederation, according to its president, Mr Cor de Jager, "as it is not in the interests of the white worker to belong to an organisation which has accepted the Wiehahn report."

The withdrawal followed a meeting last week, shortly before confederation leaders met Minister of Labour Mr Fanie Botha, at which proposed labout law changes were accepted by the confederation.

MWU general secretary Mr Arrie Paulus left the meeting soon after the Minister entered.

LOUIS MALAMU on why white S. African miners climbed down

GUARDIAN 21/5/79

Undermining the colour bar

IN THE MINES of South Africa, white miners have been locked in a bitter struggle to maintain that country's special brand of job differential. But while in Western industrialised nations the differential is related to money and the status of skilled workers in South Africa the differential is the race factor. Skilled and highly paid jobs are reserved by law for whites — the rest go to the huge army of migrant black labourers.

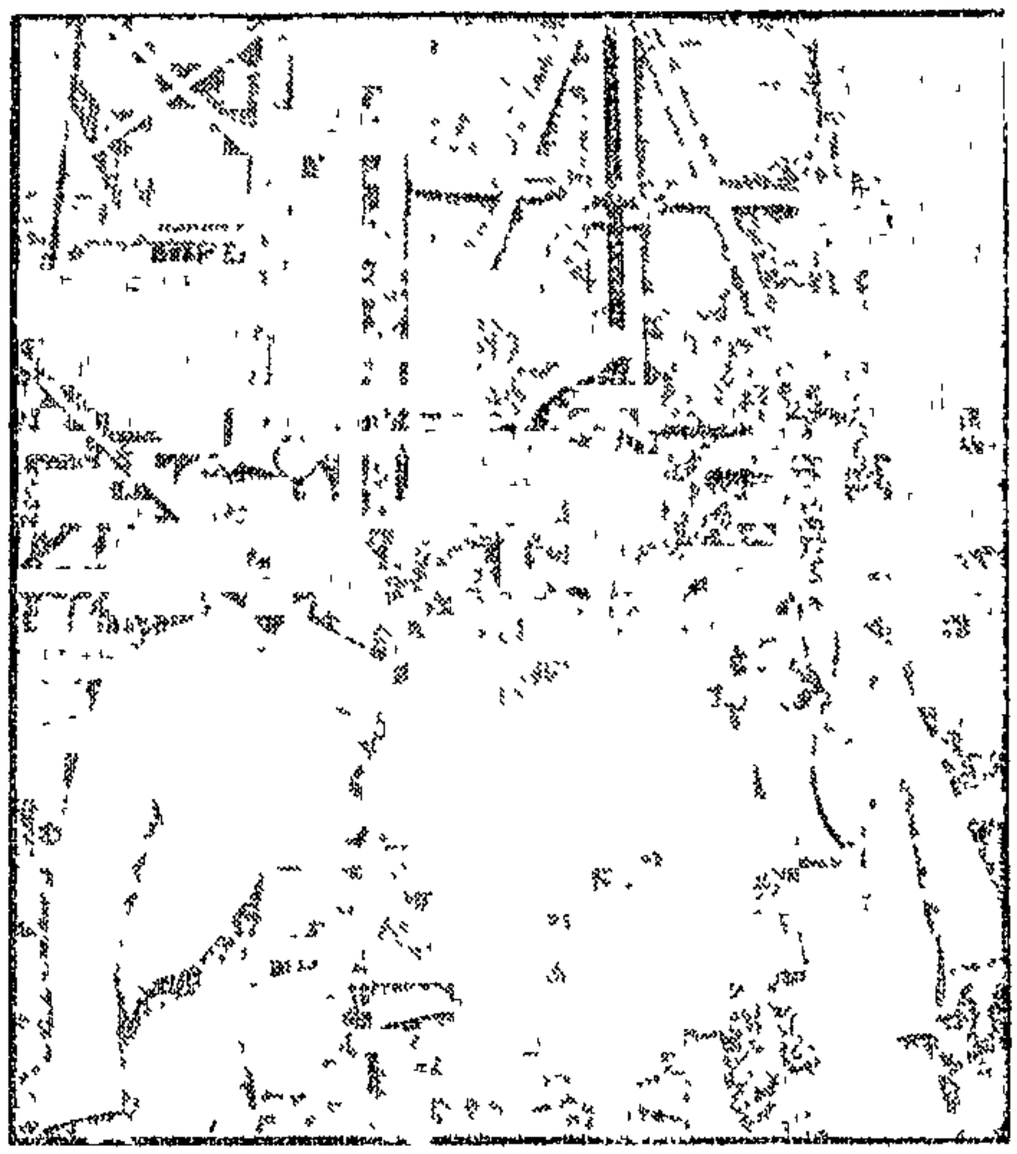
The recently published Wiehahn Commission of Inquiry into the status of black workers and recognition of their unions does not radically alter this position. In fact the Government appointed inquiry recommends the abolition of statutory race job reservations but argues that the five remaining laws prohibit black from taking up certain skilled jobs be retained until the abolition is negotiated with white unions. It also sanctions the continuation of unracial white unions.

Recently white miners at the Northern Cape Okiep Copper Mines went on strike in protest against the promotion of black workers to skilled grades of jobs previously reserved for white mineworkers. The ultra-conservative even by South African standards all white Mine Workers Union called for a strike by its members throughout the mining industry.

This dispute was the latest in a protracted war of attrition between the union and the South African Chamber of Mines. The most memorable of these confrontations similarly precipitated by white mineworkers insecurity was the bloody Rand Rebellion of March 1922. Since then through a combination of political and trade union pressures they have managed to protect and advance their material interests.

These pressures are likely to increase in the face of the Wiehahn recommendations. One of the inquiry's members Mr Attie Nieuwoudt president of the influential and conservative Labour Confederation representing 200 000 white workers fired the first shots in the new round by dissenting from nearly all the recommendations urging that the status quo be retained.

Over the years the racial inequities were consolidated by legislation. The Mines and Works Act, first passed in 1911, enshrined the colour bar and established a fixed white-black ratio in the mining industry. The rebellion had led to the entrenchment of the colour bar not only in the mining industry but throughout the economy. These restrictive practices were subsequently extended



through legislation such as the Industrial Conciliation Act.

In addition a complex network of laws and administrative devices aimed specifically at directing and regulating the entire black labour force ensured that white privileges remained intact. The pass laws and the Bantu Labour Relations Regulations Act are only two examples of laws which sought to control and discipline black workers. The collective bargaining power of black workers was circumvented by appeals to the emotionally charged theme of the colour bar and white trade unionism.

Against this background the response of the white mineworkers to the official employment of a few black mineworkers in skilled jobs at the Okiep mine was predictable. The union saw the decision as a potentially ominous sign of the end of job reservation. In recent years many black workers were permitted to fill skilled positions. However this step was accompanied by a drastic reduction of the rates of pay.

Often in the past various employers had succumbed to the pressure of white workers. But this time the Chamber of Mines fired the first shots. The strikers were informed that they had violated the terms of their service grants and were sacked. In blind defiance of harsh reality the nostalgic leadership of the union had tragically attempted to rekindle the volatile spirit of 1922. The appeals fell on deaf ears.

Some Afrikaaner entrepreneurs and certain sections of the Afrikaans press vigorously opposed the strike. The prospect of victory receded irretrievably when the Government refused to intervene. Faced as it was scandal intrigue and internal squabbles the Nationalist government had manoeuvred in uncanny ambivalence. In some quarters it was argued that the Government was awaiting the report of the Wiehahn Commission into the Labour Relations Act in committed itself on the job reservation issue. Within a week the union had capitulated and the members were advised to return to work.

As the spectre of increasing militant demands by black workers began to haunt South Africa, so too the Chamber of Mines shifted its position. Periodic strikes and revolts pressurised both employers and the Government to consider making some cosmetic adjustment. The most recent of these disturbances occurred this month at the new and model mine at Elandsrand.

Between 1972 and 1977 a five-fold rise in wages was the carrot offered to the black mineworkers. In spite of this the wage differentials between black and white have widened dramatically. The average monthly wage of black mineworkers in 1972 was £13 and in 1977 it had risen to £58. In the same period the average monthly wages of the white mineworkers had increased from £230 to £417.

The increase in wages was seen as a significant step in the fight to stem the simmering discontent. It was also geared to attracting more local African labour. Three years ago less than 30 per cent of the total black labour force in the mining industry were South African. For many years Mozambique, Malawi, Lesotho and Botswana contributed substantially to the overall work force. The impact of the change of the political climate throughout Southern Africa has affected the supply of labour from these countries. In response, the industry has adopted a recruitment strategy which focuses on local black labour. As a result the number of black South Africans in the industry has risen to the present level of 73 per cent of the total labour force.

Meanwhile the South African authorities have said they are going to accept the Wiehahn recommendations with one important exception — they are not going to allow migrant workers — the basis of most of South Africa's labour force — to belong to trade unions. Only those who are settled in an area with high employment will be allowed to join a union. And in the area of settled work places will now be allowed to train for certain skilled jobs although the closed shop restrictions will not be lifted.

The proposal received a mixed reaction from black leaders in South Africa and the International Confederation of Free Trade Unions in Brussels which felt that the new proposals were simply a window dressing. It said that abolishing sections of job reservation by law could be easily invalidated by the continued sanctioning of the right of white unions to negotiate collective agreements barring blacks from certain jobs. The ICFTU said that the new proposals proved that contained besides being morally offensive, just and not war.

The proposal also spells out clearly that the South African Government simply uses the philosophy, separate but free development, to justify the continued subservience of blacks. On the one hand blacks are admitted into the portals of white privilege because it is economically useful and are excluded from other areas where it is not.

The Pretoria regime has another reason for this move. At present there are more than one million unemployed blacks in South Africa. For the Afrikaaner, pathologically afraid of the black man, this spells trouble and even they are now realising what everybody has been telling them for years, that people need work in order to live and support their families. Like all their other actions over the past 30 years this move reflects the Afrikaaners obsession with survival.

Louis Malamu is from Soweto and is now studying at Bradford University.

Now miners threaten to sue their union

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25/5/79 Star

By Sieg Hannig, Labour Reporter

The Mineworkers' Union may be ruined by members who threaten to sue it for a fortune in pay and benefits lost because of its illegal, nationwide strike in March, it is being claimed

The union's bankruptcy would raise hope for the election of a "more responsible" leadership, Mr Maurice Meiring, past president of the MWU and currently a shaft steward at Impala Platinum, told The Star

Mr Meiring claimed that

- Miners at Impala Platinum lost an average of about R800 through the strike, while some men lost up to R4 000 each
- The MWU had only about R25 000 in its current account before the illegal strike — less than R2 for every one of its 16 000 members (An independent source confirmed this)
- On the eve of the strike, shaft stewards in the Rustenburg area were "instructed" by the MWU president, among others, to call their men out on strike or face expulsion. "We had no option but to do as we were told," he said.
- Incorrect minutes to the effect that the strike resulted from a spontaneous decision of the shaft stewards were passed at the next meeting
- "We were told (on the eve of the strike) that MWU men at every shaft in South Africa would be on strike and that it was a well organised strike"

Asked for comment, the MWU president, Mr Cor de Jager, said "I don't want to comment on lies"

Mr Meiring said the suits for damages depended on the outcome of the dispute between the MWU and the Chamber of Mines over the restoration of losses

Grobbelaar hopes for better laws

By Sieg Hannig
Labour Reporter

Hope of improvements to proposed legislation on the Wiehahn Report was held out today by Mr Arthur Grobbelaar of the Trade Union Council of South Africa.

Mr Grobbelaar had described the Industrial Conciliation Amendment Bill as "a threat to the whole of the trade-union movement — not only the unregistered (black) unions."

But after a phone conversation yesterday with the Minister of Labour, Mr Fanie Botha, he said. "Our differences are not insurmountable — certainly not over the longer term."

He had based his earlier warning on the denial of rights of association by the proposed exclusion from trade unionism of black migrants and frontier commuters, and the prohibition of racially mixed unions except by the Minister's permission

'Bright' reforms

ILLUSTRATION OF DIFFERENCE

" STAFF AUTHORITY " AND "FUNCTIONAL AUTHORITY "

RESEARCH INTO PERSONNEL MANAGER'S JOB :

IS HE "PURE STAFF " or " PURE FUNCTIONAL " or BOTH ?

	COMPULSORY CONSULTATION		VETO	
	By LINE MANAGER WITH PERSONNEL OVER LINE MANAGER	By PERSONNEL OVER LINE MANAGER	BY PERSONNEL OVER LINE MANAGER	BY LINE MANAGER WITH PERSONNEL OVER LINE MANAGER
(a) Gives advice	NO	YES	NO	YES
(b) " "	(No ?)	Yes	(No ?)	YES
(c) " "	Yes	Yes	(No ?)	YES
(d)				
DECISION TAKES (e)	-	-	-	YES
DECISION TAKES (f) Gives advice	-	-	-	YES
(g)	-	-	-	YES
DECISION TAKES (h)	-	Yes	No	YES

DEADLOCK

This may be known on Tuesday after the second meeting of the Conciliation Board appointed to resolve the deadlock

Mr Meiring said he and other men in the Rustenburg area would sue the union for their losses if the Chamber failed to pay up.

"If all the MWU members involved were to win such suits, there is little doubt that the MWU would be bankrupt," he said.

"I am particularly upset about having been forced into a strike in Bophuthatswana — an independent country — over labour problems confined to South Africa"

Mr Meiring has decided not to lay charges against the MWU's general secretary, Mr P J "Arnie" Paulus, and others who, he claimed, assaulted him after the MWU's Rustenburg rally on Monday.

Labour Reporter

The executive committee of the Railways' Artisan Staff Association is satisfied that the labour reforms now being introduced hold out "bright hopes for all workers"

A statement to this effect has been issued in Johannesburg

"The association is fully aware that our members may be apprehensive about the training of black apprentices and the sharing of facilities," the statement said

"But it recognised that these are matters for phasing in, in those industries where it becomes necessary

"We are also satisfied that our employer, the South African Railways and Harbours, will not introduce any such far-reaching changes without consultation with this union"

Paulus denies attack on union man

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By Sieg Hannig,
Labour Reporter

The general secretary of the Mineworkers Union (MWU), Mr P J "Arie" Paulus, denied today that he assaulted a past president of the union after an anti-Weihahn rally at Rustenburg last night

"It is totally untrue," said Mr Paulus, who declined to elaborate on events outside Rustenburg Town Hall, where Mr Maurice Meiring claimed he was beaten and kicked

He said he was attacked by some of the estimated 350 miners at the meeting After being knocked to the ground and kicked, he was held by some men while Mr Paulus assaulted him

Then Mr Cor de Jager, president of the union, and two other men took him home

Mr Meiring was shouted down repeatedly while questioning Mr Paulus at the meeting and while trying to explain why he had told miners to resume work before the end of the MWU's illegal strike in March

Mr Paulus offered to speak to him privately

When Mr Meiring left the hall, Mr Cor de Jager abruptly called an end to the meeting

Miners made for the doors in apparent pursuit of Mr Meiring

Mrs Meiring said today that her husband was considering laying charges He was at work this morning

● Fair attitude to workers urged — Page 5.

Mine turmoil fear as peace moves fail

(211)

30/5/79 Star

By Sieg Hannig, Labour Reporter

Fresh tension gripped the mining industry today as a confirmed deadlock between the Mineworkers' Union (MWU) and the Chamber of Mines raised the threat of a lawful strike and of "disastrous" claims for damages against the MWU.

The failure of a conciliation board to reach agreement on the dispute over the benefits which MWU members lost because of their illegal strike in March leaves the union with the option of calling a strike ballot

But it also opens the door to members who have threatened to sue the MWU for their losses in pay and benefits

"This is what we have been waiting for," commented the past MWU president, Mr Maurice Meiring, who is a shaft steward at Impala Platinum

"Now we can sue the union for the losses we suffered as a result of the illegal strike called by Mr Arrie Paulus and his executive committee

"If sufficient miners take such action it will mean financial disaster for the MWU leaders."

RALLIES

Mr Meiring said Mr Paulus's anti-Wiehahn rallies in mining areas clearly were forerunners of another strike.

"But this time there is no chance of a nationwide strike," he said

"The union simply cannot afford a strike — it hasn't got the money. And if a strike ballot is held, the majority of members will vote against striking."

Mr Meiring claimed that the MWU's total assets, including its building and office equipment, amounted to between R2,2-million and R2,3-million in January

"If these assets were cash, they would allow only about R144 for every one of the union's 16 000 members

Mr Paulus said there was a "great possibility" that the MWU executive committee meeting scheduled for the end of next month might be advanced to take a decision on whether or not to hold a strike ballot.

Winders go slow

By Sieg Hannig
Labour Reporter

Winding-engine drivers who control mine hoists are operating — "go-slow" on some goldmines.

The move, by members of 3 500-strong Technical of the 3 500-strong Technical Officials' Association, follows a demand to the Chamber of Mines to improve its offer of a 10 percent pay rise

The 10 percent offer has been accepted by the other two unions which represent more than 20 000 officials

But Mr H Mallet-Veale, general secretary of the Technical Officials' Association, said those earning more than minimum rates had no guarantee of a pay rise.

Mine companies say production has not been materially affected by the go-slow.

The association is demanding

- A 16 percent pay increase.
- Eight percent extra pay for overtime
- An additional R30 a month for men with 15 years' service

If the Chamber of Mines does not make an acceptable offer by next Wednesday, the association intends to declare a dispute

RDM. 30/5/79.

(211)

Miners go-slow in wage dispute

By RIAAN DE VILLIERS
Labour Correspondent

HOIST drivers and reduction workers on gold mines have embarked on go-slow action in protest against salary increases granted to officials by the Chamber of Mines last week

The men are all members of the SA Technical Officials' Association, with a workforce of 2 150 on gold mines covered by chamber agreements Of these, about 1 100 are hoist drivers and 900 reduction workers.

The workers have gone on a "go-slow" since the association rejected a 10 % increase in minimum starting rates awarded by the chamber at a meeting on Friday.

Two other officials' associations accepted the increase

The chamber said in a statement yesterday the Technical Officials' Association had informed it in a letter that it was withdrawing its co-operation in the mining industry.

The chamber said such tactics were "entirely inappropriate" and the association was acting in disregard of legal procedures which had to be followed in terms of the Industrial Conciliation Act

The action was also undertaken without cognisance of increases which officials would actually receive from their mines and while discussions between the association and the chamber were still in progress.

Mr H Mallett-Veale, general secretary of the association, denied yesterday that members were on a "go-slow" But he said members had decided to "withdraw co-operation" until the association's demands of a 16 % increase in basic minimum wages was met

The chamber has been given until next Wednesday to react

Work to rule on mines goes on

RDM. 31/5/79

By RIAAN DE VILLIERS
Labour Correspondent

THE "work to rule" campaign by members of the Technical Officials' Association on gold mines is continuing after fruitless talks between the association and the Chamber of Mines yesterday

The association's general secretary, Mr H Mallett-Veale, said yesterday the chamber had refused to budge on the association's wage claims, which include a 16% increase in basic minimum rates, an increase in overtime tariffs and improvements in service increments

"It looks as though we have reached a deadlock, but my door remains open to discuss the situation with the chamber at any time," he said

The "withdrawal of co-operation" by members of his association would continue until the issue had been resolved.

"But as soon as there is any indication of progress my members will reconsider their stand," he said

Mr Mallett-Veale claimed all of the 2 100 association members on gold mines — hoist drivers and reduction workers — were taking part in the work-to-rule campaign.

But the chamber has claimed that only some mines have been affected

The chamber would not comment further on the situation yesterday and it is not known whether production has been significantly affected

The two other official associations on the mines last week accepted a chamber offer of a 10% increase in basic minimum rates.

