



NUM NEWS

1993 DECEMBER/JANUARY 1994

NEWSLETTER OF THE NATIONAL UNION OF MINeworkERS



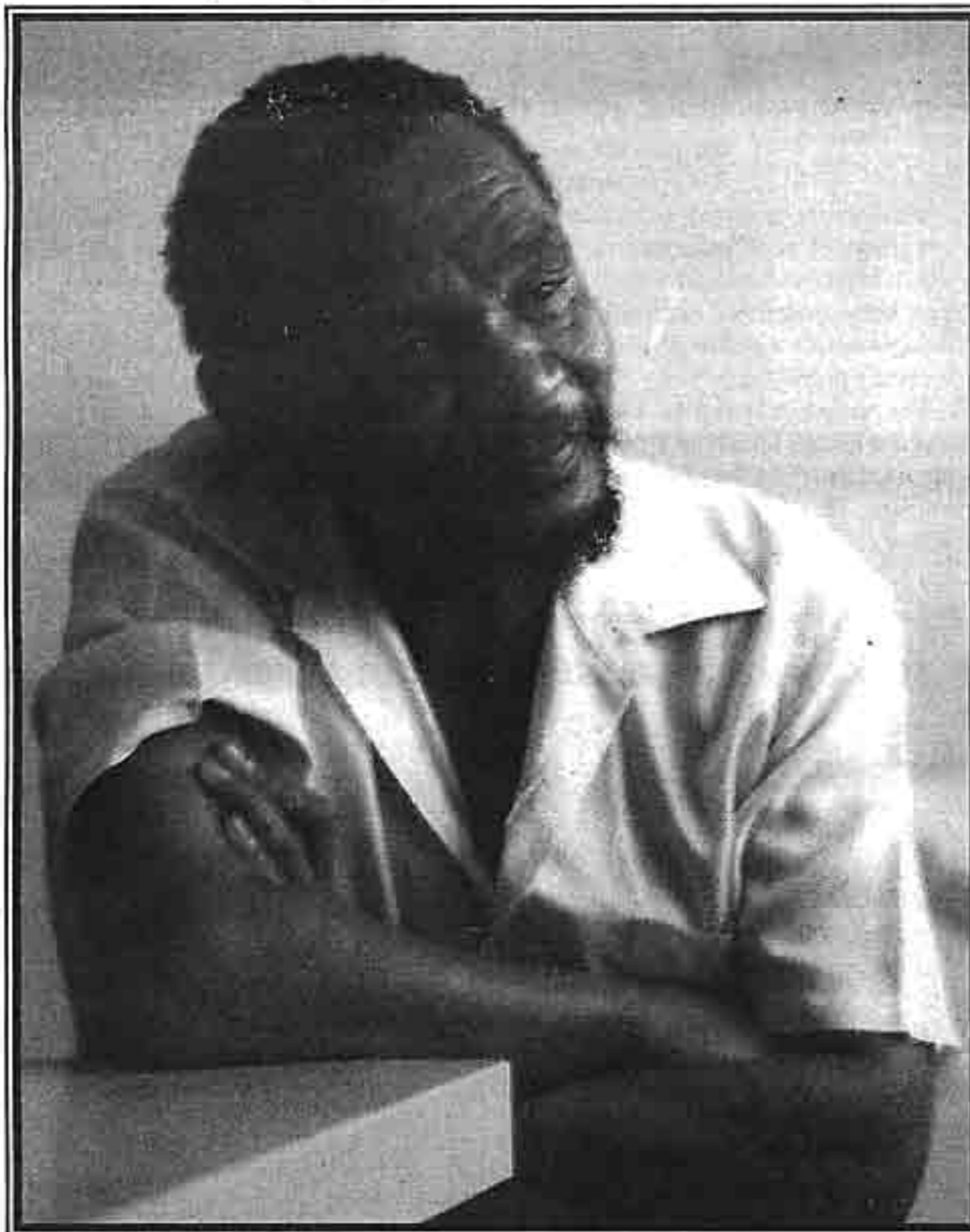
NUM VICE PRESIDENT DIES — GREAT LOSS

*NUM Vice
President
Comrade Elijah
Barayi passed
away on
Saturday 15
January at
Lenasia clinic
after a short
illness.*

After receiving the sad news, NUM President James Motlatsi said, "This is a great loss to NUM, ANC, Mass Democratic Movement and the democratic forces of our country at large."

Cosatu described Barayi's death as "a cruel tragedy." In a statement COSATU General Secretary, Comrade Sam Shilowa said, "Comrade Barayi will always hold a special place in the hearts of South African workers.

"He was a dedicated fighter, a mineworker for over two decades.



"He played an important role in helping to build COSATU from a disparate conglomeration of unions numbering less than half a million workers into the giant it is today."

Comrade Elijah Barayi was born on 15 June 1930 in Cradock in the Eastern Cape. He became a mineworker in the early 1970s until retirement last year.

Barayi was one of the founder members of NUM in 1982 and became vice president until his death. In this capacity he led several NUM delegations on international missions such as Miners International Congresses.

At national level he was a founder member of COSATU in 1985 and became the first President of the federation until 1991. At the time of his death he was preparing himself to serve the people of South Africa in the new democratic government by making himself available to stand on the ANC National Election list.

*Full tribute to follow in next edition of
NUM News ■*

*Comrade Elijah Barayi who will be
sorely missed by his friends, family &
comrades*

NUM LAUNCHES CAMPAIGN TO DEMOCRATISE GOLD FIELDS

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

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

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

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

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



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

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

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

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

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

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

SEHOPODISO SA LEFU LA BASEBETSI BA BOLAILWENG KE GOLD FIELDS

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

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

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

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



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

HEALTH AND SAFETY VICTORY

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

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

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

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

Strike at Foskor

Police detain Union officials

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

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

January 1994.

The issues in dispute are as follows:

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

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

MINERS HALT PRODUCTION AT KINROSS

About 6000 gold miners down tools at Gengold's Kinross mine in Secunda. The strike started after management had refused to respond to workers demands

submitted by workers. Kinross miners organised march proceeded despite management attempts to block it using various repression methods. It was after this arrogant attitude of management that workers decided not to go to work until management received their letter of demands

Among key demands are:

- Abolition of racial discrimination



Kinross miners strike against racial discrimination

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

INQILA YASE CARLETONVILLE

Ibibambe Umngcelele



Abasebenzi base Carletonville bakumngcelele osingise ku mphathi wenqila ye Anglo e Carletonville

Bangaphezu kwe 20 000 abasebenzi mgodini kwinqila yase Carletonville ababebambe umngcelele osingise kwi ofisi zase Anglo American. Abasebenzi bebephethe uxwembu lezikhazelo eziqukethe imiba echaphazela impilo nokhuseleko kunye nemithetho yemayini.

Kumba wempilo nokhuseleko, abasebenzi bakhazelele ukufa kwabasebenzi abaninzi ngenxa yokuwa kwetafula ngelithuba abasindileyo ekufeni bashiyeke bengxwelerheke ngamandla. Abasebenzi bafune kuvulwe uthethathethwano kumba wesivumeiwano sempilo nokhuseleko ukwenzela kuphuculwe amabanga abhalwe phantsi ngumthetho ongasivumeliyo amalungelo okuthatha inxaxheba kwimpilo nokhuseleko. Abasebenzi abafumene ukonzakala emgodini abakazifumani intlawulo zabo zembuyiselo ngenxa yenkqubo ende eyenziwayo. Ngokoke, abasebenzi babanga ukuba ulibaziso kwimbuyiselo yengxwelerha

iphandwe ngokudibeneyo kwabasebenzi nabaphathi.

