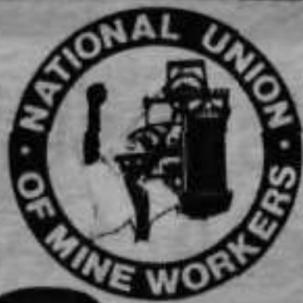


NUM News



OFFICIAL NEWSLETTER OF THE
NATIONAL UNION OF MINeworkERS
DECEMBER 1988

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Mineworkers of
Nambia demand
democracy



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UNION
NEGOTIATES
PROVIDENT
SAVINGS FUND
FOR ALL
WORKERS

INSIDE
PULL-OUT
1988 -
THE YEAR
IN PICTURES



SECURITY GUARDS ON HORSES: Anglo has increased surveillance since the 1987 strike

WORKERS CHARGE ANGLO

Survey discovers repression on mines

Wide-spread complaints against Anglo American Mines have been made by black mineworkers.

Every day NUM offices country-wide hear chilling reports of dismissals, arbitrary disciplinary charges, physical assaults, random police-styled room searches and general harassment and intimidation.

NUM and an academic research organisation interviewed mineworkers at Anglo. Everywhere the story was the same. Anglo claims to be a model of "civilised labour practices" have been unmasked by the NUM investigation. No other conclusion can be

drawn than that profits count most.

Good industrial relations ended with the 1987 miners strike, say mineworkers.

All major gains the NUM made before the strike for its members and black mineworkers in general are being taken away.

At Anglo American the very survival of NUM is threatened.

Some shaftstewards at Anglo say the minebosses want to go back to the unpopular system of Isibondas, Tribal Committees, Indunas, Liaison Committees and the like.

How Anglo rules mines

- Mass retrenchments
- Assaults of workers by mine security
- Banning union meetings
- Forcing mineworkers to work in unsafe places
- Workers intimidated by mine security on horses
- Derecognition of the NUM
- Not recognising shaft-stewards
- Closing NUM's offices
- Stopping telephone use
- Arbitrary charges against workers
- Refusals to negotiate wages and working conditions with shaft stewards
- Not allowing union officials to enter mine premises
- Stopping union officials and outside speakers from addressing union meetings.
- Bans on workers' songs at meetings and on mine premises
- Union meeting agendas censored
- Time restrictions put on union meetings
- Union meetings video and tape recorded
- Distribution of anti-union pamphlets
- Dog squads, and patrols by armed Casspirs and Hippos
- Practising racial discrimination
- Housing mineworkers in over-crowded compounds
- Encouraging of tribalism and ethnicity

SEE FULL STORY OF ANGLO'S MINE CONTROL ON PAGES 8 AND 9