Most officials earn more than the minimum levels and actual salary increases are awarded by individual mines on the basis of service and merit

ARRIE PAULUS

Bouncing back

FM 5/6/91

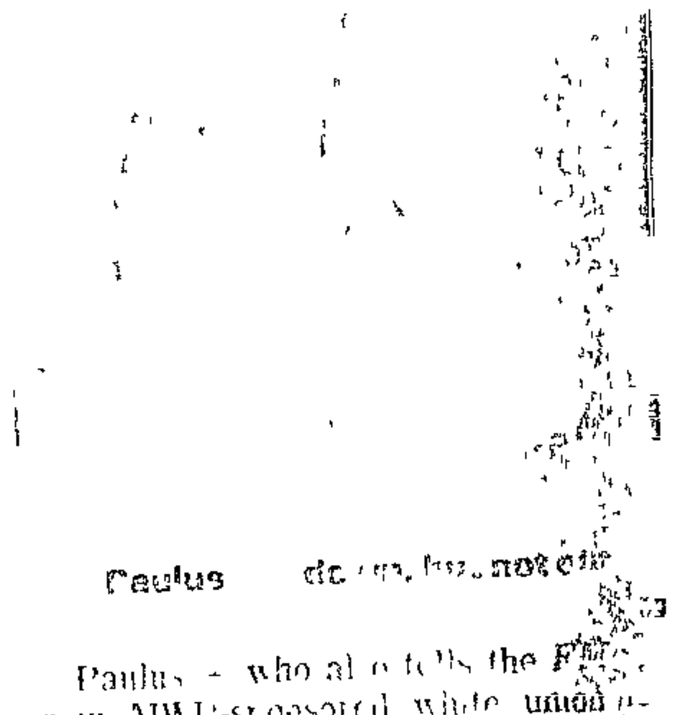
Neither SA nor the mining industry has heard the last of the Mine Workers' Union. Indeed, some sources believe a new confrontation between the union and the Chamber of Mines may be imminent.

The immediate issue which could provoke confrontation is the loss of benefits by miners who struck earlier this year. The conciliation board set up to discuss the dispute on this issue has ended in deadlock and the union can now legally call a strike ballot. MWU general secretary Arrie Paulus tells the *FM* "we will decide as soon as possible."

But whatever the outcome of that issue, some mining unionists say that reports about the MWU's demise – backed to some extent by Minister of Labour Fanie Botha, who has said that the union's support is weak – are greatly exaggerated. Indeed, they believe MWU members may soon rally round in a new show of strength, though not necessarily a strike.

Press reports have focused on a union shaft steward, Maurice Meiring, who wants to sue the MWU hierarchy on the loss of benefits, and ex-union official Flip Coetzee, who has resigned. Does this imply a groundswell of dissent in the union? Paulus obviously thinks not, repeating a challenge to Botha to hold a secret ballot among miners to gauge MWU strength.

Paulus claims he is not worried by Meiring or Coetzee. He adds that Meiring has few legal grounds for a lawsuit on the loss of benefits. "He was one of the most active supporters of the strike and helped to organise it at Impala. How can he now sue about something he helped to start?"



Paulus: dissent has not [illegible]

Paulus – who also tells the *FM* the new MWU-sponsored white union [illegible] – is hardly a disinterested party. The other mine unions – by no means friends of the MWU – say the dissent within the union has been overplayed. "He's still a hero to [illegible] them. There is disaffection but [illegible] people forget quickly," says one.

Adds another: "The dissenters are [illegible] and have little support. All Paulus [illegible] is an issue and they'll all be solidly [illegible] him again." He believes, however, the lost benefits will not be that [illegible]. Rather, he believes the union will [illegible] some other issue to rally the rank [illegible] and he believes that this strategy [illegible] successful.

c) Ander lede:

Mnr K. Bosman
Professor A. Cupido
Mnr N. Daniels
Mnr Achmat Davids
Professor R.J. Davies
Professor J.J. Degenaar
Mnr René de Villiers
Dr I.D. du Plessis
Professor J.J.F. Durand
Professor J.B. du Toit
Mnr A. Flederman
Professor R.F. Fuggle
Mnr G.J. Gerwel
Eerw D. Guma
Professor A. Paul Hare
Dr Gertrud Heydorn
Mnr F.A. Jacobs
Mnr H.W. Middelmann
Eerw. M.T.L. Moletsane
Professor A.D. Muller
Sheik A. Najaar
Mnr Victor Norton
Professor N.J.J. Olivier
Mnr L. Phillips
Professor H.P. Pollak
Mnr W.J September
Mnr Franklin Sonn
Mnr P.M. Sonn
Regter J.H. Steyn
Mnr R. Tobias
Professor R.E. van der Ross
Professor J H. van Rooyen
Mev. S. Walters
Professor F.A.H. Wilson

Friends (Quakers) en van die American Friends Service Committee deurgebring Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegespreek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switzerland, Swede, Israel en Zambié besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy 'n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die Gereformeerde Kerken in Holland.

Professor J.L. Boshoff, ere-Fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Transvaal insluit, en met verskeie handels- en industriële firmas in Natal, kontak opgebou.

(b) <u>Konferensies</u>

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie)

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Work to rule miners campaign extended

Labour Correspondent

THE Technical Officials' Association has decided to continue its "work to rule" campaign on gold mines in an angry response to a hard-line attitude adopted by the Chamber of Mines

Mr Harry Mallett-Veale, secretary of the association, said yesterday that the decision was taken after the chamber had informed the association it might hold it or its members responsible for any damage to mine property

The warning came after black mineworkers threw ore hoppers down a mineshaft at a Randfontein mine on Friday night in protest against being brought to the surface later than usual

Mr Mallett-Veale said that as a result of the incident an executive meeting was called for Monday to discuss relieving the situation on the mines.

While the meeting was in progress, a letter from the chamber was delivered, rejecting the association's salary demands and warning that action might be taken against members

Mr Mallett-Veale said the association would now declare a dispute with the chamber on its salary demands.

Chamber spokesmen would not comment on the situation yesterday. A spokesman for Johannesburg Consolidated Investments said there had been no further incidents

DEPARTMENT OF MINES

8 June 1979

No. R. 1189

AMENDMENT OF REGULATIONS

MINES AND WORKS ACT, 1956
(ACT 27 OF 1956)

The State President has, under and by virtue of section 12 of the Mines and Works Act, 1956 (Act 27 of 1956), made the following regulations:

The regulations published under Government Notice R. 992 of 26 June 1970, are hereby amended by—

1. deleting the words ", whether he is the holder of a mine manager's certificate or not," in regulation 2.3.4;

DEPARTEMENT VAN MYNWESE

8 Junie

No R 1189

WYSIGING VAN REGULASIES

WET OP MYNE EN BEDRYWE, 1956
(WET 27 VAN 1956)

Die Staatspresident het kragtens artikel 12 va Wet op Myne en Bedrywe, 1956 (Wet 27 van die volgende regulasies uitgevaardig:

Die regulasies afgekondig by Goewermentsken wing R. 992 van 26 Junie 1970 word hierby g deur—

1. in regulasie 2.3.4 die woorde ", hetsy l houer van 'n mynbestuurdersertifikaat is of n skrap;

2. substituting the following regulation for regulation 2.5.2.1.

"2 5 2 1 In the case of a mine in which more than 50 persons are at any one time employed underground, the manager shall appoint a person who is the holder of a mine manager's certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations, unless the manager himself is the holder of such a certificate. The person so appointed, or the manager who is the holder of such a certificate himself, as the case may be, shall be responsible for the fulfilment and implementation of these regulations in respect of the underground workings of the mine";

3. substituting the following regulation for regulation 2.5.2.2:

"2 5 2 2 In the case of any mine where the manager thereof is himself not the holder of an acceptable mine manager's certificate, or in the case of a works, the Inspector of Mines or the Inspector of Machinery, as the case may be, with the approval of the Government Mining Engineer, may, by notice in writing served on the owner of such mine or works, require the appointment of a person who is the holder of a mine manager's certificate issued in accordance with these regulations or who is in possession of such other certificate or qualification which the said Inspector, with the approval of the Government Mining Engineer may deem necessary in the interest of effective control over such mine or works.",

4. substituting the following regulation for regulation 2.5.3.1:

"2 5 3 1 A mine where the appointment is required of a person who is the holder of a mine manager's certificate may be worked without the services of such certificate holder for a period of not more than six weeks in any period of six consecutive months The owner shall in these circumstances appoint a competent scheduled person, as required by regulation 2 5 3 2 or 2.5 3 3, as the case may be, to act in the place of such certificate holder during such period of six weeks or portion thereof and such competent person shall for the duration of his appointment have all the duties and responsibilities of the certificate holder under the regulations Provided that the appointment of such competent person shall not be taken to relieve the certificate holder referred to of any personal responsibility under the regulations";

5. substituting the words "in the place of the holder of a mine manager's certificate" for the words "as manager" in regulation 2 5 3 2;

6 inserting the words "or Inspector of Machinery, as the case may be," after the words "Inspector of Mines" in regulation 2.5.5;

7 substituting the following regulation for regulation 2 5.6.

"2.5 6 Any appointment under regulation 2 5 1 shall be made in writing by the owner and shall within three days after the date of appointment be reported in writing to the Inspector of Mines or Inspector of Machinery, as the case may be, and any appointment under regulation 2.5.2.1 shall be

2. regulasie 2.5.2.1 deur die volgende regulasie te vervang.

"2 5 2.1 In die geval van 'n myn waarin daar meer as 50 persone te eniger tyd ondergronds werksaam is, moet die bestuurder 'n persoon aanstel wat die houer van 'n mynbestuurdersertifikaat is wat geldig is vir die klas myn waartoe die myn behoort en wat ooreenkomstig hierdie regulasies uitgereik is, tensy die bestuurder self die houer van sodanige sertifikaat is. Die persoon wat aldus aangestel is, of die bestuurder wat self die houer van bedoelde sertifikaat is, na gelang van die geval, is verantwoordelik vir die nakoming en uitvoering van hierdie regulasies ten opsigte van die ondergrondse delfplekke van die myn";

3. regulasie 2.5 2 2 deur die volgende regulasie te vervang·

"2 5 2.2 In die geval van enige myn waar die bestuurder daarvan nie self die houer van 'n aanvaarbare mynbestuurdersertifikaat is nie, of in die geval van 'n bedryf, kan die Inspekteur van Myne of die Inspekteur van Masjinerie, na gelang van die geval, met die goedkeuring van die Staatsmyningenieur, by wyse van skriftelike kennisgewing aan die eienaar van daardie myn of bedryf, die aanstelling vereis van 'n persoon wat die houer is van 'n mynbestuurdersertifikaat wat ooreenkomstig hierdie regulasies uitgereik is, of wat oor sodanige ander sertifikaat of kwalifikasie beskik wat genoemde inspekteur, met die goedkeuring van die Staatsmyningenieur in belang van doeltreffende beheer oor daardie myn of bedryf nodig ag",

4. regulasie 2.5 3 1 deur die volgende regulasie te vervang

"2.5 3 1 'n Myn waar die aanstelling van 'n persoon wat die houer van 'n mynbestuurdersertifikaat is vereis word, mag vir 'n tydperk van hoogstens ses weke in enige tydperk van ses opeenvolgende maande sonder die dienste van sodanige sertifikaathouer werk Die eienaar moet in daardie omstandighede 'n bevoegde ingelyste persoon, soos vereis by regulasie 2 5.3 2 of 2 5 3 3, na gelang van die geval, aanstel om in die plek van die bedoelde sertifikaathouer gedurende sodanige tydperk van ses weke of gedeelte daarvan op te tree en sodanige bevoegde persoon aanvaar vir die duur van sy aanstelling al die pligte en verantwoordelikhede van bedoelde sertifikaathouer ingevolge hierdie regulasies. Met dien verstande dat die aanstelling van sodanige bevoegde persoon nie beteken dat dit die bedoelde sertifikaathouer van enige persoonlike verantwoordelikheid kragtens die regulasies onthef nie.";

5 in regulasie 2 5 3 2 die woorde "as bestuurder" deur die woorde "in die plek van die houer van 'n mynbestuurdersertifikaat" te vervang;

6. in regulasie 2 5 5 die woorde "of Inspekteur van Masjinerie, na gelang van die geval," na die woorde "Inspekteur van Myne" in te voeg;

7 regulasie 2.5 6 deur die volgende regulasie te vervang.

"2 5 6 Alle aanstellings ingevolge regulasie 2.5.1 moet skriftelik deur die eienaar gemaak word en binne drie dae na die datum van die aanstelling skriftelik by die Inspekteur van Myne of Inspekteur van Masjinerie, na gelang van die geval, aangemeld word en alle aanstellings ingevolge regulasie 2.5.2.1 moet op dieselfde wyse gemaak en by die Inspekteur van

made and reported to the Inspector of Mines in the same manner. Such report shall be accompanied by a copy of the letter of appointment.";

8. substituting the following regulation for regulation 2.6.3·

"2.6.3 No such person shall be appointed as a subordinate manager of any underground workings of a mine where the appointment is required of a person who is the holder of a mine manager's certificate, unless he is the holder of a mine manager's certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations Provided that for not more than six weeks in any period of six consecutive months the post of such subordinate manager may be filled by the appointment of a person who is the holder of a mine overseer's certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations ",

9 inserting the words "or Inspector of Machinery, as the case may be," after the words "Inspector of Mines" in regulation 2 6 4,

10. substituting the following regulation for regulation 2.8·

"2.8 In the case of a fiery mine the manager, if he is the holder of a mine manager's certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations, or a person appointed under regulation 2 5 2 1, or a subordinate manager who is the holder of such a certificate, shall reside on the mining property or at some other place in the immediate neighbourhood of the mine Such manager, person or subordinate manager, shall not reside at a greater distance than 15 kilometres from the mine and he shall not have any commitment which will necessitate his frequent or prolonged absence from the mine ",

11. inserting the words "or Inspector of Machinery, as the case may be," after the words "Inspector of Mines" in regulation 2.9 4;

12. inserting the words "or Inspector of Machinery" after the words "Inspector of Mines" in regulation 2 10.1;

13. substituting the words "Inspector of Machinery" for the words "Inspector of Mines" in regulation 2.13 8;

14. substituting the words "Inspector of Machinery" for the words "Inspector of Mines" in regulations 2.13.11 (b) and 2.14.3.2;

15. inserting the words "or Inspector of Machinery" after the words "Inspector of Mines" in regulations 3.15.1, 3.15 2 and 3 21;

16. substituting the words "Inspector of Machinery" for the words "Inspector fo Mines" in regulation 11 3 5 and deleting the semicolon and adding the words "if applied for by the manager in writing.";

Myne aangemeld word. Sodanige aanmelding vergesel word van 'n afskrif van die aanstellingsbrief ";

8. regulasie 2.6.3 deur die volgende regulasie vervang:

"2.6.3 Geen sodanige persoon word as 'n ondergeskikte bestuurder van enige ondergrondse delwerke van 'n myn waar die aanstelling van 'n persoon wat die houer van 'n mynbestuurdersertifikaat is aangewys word, aangestel nie tensy hy die houer is van 'n mynbestuurdersertifikaat wat geldig is vir die klas myn waartoe die myn behoort en wat ooreenkomstig hierdie regulasies uitgereik is: Met dien verstande dat die pos van sodanige ondergeskikte bestuurder vir hoogstens ses weke in enige tydperk van ses opeenvolgende maande gevul mag word deur die aanstelling van 'n persoon wat die houer is van 'n mynopsigtersertifikaat wat geldig is vir die klas myn waartoe die myn behoort en wat ooreenkomstig hierdie regulasies uitgereik is.";

9. in regulasie 2.6.4 die woorde "of Inspekteur van Masjinerie, na gelang van die geval," na die woorde "Inspekteur van Myne" in te voeg;

10. regulasie 2.8 deur die volgende regulasie vervang·

"2.8 In die geval van 'n brandgasmyn, mijnbestuurder, indien hy die houer is van 'n mynbestuurdersertifikaat wat geldig is vir die klas myn waartoe die myn behoort en wat ooreenkomstig hierdie regulasies uitgereik is, of 'n persoon wat ingevolge regulasie 2.5.2 1 aangestel is, of 'n ondergeskikte bestuurder wat die houer van sodanige sertifikaat is, in die myneiendom woon. Sodanige bestuurder, persoon of ondergeskikte bestuurder, mag nie verder as kilometer van die myn af woon nie en hy mag ook met niks besig hou wat aanleiding daartoe gee dat hy dikwels of vir lang tye van die myn afwesig is nie.";

11. in regulasie 2.9.4 die woorde "of Inspekteur van Masjinerie, na gelang van die geval," na die woorde "Inspekteur van Myne" in te voeg;

12. in regulasie 2.10.1 die woorde "of Inspekteur van Masjinerie" na die woorde "Inspekteur van Myne" in te voeg;

13. in regulasie 2.13.8 die woorde "Inspekteur van Myne" deur die woorde "Inspekteur van Masjinerie" te vervang;

14. in regulasies 2.13.11 (b) en 2.14.3.2 die woorde "Inspekteur van Myne" deur die woorde "Inspekteur van Masjinerie" te vervang;

15. in regulasies 3.15.1, 3.15.2 en 3.21 die woorde "of Inspekteur van Masjinerie" na die woorde "Inspekteur van Myne" in te voeg;

16. in regulasie 11.3.5 die woorde "Inspekteur van Myne" deur die woorde "Inspekteur van Masjinerie" te vervang en die kommapunt te skrap na die woorde "indien skriftelik deur die bestuurder aansoek gedoen word." by te voeg;

17. substituting the words "Inspector of Machinery" for the words "Inspector of Mines" in regulations 16 2 2, 16 24, 16 28, 16.29, 17 2 1, 17.2.5, 17.3.1, 17.3 3 and 17 27 5;

18. inserting the words "or Inspector of Machinery" after the words "Inspector of Mines" in regulation 18.1.4,

19. substituting the words "Inspector of Machinery" for the words "Inspector of Mines" in regulations 18.4 2, 22 3.1, 22 5.1, 22 5.3, 22.5 5, 22.7 6, 22 8 13 and 22 10 1; and

20. inserting the words "Inspector of Machinery" after the words "Inspector of Mines" in regulations 29 2 1 and 29 4.

17 in regulasies 16 2.2., 16.24, 16.28, 16.29, 17.2.1, 17.2 5, 17.3.1, 17.3.3 en 17.27.5 die woorde "Inspekteur van Myne" deur die woorde "Inspekteur van Masjinerie" te vervang;

18. in regulasie 18.1.4 die woorde "of Inspekteur van Masjinerie" na die woorde "Inspekteur van Myne" in te voeg,

19. in regulasies 18.4.2, 22.3.1, 22.5.1, 22.5.3, 22 5 5, 22.7.6, 22.8 13 en 22.10.1 die woorde "Inspekteur van Myne" deur die woorde "Inspekteur van Masjinerie" te vervang; en

20 in regulasies 29.2.1 en 29.4 die woorde "of Inspekteur van Masjinerie" na die woorde "Inspekteur van Myne" in te voeg.

Go-slow miners: court interdict

(211)

14/7/89

BLOEMFONTEIN — A provisional interdict was granted in the Supreme Court here yesterday against the South African Technical Officials' Association, preventing 25 of its members from striking or "going slow" at three Goldfields mines

The interdict was a sequel to go-slow strikes at the Welkom, Harmony and President Brand gold mines by some winding-engine drivers.

Mr A J Maisels, SC, told the court yesterday Harmony had lost R375 000 in the go-slow He said production had begun to slow on May 28, mines were losing production equivalent to 100 shifts a day and were still being affected last week

He said it was feared that violence might erupt among disgruntled underground workers, since some winding engine drivers were raising shifts to the surface an hour after the correct time

The association was going slow because of dissatisfaction with the 10 per cent pay rise granted after the Mine Workers' Union strike The association, which consists largely of winding engine drivers and reduction workers is independent of the NUW

The respondents — the association, its secretary, Mr H Mallet-Weaver and 24 winding engine drivers -- have been given until August 23 to reply — SAPA

'Go-slow' cost mines R1m, court is told

RDM 20/6/79 (211)

Pretoria Bureau

A "GO-SLOW strike" by the Technical Officials' Association on Transvaal gold mines has caused losses of nearly R1-million at one mine and led to incidents involving black miners, it was claimed in the Pretoria Supreme Court yesterday

Two mining groups, Randfontein Estates Gold Mining Company (Witwatersrand) and Vaal Reefs Exploration and Mining Company have applied for an urgent interdict against the South African Technical Officials' Association and 18 of their members, employed on Transvaal gold mines

Mr Justice van der Walt will give his decision on the application today The groups claim that following a decision by the association not to accept certain pay increases, the association was seeking to force the applicants to comply with their demands through a pattern of behaviour.