Kwimithetho yemayini, abasebenzi babanga ukuba lamalungelo abasebenzi alandelayo kuthethathethwane ngawo kumgagatho ophezulu.

- Umthetho wokuhlaliswa ngokwamaqela
- Izindlu
- Ulawulo lokhuseleko ngokudibeneyo
- Umqhashiyo
- Ikhithi lilawulwe zihlangano
- Umqulu woluleko kuthethathethwane
- Isibhedlele silawulwe ngedemocrasi
- Contraband
- Ukufundiswa kwabasebenzi (Affirmative Action)

Uxwebhu aluzange lidluliswe ngenxa yokuba abasebenzi babefuna ukulinika uMphathi wenqila yase Anglo e Carletonville umu J. McLuskie. Umngcelele umiselwe elinye ilanga eliyobuya laziswe. ■

HISTORIC SAFETY AGREEMENT SIGNED AT BUFFELSFONTEIN



NUM officials with Safety Stewards and Management signed a Health and Safety agreement at Buffelsfontein Mine

As a safety agreement signed between NUM and Buffelsfontein Gold Mine in June was put in practice as from 6 December 1993, when 30 Safety Stewards graduated after a week's training. In terms of the agreement:

- Workers have the right to refuse to do work which is dangerous to

themselves.

- Safety Representatives should not be harassed whilst performing their work.
- All complaints regarding safety hazards should be written in the safety book which should be available upon demand. ■



NUM President James Motlatsi with Safety Stewards visited underground at Buffelsfontein Gold Mine

32 Health and Safety Stewards with NUM President celebrate after they qualified



Congress Countdown

Regions and delegates are busy preparing for the NUM 8th National Congress in February 1994.

National Congress is the highest decision making body of the union. Delegates will elect National Office Bearers and decide on the policy of the union. The theme of the congress is still under discussion.

Congress will take place from 6 - 9 February 1994 at the Sinodale Conference Centre in Pretoria.

Key issues to be discussed are likely to include:

- Wages and conditions of employment demands for 1994
- Health and safety
- Democratisation of the mining industry
- Affirmative action
- Role of the NUM in the period of

- reconstruction and development.
- The future of the ANC - SACP - COSATU alliance
- Convention of the conference of the left
- Affiliation to International Confederation of Free Trade Unions (ICFTU)
- Investment and development strategy
- Constitutional amendments and restructuring of constitutional structures
- International relations
- Building a strong National Trade Union Movement

Miners unions invited include those from Germany, Britain, America, Ukraine, Russia, Sweden, Australia, Hungary, Zambia, Botswana, Namibia, Zimbabwe and Mozambique. ■



Delegates raised their hands in 1991 NUM National Congress adopting a resolution

EDITORIAL COMMENT

Gold Fields monster

It is abundantly clear that Gold Fields is operating its mines on conditions similar to those of 100 years ago.

Starvation wages given to workers doing difficult and hazardous work is totally unacceptable by all human standards. The numbers of those killed, clearly reflects the mining house is attitude towards black lives - total disregard of 'cheap' lives.

Year in and year out the bosses smile all the way to the bank with millions of rands produced by sweat and blood of our mineworkers. Even under difficult economic conditions they can still afford to fill their coffers with millions as they own the richest mines like Kloof and still use slave labour.

The campaign to bring an end to this inhuman state of affairs is indeed a progressive step. It is at the same time a great challenge to NUM as the bosses are by nature not giving in

easily to anything aimed at improving conditions of workers lives. Bosses will use everything at their disposal to keep repression intact.

However, we have a just cause to fight and current political changes in our country strengthens our case. Our best forces should be channeled into this effort to ensure that workers activities and energies are properly harnessed to become a real invincible force to batter Gold Fields repressive wall down.

Real power lies in the hands of workers at New Clydes Dale, O'kiep, Deelkraal, Driefontein, Venterspost, Greenside, Libanon, Leeudoorn and Kloof to make the path to their own freedom shorter. It is their unity in action that will ultimately decide when democracy will dawn on Gold Fields mines. Time for action is now!

We must close ranks at all levels of NUM and ensure a resounding victory through this campaign. History demands that we win. ■

Gold Fields miners march against slavery

About 9 000 Deelkraal mineworkers marched to present their memorandum to Gold Fields Deelkraal management. The historic march in Gold Fields mine was led by NUM President James Motlatsi with Regional and Branch Committee members. The memorandum was handed over to Personnel Manager Mr. Grobelaar by NUM President. Comrade James Motlatsi called on Gold Fields management to release its slaves. "Recently at Gold Fields Driefontein so called white mineworkers painted a black miner with a yellow paint in defense of racial discrimination practices," he said.

In the memorandum amongst others workers said the following:-

- The current Induna system must be removed and replaced by a democratically elected hostel committee.
- The change room facilities provided for separate use by black and white mineworkers has no place in our lives. It is plainly dehumanising racism.
- Abandon the trespass system.
- Terminate security harassment of

vendors and hawkers - they are one of the few contacts we have in the real world.

- You can increase security in the store room, where our meagre belongings are kept. Protect our things not us.
- Provide our union with adequate facilities on the mine to co-ordinate and constructively represent our interests and concerns with you.
- Mass meetings provisions to be made to be held at the hostels.
- Apply discipline in accordance with your legislative obligations - fair hearings and the right to representation are probably the best known.
- Pay us all on the same day.
- Early and timeous payment for those going on extended leave.
- Extend the visitation rights for wives, take into account transport problems.

Workers pray that management to meet their demands and have them implemented, changed and corrected within the month of January 1994. ■



Gold Fields' Deelkraal - Mineworkers marched to main offices to present their memorandum to Deelkraal management

NUM President calls for abolition of slavery on SA mines



NUM President Comrade James Motlatsi calls for abolition of slavery on South African mines

“It will be the duty of a new democratic government in South Africa to ensure that blacks are never again treated as wage slaves” said NUM president James Motlatsi in his recent address of Sub-Saharan Oil and Mineral Conference held in Cape Town.

The catalogue of oppression that runs through the history of mining reminds us as to what happens when governments and employers are allowed to act in collusion. When the priority is profit making then the interests of workers are sacrificed. When workers are not protected by trade unions they can be treated as slaves, for that is what our history shows. When that happens it is contrary both to humanity and to the technological interests of mining. Slaves are not efficient workers.

It will be the duty of the new democratic government in South Africa to ensure that blacks are never again treated as wage slaves. It will, therefore, have to do two things. First, it will have to guarantee the right of all workers to join the trade unions and force employers to recognise and

bargain with them. Secondly, the government must intervene in the running of the mining industry to ensure that welfare of all of its employees is protected in a manner consistent with increased efficiency.

Since the collapse of the Soviet Union we have been subjected to propaganda about evils of communism and the merits of capitalism. Nationalisation, state intervention and centralised planning have all become dirty words. The emphasis is now on the individual, self help and market forces. But as we have recently been reminded by the Pope, not all is good about capitalism and not all was bad about communism. Our problems of mass employment, widespread poverty, malnutrition, ill - health and dilapidated housing are the legacy of capitalism in our country. It clearly does not have answers to those problems so we have no alternative but to look at such measures as government intervention and state planning.

The government, of course has always intervened in the mining

industry in South Africa. It has provided the mine owners with favourable taxation terms and subsidies when it has been necessary to keep mines in production. It constructed a legal system of passes and influx controls so that mine owners could maintain a constant flow of migrants between the mines and the reserves and thus keep black labour cheap and unskilled. Until 1979 government assisted employers to resist the growth of black trade unions and put police and troops at the disposal of mine owners so that

they could crush any signs of dissent.

Mine owners, then, have good cause to be grateful to government intervention. For that reason they cannot reasonably object in principle to our demand that new democratic government of South Africa should also intervene but this time to ensure that mineworkers are rewarded fairly and treated humanely and that the industry should serve the whole community, black and white, and not just one tiny white segment of it. ■

MINEWORKERS AND COURTS IN 1994

Every year NUM spends thousands of rands in legal battles to save its members from mine repression. Hereunder is a list of pending cases.

JANUARY 1994

<i>A. Khoza vs Witbank Colliery</i>	WITBANK	31 - 1 Feb
<i>NUM vs Deelkraal/ Mbewu</i>	CARLETONVILLE	17, 18, 19 Jan
<i>E.M Shongwe vs Deelkraal</i>	CARLETONVILLE	31 - 1 Feb
<i>Mkhize & 5 others vs Rand mines</i>	WITS	24, 25, 26
<i>NUM vs Durnacol</i>	DURBAN	17, 18

FEBRUARY 1994

<i>M. Malatji vs SACE</i>	WITBANK	14 - 15
<i>E. Kolobe vs SACE</i>	WITBANK	24 - 25
<i>P. Mkhwanazi</i>	WITBANK	10 - 11

MARCH 1994

<i>P. Dibuseng vs Greenside</i>	WITBANK	14 - 15
<i>E. Phetise vs AMCOAL</i>		14 - 15
<i>I. Nkuna vs East D/fontein obo D/fontein Consolidated</i>		28 - 29

APRIL 1994

<i>Mngxuma & 27 others</i>	WESTONARIA	14 - 15
<i>F. Mokotho vs Greenside</i>	WITBANK	21 - 22
<i>F. Sikota & 4 others vs Winkel</i>	SECUNDA	25, 26, 28, 29

MAY 1994

<i>S. Mkhabela vs Bank Colliery</i>	WITBANK	2 - 3
<i>J. Mokgolane vs Kinross</i>	SECUNDA	2 - 3

JUNE 1994

<i>I. Mkhabela vs Goldfields Security</i>	WITS	9 - 10
<i>P. Sgudla vs Eikeboom Colliery</i>	WITBANK	9 - 10
<i>M. Lekgetho vs Kinross</i>	SECUNDA	29 - 30
<i>J. Nkisi vs Kinross Mines</i>	SECUNDA	23 - 24

AUGUST 1994

<i>Nkomiyaafa & 2 others vs W/Deep</i>	CARLETONVILLE	8, 9, 10
<i>Oubas Leibrandt vs A.A. Research</i>	WITS	1, 2, 3

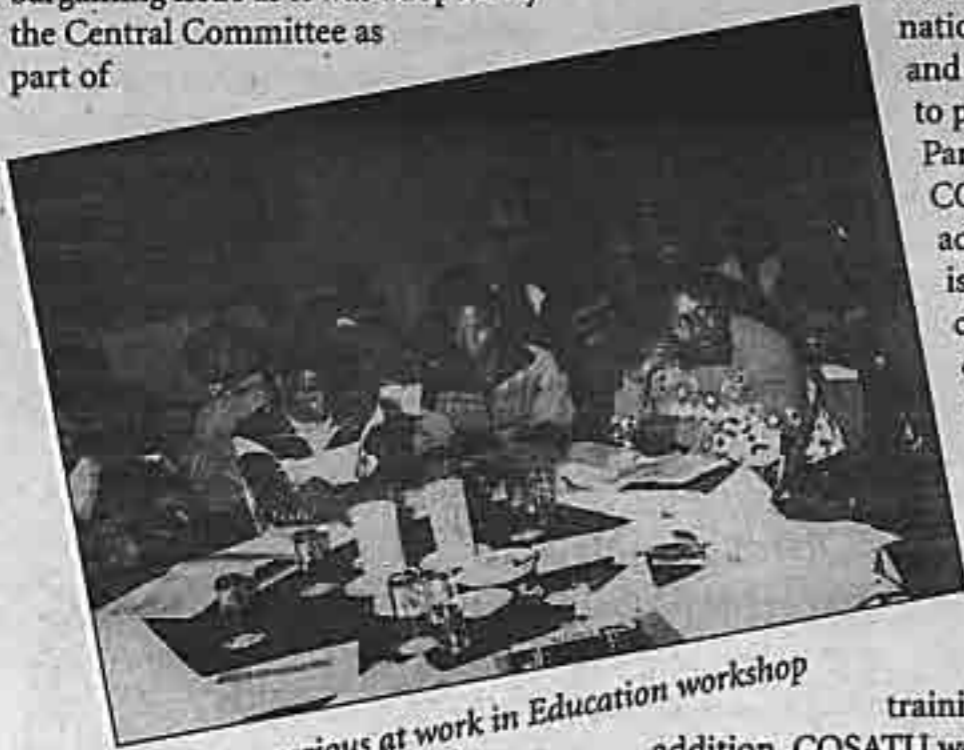
SEPTEMBER 1994

<i>L. Thobejana vs Maranda</i>		21, 22, 24
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MINERS MARCH FORWARD IN EDUCATION AND TRAINING

1993 saw NUM tackle Adult Basic Education (ABE) and Training in a more concerted and systematic manner.

ABE became a national collective bargaining issue as it was adopted by the Central Committee as part of



Workers serious at work in Education workshop

the package of wage demands for 1993/1994. The demand shifted from that of mere literacy and numeracy to the demand for a general basic education up to the equivalence of STD 7&8.

On the eve of a government of National Unity and Reconstruction, possibilities exist for the transformation of the entire

education and training system and the winning and entrenching of worker rights around education and training. This has also led to an urgency in moving from merely oppositional politics to having an

alternate, viable national education and training policy to put forward. Participation in COSATU activities on this issue has been crucial in ensuring that NUM contribute actively in shaping the future education and

training system. In

addition, COSATU work with ANC and other allies around ABE and Training has been important. The COSATU - ANC initiative to hold a National ABE Conference and begin a process to launch a National ABE Coordinating structure, the South African Committee for Adult Basic Education (SACABE) will greatly help in making ABE and its development within an integrated education and training system a



De Beers miners take notes during the workshop at NUM Head Office

key issue.

Other stake holders too such as employers and the state, have seen the need to change policies and restructure. The parties jointly participate with COSATU in forums such as the National Training Board (NTB) and the National Educational and Training Forum (NETF). In such interaction COSATU has been able to block unilateral restructuring, begin to democratise structures, unlock resources and win support for workers positions.

Negotiations within the industry on ABE have started in earnest with Chamber of Mines and are expected to be concluded in January 1994.