This behaviour, it was argued, amounted to a "go-slow strike", which was illegal in terms of legislation The mine said that between May 28 and June 7 the losses at one mine alone in gold and uranium production as a result of reduced tonnages being brought to the surface amounted to R955 500

There was also a possibility that if black miners were kept underground excessively there could be riots or damage caused. This had already happened.

They described the situation as serious, extremely dangerous and costly

The mining companies asked Mr Justice van der Walt to declare that the association and its members had acted unlawfully and for an interdict restraining the respondents from any unlawful action.

It is claimed that winding engine operators had wasted time for no apparent reason before starting the engine after being given the order to raise or lower the hoist, and delays were caused in bringing miners to the surface at the end of their shifts.

Opposing the application, the association said it was not a matter of urgency There were certain irregularities in the attestation of affidavits.

It was also claimed that in terms of regulations, the winding engine drivers had to wait at least ten seconds after receiving the order to start, before starting the engine

The association also claimed that if its members were breaking the regulations they could be prosecuted in terms of the Mines and Works Act, or face prosecution under the Industrial Conciliation Act

Court stops 'go-slow' at gold mines

Pretoria Bureau

THE PRETORIA Supreme Court has ordered a halt to a "go-slow strike" on two Transvaal gold mines

Mr Justice Van der Walt yesterday granted Randfontein Estates Gold Mining Company, Witwatersrand, Limited and Vaal Reefs Exploration and Mining Company Limited an interim order against the South African Technical Officials' Association, seven members of its executive and 11 members of the association, employed as winding engine drivers at the mines

In terms of the order, all the respondents are restrained from inciting, instigating, commanding, advising, encouraging or procuring any employee in the mining industry in the Transvaal from taking part in an unlawful strike by "go-slow", purporting to work to rule and/or causing the hoists under their control to make fewer than normal trips per operating hour, or in any other manner

The 11 winding engine drivers are also further restrained from striking

In terms of the rule nisi granted by Mr Justice Van der Walt, the respondents are also called upon to show cause, if any, on September 4 why an order should not be made against them that they had unlawfully and in breech of the Industrial Conciliation Act retarded, effected a "go-slow", or purported to work to rule, causing the hoists to make fewer than normal trips per hour

Mr Justice Van der Walt said it appeared that certain acts committed by the respondents fell fully within the definition of a strike in terms of the Industrial Conciliation Act

He said the dispute between the association and the mines apparently arose during May, when a 10% pay increase to minimum rates was rejected by the association's executive The executive had, among other demands, called for a 16 % across-the-board increase

According to a letter, the executive said unless the demands were met it would have no alternative but to withdraw its "co-operation"

Mr Justice Van der Walt said that apparently because of the wages dispute between the respondents, as workers, and the applicants, as employers, there had been a concerted change in the pattern of work from that executed before the dispute arose

According to papers the "go-slow strike" had resulted in fewer trips being made per operating hour by the hoists, which are used to bring ore to the surface and to raise and lower miners and equipment

As a result, gold and uranium production had dropped, which at one mine in about ten days amounted to R955 500

White miners assured

(211) DD 22/4/77

JOHANNESBURG — White workers in the mining industry need have no fear about the future of their jobs, and convincing them of this is going to be one of the most important tasks for employers, Mr P A von Wielligh, president of the Chamber of Mines, said in his presidential address to the Chamber's annual meeting yesterday.

"In the mining industry, as in the other economic sectors in South Africa, the demands for skilled manpower are going to far exceed the men available to meet them. Even if all restraints on the utilisation of labour are removed, the white mineworker will remain an essential employee with a special role to play," he said.

"There is no doubt that some white employees in the mining industry are apprehensive about their future security. The recent illegal strike by members of the Mine Workers' Union appeared in part to reflect this fear.

"No employer, least of all the mining industry, can accept the use of the strike weapon as a means of influencing government labour policy, or of generating support for political attitudes.

"The strike was in fact totally unnecessary in terms of its alleged objective, for white workers in the mining industry need have no fear about the security of their jobs."

Mr Von Wielligh warned that the level of labour productivity was still a cause of concern within the mining industry. Although the industry has strenuously attempted to meet this challenge, no major progress has been made so far.

"To achieve the improvement which is so vitally important to the future economic viability of the mines, all available skills and potential skills must be fully utilised. Every effort will have to be made, therefore, to reach agreement with the labour unions to permit employers to train and utilise the labour force to its fullest potential." — SAPA

Mineworkers need not fear — VON WIELLIGH

(211) 27/6/79

JOHANNESBURG. — White workers in the mining industry need have no fear about the future security of their jobs, and convincing them of this is going to be one of the most important tasks for employers in the months and years that lie ahead, Mr P A von Wielligh, president of the Chamber of Mines, said in his presidential address to the chamber's annual meeting yesterday.

"There is no doubt that in the mining industry, as in the other economic sectors in South Africa, the demands for skilled manpower are going to far exceed the men available to meet them Even if all restraints on the utilization of labour are removed, the white mineworker will remain an essential employee with a special role to play," he said

"The co-operation of all employees will be sought and the emphasis will be on orderly progress on a mutually acceptable basis "

Mr Von Wielligh commented that the recently published reports of the Wiehahn and Riekert Commissions were of critical importance to South Africa, in that they recommend a fundamental change in the direction of government policy — a movement away from constraints towards a dismantling of racial discrimination in the workplace, the freer and fuller use of labour and the fuller participation of all employees in the free enterprise system

"The first report of the Wiehahn Commission contains a number of far-reaching recommendations which, if implemented by the government, will change labour relations significantly," Mr Von Wielligh said

Mr Von Wielligh

He added. "There is no doubt that some white employees in the mining industry are apprehensive about their future security The recent illegal strike by member of the Mineworkers' Union appeared in part to reflect this fear "

In addition, it has been suggested that much of the support for the strike arose from fears of the impending changes which could result from government implementation of the Wiehahn and Riekert Commission reports

"No employer, least of all the mining industry, can accept the use of the strike weapon as a means of influencing government labour policy, or of generating support for political attitudes," Mr Von Wielligh said "The strike was in fact totally unnecessary in terms of its alleged objective for white workers in the mining industry need have no fear about the security of their jobs

Concern

Mr Von Wielligh warned that the level of labour productivity was still a cause of concern within the mining industry Although the industry has strenuously attempted to meet this challenge, no major progress has been made so far

"To achieve the improvement which is so vitally important to the future economic viability of the mines, all available skills and potential skills must be fully utilized Every effort will have to be made, therefore, to reach agreement with the labour unions to permit employers to train and utilize the labour force to its fullest potential " — Sapa

Mineworkers get boost in starting pay

(211)

29/6/79 Star

By Sieg Hannig
Labour Reporter

The minimum starting pay for black mineworkers is being increased by 13,2 to 15,4 percent on Sunday, although the mines continue to be overrun by unemployed blacks seeking work

More than 430 000 workers on gold mines, collieries and certain platinum mines will get increases, the Chamber of Mines announced today

But the percentage increase in higher categories may be more or less than that of men on the starting rates

Under the new rates, a novice underground worker will start with at least R20,04 a week, plus free board and lodging, an increase of 13,2 percent over the present starting rate

Novice surface workers will start with at least R13,50 a week, which is 15,4 percent more than the existing starting rate

Actual pay rates are being set by individual mining groups in accordance with various job categories and the responsibility, skill and experience of workers.

The average income of black underground workers has increased from R18 a month in 1971 to R135 a month before the new increases, excluding free food and accommodation

This means underground workers are getting 7,5 times more than they were getting in 1971.

The Chamber of Mines has not given any estimate of the expected increase in the average wage resulting from the new increases

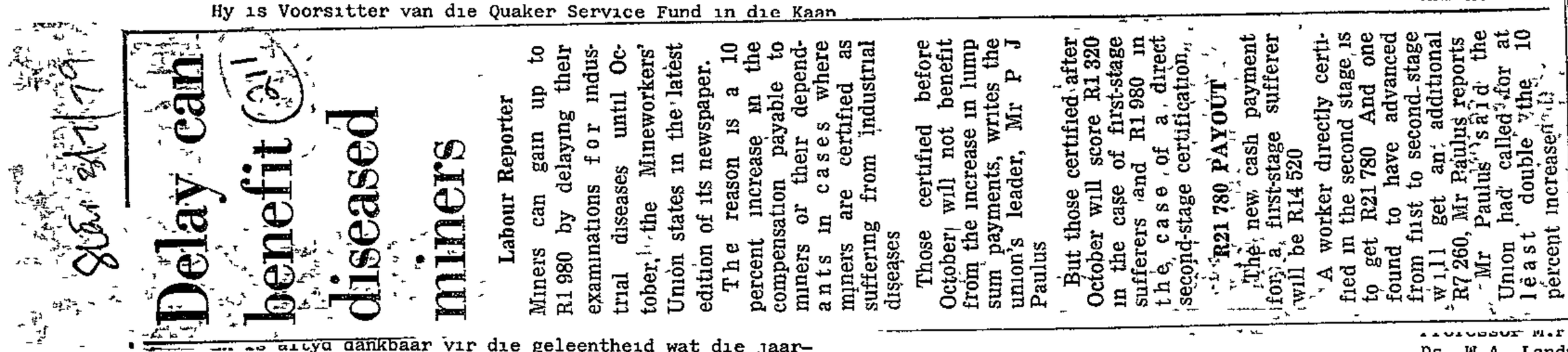
Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana Verhandeling voorgelê oor 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welsyns- Professionele en Openbare Organisasies

Die Direkteur het aktief gebly in die Suid-Afrikaanse Instituut vir Rasse-Verhoudinge as 'n lid van die Weskaap-Distrikskomitee, die Nasionale Uitvoerende Komitee en van die Raad.

Hy is Voorsitter van die Quaker Service Fund in die Kaap



Delay can benefit diseased miners

Labour Reporter

Miners can gain up to R1 980 by delaying their examinations for industrial diseases until October, the Mineworkers' Union states in the latest edition of its newspaper.

The reason is a 10 percent increase in the compensation payable to miners or their dependants in cases where miners are certified as suffering from industrial diseases

Those certified before October will not benefit from the increase in lump sum payments, writes the union's leader, Mr P J Paulus

But those certified after October will score R1 320 in the case of first-stage sufferers and R1 980 in the case of a direct second-stage certification.

R21 780 PAYOUT

The new cash payment for a first-stage sufferer will be R14 520

A worker directly certified in the second stage is to get R21 780 And one found to have advanced from first to second stage will get an additional R7 260, Mr Paulus reports

Mr Paulus said the Union had called for at least double the 10 percent increase

... is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuig aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het benewens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorruimte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra. dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K , en professor J L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergroepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in·

a) Drie stigterslede.

Mnr J.G. Benfield
Mnr H.L. Kennedy
tson

e wat gedurende die afgelope 10
e Beheerraad was (* dui stigters-

Axelson
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Professor M.F. Kaplan
Ds. W.A. Landman
Mnr G.K. Lindsay
Sir Richard Luyt
Professor S.J. Saunders
Professor H W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

ACCOUNTING PRACTICE

EXAMPLES

211

en a suspended sentence been

Union boss to appear before mine inquiry

BY CHRIS OLCKERS

THE president of the Mine Workers Union, Mr Cor de Jager, will appear before a commission of inquiry next week for allegedly contravening mining regulations by allowing a black mineworker to use explosives

The commission will sit at Rustenburg on Monday and evidence will be led that Mr De Jager, who strongly opposes the recommendations of the Wiehahn Commission, had allegedly allowed a black assistant to be in possession of an explosives-box key, allowed him to remove dynamite from it and had allowed him to do blasting without the supervision of a scheduled person

All these alleged actions by the black assistant are against mining regulations and if Mr De Jager is found to have contravened the Explosives Act he can be charged in a magistrate's court He could also appear before a mine inspectors court

It is believed that a mine inspector yesterday morning allegedly caught a black mineworker who works under the supervision of Mr De Jager, in the possesion of an explosives box key It is alleged the inspector saw the man unlock the box and remove dynamite from it

The law states that no worker who is not a scheduled person may be in the possession of an explosives box key may not handle or remove dynamite from the box and may not do blasting work

The alleged incident took place at the Townlands 10 Incline Shaft of Rustenburg Platinum Mine yesterday morning

ı item of new plant for R60 000
ation is provided at 12½% p.a.
ıitial allowance is granted for
ear being 20% on the reducing
: 40% in 19.6 and 42% in 19.7,
ted to R45 000 and R50 000
ıancial years ended 31.12.19.6

ferred tax account in respect
7, assuming

b) liability method?

2. Show how the tax charge will be disclosed in the income statement for the year ended 31 December 19.7, assuming

   a) deferral method

   b) liability method

   (assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

   Draw up the income statement for the 19.8 financial year under a) liability method

   b) deferral method

   Assume the tax rate remains 42%

BLACK MINERS FM 6/7/79

Pay edges up

(211)

Last week's wage rise for black miners was the highest granted them in four years — but it is still a far cry from the relatively large increases granted in the mid-Seventies

The starting wage for black underground novice workers was raised by 13% to R20,04 a week, and that for their counterparts on the surface by 15% to R13,50.

Actual wage rates will be set by the mining houses themselves, a fact which has been interpreted in some quarters as a move away from the common wage setting practised by the mining industry to prevent competition bidding up the price of labour

Not so, says Chamber president Dennis Etheredge. He adds that wage-rates have

Financial Mail July 6 1979

varied slightly from mine to mine for about three years now, and that this year's rise represents no change in policy The common "recruitment wage" remains, although Etheredge says that recruits may find that the rates at some mines are higher than those advertised at recruiting depots.

The somewhat higher increase this year follows the 10% recently granted to white miners, an increase which was also higher than that in previous years

With the massive rise in black joblessness in the last few years, the days of the mid-Seventies, when the mines raised black wages by anything from 40% to 102% in a year in order to attract more local labour, now seem to be a thing of the past

"Board and lodging"

According to the Chamber, average black earnings underground before last week's increase were R135 a month, those on the surface R115

The Chamber argues that the "free board and lodging" which black miners receive (valued at around R50) make up the difference between take-home pay and the poverty datum line White miners point out, however, that they receive fringe benefits way in excess of this amount They have used this point to back up their charge that black labour would still be cheaper even if black miners received the same basic cash pay as whites They thus argue that the racial wage gap goes much further than mere pay differences.

questions and answers

159. Variation of contract mentioned in prospectus.—No company shall within one year after the date of registration of a prospectus vary or agree to the variation of the terms of a contract referred to in such prospectus unless the variation in specific terms is authorized or ratified by a general meeting of members of the company of which notice has been given on a date not earlier than six months after the date of registration of the prospectus.

160. Liability for untrue statements in prospectus.—(1) Where shares are offered to the public for subscription in pursuance of a prospectus, every person—

(*a*) who is, at the time of the issue of the prospectus, a director of the company;

(*b*) who becomes a director at any time between the issue of the prospectus and the holding of the first general meeting of the company at which directors are elected or appointed;

(*c*) who with his authority is named in the prospectus as a director or as having agreed to become a director either immediately or after an interval of time;

(*d*) who is a promoter of the company; or

(*e*) who has authorized the issue of the prospectus,

shall be liable to pay compensation to all persons who have acquired any shares on the faith of the prospectus for the loss or damage they may have sustained by reason of any untrue statement therein, or in any report or memorandum appearing on the face thereof or issued therewith, or by reference incorporated therein.

(2) Where shares are offered to the public for sale in pursuance of a prospectus, every person—

(*a*) who has made the said offer;

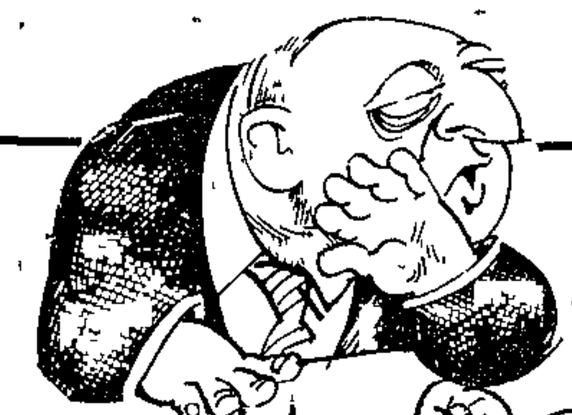
(*b*) who under section 154 (3) is deemed to have authorized the issue of such prospectus; or

(*c*) who is in relation to the company the shares of which are so offered, a person referred to in subsection (1) (*a*), (*b*), (*c*), (*d*) or (*e*),

shall be liable to pay compensation to all persons who have acquired any shares on the faith of the prospectus for the loss or damage they may have sustained by reason of any untrue statement therein, or in any report or memorandum appearing on the face thereof or issued therewith, or by reference incorporated therein.

(3) The liability provided for in s

if it is proved—



F.M. 13/7/79 (138)

That the Mine Workers Union has expressed its gratitude to Minister Fanie Botha for the first time in years?

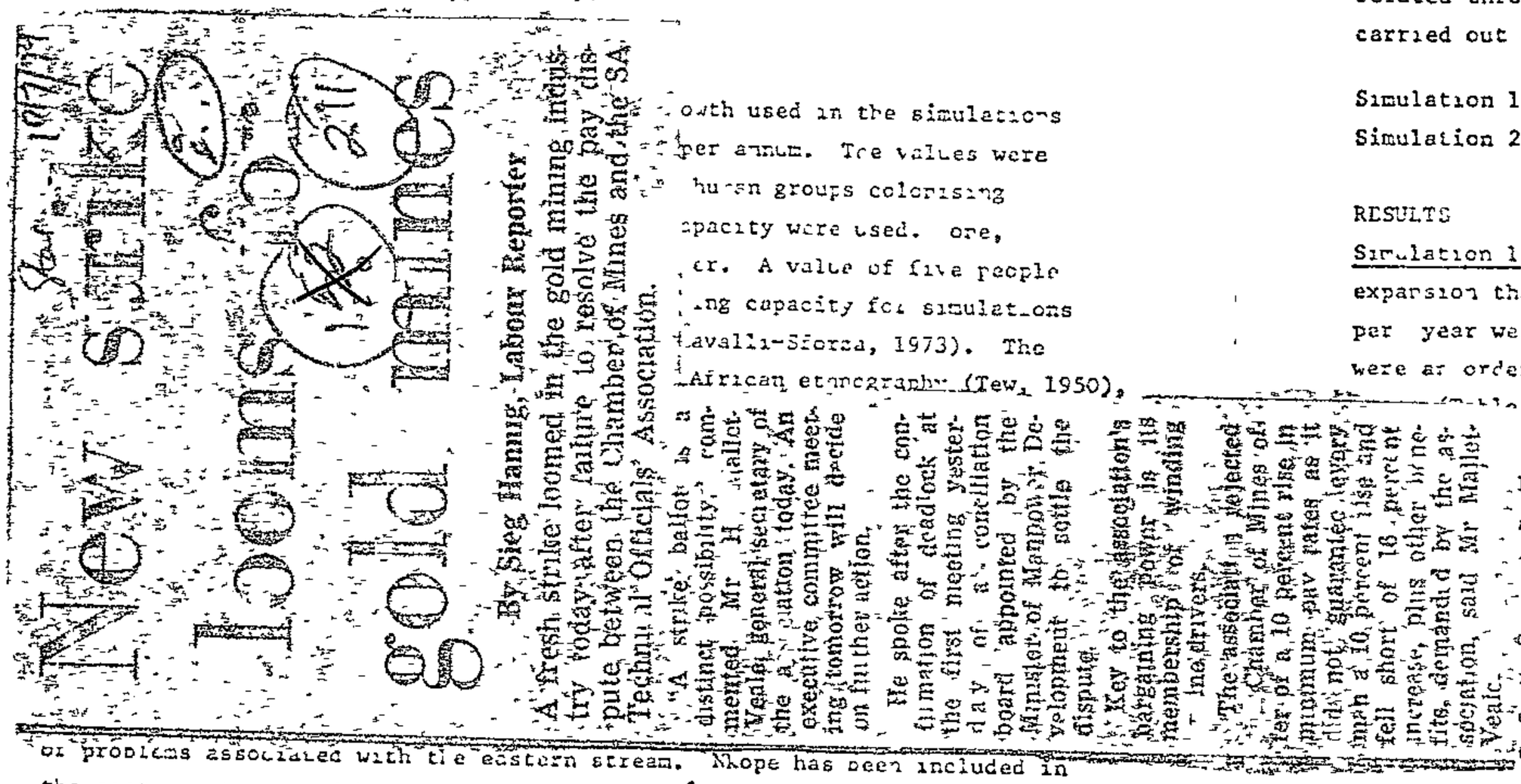
The union's journal *The Mineworker*, greets Botha's departure from the Mines portfolio (F W de Klerk is the new minister) with the simple headline "Thank You, Fanie, For Going."