The challenge facing NUM is to build capacity to actively engage the employers around ABE and Training on the one hand, and to have know-

ledge and skills to jointly plan, implement and monitor ABE and training initiatives. To this end structures at national, regional and local level (Core groups) are being established under the Education structures. Thus far Core Groups have been established at the national level, 3 regions have core groups and a small number of branches. In addition, regional, company and branch level workshops, as well as more intensive courses on ABE and training are required. On the ground, however NUM is engaging employers on their organising, restructuring and multi - skilling initiatives has produced uneven results. In addition, restructuring and democratising the Training Boards within Mining and Energy with a clear strategy is still to be tackled in the new year. ■

Lixesha Lokuthetha Ngoku!

UMONGAMELI WE ANC, U NELSON MANDELA EBETYELELE KWIMIGODI YASE RANDFONTEIN ESTATE

Mvanje umongameli we ANC, u Nelson Mandela ekhatshwa sisigqeba esilawulayo se ANC besibambe Iqonga Labantu (People's Forum)

kumabala emidlalo ase Mhlakeng kufutshane nase Randfontein.

Umongameli we ANC uqale utyelelo lwakhe kwimayini yase Cook 3, wadlulela kwisikolo saseBhongweni eyekubona abantwana besikolo. Ubonakele engena kwihostela yase Two North, kufutshane nedolophu yase Randfontein, uqhukumbele uhambo lwakhe lwemini ngodlwabevu lentetho ayiwise kumabala emidlalo ase Mhlakeng.

Bangaphezu kwe 25 000 abantu ababezimase eli Liqonga Labantu ukuyokuzibuzela imibuzo kumongameli we ANC. Abantu

banikwe ithuba lokuba babuze imibuzo size isigqeba se ANC siphendule. Inkokheli zebumbano lwe ANC, COSATU ne SACP bezikhona ziphendula imibuzo yabantu ngokubanzi.

Abasebenzi basemgodini nabo bazibuzele ukuba njengokuba abasebenzi abaninzi basemgodini bengenasikolo kwaye umgagatho wempilo nokhuseleko emigodini uphantsi i ANC izokwenza njani ukulungisa lemiba?

Eqhukumbela ngokuphendula imibuzo inkokheli ye ANC, u Nelson Mandela uthe, "Okoko ndiqalile namaqonga abantu ukusukela eRhini ukuya e uMtata ukugqithela e Natali ukuwela umlambo i Tungela uyokungena kwa Zulu ndifumanise ukuba abantu bakhala ngezindlu, ngemfundo, ngamanzi acocokileyo, ngombane, ngogutyulo kunye nemisebenzi. I ANC izimisele ukuhlangabezana neemfuno zabantu."

"Ulumkise kakhulu abanxaxhi basekunene ngezoyikiso abazenzayo zemfazwe yobukhaya, uthe abalungu ngabona bayokufa kakhulu kunabantu ngakumbi ulutsha olumnyama linomsido ongayikunqandeka ukuba amabhulu angavusa imfazwe yobukhaya." ■

Victory for victims of unfair dismissal at Randcoal

(Rietspruit opencast ruled offside)

NUM has won a major victory against Rietspruit Opencast Colliery as the arbitration ruled that dismissed workers be reinstated with effect from the date of dismissal and the company has to pay the costs of IMSSA and the arbitration. Nine NUM members were unfairly dismissed by Rietspruit management in 1992 for allegedly having committed irregularities concerning overtime. Management claimed that the irregularities allegedly committed were acts of corruption and bribery.

The arbitrator dismissed management's claims as unfair.

In terms of the ruling the affected union members will also receive their pay without bonus and overtime from the time they were dismissed. Workers involved are P. Mlambo, S. Zwane, W. Khoza, A. Kunene, H. Maile, R. Dlamini, W. Nkosi, M. Khumalo and S.K. Mahlangu. ■



NUM REPRIMANDS MYNWERKERS UNIE

We are deeply concerned about the recent public pro-nouncements by white miners belonging to MWU threatening violence in an attempt to stop the emergence of a new democratic South Africa.

Threats of this nature cannot be taken lightly especially when considering their easy access to commercial explosives. Commercial explosives have been used in the past against our own organisation when our OFS regional offices were burnt to ashes.

A few months ago commercial explosives were used in Bronkhorstspuit where one of the suspects held by the SAP was a white miner.

The mining industry with its racial antagonisms rooted in its Apartheid past has never been immune to racial and factional violence. It is against this background that we find utterances of the MWU which is purported to serve the interests of workers totally abhorrent.

A true trade union will always strive for unity of workers and the betterment of the quality of people's lives in general. These noble ideas can not be achieved through the use of violence and terror against other people.

We urge all peace-loving workers in the mining industry to disassociate themselves by words and deeds from any form of violence for the sake of peace, stability and progress for all of us irrespective of race, skin colour, creed or ideological beliefs.

The stony silence on the part of the Chamber of Mines regarding this matter cannot go unchallenged. The Chamber has a major role to play in

ensuring that a new society evolves without bloodletting and loss of lives.

If the Chambers' mine explosives are likely to be used to maim and kill other human beings, then they as employers have a moral obligation to state their position in this regard. Failure to do this might be misconstrued as tacit approval of the contemplated dastardly deeds by MWU.

The time has come for the Chamber to join hands with our union and other peace loving people in the mining industry to sign an agreement on peace monitoring structures to prevent any possible eruption of violence. ■



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1. NUM Acting General Secretary Kgalema Motlanthe
2. NUM General Secretary Cyril Ramaphosa
3. Comrade Paul Nkuna - National Treasurer of the NUM
4. NUM President Comrade James Motlatsi - Addressing mass meeting
5. Some of the NEC members who ran NUM activities since last Congress
6. Comrade Marcel Golding - Assistant General Secretary
7. ANC Secretary General, Cyril Ramaphosa with both NUM President & the Vice President Elijah Barayi sing Nkosi Sikelel' iAfrika at the opening of the NUM Training Centre



Diboka tse Kgolo tsa basebetsi ba merafo borweng ba Afrika

Zambia Pitso kgoboka e tla tshwarelwa mane Livingstone ka la 26 ho ya 30 Pherekong 1994. NUM e tla tswarela Pitso kgoboka ya teng mane Tshwane (Pretoria) ka 6 - 9 Hlakola 1994.



Botswana MWU e tla tshwarela Kongrese ya teng mane Selebi-Phikwe ka la 18 - 19 Hlakola 1994.

Basebetsi ba Merafo le mokgahlo wa Namibia ba tla tshwara Kongrese ya bona ka Mmesa 1994.

NUM ya Swatsing e tla tshwara Kongrese ya bona mafelong a hlakola. ■

Baetapele ba mekgatlo ya basebetsi ba merafo ho tswa mafaseng a ahisanong le Afrika borwa

HO NKA KAROLO HA MMUSO KA HO KENA DIPAKENG HO RALENG KGWEBO YA MERAFO KE TLHOKO

Puso ya setjhaba ka setjhaba e tshwanetse ho kena dipakeng ho raleng kgwebo ya merafo ha mouno wa dirafshwa tsa naha o tla tswela molemo dimillione tsa batho feela ba naha eo. E sa le ho sibollwa merafo dilemo kgolong tse fetileng,



Militant miners in mass action

kgwebo eo e atlehile ho ruisa leqolwana la ba Basweu (makgowa) ha dimillione tsa batho batsho di futsanehile.