(211)

frequency of inter-settlement contact would have increased and with it the probability of friction would have grown. The level of stress would have increased until fission occured when groups would have moved away, settled and formed the nuclei of new cultures. Each of these nuclei could have acted in turn as a centre for fission and further expansion.

In this model, as was the case for the continuous spread model, carrying capacity has been defined as psycrological tolerance and the problem of limiting resources remains.

A flow diagram and computer simulation of the discontinuous spread model were prepared (Fig.3; Appendix 1).



By Sieg Hanng, Labour Reporter

A fresh strike loomed in the gold mining indus-
try today after failure to resolve the pay dis-
pute between the Chamber of Mines and the SA
Technical Officials' Association.

"A strike ballot is a
distinct possibility," com-
mented Mr H ... ballot-
Venter, general secretary of
the Association today. An
executive committee meet-
ing tomorrow will decide
on further action.

He spoke after the
cancellation of deadlock at
the first meeting yester-
day of a conciliation
board appointed by the
Minister of Manpower, De-
velopment to settle the
dispute.

Key to the association's
bargaining power is its
membership of winding
- ine drivers.

The association rejected
Chamber of Mines of
ter of a 10 percent rise in
minimum pay rates as it
did not guarantee le ... ley
than a 10 percent rise and
fell short of 16 percent
increase, plus other ... the as-
fits, demanded by the Mallet-
sociation, said Mr
Venter.

... owth used in the simulations
... per annum. The values were
... human groups colonising
... capacity were used. One,
... er. A value of five people
... ing capacity for simulations
... Lavalli-Sforza, 1973). The
... African ethnography (Tew, 1950),

of problems associated with the eastern stream. Nkope has been included in the eastern stream and has been used as a link between Early Iron Age cultures in eastern and southern Africa. Huffman (1978) has shown that some of the cultures included in the eastern stream, notably the Transvaal group, do not have a high relationship to either the Nkope-Gokomere axis or to Silver Leaves material and should be excluded from the eastern stream. Similarly, Nkope has occasional fluting and bevelling which has been used to tie it to the eastern stream, but as this feature was not common (Robinson, 1973; Table 2) and it would seem that Nkope probably belonged to a different tradition.

Phillipson (1975, 1977) has suggested that the expansion occured as a linear continuum with Urewe as the earliest and Silver Leaves as the latest group. The linear continuum is based on the floruit analysis (Phillipson, 1975) and has marked differences from the reconstruction derived from pottery analysis which suggested that Urewe and Kwale were related through a common ancestor (Soper, 1971b). The simulations were carried out over both possible reconstructions:

Simulation 1. Urewe ⟶ Lelesu ⟶ Kwale ⟶ Silver Leaves
Simulation 2. Kwale ⟶ Silver Leaves

RESULTS

Simulation 1. The discontinuous spread model produced a faster rate of expansion than the wave of advance model. Rates of less than one kilometer per year were generated by the wave of advance model (Table 1) and these were an order of magnitude lower than the rates from the discontinuous spread ... 2). The rate of spread for a culture in the discontinuous ... was similar to the rate generated by the wave of advance model ... Different input populations had little affect on the rates for ... advance model (Table 4) but did affect the internal culture ... tes for the discontinuous spread model (Table 5). The differences ... of spread within a culture, for the discontinuous spread model, ... high populations inputs being spread over a large area . ... ively small area was colonised before fission occured. Therefore ... en to reach the critical population density was short and this ... t rates of expansion.

Simulation 2. The rates of advance for the wave of advance model remained the same as in simulation 1. This was also true for the within culture expansion rates derived from the discontinuous spread model. Appreciable differences were found in the overall rate of expansion, with rates from Kwale to Silver Leaves expansion being much faster (Table 6) than from Urewe to Silver Leaves (Table 2).

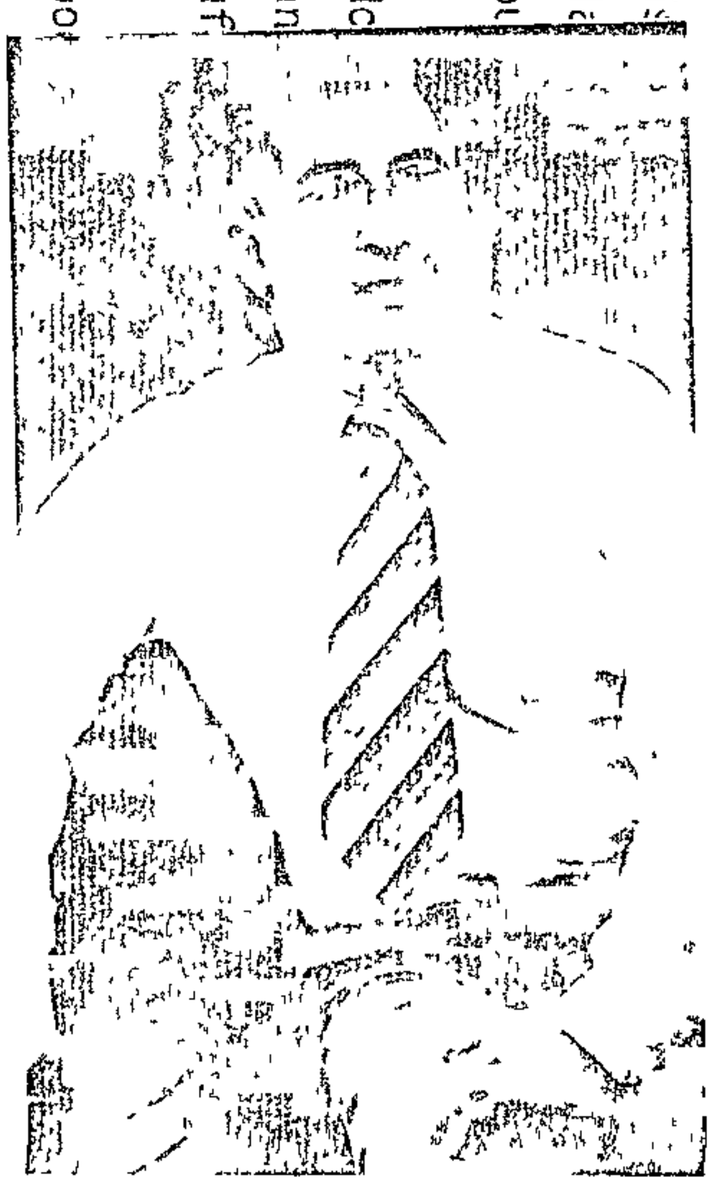
"Poems sincere to this allegation But he tells the *FM* he is optimistic about being registered to represent coloured workers

So coloured mine workers certainly do not want for suitors But Africans, of whom there are 666 000 in the SA mining industry, are not likely to be organised in great numbers, since migrants and commuters are barred from trade union rights

Nevertheless, Botha tells the *FM* he is pressing ahead with plans for a parallel African union Many African clerks on the mines do qualify for registered union rights, he says, "and we will concentrate on them only"

'Peter Horn is as | South Africa ... he ... morable force or beauty". LIONEL ABRAHAMS, *Rand Daily Mail*

"P ... per



Robert Botha competing for coloured mineworkers

the consequences for the country if we do not do this

The Mine move has brought it into competition with the SA Boilermakers' Society which also operates on the mines and was given registration to represent both white and coloured workers before the government curbed this Botha says he has recruited some of the Boilermakers potential membership but adds these people were not catered for previously

Boilermakers general secretary Ike van der Watt replies that his union has had coloured members on the mines for some years But he complains that mine managements have not been prepared to recognise his coloured branches and that "we started getting stop orders on their behalf on some mines only a few months ago

He says Botha's association "appears to be trying to recruit our members" But the Chamber of Mines denies claims that it is advising coloured workers to join Botha's association in preference to the Boilermakers It adds "We have told the MSOA we will take a decision on stop orders when their new association is registered So far the decision has been left up to individual mines

A third union the SA Technical Officials Association has applied for registration to allow it to enrol coloured members This has not been granted but Botha claims that they are illegally recruiting coloured workers in the Welkom area

Technical Officials general secretary Henry Mallet-Veale won't comment on

Financial Mail July 20 1979

MINING UNIONS

Going a-wooing

211

The race to organise the 8 000 coloured workers on SA's mines is on One white union has already organised a "parallel" coloured association and at least two others are following suit

Only white miners have been unionised for the past three decades But in the wake of the Wiehahn Report, competition between registered unions to broaden their racial spheres of influence is likely to become intense

The Mine Surface Officials' Association (MSOA) has already submitted the constitution of a new parallel coloured union to the industrial registrar and MSOA general secretary Robert Botha hopes it will be registered soon To be known as the Coloured Mine Employees' Association, the new union will cater not only for the "many" coloured officials on the mines, but for all coloured mineworkers, according to Botha About 250 coloured workers in the Stilfontein area have already been recruited, and Botha believes the new union has a potential membership of 2 000 to 3 000

"We would prefer an association open to all races, but the law does not allow it," he says, adding that his members support the move because "they realise

MARGUERITE EDMONDS, *New Nation*

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
5-24	0,01	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
25-44	0,00	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
45-64	0,01	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
65+	0,02	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
ALL	0,04	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
NO.	87	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

anger with

[illegible] print dress with

Miners pay dispute settled

Pom. 29/7/74

By RIAAN DE VILLIERS
Labour Correspondent

THE pay dispute between the Chamber of Mines and the SA Technical Officials' Association was settled at a meeting yesterday

The terms of the settlement represents a complete backdown by the association, which could have written out a strike ballot after deadlock was reached at a conciliation board meeting earlier this week.

The chamber made no concessions and the association accepted the same increases originally offered to all three officials' associations in May.

But Satoa members will now only receive their increases from July 17, whereas the increases have been in effect for members of the other associations from June 1.

The settlement was announced in a joint statement.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	[illegible]	[illegible]	[illegible]	0,00	0,07	0,10	0,05	0,05
5-24	[illegible]	[illegible]	[illegible]	0,01	0,04	0,03	0,05	0,05
25-44	[illegible]	[illegible]	[illegible]	10	0,41	0,19	0,23	0,22
45-64	[illegible]	[illegible]	[illegible]	72	1,31	0,67	0,80	0,68
65+	[illegible]	[illegible]	[illegible]	44	1,91	0,75	1,44	0,91
ALL	[illegible]	[illegible]	[illegible]	16	0,33	0,17	0,25	0,20
NO.	[illegible]	[illegible]	[illegible]	56	370	201	533	329

112

XV CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
NO.	519	359	170	113	942	785	1143	1075

X DISEASES OF THE GENITO-URINARY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,00	0,10	0,25	0,10	0,04	0,06
1-4	0,01	0,01	0,02	0,00	0,12	0,14	0,02	0,04
5-24	0,02	0,01	0,04	0,04	0,02	0,04	0,03	0,02
25-44	0,02	0,05	0,06	0,09	0,17	0,13	0,06	0,08
45-64	0,23	0,19	0,44	0,37	0,36	0,36	0,34	0,25
65+	1,25	1,09	1,07	1,83	1,57	1,10	0,73	0,56
ALL	0,13	0,15	0,11	0,12	0,15	0,14	0,10	0,08
NO.	276	303	38	42	169	165	203	130

ZR miners numbers in SA go down

SALISBURY — The number of Zimbabwe-Rhodesian miners working on South African gold mines had dropped slightly in recent months to about 8 400, a spokesman for the recruiting organisation, Wenela, said

"This is because the mines have got enough labour and are able to meet their demands," he said

Only Zimbabwe-Rhodesian miners who had worked on South African gold mines before could now be recruited When Wenela started recruiting in Zimbabwe-Rhodesia about four years ago, there had been such a shortage of labour on the mines that this restriction did not apply

Last year recruits from Zimbabwe-Rhodesia had earned more than R10-million on South African mines Although earnings this year would not be quite as high there would not be a significant drop either — Sapa

Star 31/7/79

(211)

Explosives charge: top miner not guilty

An Inspector of Mines inquiry has found the president of the Mineworkers' Union, Mr P C C "Cor" de Jager not guilty of contravening mining regulations.

Mr de Jager was alleged to have allowed a black miner working under him to use explosives without supervision.

The investigating inspector of mines, Mr F J du Toit, said "From the additional evidence of witnesses, it was clear he was not guilty."

He added that it was unlikely steps would be taken against the black miner. "If I do take steps, it will be a warning, not a fine — though he learnt at the training school not to work with explosives without supervision".

Earlier this month the inquiry was adjourned for a week after a local union representative objected to the presence of the Press. The Press was present at the final session.

FM 3/8/79 (154) (211)

WHITE MINERS

End of the militants?

July was not a happy month for the more militant mine trade unions First, the SA Technical Officials' Association threw in the towel when it baulked at calling a strike ballot over its wage dispute with the Chamber of Mines. Now the Mine Workers' Union also seems headed for a loss of face

The MWU's dispute with the Chamber of Mines over the lost benefits of miners who struck earlier this year has been deadlocked for well over a month. The union is due to announce a decision shortly on whether to call a strike ballot on the issue. Whichever way the decision goes, the MWU is likely to be the loser, however

If a strike is not called, the MWU will have admitted defeat on the benefits dispute It will have climbed down from its executive's in-principle decision earlier this year to hold a strike ballot if the dispute ended in deadlock

But even if a ballot is held, the *FM*'s sources argue that broad support for a strike among miners will not be forthcoming, if only because the union leadership has delayed too long to arouse much emotion on the issue Some even believe that a strike could spell the end of the MWU.

So a period in which the mines saw a strike by Arrie Paulus's men and a work-to-rule by Henry Mallet-Veale's technical officials looks if it will end 2-0 to the Chamber In both cases the Chamber achieved this by digging in its heels and simply refusing to talk until its terms were met and the stoppages ended. A far cry indeed from the days when some mining men complained that the Chamber was "soft" on the unions

Unionists like Mallet-Veale charge that the Chamber has succeeded because it enticed his members away to less militant rivals, which, he claims, it favours The Chamber denies this

Others charge the Chamber with deliberately forcing a confrontation with the two unions once work stoppages occurred, in order to make them eat humble pie: it refused to allow Paulus's men to return to work after a one-day strike without losing their benefits, and it rejected a call for arbitration from the technical officials. This too the Chamber denies.

But, wittingly or unwittingly, the Chamber took the unions to the brink and forced them to pull in their horns In the process it has shown that the image of a powerful white work-force ready to enforce its will by striking is something of a myth

So the Chamber's tough stance has eliminated the risk of strike action in the industry for the foreseeable future. But will the mining bosses now use their strong position to step up black job advancement?

It seems not The Chamber has repeatedly stressed that no job advancement will take place without negotiation with the unions — even if the mining houses can agree among themselves on a black advancement strategy.

Star 10/8/79

Miners' union calls off shift talks

By Sieg Hannig
Labour Reporter

The Mineworkers' Union has called off its negotiations for a five-day working week after demands from the Chamber of Mines for further union concessions to allow an extention of the 11-shift fortnight agreement.

The concessions which the chamber wants "amount to a subtle but sure way to get rid of all whites in the mining industry in future," claims Mr P J "Arrie" Paulus, the union's general secretary

He writes in the latest edition of his newspaper, the Mineworker, that the chamber's proposed extension of the 11-shift fortnight would be for a three-year period

"This little game can continue until every white worker in the mining industry has lost his job," Mr Paulus writes

"Then we presume the black workers will get the five-day working week!"

No immediate comment was available from the Chamber of Mines

Mr Paulus confirmed today that the Mineworkers' Union has retracted its resignation from the 200 000-strong Confederation of Labour.

"The executive committee of the union reconsidered its decision at the request of the confederation," Mr Paulus commented

ım ıs om navorsıng na dıe onder-
Suıd-Afrıka te bevorder en te
erhoudınge tussen rassc- en

TEE EN RAAD VAN BEHEER

n staan onder dıe toesıg van 'n
ıt ın 1978 bestaan het uıt dıe
Prınsıpaal van dıe Unıversı-
ıard Luyt, dıe Adjunk-Prınsıpaal,
essor W.H.B. Dean, professor
sor D.J. Welsh

ır 'n Beheerraad waarvan dıe
teıt van Kaapstad, ex officıo
djunk-Prınsıpaal ex officıo
ırekteur ıs ex officıo 'n lıd.
eur dr J.P. Dumıny, ds. W.A.
verteenwoordıg en dıe Unı-
professor W.H.B. Dean,
ıede-professor D.J. Welsh.
eenwoordıg dıe lede van dıe

ıs met navorsıng- en studıe-
chrıre as sy plaasvervanger
ıtee en dıe Raad van Beheer.

NEEL

uıt dıe Dırekteur, professor
.A. (Stellenbosch), Ph.D.
ıtıewe Assıstente, mev. H.
etaresse, mev. B.J. Chapman.

Morna Cornell en Ruth Ruther-
ısıstente en mej. Judıth
van Kaapstad) as deeltydse
ıs geneem. Twee ere-

kampus, waar ons gedurende dıe laaste vyf jaar gehuısves was, ontgroeı. Daarom ıs ek besonder dankbaar vır dıe ekstra ruımte wat ons nuwe kantoor ın dıe Leslıe Socıal Scıences Buıldıng op dıe Groote Schuur Campus aanbıed.

Ek wıl weereens dıe Carnegıe Corporatıon en dıe Algemeen Dıakonaal Bureau van dıe Gereformeerde Kerken van Nederland bedank vır hulle gulle ondersteunıng van dıe Konstruktıewe Program wat ons ın staat gestel het om meer personeel aan te stel en om publıkasıes en werkgroepe te fınansıer Ek wıl ook graag weereens dıe ondersteunıng deur plaaslıke skenkers, fırmas en trusts noem, kort nadat dıe Program gestıg ıs. Hulle hulp het dıt moontlık gemaak om etlıke publıkasıes gratıs te verspreı onder almal wat ın dıe bevorderıng van 'n oop samelewıng belangstel.

Ten slotte ıs dıt met ınnıge genoee dat ek my verplıgtıngs teenoor dıe ere-navorsıngsbeamptes van dıe Sentrum vır hulle bydraes tot dıe navorsıngsprogram, boekstaaf en teenoor dıe personeel vır dıe wyse waarop hulle hulle plıgte gedurende dıe jaar uıtgevoer het.

Hendrık W. van der Merwe
Dırekteur

Desember 1978

'White miners stay safe'

RDM 15/5/79

THE Chamber of Mines' proposals to streamline the 11-shift fortnight on the gold mines "in no way" threatened the job security of white workers, the chamber said yesterday

In a statement on the recent "rejection" of these proposals by the Mine Workers' Union, the chamber said the streamlining was aimed at regaining lost productivity

Discussions between the chamber and the union had "foundered in the face of the refusal of the union to make any positive contribution to the solution of problems facing the industry"

The chamber had proposed changes in work practice, mainly to increase the legal responsibility of the black team leader, without jeopardising the position of white mine workers. The chamber also guaranteed that no white mine worker would lose his job as a result of such a change

The statement said "The reduction from 12 to 11 working shifts in a fortnight has increased working costs and reduced the productivity of underground workers.