Basebetsi ba merafo tiasa puso ya bohanyapetsi ya boramerafo ba ne ba lefshwa meputso e tlase ba bile ba tlatlapjwa. Maemo a mpefetseng ana a ditaba a ne a thohoselletswe ke mmuso. Puso e ne e file boramerafo menyetla e mentle ya lekgetho le thusetso ho tswellisa tlhahiso. Puso ya rala molao wa dipasa le taolo ya tshubuhlellano ya basebetsi hore bo ramerafo ba fumantshwe basebetsi ka nako tsohle mme boemo ba tshebetso ya borantshonyane ho be thjeho o di tlase. Puso e diatleng tsa boramerafo ho resela le ho haila mokga ofe kapa ofe wa setjhaba molemong wa basebetsi. Ntle le maruo a senyekenyekge a

boramerafo maemo a bao ba fufulelwang le ho sebetse ka thata ho ntsha tlhahiso, a tlase mme ba phela matswatlang le meqhemeng ka bofutsana. Bo-rantshonyane ba sebetseng merafong ba sa tswa ka makgalo ohle a Afrika Borwa ho rekisa

tshebetso ya bona ho boramerafo. Ba sa kwalletse sa mehlope ya diphoofolo dikomponeng tse dikadikilweng ke diterata tsa tshirelletso tse telele tse laolwang ke sepolesa. Ba arohantswe le malapa a bona ka nako e telele. Ho ho ngata ho ka behwang poyaneng, mme ke ka tlasa

maemo a jwalo re kgothallatsang ho kena dipakeng ha mmuso ho tsamaisa kgwebo ya merafo ho kgonahatsa ditlhoko tsa basebetsi le tshirelletseho ya bona. Puso ya setjhaba ka setjhaba e leng ya demokrasi e tshwanetse ho phethahatsa hore mouno wa dirafshwa tsa naha, o kgutlisetswe ho batho ka kakaretso. Ke leqolwana feela makgowa a ruileng haholo le tla batla ho hatella bo-rantshonyane ho phela ka bofuma empa ba le bangata. Letona la dimenerala moruo le matla, Monghadi George Bartlett o tshwanetse ho tseba hore ho kena dipakeng ha mmuso ho entswe ho teelwa ka thoko leqolwana la Ba-basweu. Puso ya bona ya manashinale eo a e sebeletsang e na le seabe maemong ana ao re teetsweng ka thoko ka ona. ■

Kotsi ya morafu wa Kloof wa Gold Fields ke koduwa e sa tshwanelang ho tlohelwa

Ho bolawa ha basebetsi ba 11 Morafong wa Gold Fields wa Kloof ke koduwa e nenwang ke mang kapa mang ya kgathallang botho le tshirelletso ya maphelo. Kotsi ena e phethahala kgwedi tse tharo moraho ho kotsi e mahlonoko ya ho kwallwa ha basebetsi ba fetang lekgolo (100) nako ya beke tlasa mokoti. Ke karolong ya Leeudoorn moo basebetsi



Frans Shomoleile modulasetulo wa NASCHO ofana ka puo mohwantong wa basebetsi merafong ya Klerksdorp

ba bahlano(5) ba ileng ba bolawa ka la 1 Pudungwane lemong se shweleng. Ntle le bokgoni tsebo le mahlale a se techniki a leng teng ho thibela ho wa ha mafika, kotsing tsee tse etsahetseng bookamedi ba Kloof bo bontshitse ho

se natse ho thibela tahlehelo ya maphelo. Ho phahama ha ho etsahala ha dikotsi mane Kloof le ho timela ha batho ho bantsha hore morao oo ha o sebetse ho ya ka boleng ba thibelo ya dikotsi. Kloof e tshwanetse ho behwa poyaneng ka netefatso ya botsebi ba bafuputsi hore ba sebetse tlasa ntlha-kemo tsena tse latelang.

- Mokgwa wa ho tjhesa o boleng bo tlase
- Mokgwa morallo o boleng bo tlase wa ho thibela ho wa ha mafika
- Mokgwa o boleng bo tlase ba ho lekola motsamao wa mafika le lefatshe
- Kwetliso e fokolang le boleko
- Kwetliso e fokolang ho basebetsi ho hlwaya mafika a petsohileng le dibaka tse kotsi.
- Ho se nke karolo ha bameedi ba basebetsi ho tsa bophelo le tshirelletseho

Pinyane ena e e tswang ke kgwebo ho tsa mekgwa le dibaka tsa tshebetso ke yona e tliisang kgwao ho dikotsi tsena tse etsahalang. Re tla etsa bokgoni bohle ba rona hore nakong ya diphuputso nnete e behwa poyaneng. ■

DIHWAI TSA MOKGAHLO WA SETJHABA WA BASEBETSI BA MERAFO

Meralo ya NUM ya ho theha mesebetsi e kwetlisa basebetsi ba fokoditsweng tshebetse ho tloha De Beers Premier mane Cullinan hona bekeng ena. Ke selekane sa pele sa tshebetso sa Moralo wa NUM wa dihwai ho thehwa haufinyane tjena. Moralo oo wa dihwai o moholo mme o tsamaiswa ka lori e kgolo ya ditone tse 20 e tsamayang ho tloha ho morafu ka mong, e tsamaisa kwetliso ho basebetsi ba fokoditsweng tshebetse. Moralo oo o tsamaisa kwetliso ho dihwai

di itshetlehile ho bokgoni ntshetsopele mahaeng ho ya ka ditlhoko.

Tsohle tse tsa kwetliso di etswa le thuto sethato ya kgwebo e phethwang



Koloi ya ho kwetlisa basebetsi ba fokoditsweng tshebetse

tse itjereeng, ho mekga ya boikgethelo e ka bang 40 (Mashome a mane), e sibollotsweng ke mokga o bitswang RUTEC, bao he ba faneng ka thepa le tsebo boitjhoriso ho ba fanang ka kwetliso eo ya RUTEC. Kwetliso mane Morafong wa Premier e ne e kenyelleditse tlhahiso le ho etswa ha thepa e ka reng dikerese, terata thepa ya samente ke konkreti, ditene, majwe a babitla marulelo a ditaele le ditanka tsa metsi, lebaka le laolwang ka gase, lelwala la pone, ho etsa dibotlolo tsa dinwamaphodi, ho seha dinotlolo, le tse ding tse ngata. Tsohle

ke ntshetsopele leano la NUM. Basebetsi ba fokoditsweng ba qetile matsatsi a mabedi ho sehollwa mathata a dibaka tsa bona le moruo, e leng tse ding tsa ditlhoko tse tshwanetseng ho phethwa le moralo wa diphuputso tsa kwetliso. Basebetsi ba tla ya mahaeng mme ba phethe diphuputso tseo. Hoo ho tla latelwa ke moralo kwetliso sethato ho kgwebo o phethiswang ke NUM. Letlole la thusetso ho ditjeho le thehilwe ke De Beers le NUM ho basebetsi ba fokoditsweng, mme la rerisanwa ke NUM e le karolo ya ditumellano tsa ho fokotsa basebetsi. ■

COSATU VISION FOR 1994

The year of Freedom

Political freedom for workers in 1994 will mean a vote for democracy, a vote for jobs, a vote for peace, a vote for improved living conditions. COSATU has argued that these objectives will only be achieved by a concrete programme, supported by all our people, which sets out clear priorities, targets, time-frames, which the new government will have to reach within the first 5 years. The democratic movement has finalised this programme in the form of the Reconstruction and Development Programme, and beginning to prepare for its implementation. By the time a new government is sworn in, the whole of society must be geared towards implementing this process of reconstruction. Workers are prepared to take their places forefront of this process.

It is on the basis of this programme of reconstruction and development, which advances and defends the interest of all poor and working people, that COSATU is calling on all workers, not just its own members, to vote for the ANC to ensure that the ANC wins the April 27 elections decisively. Only a strong democratic government, together with the support of civil society will be able to

BUILDING A STRONG MOVEMENT OF CIVIL SOCIETY

Workers need to consolidate the



NUM delegates sing a freedom song at the COSATU Special Congress in Vista

culture of mass democracy which has developed in the trade unions and other anti-apartheid organisations. It would be a disaster if our people allow this culture to die, because they now expected the new state to deliver everything to them. We must not replace apartheid statism, and top-down rule, with a new form of statism.

1994 YEAR OF ECONOMIC BREAKTHROUGH

When the gold price goes up, gold miners must see the benefits. When international and local investment picks up, tangible results must be seen in terms of jobs created, people

squandered, but must be harnessed towards the process of reconstruction and development of our country, which in turn will open up the possibility of sustainable economic growth and development over the long term.

DEMOCRATISATION AT THE WORKPLACE

Employers have shown in the mining, textiles, and auto industries to name but a few, that left to their own devices, their decisions are based purely on short term profit, not the long term development of the

industry. This has resulted in a number of our industries being run into the ground.

Workers on the other hand have only one economy. They therefore have long term commitment to developing our industries.

STRATEGIC CHALLENGES FACING THE TRADE UNIONS

The immediate strategic challenges facing the trade union movement for 1994 are:

- To defend and extend the system of centralised bargaining to all industries. The current attack by employers on centralised bargaining not only jeopardises the industrial relations framework. It also makes it difficult, if not impossible, to rationally plan restructuring of our industries.
- Our fight for a living wage will continue to be central to COSATU's programme in 1994. 1993 saw workers battle to maintain living standards in the face of recession, declining wages, retrenchment, and growing unemployment. Our fight for a living wage will be given a massive boost by the introduction of a democratic government and the implementation of the reconstruction programme.

The restructuring of the taxation system will also shift the burden

which has been placed on the shoulders of working people and the poor. In the short term, hundreds of millions rands in site tax over-deductions will be refunded to workers, and basic foodstuffs and services will be exempted from VAT. In the medium term, COSATU will be fighting for a more equitable system of progressive taxation.

■ Job creation will be a central focus for 1994, and will have two legs. Firstly, the framework agreements for public works programmes and labour based construction which COSATU negotiated in 1993 will begin to be implemented, as well as the youth employment corps. The



COSATU General Secretary, Sam Shilowa makes a point during the COSATU Special Congress at Vista, Soweto

other leg of job creation will be contained in proposals for restructuring of industries, which we believe should result in the creation of significant numbers of sustainable jobs as our economy moves onto a new growth path.

The process of consolidation and mergers into larger unions will strengthen the bargaining position of workers, facilitate co-ordination, and give benefits of scale in resourcing the union. Attention will be paid to improving co-ordination of affiliates around campaigns and solidarity actions, and building COSATU locals throughout the country.

■ COSATU will strive to ensure that our platform of worker rights is introduced into the new constitution and appropriate legislation. This year will see the harmonisation of labour legislation, ensuring that all workers throughout South Africa will be covered by a single statute in line with standards set by the ILO.

1994 will be a watershed year for workers. It is a year of numerous opportunities, a year in which the vision which has driven decades of struggle finally has the potential to become a reality. ■



At the COSATU Special Congress -

From l to r: George Nkadimeng - First Vice President of COSATU, Gwede Mantashe - PWV Region co-ordinator, Obed Maila - PWV Regional Chairperson and Marcel Golding - NUM Assistant General Secretary

implement the reconstruction programme.

trained, and technological development. The possibilities of economic boom must not be

ANC SPEAKS ON 82nd ANNIVERSARY

Excerpts from the statement of the National Executive Committee of the ANC on the occasion of the 82nd anniversary of the ANC delivered by President Nelson Mandela

Today, we mark the 82nd anniversary of the ANC. We do so in very special circumstances. We have arrived at an historic watershed. 1994 is the year in which our country will hold its ever democratic elections.

What a cruel turn of history it has been that, during the very year that we took these important strides forward, we lost such outstanding leaders of our people and important architects of the democratic victory, as Oliver Tambo and Chris Hani.

To them and others who have lost their lives during this past year, especially those who have been cut down as a result of the continuing political violence, we reiterate our homage. We pledge to them that we shall forever remain loyal to the cause for which they laid down their lives.

This year, as a country and a people, we must discharge the common responsibility we share of ensuring that each and everyone of our people freely exercises his or her hard won right to elect a government of his or her choice. Acting together, we must ensure that the people continue, in practice, to be their own liberators by participating in elections that are truly free and fair. All the necessary conditions must therefore be created to ensure that all voters, in the towns and the countryside, participate in the elections and participate without spoiling their ballot papers.

The forthcoming elections are not just about the demise of the old order. They begin a process by which the old must yield to the new. They constitute the first step of our entry into the modern political world with its concepts and practices of democracy, fundamental human rights and equality among the people without discrimination on grounds of gender, race, colour or belief. The elections will move our country into a new epoch, enabling all of humanity to

take the last step to close the chapter of colonialism which was first imposed on Africa with the establishment of the Portuguese colonial empire, five hundred years ago.

In this year of liberation, the people of South Africa must insist that the new government will only earn their trust and respect if it engages in a serious and determined programme to end this general crisis by returning our country to all its people, so that we can truly say that South Africa belongs to all who live in it, both black and white.

Many things will therefore have to be done to rebuild the economy.

true land of hope. This we will achieve if, as we must, we begin to build new houses, give better education to the youth, raise the standard of living of especially the poor, attend to the pressing environmental questions, strengthen the spirit of solidarity among all our people, ensure peace and security for the people and enable the people to govern. Faced as are with the terrible inheritance of massive unemployment, top priority must be given to the creation of jobs. The land

with regard to the objective of building a prosperous economy which would end unemployment, provide a living wage for all, raise levels of productivity and international competitiveness and ensure proper participation by workers in decision making at their places of work. There are some among our working people who benefited from job reservation and racial discrimination in the past. Some of these continue to cling to a misguided hope that the old order can be



ANC President, Nelson Mandela addresses the mineworkers at Two North Hostel in Randfontein

These measures must ensure that this economy serves the interest of all our people, enabling us to raise the living standards of the poor. At the same time, it must attain high and sustainable rates of growth. Furthermore, steps will have to be taken so that our country's resources are allocated and distributed in such a way that we can begin to end the racial disparities in terms of the distribution of wealth, income and opportunity.

Whatever the details of these programmes, we must ensure that within a relatively short period of time, our country emerges out of the crisis imposed upon it and becomes a



ANC PWV Region Chairperson, Tokyo Sexwale and former NUMSA General Secretary, Moses Mayekiso with ANC leadership lead a march to John Vorster Square to protest against notorious ISU

restored. It remains the responsibility of the progressive trade union movement to join in the effort to persuade these that their fundamental interests can only be served by their full participation in the process of democratic change.

hunger which affects many of our people must also be addressed. We are convinced that this can and must be done without threatening those who work the land today and help to feed the nation. We must meet all these challenges as a people and not merely leave them to the government that we shall all have elected.