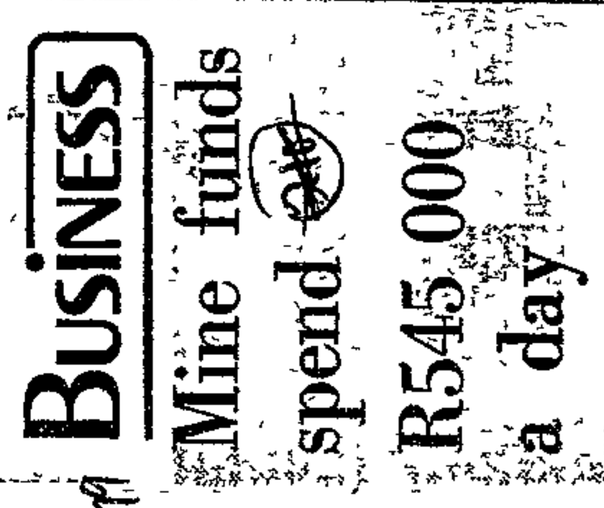
"An important reason for this has been the consistent refusal of the Mine Workers' Union to honour the clause of its agreement providing that a member of the union may volunteer, if he so wishes and management is agreeable, to work on his Saturday off at overtime rates

"The MWU has instructed its members not to volunteer It has now added the refusal to consider any rationalisation of working practice on the mines to help offset the high costs and lower productivity of the 11-shift fortnight," the statement said. — Sapa

2111

c) Ander lede

Mnr K. Bosman	Mnr H.W. Middelmann
Professor A. Cupido	Eerw. M.T.L. Moletsane
Mnr N. Daniels	Professor A.D. Muller
Mnr Achmat Davids	Sheik A. Najaar
Professor R.J. Davies	Mnr Victor Norton
Professor J.J. Degenaar	Professor N.J.J Olivier
Mnr René de Villiers	Mnr L. Phillips
Dr I.D. du Plessis	Professor H.P. Pollak
Professor J.J.F. Durand	Mnr W.J. September
Professor J.B. du Toit	Mnr Franklin Sonn
Mnr A Flederman	Mnr P.M. Sonn
Professor R.F. Fuggle	Regter J.H. Steyn
Mnr G J. Gerwel	Mnr R. Tobias
Eerw. D. Guma	Professor R.E. van der Ross
[illegible] Paul Hare	Professor J.H van Rooyen



BUSINESS

Mine funds spend R545 000 a day

The mining industry's provident and pension funds spent roughly R545 296 every working day of last year in property, shares and Government stock. At the end of 1978 it had a total of R876,6m, tied up in one avenue or another.

In the previous year it was investing roughly R481 140 every working day of the year.

While investments were being paid, interest and dividend cheques were rolling in. Total income during the year ended December was R153,7m, equivalent to R421 154 every single day of the year.

The funds' year-end results, which combine those of the Gold Mines Employees Provident Fund, the Mine Employees Pension Fund and the Mine Officials Pension Fund show total assets rose by R109m during the year to hit the R908,57m mark.

In line with rising share prices, and helped by judicious investment decisions, the market value of the funds' listed ordinary shares at the year end was R229,8m — representing an appreciation of 70,2 percent over book value.

The average yield on new ordinary shares purchased last year was 7,2 percent compared with a previous average yield of 6,7 percent.

Of the total R876,6m invested at year end, R206,52m was in government stock, R319,49m in other prescribed investments, R131,1m in other fixed interest investments, R83,88m in property and R135,67m in ordinary shares.

A. Mobiliteit en Politieke Verandering in Suid-Afrika

Hierdie projek is 'n paar jaar gelede aangepak. 'n Ondersoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegespreek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switzerland, Swede, Israel en Zambië besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek [illegible] vir die Konstruktiewe Pro- [illegible] Diakonaal Bureau van die [illegible].

[illegible] low van die Konstruktiewe [illegible] asies, wat universiteite [illegible] n met verskeie handels- [illegible] kontak opgebou.

[illegible] die volgende konferensies

[illegible] le Uitvoerende Komitee- [illegible] Suid-Afrikaanse Insti- [illegible] aapstad (Januarie).

[illegible] adering van die Religious [illegible] eim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus)

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Mine labour relations 'on a collision course'

Star 23/8/79

LABOUR relations in the mining industry were on a "collision course", the Mine Surface Officials' Association of South Africa warned yesterday

In a statement, Mr R H "Robbie" Botha, general secretary of the association, called on Mr Dennis Etheredge, Chamber of Mines president, to "initiate discussions, however informal" that might serve as a first step to better understanding so urgently needed in the industry

Mr Botha's call for a joint labour and management effort to deal with poor labour relations follows an address by Mr Etheredge at the University of the Witwatersrand earlier this year in which he said South Africa needed a new relationship with white trade unions based on trust and understanding and a "determination to find solutions together".

Mr Etheredge said there were "men of goodwill in both spheres" and that it was important they communicate more effectively to produce an environment in which the credibility gap could be eliminated and "sensible plans laid for the future"

The association fully supported Mr Etheredge's plea, Mr Botha said It was essential that industry-wide consultations take place to find a "mutually agreed blueprint" for the future of labour relations on the mines

A similar call had been made last year by Mr Arrie Paulus, general secretary of the Mine Workers' Union, in which he said "We have never sat around a table and consciously discussed the problems and their implications."

The bad habits that had been part of labour relations in the industry and had created distrust and even enmity could no longer be tolerated.

"We are convinced that all the unions involved in the industry will do their utmost to avoid this disastrous situation," he said. — Sapa

Monday blues at Wenela

MONDAY is "miracle day" at Wenela mining compound. No one EVER gets sick! SP 26/8/79

By SAM MABE

If you are not well on a Monday, the only conclusion management comes to is that you have "babalas" (hangover) — and you won't be allowed to see the mine doctor on the premises.

This is what I was told by clerks employed by Wenela this week. The clerks, who would not be named, claimed that there's a doctor on the mine premises every day of the week. But, they say, their manager, a Mr Faeshe, won't allow them to see the doctor on Mondays.

They also claim that anyone who arrives at work a minute after starting time is locked outside — sometimes for up to three hours. Then they are made to work on Saturday to make it up.

"What is worse is that we are kept outside for a long time and then we are still made to come to work on Saturdays to make up for that time."

Mr W A Cowe, personnel officer of The Employment Bureau of Africa (Teba), which recruits staff for Wenela, confirmed that those who were not in the office by 8 am were locked outside until after the register had been checked.

He said: "Checking the register is a matter of a few minutes and we would not lock anyone out for they have to make up for three hours. These people are just questioned on why they are late and if they have good reasons only when their excuses are unsatisfactory that they are condoned. It is the time by working on Saturdays."

Mr Cowe also denied that the staff was refused permission to see the doctor on Mondays. He said everyone was free to see the doctor at any hour when the need arose.

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Despite the problems of using mortality data as a means of assessing a community's health status, it is a measurement which has stood the test of time and, to date, is usually the only method of evaluating the health populations, albeit indirectly, since

PART 1 1929-1970

specific medical problems which have readily identifiable quantitative and qualitative indices, when an overall assessment of health is required, measurement becomes problematic.

The medical profession has, on the whole, tended to concentrate on diseases rather than on health. Consequently, despite the fact that efforts are being made to measure the positive aspects of health, these have tended not to be applicable for routine use at a national level, leaving health planners little alternative but to make use of measurements which concentrate on the unhealthy aspects of the community. Mortality data is one such measurement.

Information about the mortality experience of the community is routinely collected in most countries, the reliability and detail of this data showing considerable variation depending on a number of factors, not the least of which are the resources available for its collection. There are further problems associated with reliability (See Pt. II).

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SOURCES

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RM 31/8/79 (211) (138) (134)

MINING UNIONS

A touch of colour

A new trade union, which will cater for coloured workers in the mines and related sectors, has applied for government registration, heralding a further step in the competition among mine unions for coloured members

At the same time, the union behind this move — the SA Boilermakers' Society — is considering organising an African "parallel" union.

The new coloured union — the Federated Mining, Explosives and Chemical Employees' Union — will cater for all coloured mineworkers, according to Boilermakers' general secretary Ike van der Watt It will thus be competing for membership with a coloured union set up by another mine union, the Mine Surface Officials' Association (MSOA)

Van der Watt . . . seeking a broader base

While Van der Watt acknowledges that the new union will herald a stepped-up coloured organising drive by his union, he adds that the new union's chief purpose will be to accommodate coloured workers already enrolled by his union

These mineworkers have been union members for some years, he says, but the vagaries of labour law have made it impossible to gain registration for them

Of late, mine employers have been reluctant to deal with the union as a spokesman for these workers because it is not registered to represent them Hence the need for a new registered union

MSOA general secretary Robbie Botha says that competition between his union and the new one may well be inevitable He adds that the Chamber of Mines has told him that the "closed shop" that white mining unions enjoy will not be extended to the new coloured unions, thus opening the way for unrestricted competition between them

Meanwhile, as the *FM* went to press, the Boilermakers were due to decide whether to give effect to their long-standing policy that they should organise a "parallel" union for Africans

"Parallel" unions are unpopular among the independent African unions, but Van der Watt has argued that his union may be forced to organise one because African workers in the higher job grades in the steel and engineering union are largely unorganised and the independent African unions have been unwilling to organise them

African engineering unions say they would reject any attempt by the Boilermakers to form a "parallel" union "It would be just another attempt to control us," says unionist Jane Hlongwane

"They should co-operate with us instead of competing We hope they won't go ahead," says Calvin Nkabinde, another African unionist

Both deny that they have refused to organise workers in the higher grades "We don't distinguish," says Hlongwane

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

Posadres:
p/a Die Universiteit van Kaapstad
Rondebosch

sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

Star 31/5/79

Coloured miners get new voice

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Labour Reporter

Coloured miners may soon have direct representation in Chamber of Mines labour negotiations despite the white Mineworkers' Union insistence on white exclusiveness

The prospect has been raised by the establishment of the Federated Mining, Explosives and Chemical Workers' Union for coloured people.

The new union is an offshoot of the South African Boilermakers' Society and is in the process of seeking registration

It has about 600 members, mainly coloured mineworkers who previously belonged to the boilermakers' union.

TRUE MINING

"We would not have formed this union if the boilermakers' union could have catered for these coloured workers effectively," commented Mr A J "Ike" van der Watt, general secretary of both unions.

He said the former officially represented only boilermakers and welders in the mines, while the Mineworkers' Union was the only body officially representing men engaged in true mining

The Mineworkers' Union refuses to admit coloured members and staged a major strike in March in protest against skilled work done by coloured men at the O'okiep Copper Company

Gold mine dispute settled

RDM 5/9/79

Pretoria Bureau

TWO Transvaal gold mines and a mine officials' association have settled their dispute in the Pretoria Supreme Court over a "go slow" strike

A settlement between Randfontein Estates Gold Mining Company (Witwatersrand) Ltd, Vaal Reefs Exploration and Mining Company Ltd and the South African Technical Officials' Association was made an order of court by Mr Justice Gordon yesterday

According to papers supporting the original application in June, it was claimed that "go slow" actions by the association's members had caused production losses at one mine of about R955 500 in a 10-day period.

The dispute arose over pay demands by the association, which were followed by a purported work-to-rule in operating lifting hoists, with a result that the number of trips each hour dropped

This resulted in delays in getting miners to the surface after shifts, in moving equipment and supplies and produced a drop in the tonnage of ore-bearing gold and uranium taken to the surface for milling

As a result of the delays in taking miners back up to the surface there had been instances of unrest, it was claimed

In terms of the settlement, a rule nisi granted against the 19 respondents on June 20 was withdrawn against three — Mr P F Foaynsteyn, Mr J C Scheepers and Mr Q V Ingram

The settlement also states "that the remaining respondents did unlawfully and in breach of the Industrial Conciliation Act retarded the progress of work within the meaning of the said Act on the mines, the property of the applicants, by 'going slow', purporting to work to rule and/or causing the hoists under their control to make fewer than normal trips per operating hour or in any other manner"

The parties have agreed to pay their own costs

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BUSINESS MAIL from 7/9/79

Miners turn away black job-seekers

THE NUMBER of blacks applying for work on the mines continues to exceed by far the number of jobs available, says the Chamber of Mines in its monthly report.

About 440 000 black mineworkers are employed on gold, platinum and copper mines which are members of the chamber, and at this level underground labour requirements are 100% met. Surface occupations are overemployed by about 102%.

The chamber says that with few employment opportunities elsewhere, together with a more competitive employment package offered by the mining industry, conditions are causing an increasingly stable and more experienced work force

Many workers are now intent on extending their stay on the mines, and are taking leave rather than being discharged This has allowed the industry to slow down its recruitment rate

With the increasing numbers of experienced black workers returning to the industry on a regular basis, the chamber's recruitment organisation, the Employment Bureau for Africa, has become more selective, with preference being given to applicants who are skilled and experienced

The composition of the black work force is now about 24,1% from South Africa, 30% from Transkei and BophuthaTswana, 29% from Lesotho, Botswana and Swaziland, 16% from Malawi, Mozambique, Zimbabwe Rhodesia, Zambia and Angola, and about 0,5% from South West Africa/Namibia.

* * *

THE adoption by the US Labour Department of amendments to the Employee Retirement Security Act of 1974 (Erisa) which governs the affairs of major employee pension fund plans is a potentially significant development for gold, says the chamber.

The amendments do not discourage Erisa-governed pension funds from investing in gold and other precious metals This could mean funds will eventually consider taking positions in gold once the full import of the amendments and gold's contracyclical role in an investment portfolio are realised.

The chamber says Erisa collectively controls investments estimated to be worth $400 000-million

Although it could be considered that gold's price volatility represents a risk element not normally regarded as acceptable for pension fund portfolios, gold's historic performance as a store of wealth indicates there are sound reasons for it to be added to any list of investment possibilities, says the chamber. — Reuter

Berzack final 14,5c

By ELIZABETH ROUSE

THE well-managed Berzack Brothers group has achieved record year-end earnings and has raised the final dividend to 14,5c from 10c, lifting the total to 19c from 14,5c.

Taxed profit is up over 31% to R3,342 000 in the year to June last from 1978's R2 546 000, equal to 279,9c a share against 213,3c.

The pyramid company, Berzack Ilman Investment Corporation (Bivec), had a 32,4% taxed profit rise to R1 739 000 from R1 315 000, equal to earnings of 49,4c against 37,3c.

Its final dividend is up at 3,15c from 2,15c, making the total 4,15c against 3,15c paid last year.

Both counters are solid holdings, but dividend yields are low. At 700c Berzack's yield is 2,7% and at 125c Bivec's is 3,3%

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'acks are like baboons!

That's wh white unio boss Arrie Paulus said — twice!

BLACK people are just like baboons.

That's what Mr Arrie Paulus, leader of the powerful, all-white Mineworkers' Union told one of the world's biggest newspapers, The New York Times, last week

And when POST phoned him to ask about his wild beliefs he said: "If I don't believe that, I wouldn't have said it."

By JOE THLOLOE

The New York Times story — by associate editor Tom Wicker — quotes Mr Paulus as saying "You have to know a black He wants someone to be his boss They can't think quickly.. You can take a baboon and learn (sic) him to play a tune on a piano . but it's impossible for himself (sic) to use his own mind to go on to the next step Here it's exactly the same"

The Times continued "But Mr Paulus' reason for opposing equal pay for equal work, one of the Sullivan Principles, is not based on his opinion of black capabilities. Rather, he said, the bosses would surely take advantage of such a scheme to raise black wages only slightly while bringing white wages down substantially to the common level"

Mr Paulus is leader of the union that has completely rejected the Wiehahn Commission's recommendations

In March the union went on strike rather than see two black workers promoted to jobs that were previously held by white workers

...and here's what black leaders say to him:

Shut your mouth!

"He has to apologise to all blacks in the country," reacted Rev Sam Buti, priest and Alexandra Township leader.

Father Lebamang Sebidi, a Soweto leader and priest, commented "Paulus is putting in a crude way the thinking behind the policy of apartheid."

Mrs Jane Hlongwane, secretary of the Engineering and Allied Workers Union, said Mr Paulus's remarks were not different from those of another white unionist who said on British television that blacks are dirty.

"People like Paulus are living in their own world," she said.

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu) said it was disgusting that such sentiments still exist.

"The first part of his statement is not even worth commenting on. It is just stupid racism."

Mr Tom Manthata of the South African Council of Churches said: "Is this statement not actionable in terms of their own laws? In any case, it is typical of whites."

Star 14/9/79

300 black miners face dismissal over strike

Three hundred black miners at the Balmoral gold mine in Germiston face dismissal today unless they return to work

Officials are worried at the prospect of the first strike in nearly half a century spreading to the two other mines in the group. The miners are striking for higher wages

Mine officials presented the strikers with an ultimatum return to work or have your contracts cancelled

Security policemen and officials from the mine and the Department of Co-operation and Development are agreed that the strike is illegal

Earlier today an official from the Department of Co-operation and Development spent nearly an hour discussing the dispute with the miners Negotiations reached a stalemate as miners were adamant in their call for higher wages

Officials called on the strikers to nominate leaders to discuss the problem while the others returned to work

The miners refused

Riot police are on stand-by

● Balmoral is a producer of gold — but on a small scale. It is a privately owned mine and is not a member of the Chamber of Mines

A group of the 300 striking mineworkers at the Balmoral Mine in Germiston. They are looking for an almost 100 percent increase in salary, but have been threatened with dismissal.

(211) 11/9/79 Post

Baboons insult!

Motlana to lay charges against Arrie Paulus

POST Reporters

THE chairman of the Soweto Committee of Ten, Dr Nthato Motlana, is to lay charges against Mr Arrie Paulus, leader of the all-white Mine-workers Union.

The charge relates to statements by Mr Paulus that "blacks are like baboons" published in **POST** yesterday.

Dr Motlana said he would go to Protea police headquarters this morning and lay the charge with the Divisional Commissioner, Brigadier J J Hamman.

The step by Dr Motlana comes in the wake of widespread anger by members of the community at the remarks made by Mr Paulus to the New York Times in an interview. Mr Paulus repeated his remarks when he spoke to Joe Thloloe, Chief Reporter of POST, last week.

The charge by Dr Motlana against Mr Paulus will be under the second General Laws Amendment Act 94 of 1974. According to the Act it is an offence to encourage, cause or foment feelings of racial hostility among the different population groups in the country If found guilty a person can be sentenced up to two years imprisonment or a R2 000 fine.

Meanwhile dozens of readers telephoned yesterday demanding to know where Mr Paulus could be found.

Readers also said such remarks were not something new. Recently Brigadier Carel Coetzee, Soweto CID Chief, described blacks as being violent. "Nothing was done about this when he should have been charged," one reader said

Most have also called for the immediate charging of Mr Paulus for his remarks Some also said Brig Coetzee should also be charged

Mr Arrie Paulus.

Dr Nthato Motlana.

HIS RECIPES FO

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Can't charge Arrie in Soweto

Motlana told to submit a statement

DR NTHATO MOTLANA, chairman of the Soweto Committee of Ten was yesterday advised to make a statement and submit it to Brigadier J J Gerber, deputy head of the Soweto police when he went to lay charges against Mr Arrie Paulus.

BY IKE MOTSAPI

The statement will then be sent to the District Commandant of the area where Mr Paulus remarked that blacks were like baboons.

Dr Motlana was told that he could not lay charges against Mr Paulus in Soweto because the remarks were not made in the area.

After meeting Brigadier Gerber and Major J Visser, head of the Security Police, Dr Motlana told **POST** that he shall have submitted the statement to Brigadier Gerber yesterday afternoon.

Brigadier Gerber confirmed that he had advised Dr Motlana to make a statement. He said he would then submit it to the district commandant of the area where Mr Paulus made the remark.

The statement will then be forwarded to the Attorney-General for a decision on whether to prosecute or not.

Dr Motlana will charge Mr Paulus in terms of the second General Laws Amendment Act 94 of 1974. According to the Act, it is an offence to encourage, cause of foment feelings of racial hostility among the different population groups in the country.

Dr Motlana locks his car before going to see Brigadier Gerber at Protea police station.

STORM

If found guilty, a person can be sentenced to two years' imprisonment or a R2 000 fine.

Dr Motlana said Brigadier Gerber told him that prosecution in terms of this Act can be instituted against Mr Paulus.

Mr Paulus, leader of the all-white Mine-Workers Union, caused a storm among blacks when he said they were like baboons. This was when he was being interviewed by the New York Times.

He repeated this remark when **POST** asked for his comment about the New York Times interview.

POST can go and . . . Paulus defiant

SECRETARY of the Mine-workers Union Arrie Paulus, who this week described blacks as baboons, bounced back into the storm yesterday by heaping further insults.

The latest round of insults from Arrie come in the wake of rising anger among blacks and some Afrikaans newspapers over his remarks.

In an interview with the Nationalist afternoon newspaper, Die Vaderland, the defiant — and unrepentant — Paulus said that "Die Vaderland, **POST**, Motlana and all the kaffirs can go and . . ."

There have been calls by this paper and other leaders to have Paulus brought before the courts for causing tensions among the country's races

Chairman of the Soweto Committee of Ten Dr Nthato Motlana this week laid formal charges against the stormy trade unionist

He was advised by police to formulate the charges and these would be sent to the police in the area where Paulus made his remarks and then be sent to the Attorney-General for his decision

Two Johannesburg-based Nationalist newspapers Die Beeld and Die Vaderland, took Paulus to task in their editorial comments

Die Vaderland reported yesterday that when the paper's reporters asked Mr Paulus for his comment on charges by blacks that he is fermenting race hatred in South Africa with his remarks, he allegedly told the reporter that "Die Vaderland, **POST**, Motlana and all the kaffirs can go and "

Dr Motlana said. "It looks as if Mr Paulus is compounding a felony I shall indeed go ahead with my action against him"

Mr Legau Mathabathe former principal of Morris Isaacson High School said: "What is worth commenting on such a clot? He must be taken to court and charged

"If he can't be charged he must be forgotten as an undesirable element in the society not worthy to be followed up It is a great pity that there should be people who believe in him".

Feelings

Mr Mathabathe urged white miners to kick Mr Paulus out as their leader if they had humane feelings about blacks He said they could not afford to have a man of his calibre as a leader

"Paulus must be brought to Soweto to live a little while with the people so he can turn and be a human being But the sooner we forget about him the better for all," he said.

Mr Fanyana Mazibuko said. "It's such a waste of time to comment on such things. It makes one despondent to expect an amicable solution to the problems of this country, when there are people like Paulus around. On the other hand, it is unbelievable that a man who said such things lives in this century".

Brigadier Jan Visser, head of the Public Relations office in the police, yesterday said investigations into the Paulus affair were being conducted. He said this after asked what the Commissioner of Police, General Mike Geldenhuys, was going to do on calls that Paulus be charged.

Brigadier Visser said the docket would be presented to the Attorney-General after investigations had been completed for his decision.

Mr Arrie Paulus.

Thought for today

When they put up a white housing scheme, they start off by laying out sewerage, streets, electric wirings, schools and make provision for clinics and recreational facilities. But when they plan a housing scheme for you, they put up the houses before all the other amenities. This is only their way of showing the **difference** between you and the whites. This does not mean you are inferior. Accept it as racism in practice. But continue to walk tall and be proud. You have dignity. That they cannot take away from you. It comes from God. So be proud.

Why let Arrie get away with it?

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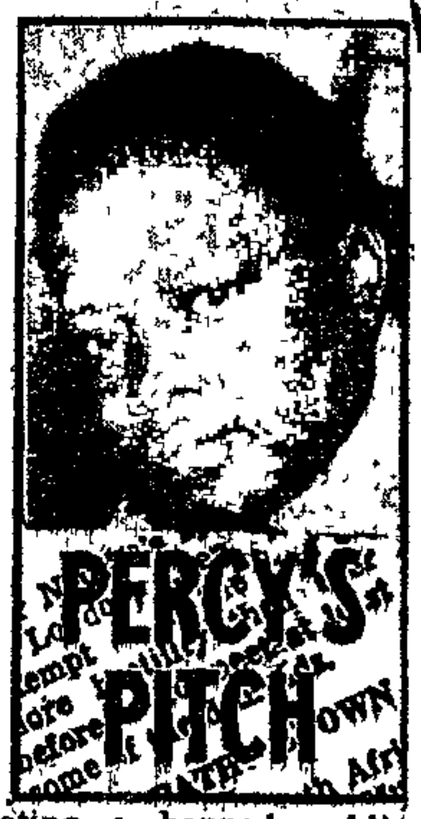
FOR the third day after this newspaper revealed that the president of the Mineworkers' Union, Mr Arrie Paulus, says blacks are like baboons, there has been no reaction at all from the South African Government.

For some time now, we have had it from impeccable Government sources that the government is not going to stand by while certain individuals cause polarization between the races in this country.

Our memories around here are still vivid with the banning of The World and Weekend World. The reason for the draconian and totally unjustified action was, according to Government leaders, that the two publications were causing precisely that problem.

What we said at that time was precisely what the present Prime Minister was saying to the white electorate — adapt or die

I cannot give you the precise quotation now without bringing upon myself and this newspaper the full venom of the Government



in quoting a banned publication.

But, believe me it was precisely what the Prime Minister is now saying.

Now Paulus has gone too far. He has insulted black people in this country in the way they have never been insulted before. There is still no reaction from the Government. Why?

Is it that whites have a licence to strain race relations with impunity? Is it the fact that we as blacks have no citizenship rights in this country and must therefore swallow insults from our masters without as much as a hiss?

I can say here and now that if the sentiments expressed by old Paulus were expressed by a black man, he would have had cordial discussions on the tenth floor of a building that will for the moment remain unnamed.

Mr Paulus has been at his game for some time now. His views and actions in the Mine Workers Union have not charmed anybody of my colour

The question that pops up in many of our people's minds is: Is the Government scared of this man? Are the rightwingers in the support of the Government such holy cows? How long do they think that we will tolerate our personality and human dignity being assaulted in this manner by the likes of Paulus?

Not for very long. They'd better believe that. There comes a time in the history of any people when they have to say: So far and no further.

'Charge him,' goes the call from black and white

Anger mounts on baboon slur

SCORES of people yesterday phoned POST demanding to know Mr Arrie Paulus' home address as anger mounted at his blacks-are-baboons insult.

By POST REPORTERS

● A National Party candidate for the Rustenburg by-election, Dr M H Veldman, has joined the clamour for Mr Paulus' prosecution.

● The Trade Union Council of South Africa (Tucsa) decided to send a telegram to the Minister of Justice, Mr Alwyn Schlebusch, asking him to investigate the remarks, and if necessary, to institute legal action.

● Mr David Curry, chairman of the Labour Party in the Coloured Representative Council, said Mr Paulus should be prosecuted under the Terrorism Act.

The angry reactions follow remarks made by Mr Paulus to the New York Times in June and "kaffir" insults in Die Vaderland this week

When **POST** asked Mr Paulus about his blacks-are-like-baboons remarks, he told us: "I wouldn't have said that if I do not believe it"

Dr Nthato Motlana, chairman of the Soweto Committee of Ten, was the first to react by going to the Protea Police Station to lay a charge against Mr Paulus.

The police are still investigating.

Dr Veldman yesterday phoned **POST** and told us that he supports the demand that Mr Paulus be charged.

"The remarks he made are inhuman," Dr Veldman said.

The Coloured Representative Council unanimously passed a motion proposed by Mr P T Sanders of the Freedom Party, expressing the council's "deep concern and dissatisfaction" at the reported statement.

The motion requests the Government to give the matter urgent attention, to consider prosecuting Mr Paulus, and to keep the council informed of developments.

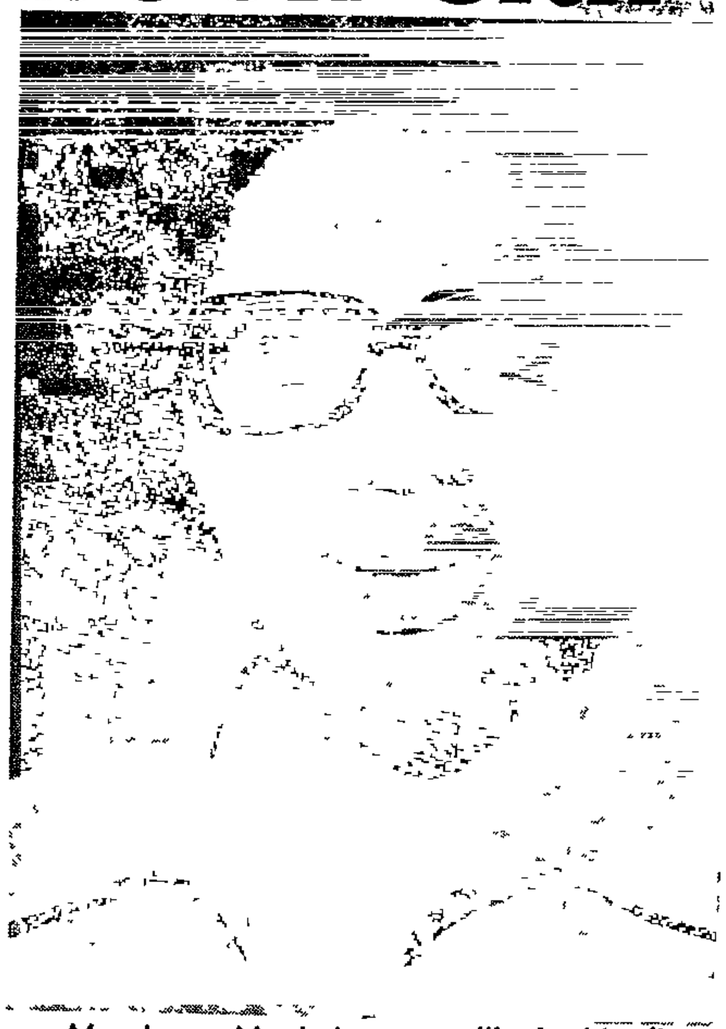
Mr Curry had told the council: "This is incitement There is nothing we resent more than these labels"

"OWES LIFE"

At the Tucsa conference in Cape Town, Miss Dulcie Hartwell, a veteran labour leader said: "Many a white mine worker owes his life to some of these so-called baboons."

An excited Mrs Lucy Mvubelo, Tucsa's black deputy vice-president, said she shudders to think what racial hatred Mr Paulus was planning for this country.

It made her think of the 1976 riots



Mrs Lucy Mvubelo . . . "I shudder."

Lone widow (78) knifed to death

By Pat Seboko

AN old Soweto widow was stabbed to death after her hands were tied to her back and a plastic bag put over her head on Wednesday afternoon.

Mrs Elizabeth "Lizzie" Seema (78), of 2212 Rockville, was attacked at her home by unknown men at about 1 pm.

Mrs Seema, whose husband died six weeks ago, was alone at the house when she was attacked.

Miss Betty Ntshekang, sister of the deceased woman, said when she visited her sister on that day, she found the doors locked. When she knocked she heard male voices saying "re sa [illegible] are still working."

She stood outside, and [illegible] time, went to visit friends in the neighbourhood. When she returned, she found Mrs Seema lying dead on the floor.

"I noticed that she had been stabbed in the neck. A plastic bag was put over her head and her hands were tied to the back. I also found a blood stained bread knife next to her body," Miss Ntshekang

Miss Ntshekang said she also noticed that part of the house furniture and clothes, including cameras, were missing

The acting head of the Soweto CID Colonel Steve Lerm confirmed the killing and said police were investigating.

Iscor. It accuses both of trying to supplant white workers with blacks

The MWU's attack on the Chamber is a further blast in its campaign for a shorter working week, and follows the union's decision to break off negotiations with the Chamber on the 11-shift fortnight experiment, which is now in operation. The latest issue of the union journal *The Mineworker* publishes for the first time the Chamber's proposals to the union in the recent negotiations

They do not advocate promoting black workers to higher jobs But they do suggest changes in work practices which MWU general secretary Arrie Paulus interprets as an attempt "to drastically cut back some categories of white workers".

The Chamber suggested that the working of the 11-shift fortnight could be improved by extending the industry's 1976 agreement, which allowed blacks a greater role in charging up operations, to stoping, doubling the number of contracts night-shift cleaners (white union members) are allowed to take charge of, and increasing the amount of work union members and black workers may do on Saturdays, when some union men are not working due to the 11-shift fortnight

The Chamber would also like the changes in work practices agreed between it and the union thus far to be enshrined in the Mines and Works Act, instead of being permitted by exemption only as at present Paulus rejects this, arguing that "exemptions can be withdrawn, but once changes are in the law they are there to stay "

More concessions

He also rejects proposals allowing black miners greater responsibility, because he believes this will open the way for demands for further concessions And the proposal to double the permitted contracts of night-shift cleaners are an attempt, he says, to halve the white workforce in these jobs "They say they won't fire anybody because of the changes but they can still refuse to replace people who leave "

Paulus says the mines "were not offering anything in return for concessions " Indeed, the Chamber wanted the 11-shift fortnight extended for three years, thus shutting out any possibility of a union demand for a full five-day week But Paulus says he is going back to the Chamber "soon" to ask for a full five-day week

The union's attack on Iscor follows the "leaking to the MWU" of an internal Iscor document arguing that job advancement in Iscor works would have the "advantage" that blacks would not have to be paid the same minimum wage as whites.

"AGES (177) (38) (24) For 14/9/79

us charges again

period of relative quiet, the Mine ' Union has come bouncing back acks on the Chamber of Mines and

Iscor is presently negotiating with unions at its works to allow black job advancement on the same lines as those set out in the steel industry's industrial agreement.

The document's author, Iscor personnel man J H Scheepers, has insisted that the corporation is not looking for cheap labour He argues that Iscor spends more on the housing of black workers than it does on whites — "They have to be fed properly, otherwise they would not work properly" — and that it could thus pay blacks a smaller cash wage than whites while still spending the same amount per worker.

Iscor employs contract labour from the homelands, and these workers are housed in Iscor-owned compounds and fed by the company "Whites pay up to R80 a month for Iscor housing, blacks only pay R8" claims Scheepers (Although the whites, presumably, don't live in compounds) He adds that blacks have free medical aid service whereas whites must contribute. "If we didn't do this they would never come to work " He thus claims that Iscor would be paying more for black labour than for whites if it paid both groups the same cash wage

POST
TRANSVAAL

Telephone 27-6081

Let all be fair in love and sport

THE president of the South African Cricket Union, Mr Rashid Varachia, at the weekend called on the Government to temporarily suspend race laws in sport.

"Laws such as the Group Areas Act, Liquor Act, and the Amenities Act could easily be temporarily suspended with the proviso that each sporting code be held responsible for the orderly and disciplined observance of these exemptions," he is reported to have said.

The appeal by Mr Varachia once more sounds like the age old monotonous "keep politics out of sport" argument. It seems as if some sports administrators and sportsmen (we may add) will stubbornly cling to this argument despite the fact that it goes against the current thinking, locally and internationally.

We know that our sportsmen, at least most of them, are not in any way interested in being accepted as human beings on the sports field, and as second class citizens in other aspects of life.

Our sportsmen are human beings first before being sportsmen. They have families and communities they live with. They would abhor a situation that make them human beings while their families remain second class citizens, or not citizens at all as current political thought in high quarters indicates.

The days of being excited because you played alongside a white man are a thing of the past. Nor will we be excited to chat with whites over a beer after a game and thereafter it is back to the ghetto for us while whites return to their life of privilege after honouring us with their presence at the cocktails.

Just as a parting message to the protagonists of keep politics out of sports: "Is it not about time that white sportsmen stay out of politics (which interalia means that they should not vote) to keep sport completely free of politics?

Letters to the Editor

Follow a new spirit

(211) 17/9/79 Post.

SIR — Through the medium of our paper, **POST** I wish to comment on Mr Arrie Paulus' ridiculous remarks, which appeared on September 10, 1979.

This poorly misinformed chief of white racism said blacks were like baboons. The damaging statement was made and published in the New York Times, whilst the leader of the white Mine Workers Union was overseas.

When phoned by **POST** he said: "If I do not believe that, I wouldn't have said that." Well, that is a nasty belief for him.

Unfortunately, Mr Arrie Paulus only showed us that he is selfish, unkind, ignorant and rather naive. My belief is, if Mr Paulus were not indoctrinated with propaganda since birth, he would have been better advised than to call us baboons

It is true that a habit dies hard For your information Meneer, you will only win lunatics as your friends.

Blacks as they are, will never be fooled or discouraged by your aimless talk about them You are a shame and disgrace to your already panic-stricken people

People who entertain beliefs like yours have always caused unnecessary racial hatred. You are a bad product of a verkrampte society

It is a pity that you say all this rubbish within the protection of your laws To say we want some people to be our "bosses", Mr Paulus you are not saying the truth

Blacks can stand on their own if only you did not believe that they are baboons

This shows that you are not better than sheep or goats that lead a blind life without knowing God Mr Paulus, you are a thorough embarrassment even to your children

Follow your people's new spirit and stop wishing for the impossible. The kind of remarks you made shows that you still belong to the ox-wagon era. What I fear is that your way of defaming blacks will lead to further strained relations between us and your people Unless you follow Mr P W Botha's "adapt or die" policy, you will find yourself facing more problems.

We need courageous whites, not cowards like you. Whether you like it or not, Mr Paulus the truth will win The truth in this case is. "Change is coming."

What I cannot say is whether it will be peaceful or violent. But I must assure you that I do not condone violence.

Yours is to accept that you can no longer bluff us anymore. So tell your family and friends that you are living in a fool's paradise

Stop calling us names as if we were a bloodless thing. We are also created in the image of the Almighty

Stop deceiving yourself, for you are also an insignificant creature to us We are blacks, Proud and Somebodies. Shut your big mouth

MZWAKHE MOSES DUBAZANA,
Katlehong.

God's children and proud of it

SIR,— I beg you to publish my letter. Arrie Paulus, the supporter of the "evil system" said blatant rubbish, by calling our people baboons.

He has displayed his diabolical mind to the world. He will not survive if he continues like this. He is liable to God for severe punishment

We are God's children and proud of what we are. Blacks will be promoted by God to a higher level even if the enemy, rival and antagonist strives against us.

Blacks are great in spite of what his enemy says.

JOSIAS BOKKIE KGOMO,
Seshego.

Arrie's views are wild and silly

SIR — Allow me to put the record straight with Arrie Paulus. The fact that Arrie represents the all-white Mine Workers Union shows that he has no room for blacks.

He makes me sick at heart with his recent outburst made to the New York Times. Can he make us understand the exclusion of our brothers in his union? You see, we blacks know of many whites who do not like us and Arrie is one such character. This is evident by his wild and silly and description of blacks.

Arrie has done himself much good by teaching baboons how to play a piano. Now, where the hell do the blacks fit in there?

Let him dance to that kind of music and get off our backs for his own benefit Will it ever serve me right to commence from scratch and remind Arrie that most workers came to the mines not skilled nor educated? Are these people expected just to arrive and work without being shown what to do?

But what can one expect from a leader whose union has flatly rejected the recommendations of Wiahahn?

There is only one thing that Arrie and his supporters should bear in mind: blacks are human beings created by God So if Arrie maintains that a black human being is like a baboon, then let us all admit that white human beings are like white baboons.

MAKGOROPEDI MADINGOANE,
Katlehong.

LET PAULUS WORK WITH BABOONS AND THEN SEE FOR HIMSELF

SIR — A black man is trying by all means to improve South Africa But still Mr Paulus is calling us baboons.

I am asking for all the black prime ministers to employ all those blacks working with Mr Paulus Thereafter, Paulus must employ baboons to work with him, as blacks are like baboons. If these baboons can work like the blacks, then I will support what he said.

TOMMY ZWELIHLE CHILLY,
Meadowlands.

WORD of GOD

Herein is our love made perfect, that we may have boldness in the day of judgement: because as he is, so are we in this world.

There is no fear in love; but perfect love casteth out fear: because fear hath torment. He that feareth is not made perfect in love.

I John 4:17-18

Write to the Editor at P O Box 6663, Johannesburg 2000 Nom de plumes can be used but full names and addresses should be supplied or the letter will not be published

Political comment in this issue by P Qoboza, J Latakgomo & A Klaaste Headlines, sub-editing & posters by S Matlhaku all of Cnr Blumberg Street and Commando Road Industria

Arrie must be charged...