Efforts of the working people, the prosperity which all our people deeply yearn for will come about as a

result of the efforts of our working people, who have themselves been at the vanguard of the struggle to end the system of white minority rule. Continuing in that role, they too, under the leadership of their trade unions, have the responsibility to help create the conditions of democracy and peace which will ensure the creation of new jobs and implementation of the economic reconstruction programme, which are such a vital part of the process of building the new South Africa. It is also critically important that the trade union movement should continue to make its contribution to the development of national consensus

restored. It remains the responsibility of the progressive trade union movement to join in the effort to persuade these that their fundamental interests can only be served by their full participation in the process of democratic change.

As we approach our day of liberation, we extend special word of gratitude to the millions of people throughout the world, the anti-apartheid movement, other popular organisations, governments and inter-governmental organisations all of whom have been an important motive force in moving our country forward to the modern age.

Their work, like ours, is also not yet done. We appeal to them to continue to contribute what they can to ensure a smooth transition to a democratic order and the rebuilding of South Africa into a country which they will be proud to describe as a friend and a reliable partner.

Compatriots, now is the time for this noble objective to be fulfilled. Now is the time that we make a decisive break with the past. Now is the time that we join forces as South Africans to make our country free at last. As this historic year begins, let all our thoughts and actions celebrate this as the Year of Liberation for all South Africans. ■

Anglo dismiss workers in defense of racial discrimination

Vaal Reefs East No.5 shaft dismissed 43 mineworkers for having taken part in protest action against racial discrimination in hoisting facilities. Mineworkers took industrial action on surface and underground on September 2nd after their grievances on racism were disregarded by management for a long time.

During the peaceful protest action, mine security shot at workers randomly including those who were disembarking from cages on surface. As a result of this security action, many workers were injured and one lost an eye.

Despite several attempts by NUM to address the problem in a constructive manner, management took tough disciplinary action against all those they identified as ring leaders and all those who had bullet wounds.

A commission of inquiry took place

to investigate the causes of the conflict and to the union's dismay, found in favour of the mine.

The union and the mine agreed to refer the dismissals of 43 of workers to arbitration. The arbitration confirmed the dismissal of 17 of the union members and 26 others were reinstated.

The problem of racial discrimination in hoisting facilities at the whole of Vaal Reefs is still a source of tension and potential conflict. Management at number 5 shaft is approaching the problem with arrogance and reluctance in an attempt to appease of the whites only Mineworkers Union. ■

Miners protest against victimization of workers by the police



Olunye udumo kubasebenzi base Doornfontein nabase Deelkraal

Abasebenzi base Doornfontein nabase Deelkraal ababenenxaxheba kugwayimbo le VAT lomhla we 3 - 4 Agasiti 1992, bayaziswa ukuba ukuthethwa kwesibheni sabo esafakwa yi Gold Fields sizokuchotshelwa ngomhla we 24 Januwari 1994 esase Deelkraal, ize ngomhla we 25 Januwari 1994 kuchotshelwe asase Doornfontein.

Isicelo soncedo sethutyana sisonjululwe ngaphambi kokuba kuyiwe enkundleni. Isizathu sokusonjululwa sivele ngenxa yokuba inkampani isinike isiqinisekiso kwimali engange R3 million. Abasebenzi bayacelwa babhalise amagama abo kwindawo abahlala kuzo e Transkei, e Lesotho, e Ciskei, KwaZulu njalo-njalo, kwaye abo bakufutshane ne ofisi ze NUM bangezwa njalo-nabo. Amagama ayafuneka ukubonakalisa abaphathi ukuba anikasebenzi.

I Gold Fields ibonakalise umdla wayo wokuba kusionjululwe umba ngaphambi kokuba kuyokuthethwa isibheni. Kufuneka sixoxe ukuba sisiphi isisombululo esinokusifanela. Kwakhona siyawacela amalugu ethu agcine i pay-slip zawo ukwenzela xa abaphathi bekuphika ukuba ulilungu lombutho.

Izicwancwiso ekufikelelwe kuso kwabo bangabonakaliyo kuluhlu

Iwabaphathi sihamba kanje:-

- Abasebenzi abanobungqina bokuba ngamalungu ombutho ngexesha logwayimbo kwaye bachithwa ngokuthath' inxaxheba kugwayimbo bayokufakwa kalula kuluhlu.

- Abo bangamalungu ombutho kodwa bengenayo incwajana ebonakalisa ukuba bangamalungu ombutho, umcimbi wabo uyokuthunyelwa kumxolelanisi.

Kwabo bangezwa iziqinisekiso ithetha ukuba umcimbi wabo uyokuphathwa kumgagatho womxolelanisi obo bungqina belungu kufuneka bubenakho ukusenza ukuba sibe nowuthatha phezulu umcimbi nenkampani. ■

Abasebenzi mgodini babonisa indlela abasebenza ngayo emgodini ngethuba lomngcelele wabo wokukhalaza

Abasebenzi mgodini basebenza phantsi kweemeko ezimanyukun yezi nezoyikisayo kodwa abaqeshi abababhatali imivuzo ephilisayo



TLO INWESE KA NKGGO DIBENG SA THUTO NUM



Boitseko ho tsa bophelo le tshirelletseho bo kenyelleditse thuto le hare bwebetsi ba tsebe tokelo tsa bona

Basebetsi ditho tsa mokgahlo NUM le Boetellipele ba bona morafong wa H. J. Joel, Lebotoweng la Foreistata ba fumantshitswe kwetliso e tshorileng ka matsatsi a mabedi 28 - 29 Tshitwe 1993 setsing sa kwetliso mane H. J. Joel, ho tsa morou le karolelano ya matsete.

NUM ke makgohlo wa pele Afrika Borwa ho sibolla kapa hona tla ka leano la karolelano ya matsete. Ditaba di ne di hlile di le mosenekeng, ee di le mothipolohong ka selemo sa 1989 ha theko ya Gauda e le tase ho bile ho fokotswa basebetsi tshebetso - le nyollelo tse tase tsa meputso. Mokgatlo wa basebetsi merafo wa setjhaba o tlele ka leano leo molemong wa ditho tsa ona le ho sirelletsa mesebetsi. Se sa feleng se a hlola. Merafo ke e nngwe ya dikgwebo tseo bophelo ba tsona, e leng diratshwa di felang mme hoo ho bitswa "wasting asset" ho felang.

Kuku ya mouno e sebetswa ka tsela ke ena:

Thekiso ya seratshwa mme teng ho tloswe ditjeho, se salang ke mouno pele ho lekgetho - ho tloswe lekgetho ho salang ke mouno kamora lekgetho mme hoo ke mouno o fumanweng mme o bolokwe.

Mouno o arolwa ka tsela ke ena 20% ya ona e fumantshwa Bo - ramatsete 58% ke meputso le menyetla e tsamaelanang le yona, ha 8% yano e le e sebedisetswang thepa. Ho salang 20% ke mouno o bolokelwang ntlafatso ya tlhaho tsa bodulo le phedisano mmoho le ntshetsopele ya tshebetso. Kotsi ya meputso le menyetla e tsamaelanang le hona ha e feta 50% e letlella ho diphokotso tsa mesebetsi ho basebetsi.