211 Post 18/8/79

SIR, — If the Government does not charge Mr A Paulus on his remarks that "blacks are just like baboons" then we must conclude that the General Laws Amendment Act No 94 of 1974 was vaguely passed.

Brigadier Carel Coetzee, CID chief of Soweto, must just bear fact in mind that he is also going to be charged under that Act, following his remarks (insult) that "blacks are by nature violent, more particularly when they are drunk".

In SUNDAY POST dated August 6, 1979, Commandant J J du Preez said majority rule is inappropriate in South Africa because some black South Africans are not people.

Mr du Preez must be the third victim of that Act No 94 of 1974.

Had it been said by one of our blacks directed at whites what would happen?

The Government must just cure this dangerous wound before it gets worse.

LAZARUS MOKOENA
Tembisa.

POST is super

SIR, — Please allow me to congratulate you and whoever writes the "Thought for Today" column. It is thought provoking and makes POST super.

It makes us refuse to be harassed and discriminated against

"Thought for Today" is fabulous, the most fantastic column in any newspaper this side of the equator.

Like Gibson Kente puts it, "Chin Up". Walk tall, smile and be proud for you are God's child. Do not let any man or force get you down. Do not forget, you are black, you are beautiful and strong

Black is strong, be proud.

DONDO LEBAKENG
Atteridgeville.

Mining firms rapped on low pay for blacks

211 210 ~~343~~ ~~358~~ STAR 25/9/79

By Peter de Vos

Soweto was not a monument to the folly of apartheid, but a monument to the private sector's greed for labour, Dr Wim de Villiers, chairman of General Mining, said today.

Speaking at the Federated Chamber of Industries conference, Dr de Villiers attacked the private sector for its "self-satisfied, holier-than-thou cocoon, isolating itself from reality."

It had little cause for pride in its history of wage levels, he said. It had been effective in using all the arguments of supply and demand and the free market economy, while blaming apartheid

"We fail to recognise that we have a grave basic problem in the economy — that of an acceptably small leader group of entrepreneurs, managers and professional people who have the responsibility of creating job opportunities for a vast reservoir of unskilled and semi-skilled labour

"The leader group must not only be expanded, but must be put to work where the need is greatest"

"The private sector must use its expertise, knowhow and other resources to the advantage of all South Africa's peoples"

He said R1 739-million had flowed out of the country in the past two years through the private sector

"Are we again going to blame something or someone else, such as lack of foreign confidence?" Dr de Villiers asked.

UNREALISTIC

The private sector must create job opportunities for 300 000 people every year Labour-intensive industries must be established, particularly in the traditional economies

"But in doing so we obviously cannot price ourselves out of the market by paying unrealistic wages for unskilled labour," he said.

The private sector must help to identify the generators of growth in underdeveloped areas and help to develop these as quickly as possible.

South Africa should rather be an exporter to its neighbours of durable consumer goods, intermediate goods and capital goods requiring higher technological content, and import from them agricultural raw materials and minerals as well as certain processed consumer goods.

With the lower wage rates in the black states, South African undertakings could benefit by establishing labour-intensive factories there, gaining access to the rest of Africa.

Marked (~~327~~) 211

Paulus: cops can act

By THAMI MAZWAI

THE Minister of Police, Mr Louis le Grange, yesterday dissociated himself from the remarks by Mr Arrie Paulus but said police would not take action unless members of the public lodged complaints.

Mr le Grange also confirmed a weekend comment he made that Brigadier Carel Coetzee had not directed his remarks at black people and had not intended to insult anybody.

Mr Le Grange said that what Brig Coetzee said could also have applied to white people. POST had asked Mr Le Grange if he, as Minister of Police, approved or disapproved of what a senior police officer had said and in front of thousands of people.

Brig Coetzee had said black people tended to become violent when under the influence of liquor.

Mr Le Grange said he could not comment on a question phrased in this manner as it was out of context and not in full.

On the Paulus issue, he said he did not agree with Mr Paulus. Asked if he did not deem it necessary to have the police institute an investigation, he said: "It is not for the police to decide. If a member of the public feels insulted, he must lay a charge and the police will investigate. The police will not investigate until somebody has complained."

The Paulus issue refers to statements by Mr Paulus that blacks were baboons This sparked anger to members of the community and it was demanded that the police charge Mr Paulus as his remarks caused racial friction and were derogatory to a huge section of the population.

Despite the anger at the remarks, police have not acted.

Dr Nthato Motlana, chairman of the Soweto Committee of Ten, said yesterday his statement to the police laying a charge against Mr Paulus had not yet been handed over.

Dr Motlana said attorneys handling the issue had told him they were not yet through with the affidavit and it would only be presented to the police when ready.

Dr Motlana laid charges at the height of the furore and was told by Soweto Police Acting Chief, Brigadier J J Gerber, to make a statement. It is this statement that his attorneys are still busy with

MWU feels threatened by blacks

23/10/74

214

Labour reporter SIEGFRIED HANNIG examines a new development in the mining industry — the prospect of a black mining union.

The prospect of a black mining union, possibly outnumbering the combined membership of white mining unions, has been raised by the extension of trade union rights to migrant workers

Now only foreigners from countries which never belonged to South Africa remain excluded from trade union rights

This means that more than half of the 436 588 blacks on coal, gold and platinum mines (roughly 55 percent) have trade union rights

The discriminatory provisions of the Mines and Works Act have no bearing on trade union rights

Therefore there is nothing to prevent the formation of a black mining union, it would seem

This is a matter of serious concern to the white Mineworkers' Union (MWU) which has taken a firm stand against any labour reforms and disrupted much of the mining industry with its illegal strike on job reservation in March

An investigation by the MWU has revealed that its own members are outnumbered by 41 to one at a Stilfontein mine by blacks who are eligible for trade union rights

The investigation showed that 8 216 (63 percent) of the 13 000 black labourers at the mine were entitled to these rights

"At the same mine the MWU has 200 members and altogether there are about 1 000 whites earning a living on the mine" writes MWU leader Mr P J "Arrie" Paulus in the latest edition of his newspaper

"What hope have the white unions and associations to measure up to a black union which will have in the vicinity of 8 000 members on an average mine?"

Even if only a quarter of the blacks formed a union, the employer would have to accede to any demand by the union to share white facilities, Mr Paulus argued

The alternative would be a paralysing strike

He attributed the National Party's "poor showing" in the Rustenburg by-election to concern about this kind of development

Mr Johann Liebenberg industrial relations adviser of the Chamber of Mines, commented

"The industry has discussed the matter of black trade unions in very general terms with some of the existing registered unions

"But we have had no approaches regarding the formation of black trade unions and are waiting to see how matters develop"

Indeed, there has been no news of any attempt to organise black miners from within South Africa in recent years

The reason is generally seen as lying in the difficulties which migrant labour poses to those who want to organise a union of migrant workers

Short terms of service mean a continuously changing membership and entail administrative problems

Nevertheless, strong black trade union membership existed in the mining industry many years ago

And the trend towards longer terms of service among mining migrants, combined with shorter [illegible] between terms of service and the "growing popularity of the re-employment guarantee certificate" is creating a more stable black labour force on the mines

As the mining industry succeeds in its efforts to stabilise its black labour force, the prospects of black trade unionism in the industry will improve

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OUS SYSTEM AND SENSE ORGANS

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[illegible]	[illegible]	0,09	0,13	0,06
0,11	0,36	0,13	0,26	0,07
0,15	0,47	0,18	0,44	0,15
0,06	0,25	0,14	0,17	0,12
23	289	164	366	187

Miners to phase out black bar

6/11/79

211

THE 12 000-strong white Underground Officials Association has agreed to phase out the mining industry's only job reservation determination — provided it is allowed to enrol members of all races

The determination excludes blacks from the work of ventilation, sampling and surveying officials, except for certain tasks for which exemptions are required from the Government.

Mr R J Coertze, the Association's general secretary, stressed that the concession was subject to certain conditions

A major condition was that the Association should be permitted to enrol any person who is employed in the occupations covered by the determination

Another condition is a confirmation from all employers that none of the Association's present white members would be placed at a disadvantage (vis-a-vis blacks).

Immediately after the decision was taken, the Association's top leaders were re-elected with big majorities, Mr Coertze said.

The Association's announcement followed on statements from the Minister of Manpower Utilisation, Mr Fanie Botha that he was seeking to phase out the remaining five job reservation determinations

The Mines and Works Act — which debars blacks from holding blasting tickets — is still under review by the Wiehahn Commission

Leaders of the Mineworkers' Union — which was responsible for the determination and which opposed black appointments to the jobs concerned — could not be reached for comment — Sapa.

Deadlock reached in mine pay dispute

By RIAAN DE VILLIERS
Labour Correspondent

DEADLOCK was reached yesterday in the pay dispute between the SA Technical Officials' Association and the Chamber of Mines — opening the door to a strike ballot by the association.

The chamber announced in a statement that a conciliation board meeting had failed to resolve the dispute, which arose earlier this year when the association refused to accept a 10% increase in minimum starting rates offered to all three officials' associations on gold and coal mines.

The increase was accepted by the other two associations.

The deadlock is the latest development in a drawn-out struggle which has included a "go-slow" campaign by the association, fought with court orders by gold mines in the Orange Free State and the Transvaal

The association has only 2 100 members on gold and coal mines — but as hoist drivers and reduction workers they are strategically placed in the mining industry.

During an application for urgent interdicts against the association in the Pretoria Supreme Court last month, Transvaal mines claimed the "go-slow" had cost one mine losses of nearly R1-million in 10 days

Mr Harry Mallet-Veale, secretary of the SATOA, could not be reached for comment yesterday

The association has demanded a 16% increase in minimum rates as well as increased overtime tariffs and improved service increments.

Gold price drives towards

which has not been deposit
has been retained by him
the Master may thereafter

(*b*) The Court m
pay any such dividend whi
Master for the benefit of th
of such dividend.

(4) Any creditor or
thereof is delayed after not

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JOHN ORR DEAL

All on a winner

Only winners look like emerging from the four-store property deal tied up by John Orr last week The Mines Pension Fund (MPF) is coming out of it with an initial net return of just over 9%, leaseback tenant Edgars has a useful new penetration in four CBDs and John Orr itself has boosted cash resources by R9m without underselling assets

A year ago 9% wasn't exactly an appealing rate for the institutions, today it looks right in line with market So when John Orr moves out in January, it will be able to look back on a job well done From then on, it's between Edgars and the MPF

It is impossible to assess the long-term pros and cons without escalation rates — which Edgars is traditionally reluctant to reveal The fact that the lease is a long one (25 years) makes the rate even more important, and the *FM* understands that Edgars is paying a small premium — probably about 6%

But there's more to it than that because Edgars will become sub-landlord in its own right over at least some of the properties The Durban store, for example, consists of 7 500 m² which is too much to handle and some of the space will remain on lease to outside tenants This will lessen the interest burden, which kicks off at between R800 000 and R900 000 a year

The parties have negotiated the deal as a single package Agent Geoff Chait says terms were negotiated "backwards" with Edgars first to show its hand by offering a rental figure Agreement was then reached with the MPF and the selling price hit the spot with John Orr So the end result has been smiles all round

But it is still not the end of the pruning for Orr Chairman Nick Labuschagne confirms to the *FM* speculation that it is getting out of the Rosebank Mall and, he hopes, Eastgate as well The 1 000 m² Mall shop is expected to be taken by furniture specialists Grusd Bros (of Lounge Suite fame) who will probably be trading under a new name

And that's more than acceptable to Mall GM Geoff Earnshaw, who sees the additional comparative furniture shopping in the centre as a welcome plus for the tenant mix

Eastgate negotiations

The Eastgate negotiations are not as far advanced Edgars is already well-represented and is unlikely to be a candidate Other department stores are likely to be scared off by the available space — too small for a full-line operation and too large for something more exclusive It is one of the reasons why John Orr hasn't made a go of it

If Eastgate is also dropped, it will bring the number of outlets down to seven, and all of them, says Labuschagne, can be expected to contribute now that the La Lucia store looks like turning the corner The successful Milady's and Hub operations aren't being touched, he says, and future results should reflect the "cutting out of the cancer"

Surprisingly, though, he doesn't see John Orr itself going downmarket to compete directly with the supermarkets and discounters who have done most of the damage

"Our intention is to trade up again," he says bravely, "we still believe there's a big gap at the top of the market which needs to be filled"

insolvency; and

(*b*) in the case of meetings of members or contributories, in the manner prescribed by regulation.

(2) The provisions of section 52 of the Insolvency Act, shall *mutatis mutandis* apply to the right of any creditor to vot in a winding-up of a company

413. Meetings to ascertain wishes of creditors and others Court is authorized, in relation to a winding-up, to have regard members or contributories—

(*a*) the value of the respective creditors' claims and various members or contributories of the compan dum or articles shall also be taken into considera

(*b*) the Court may, if it thinks fit, for the purpose of ascertaining the wishes of such creditors, members or contributories direct meetings of the creditors, members or contributories to be called, held and conducted in such manner as it directs, and may appoint a person to act as chairman of any such meeting and to report the result thereof to the Court

414. Duty of directors and officers to attend meetings.—(1) In any winding-up of a company unable to pay its debts, every director and officer of the company shall—

(*a*) attend the first and second meetings of creditors of the company, including any such meeting which is adjourned, unless the Master or the officer presiding or to preside at any such meeting has, after consultation with the liquidator, authorized him in writing to absent himself from that meeting,

(*b*) attend any subsequent meeting or adjourned meeting of creditors of the company which the liquidator has in writing required him to attend.

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Artisans will solve shortage

THE shortage of qualified artisans will only be solved if the trades are opened to all race groups.

This is the view of Mr Tony Petersen, chairman of Rand Mines — a mining house that employs some 85 000 people of all races, mostly blacks.

Speaking as chairman of the Transvaal Consolidated Land and Exploration Company — the Barlow Rand mining finance company managed by Rand Mines — Mr Petersen says that there is an urgent need to train increasing number of people in the trades.

And, within the law and legally enforceable industrial agreements, his group is doing just that.

POST 29/11/79

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NOTICE 931 OF 1979

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the abovementioned Act, give notice that an application for registration as a trade union has been received from the Mine Coloured Staff Association of South Africa

Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union - Mine Coloured Staff Association of South Africa

Date on which application was lodged —16 October 1979

Interests and area in respect of which application is made —Coloured persons who are employees for purposes of the Act and are employed in a clerical, metallurgical, engineering, hospital and general administrative capacity in the gold mining undertaking in the Magisterial District of Klerksdorp

Postal address of applicant P O Box 6849, Johannesburg, 2000

Office address of applicant —41 Biccard Street Braamfontein, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act,

(a) The representativeness of any trade union which objects to the applications shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar

(30 November 1979)

KENNISGEWING 931 VAN 1979

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrateur maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Mine Coloured Staff Association of South Africa Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —Mine Coloured Staff Association of South Africa

Datum waarop aansoek ingedien is —16 Oktober 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word —Gekleurdes wat vir doeleindes van die Wet werknemers is en in diens is in 'n klerklike, metallurgiese, ingenieurs-, hospitaal- en algemene administratiewe hoedanigheid in die goudmynonderneming in die landdrosdistrik Klerksdorp

Posadres van applikant Posbus 6849, Johannesburg, 2000

Kantooradres van applikant —Biccardstraat 41, Braamfontein, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrateur

(30 November 1979)

POST WOMAN

Women in mining

LIKE any other mine, Stilfontein is home for hundreds of migrant workers who are forced to live in hostels as single men. But it is also home for married couples who raise their children on the mine.

When the Stilfontein Gold Mines near Klerksdorp in the Western Transvaal took on women a few years ago the move might have been merely to give the women "something to do". Today the mine has 64 women who are just as efficient as their male counterparts and who of course add the lustre that is so often lacking in a male chauvinist world. MATHILDA MASIPA reports.

"It is the wives and daughters of these miners who were first to get jobs when we had vacancies," said Mr J P van der Heever the labour manager whose mine was one of the first to employ women. He said although the aim was to give families of miners something to do he made sure that only the right applicants were employed.

"We took people with the right kind of education and we trained them for a while to put them on par with the male personnel," he said.

Those looking for vacancies but with no skills were given jobs as gardeners, tea makers, cleaners and cooks. "And we have found that the women are just as efficient or sometimes even better than the men in certain jobs," Mr Van der Heever said.

But the many women who man the mine offices have nothing masculine about them. The ladies sitting behind the video machines are as feminine as they are efficient. And although the woman filling contract forms may not necessarily play mother or big sister to the not-so-confident recruits, her presence certainly creates a warm atmosphere. Where her male counterpart might scowl she readily gives a re-assuring smile.

Lydia Marumule trainee, concentrates as Rasegopane shows her how to operate a machine for making identity cards for miners.

But working in the mine requires a lot more than just a beautiful smile. It means patience and tact. Emma Koropo and Deliwe Mboweni both in their early twenties belong to a team which works in the training section where miners are tested, trained and have jobs allocated to them.

Among other things the teams' responsibility is to administer aptitude tests to miners — a task which immediately places them in a senior position where they give instructions and explain procedures.

"A lot of tact is required since most men are not used to being told what to do by a woman," said Deliwe. But difficulties or not, Deliwe enjoys her work and wouldn't change places with anyone.

Pictures by Bongani Mnguni

A video machine operator hard at work.

Mine pay better even though many are jobless

Star 4/12/79

STAR 4/12/79

2/1

By Sieg Hannig, Labour Reporter

The South African mining industry is paying its black workers "competitive" wages even though unemployed men are overrunning its recruitment offices.

"We are pleased to report that the cash income of black mineworkers now averages R153 a month," says Mr Tony Fleischer, general manager of The Employment Bureau of Africa (Teba)

This puts the average black mineworker well ahead of the Household Subsistence Level (HSL), seeing that he enjoys food, accommodation and other benefits worth more than R50 a month, free.

The HSL for a black family of six in Johannesburg was R172,56 in October.

The current starting wage for novices is R20,04 a week (R86,17 a month) underground and R13,50 a week (R58,05 a month) on surface

Mr Fleischer agreed that continued improvements in wages, together with unemployment throughout southern Africa, was helping to stabilise black labour.

About 65 percent of the 435 000 black workers currently employed had obtained their jobs through re-employment guarantees

On some mines nine out of 10 workers had kept their jobs with the help of these guarantees which restricted breaks of service to six months or less

In addition, black workers were staying on for longer terms of duty The average stay now was almost one year compared with eight months about two years ago.

Furthermore, increasing stabilisation of labour had largely eliminated the seasonal drop in the labour force over Christmas, Mr Fleischer said.

(Issue No [illegible])

epresentations to every member of the company to whom
g is sent, whether such notice is sent before or after receipt
ns by the company.

sentations is not sent as aforesaid because it was received
y's default, the director concerned may (without prejudice
quire that the representations be read at the meeting

sent ations shall be sent out and the representations need
nt, on the application of the company or of any other
d, the Court is satisfied that the rights conferred by this
e needless publicity for defamatory matter.

the company's or the said other person's costs on an
o be paid in whole or in part by the director concerned,
party to the application

shall be construed as depriving a person removed there-
s which may be payable to him in respect of the termina-
or of any appointment terminating with that of director
to remove a director which may exist apart from this

n Directors, their Powers and Certain Acts

of directors to issue share capital —(1) Notwithstanding
andum of articles, the directors of a company shall not
shares of the company without the prior approval of the

ay be in the form of a general authority to the directors,
ional, to allot or issue any shares in their discretion, or
y in respect of any particular allotment or issue of shares.

s given in the form of a general authority to the directors,
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npany who knowingly takes part in the allotment or issue
f subsection (1), shall be liable to compensate the company
hich the company may have sustained or incurred thereby,
ny such loss, damages or costs shall be commenced after
n the date of the allotment or issue

f shares and debentures to directors.—(1) No provision in
in any resolution of a company authorizing the directors
debentures convertible into shares of the company at the
d authorize the allotment or issue of any such shares or
e company or his nominee, or to any body corporate which
accustomed to act in accordance with the directions or
nominee, or at a general meeting of which such director
ercise or control the exercise of one-fifth or more of the
ary of such body corporate unless—

btment or issue has prior to the allotment or issue been
ved by the company in general meeting, or

Massive diamond haul

RDM 8/12/79

Crime Reporter

POLICE and mine security officials this week seized diamonds worth about R1-million and arrested eight Ovambo mine workers for allegedly stealing them from the Oranjemund mine in South West Africa

Brigadier J Erasmus, head of the South African Gold and Diamond Squad, said the 1 008 diamonds seized weighed 867 carats The men were arrested on Thursday after a two-day investigation

Police investigations are continuing

Two other men were also arrested in Johannesburg by Gold and Diamond Squad detectives on Thursday for allegedly dealing in uncut diamonds worth R15 749

One of the men was a businessman from Honey Hills, Florida The other was Kimberley

(iv) Proportional Mortality, accounted for by specific conditions.

(v) Expectation of Life. This was calculated both at birth (e_o) and at 45 years of age (e_{45}) for both males and females. It expresses the average number of additional years an individual would be expected to live beyond birth and 45 years.

For Africans, the proportional mortality was the only index calculated.

RESULTS

The infant mortality rates (IMR) and standardised mortality rates (SMR) are provided in Fig. 2 and Fig. 3. Whilst a steady decline in both of these indices after an initial decrease, show a comparatively n increase in their SMR since 1960.

e IMR has fallen from 50,9/1 000 to 21/1 000, During this period, the 'coloured' IMR has to 132,6/1 000, a change of only 19,7% n when it is appreciated that the greater the improvements be accomplished. The decrease in SMRs between 1941 and 1970 were 28,4% and 25,7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

by 1970, this figure had decreased to 15,7%, indicating that the whites had improved disproportionately to the 'coloureds' Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15,2% to 7,1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

Fig 4 provides an indication of he proportional contribution of selected causes of death to the overall mor experience of the white, 'coloured' and African communities.

During the period 1929 to 1970, the white of mortality which is classically associa Infectious diseases have become less impo are increasingly related to Cardiovascula 'coloureds' and Africans, however, have a deaths caused by infectious diseases. T mortality which is characteristically ass whilst the 'coloureds' appear to occupy a whites and Africans, although it is clear Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of the 'coloureds' is that it would appear to incorporate the worst of both the developed and the developing experiences. This becomes apparent from Table II which provides a more detailed analysis of the different diseases contributing to the overall mortality of the whites and 'coloureds' in the form of cause specific mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

Police seize diamond cache

JOHANNESBURG — Police and mine security officials seized diamonds worth about R1 million and arrested eight Ovambo mine workers for allegedly stealing them from the Oranjemund mine in South West Africa this week

Brigadier J Erasmus, head of the South African gold and diamond squad, said in Kimberley yesterday that investigations were still continuing

He said the 1 008 diamonds seized weighed 867 carats

The eight men were arrested on Thursday by security officials from the mining company in Oranjemund, and gold and diamond squad detectives from Alexander Bay in the Cape — after two days of investigation

Chief Leabua blames SA for unrest

RDM 10/12/79

By PATRICK LAURENCE

EXPLOSIVES of South African origin were used by insurgents seeking to topple the Lesotho Government, the Prime Minister of Lesotho, Chief Leabua Jonathan, said at a rally in the troubled Butha Buthe region at the weekend

At about the same time the South African Foreign Minister, Mr Pik Botha, issued a statement rejecting the Lesotho Government allegations as a "mischievous and contemptible" attempt to blame South Africa for its problems.

As the number of Basotho seeking sanctuary in South Africa continued to rise at the weekend, Mr P Molahloe, a spokesman for the refugees at the tent camp near Bethlehem in the Free State charged that Lesotho police were systematically shooting supporters of the Opposition Basutoland Congress Party (BCP)

In his speech at Butha Buthe Chief Jonathan invited anyone who wished to verify the origin of the explosives used by Basotho insurgents to contact the Lesotho Foreign Ministry He challenged the South African Government to deny his allegation.

Contacted last night, Mr Botha said. "Basotho work in South African mines. Chief Jonathan knows that very well I have no further comment to make."

In his statement released at the weekend, Mr Botha disclosed that he had instructed South Africa's representative at the United Nations to request aid for the Basotho refugees from the UN High Commissioner for Refugees.

The number and nature of refugees — there were about 400 yesterday, most of whom were women and children — made a mockery of Lesotho's accusation that they were "terrorists" operating from South African bases, Mr Botha added

Chief Jonathan told the rally in Butha Buthe that he knew of several occasions on which exiled BCP leader Mr Ntsu Mokhele, had visited John Vorster Square to discuss plans to attack the Lesotho Government with the South African Police

South Africa's Security Police chief, Brigadier Johan Coetzee, rejected the allegation as "absolutely untrue"

He added "Ntsu Mokhlele is a prohibited immigrant The moment he sets foot in South Africa he will be arrested and detained"

The most the Lesotho Government could say about the SAP, the brigadier continued, was that they had not intercepted every Basotho insurgent who, after being trained in guerrilla warfare in African countries, had to pass through South Africa to Lesotho.

In an exclusive statement to the Rand Daily Mail, exiled leaders of the BCP said members of the Lesotho Liberation Army had been arrested by the SAP and "handed over" to the Lesotho Government — not assisted by them

Brigadier Coetzee declined to comment on that particular charge.

But, he said, when the SAP intercepted Basotho rebels who had been trained militarily they were naturally anxious to interrogate them, particularly as they had been trained in conjunction with members of the banned Pan-Africanist Congress of South Africa.

When interrogation was completed the SAP might release the rebels to Lesotho immigration authorities, Brigadier Coetzee said

2 MORTALITY IN SOUTH AFRICA

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Despite the problems of using mortality data as a means of assessing a community's health status, it is a measurement which has stood the test of time and, to date, is usually the only method of evaluating the health populations, albeit indirectly, since it is frequently the only data which is available. The standard analyses of routinely collected mor-

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the data has been avoided as
peak for themselves, and
where necessary, action.

If the provision of health services is to be approached scientifically, it is necessary to determine parameters by which the health status of the community can be measured. Whilst this is a relatively simple matter for specific medical problems which have readily identifiable quantitative and qualitative indices, when an overall assessment of health is required, measurement becomes problematic.

The medical profession has, on the whole, tended to concentrate on diseases rather than on health. Consequently, despite the fact that efforts are being made to measure the positive aspects of health, these have tended not to be applicable for routine use at a national level, leaving health planners little alternative but to make use of measurements which concentrate on the unhealthy aspects of the community. Mortality data is one such measurement.

Information about the mortality experience of the community is routinely collected in most countries, the reliability and detail of this data showing considerable variation depending on a number of factors, not the least of which are the resources available for its collection. There are further problems associated with reliability (See Pt. II).

SOURCES

From 1921
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* For details, see reference 3, volume for 1938, page XVIII.

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MINING UNIONS

Gold and pay

FM 10/12/74

Squeezed by CoL rises and buoyed by the healthy gold price, mining trade unions have taken the virtually unprecedented step of asking the Chamber of Mines for an interim pay rise So far they have received short shrift

Pay rises for white miners are bargained for annually But the Council of Mining Unions, which represents all the white mining unions, recently approached the Chamber suggesting that members be granted "interim financial relief" No amount was mentioned, but the Council suggested a further meeting to discuss details The Chamber argued back that it was sticking by a Chamber-union agreement to bargain on wages once a year only (white miners received a 10% increase in mid-year)

Council of Mining Unions' chairman Ken du Preez tells the *FM* that the unions are not letting the matter rest there They have written to the Chamber, he says, reiterating the earlier claim

The unions are unlikely to declare a dispute on their wage claims, however. The *FM* understands that this was mooted at one stage, but was opposed by some of the unions and is now a remote possibility. Says mining unionist Ben Nicholson "We made an agreement to bargain annually and we must stick by the agreement We can't push the issue to a dispute if the Chamber sticks by that agreement."

He hopes, however, that the Chamber may consider his suggestion of a substantial Christmas bonus for union men "in recognition of their contribution to the industry and its present prosperity" The bonus suggestion has been incorporated in the letter to the Chamber 'We can certainly push this issue further than a wage rise," says Nicholson

The rise in the gold price obviously played a key role in the unions' decision to ask for a second rise this year But unionists stress that their members have been feeling the pinch of inflation, particularly as a result of the increased fuel price "We've had a lot of complaints from our members. The inflation rate is now over 13% and we expect it to reach 15% soon," says one union man

The long-standing issue of mine pensions has also been raised again as a result of the gold price rise Mine Workers Union general secretary Arrie Paulus has called for increases in miners' pensions as a result of the buoyant gold price and Du Preez confirms that "we regard this as a vital issue We want the state to exert influence over the Chamber on this issue After all, the state reaps the greatest benefit from a gold price rise"

That, however, may not be necessary. Union-Chamber talks on pensions have been on the go for some time now and Nicholson believes that 'we may be on the verge of a breakthrough"

Unions wary of invitation to mines seminar

RDM 11/12/79

By STEVEN FRIEDMAN
Labour Reporter

THE Chamber of Mines has invited white mining trade unions to attend a seminar on the socio-economic development of South Africa

The invitation is being interpreted in some circles as an attempt to win the unions over to black job advancement

At a meeting yesterday, the unions agreed in principle to nominate three representatives to a steering committee which will plan the seminar

But some mining unionists fear the seminar is an attempt to "brainwash" them

The seminar suggestion follows a call by Mr Robbie Botha, general secretary of the Mine Surface Officials' Association, for management-union talks in the industry

Relations between the chamber and some mine unions, notably the Mine Workers Union, have been at a low ebb this year

A strike by white miners was followed later in the year by a "work-to-rule" by technical officials

In its letter to the unions, the chamber suggests a three- to five-day seminar on some of the "macro-problems" facing South Africa

It suggests that outside speakers could be invited to the meeting and suggests that the unions nominate three representatives to a steering committee which will plan the seminar

The unions have agreed in principle to do this and are now waiting for a chamber letter formally asking them to nominate representatives

Despite this decision, doubts about the seminar were apparently expressed at a meeting of the unions yesterday

While all mine unionists agree that labour relations in the industry are in need of repair, the more conservative unionists want to examine the agenda carefully before agreeing to attend

It is therefore not certain that all unions will attend

Many of the unions are, however, sympathetic to the idea of a seminar on these issues

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IV DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0–1	0,02	0,03	0,20	0,21	0,06	0,16	0,06	0,06
1–4	0,05	0,05	0,02	0,07	0,45	0,26	0,23	0,18
5–24	0,03	0,01	0,05	0,04	0,09	0,06	0,09	0,07
25–44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,06
45–64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO.	128	85	26	23	289	164	366	187

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VII DISEASES OF THE CIRCULATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0–1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1–4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5–24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25–44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45–64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

VIII DISEASES OF THE RESPIRATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0–1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1–4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5–24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25–44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45–64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

Lesotho claims BCP and SA collusion

RDM 12/12/79 (211)

RDM 12/12/79

By PATRICK LAURENCE

THE EXECUTIVE Secretary of Lesotho's governing Basutoland National Party (BNP), Mr Desmond Sixishe, yesterday denied that insurgents of the opposition Basutoland Congress Party (BCP) had ever been handed over to the Lesotho Government by South Africa

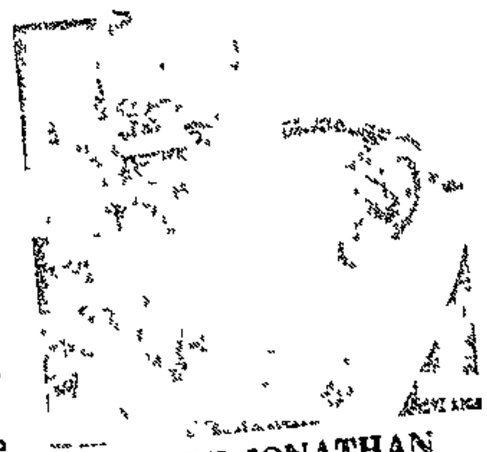
Mr Sixishe dismissed the claim by the exiled BCP leadership, saying it was an attempt to divert attention from their collusion with South Africa

In an exclusive statement to the Rand Daily Mail, the exiled BCP leaders said

'We wish the world to find out from (Lesotho Prime Minister) Leabua Jonathan the fate of some 15 unarmed Basotho men who were arrested by the South African Government on their way to Lesotho and handed to Leabua Jonathan's officials"

South Africa's Security Police chief, Brigadier Johan Coetzee, declined to comment on the alleged incident But, he said, where the SAP intercepted insurgents of the BCP military wing, the Lesotho Liberation Army, they might release them to the Lesotho immigration authorities after interrogation

Mr Sixishe said the SAP could either hand insurgents over to the Lesotho police or to give them political



CHIEF JONATHAN

asylum "To release them to immigration authorities is a non-viable option It doesn't make sense."

He said that in terms of a "pact" signed between South Africa and Lesotho, South Africa was obliged to hand over insurgents and failure to do so "proved" Pretoria was in cohoits with the BCP

Mr Sixishe, who accused the Rand Daily Mail of unleashing a "wave of pro-BCP propaganda" said "Collusion between South Africa and BCP" provided the exiled Mr Ntsu Mokhele and his lieutenants with "transit facilities" through South Africa to Lesotho

As BCP insurgents had trained together with the members of the banned Pan-Africanist Congress (PAC) of South Africa, this enabled the SAP to learn at first-hand about the activities of PAC "That's why PAC is in such disarray today," he said

He then referred to a report in the Rand Daily Mail yesterday An Anglo-American research team found Basotho miners in SA were hostile to Chief Jonathan and strongly pro-BCP

Mr Sixishe said "For the last 5 years BNP has been refused access to the miners while BCP has been allowed to organise a lot of BNP supporters wear BCP colours in mine dances for their own protection The SA authorities have not shown any inclination to protect BNP followers"

● South Africa has not signed a formal pact not to allow it to be used a base for attacks against the Lesotho Government But it has given Lesotho several written assurances to this effect The latest was given in a letter on December 7

● RICHARD WALKER reports from New York that a UN specialist may be sent to South Africa to discuss its apppeal for assistance on behalf of Lesotho refugees A UN source said there could be problems if the appeal was seen to have political rather than humanitarian motives

● The number of refugees who have crossed into South Africa has increased by 30 to 459 since Monday, the office of the Commissioner for Co-operation and Development said yesterday

Jobs safe, staff told

RDM 19/12/79

RDM 19/12/79

Financial Reporter

POSSIBLE fears among Union Corporation staff that the merger of General Mining and Union Corporation could lead to staff rationalisations and redundancies were allayed by Dr Wim de Villiers, chairman of General Mining.

He said: "We shall continue to run on a decentralised basis. We do not intend to change. For obvious reasons the buying departments were merged some time back to mobilise the total buying power of both groups.

"With the full cooperation of both staffs, there has never been any problem.

"In marketing, there will be moves towards rationalisation. In some areas Genmin has marketing organisations while Unicorp has organisations in other areas, such as platinum, nickel ands titanium pigments.

"We can reinforce each other."

Dr De Villiers said the plans to use Genmin's coal in the north-western Transvaal for chemical exploitation made up one of the most exciting projects he had ever considered.

Many technological problems had to be overcome. Genmin would make an announcement in the new year.

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	276 8.8%	273 11.4%	212 11.0%
Homicide (E960-E969)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	566 18.0%	148 6.2%	66 3.4%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	333 100%	104 100%	2175 100%	1278 40.7%	772 32.3%	749 39.0%
						3140 100%	2390 100%	1921 100%
						161 24.7%	282 15.1%	59 18.2%
						18 2.8%	76 4.1%	11 3.4%
						167 25.6%	806 43.1%	89 27.5%
						652 100%	1868 100%	324 100%

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

CHRISTMAS BONUSES

Not for miners

F.M. 21/12/79 (211)

The Council of Mining Unions is feeling very bitter towards the Chamber of Mines At the end of last month the chamber finally turned down the council's request for a once-off Christmas bonus

Soaring industry profits and the acceleration in the inflation rate prompted the council to ask the industry for an interim pay increase According to the chamber's industrial relations adviser, Johann Leibenberg "The interim review was refused on the grounds that wages are reviewed only once a year, to take effect in the May pay month There is an agreement on this which dates back to 1971 "

Despite the fact that miners have always got a holiday bonus instead of a Christmas bonus, the council then decided to ask for something extra for December Says the council's chairman, Ken du Preez "The cost of living has gone up more than anticipated, swallowing up the 10% wage increase granted this year in a few months And the industry's profits have shot up more than expected We thought the least they could have done was grant a one-time bonus " He adds "The industry has lost a golden opportunity to show that it has some regard for its employees "

Leibenberg argues "We refused a special bonus for the same reason we turned down an interim wage increase To link wages and special bonuses to the ups and downs of our products' prices is a very dicy thing to do When the gold price goes tumbling down the unions do not ask to share in the industry's misfortune "

Du Preez says that the main reason given to them was that this would create a precedent and the unions would then expect a bonus every Christmas "This is a very poor excuse And, to say that we have got an agreement which is negotiated once a year, and that's the end of it, does not promote good industrial relations, " he asserts

Unionists claim that, because of the high industry profits and "the unwillingness to share its good fortune," the industry now faces tougher wage negotiations than others

(211) (246) (141) FM. 21/12/79

DIAMOND WORKERS

Cutting barriers (126)

LC Diamond Cutting Works, the first company to be granted a cutting licence in 13 years, is setting precedents in SA's diamond industry Its 120 skilled and unskilled workers will be integrated at factory floor level and the company has applied for permits for black cutters

Says MD Johann de Villiers "We decided not to segregate our skilled and unskilled cutters They will all be working together" He says although the law does not prohibit blacks being granted licences, "no firms have made applications to date"

The diamond industry is traditionally one of the most controlled in SA De Villiers feels the company's initiative in the labour sphere will "lessen the tight hold government and official bodies have on the diamond industry"

Diamond cutters still adhere to the demarcation limit which stipulates that unskilled labourers may not work on diamonds greater than 1,69 carats De Villiers believes these restrictions will soon disappear and that LC will play "a vital role in providing employment and training facilities for cutters"

De Villiers admits he "had to do some hard talking We had to prove that we have an adequate long-term source of diamonds"

In the past De Beers' control of diamond sources meant that rough diamonds were only available where the company granted allocations to private companies

LC is secure in its supply because it imports 66% of its rough diamonds from the international market "The European market source won't dry up in a hurry, so we're secure on that score" says De Villiers

Rough diamonds are also being bought from local mining companies LC has access to two highly productive mines from local group mining companies LC has access to two highly productive mines in Sendelingsdrift and the Bels Bank area Says De Villiers "Two more should be productive by June

TABLE I

MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)

(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

I INFECTIVE AND PARASITIC DISEASES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	9,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27
65+	1,04	0,72	1,61	1,98	5,48	2,78	5,45	2,93
ALL	0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
NO.	399	315	198	159	3792	3146	3472	2593

II NEOPLASMS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,09	0,05			0,26	0,16	0,04	0,06
1-4	0,03	0,01						
5-24	0,01	0,01						
25-44	0,02	0,02						
45-64	0,09	0,12						
65+	0,39	0,59						
ALL	0,05	0,08						
No.	114	173						

(211) (216) (217) F.M. 21/12/79

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(4) The acts of a liquidator shall be valid notwithstanding any defects that may afterwards be discovered in his appointment or qualification.

(5) Upon receipt of such certificate of appointment the liquidator shall—

(a) within seven days after receipt thereof send a copy thereof to the Registrar under cover of the prescribed form, and

(b) give notice of his appointment in the *Gazette*.

376. Title of liquidator.—A liquidator shall be described as the liquidator of the particular company in respect of which he has been appointed, and not by his individual name.

377. Filling of vacancies.—(1) When a vacancy occurs in the office of liquidator, the Master shall—

(a) in the case of a winding-up by the Court or a creditors' voluntary winding-up, convene meetings of creditors and members or contributories of the company concerned, and

(b) in the case of a members' voluntary winding-up, convene or direct the company concerned to convene a meeting of members; or