Karolelano ee ya matsete ke eng? ha e se mokgwa tlatsetso ho meputso ya basebetsi, e seng se kwalang nyollelo ya meputso. ■

ANC E ANANELA LEANO LA TOKISETSO

Seboka (Conference) ya Setjhaba e neng e epilwe ke ANC e atlehile mabapi le leano la tokisetso kapa ntlafatso ka la 21 ho isa ho la 23 Pherekong 1994, mane Nasrec haufi le Lejweleputswa (Johannesburg) moo leano leo la ntlafatso le ileng la ananelwa teng.

Moralo oo o ananetswe ho kenyelleditswe dihlongwathiso, le tseo ho phehisanweng ka tsona mme moralo oo ke botsitso ba:

- Tlhakisetso e tswelang ya molao - ntshetsopele
- Tlhakisetso ya phapanyetsano ya ho nka karolo le maikutlo ho mafapha a ka thoko ho mokga wa bongata ho kenyelleditswe le kgwebo, le tseo e seng tsa puso, dibaka tse thehilweng le mabotho a matjhaba.
- Ho aha le kgodiso ya kopano ho kenyelleditswe tlhophisetso ka hara mokga wa bongata wa demokrasii kapa wa setjhaba ka setjhaba o laolwang ke ANC.

Ha dumelwa hore: Leano la ntlafatso e be ntlha - kemo e kgonahatsang ho thohoselletsa le taolo ya matla ohle, bokgoni, boiphihlele le tsebo ya batho Setjhabeng, lebotoweng, sedikeng le boemong ba dikarolwana tsa tikoloho. Lehokanyi ho lwaneleng letlole la rona la dikgetho, kahong ya mokgahlo le ntlafatso tswelapeleng ya naha, hoo hohle ho se tlohelwe feela.

Ho tsa merafo le dirafshwa kemo taba ena:

PELE YA PELE KA LEANO TOKISO LA KGWEBO YA MERAFO

HO TSWA HO MOKGA WA DEMOKRASII WA BONGATA

Mokga wa Demokrasii wa bongata e leng Puso ya Setjhaba ka Setjhaba ka Bongata e etelletswe pele ke ANC e radile maano ao kgwebo tsa merafo di tshwanetseng ho tsamaiswa le ho laolwa, Afrika Borwa e ntja.

Ditlhahiso tse thontsweng tseo mabapi le merafo ke karolo ya leano Ntshetsopele le seng le tla phethelwa mabapi le ditokisetso. Leano leo le shebane le phetolelo ya puso ho tsa bophelo - phedisano le moruo ho tswa ho leano la kgetholo, ho ya ho la demokrasii moo Setjhaba se ruileng diratshwa le diminerale mobung. Puso ya Setjhaba ka Setjhaba e tshwanetse ho kgutlisetsa ditokelo tsa matla a thuo ya dirafshwa ho setjhaba ka kakaretso ka ho etsa tokelo tseo thepa ya Mmuso. Ditokelo thuo tse leng teng ho na jwale tse tsamaelanang le boholo ba dirafshwa le moruo tlasa taolo ya leqolwana, e tshwanetse ho fetolwa. Ntlha kemo tse ding tse sisintsweng lenanehong leo ebile:

Taolo ya Merafo ka mokgwa wa demokrasii e tshwanetse ho thohoselletsa ka ho kenngwa tshebetso molao o kgahlano le matlole, le metjha e meng e sekasekang merafo le mmara ka ya dirafshwa le moruo, Matla ao dibaka tsa polokelo di nang le ona ho laola diabe le matsete lefapheng leo, a sebediswe ho bontsha dikgahleho tsa batho beso ba nang le matselo a tshabehang ho baka tseo tsa polokeho ka Pensehene ya mokgahlo le diabe tsa

tshirelletseho ya bophelo (insurence).

Dirafshwa le diminerale tsohle di eptjwa hotswa tlasa lefatshe ka hona kgabareng di a fela. Ho fela le ho fokotscha hoo hwa tlhahiso ho thefula basebetsi ba merafo, diketekete tsa bona di fokoditswe ke hona. Leano leo la ntshetsopele le ntlafatso le kenye tshebetso mekgwa tsamaiso e metjha le bokgoni ho laola phoketsoho ya tlhahiso ya merafo, ka hona ho fokotsa tshotleho le ho

banna feela ka bodulo mme le karolwana ya meputso ya bona ba qobellwa ho e kwalla.

Nako e tlang basebetsi bohle ba tshwanetse ho ba le tokelo ya ho phela haufi le dibaka tsa tshebetso, mme ba fumantshwe dibaka tse nepahetsang tsa bodulo ba be le taolo e felletseng ya meputso ya bona kamora lekgetho. Ho fafiella moo dikgebo tsa merafo di tshwanetse ho nka boikarabelo thutong, Kwetlisong le ho ditlhoko tsa



ANC leaders at reconstruction strategy conference. • From l to r; Cheryl Caroulus, Nelson Mandela, Thabo Mbeki, Cyril Ramaphosa and Walter Sisulu

thefulwa ha basebetsi le malapa a bona. Ho kenyelletse le kwetliso ya basebetsi ho bokgoni mabapi le mefuta e meng ya tshebetso.

Tshebetso ya merafo ke e thata e kotsi moo basebetsi ba rona, ba sebetsang tlasa maemo a mpefetseng ka tlasa lefatshe. Leano la ntshetsopele le ntlafatso le lohotha ka tshebelopele ka mokga o motjha wa tsa bophelo o tla tshirelletsa ditlhoko tsa bophelo le basebetsi ba merafo. Basebetsi ba qobellwa ho phela dihosteleng tsa

bophelo ho basebetsi ba merafo le malapa a bona ho kenyelleditswe molaong wa tshebetso merafong.

Merafo e ka senya tikoloho le tlhaho. Leano la rona ke ho etsa hore dikgwebo tsohle tse unang ka merafo di ikarabelle ho senngweng ha tlhaho e leng leano la matjhaba hore mosilafatsi a lefe. Pele ho qalwa merafo e metjha ho tshwenetse ho sekasekwa hore hoo ho ka thefula le ho senya tlhaho jwang. ■

NUM'S 11TH GLORIOUS ANNIVERSARY

NUM celebrated its 11th anniversary in style by opening a miners training centre on the 4th of December at

Yeoville near Johannesburg. The festivities were attended by dignitaries and leaders of the Mass Democratic Movement.

The centre will be used to train and educate workers in various fields of knowledge, such as collective bargaining, history of labour

movement, minerals and energy economics and politics. NUM news was there to capture this historic moment! ■



STOP CONFLICT IN LESOTHO

The NUM is gravely concerned about the current political turmoil in Lesotho as we represent a significant number of workers coming from that country.

We have a track record of combining the struggle for bread and butter issues with the broader struggle for democracy in society. We are, therefore, duty bound to

intervene in an attempts to restore stability in Lesotho.

The military in Lesotho should respect the democratically elected government now running the country. The role of army is to defend the entire nation and property as an institution to serve the people. As servant of the people, soldiers should raise their problems and grievances through

the established military structures. Such grievances and problems should be resolved through discussions.

The supremacy of a democratic government over the army requires that such problems be dealt with within the guidelines given by the government. We appeal to all brothers and sisters currently fighting each other to

desist from doing so with immediate effect. Our enemy in Africa is not our fellow brothers and sisters but poverty, unemployment and all other related social problems. We call upon all NUM members and the community at large to work tirelessly to assist in resolving the present crisis Lesotho is facing. ■

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