



Delegates arrive at the Congress

Resolutions to develop and defend union

Stop order deductions: Many mine managements did not submit monthly subscription cheques, management was on a campaign to try and paralyse the NUM financially. NUM should protest to the Chamber and use stricter checking measures

Usage of Union offices: No-one should be allowed to stay in union offices while waiting for cases or to sign affidavits after being dismissed because it enters in the running of the offices and leads to conflicts

Sub regional offices: Should be established where the need arises

Attacks on Union offices: There have been a number of cowardly attacks and bombings of our offices. The union should hire offices near top businesses on the basis of "an injury to one is an injury to all".

Mobilisation of workers: Workers are ill-informed about their rights and work in fear under tremendous pressure. Faction fights are often caused by bosses, and through conflict the bosses manage to divide workers.

Congress resolved that through education workers should be made aware of their rights. Mobilisation should take place so workers are educated for self-reliance and the future.

Locals: Local structures be established as regions meet infrequently and have a wide area of jurisdiction.

Full time office bearers: In accordance with international standards the union should negotiate with the mines to have an office bearer on a full-time basis without losing his job at the end of his term.

Full time national office bearers: Leaders are harassed and dismissed. The union constitution should allow dismissed mineworkers to stand for elections as national office-bearers and the union should employ any dismissed worker so elected.

Labour Relations Act: Our union should gear itself to fighting this law by all ways and means

including mass demonstrations and go-slows.

Health and Safety agreements: Health and Safety is a priority for our union. All mines and energy companies should recognise health and safety stewards, and sign agreements with the union.

Paraplegics: Workers should put pressure on management to provide transport and set up training centres where paraplegics can learn new skills.

Compensation: Compensation is inadequate as compared to the injuries mineworkers receive on the mines. The law is racist.

Liaison committees: Liaison committees established by management are meant to oppress workers. They should come to an end in the mining industry.

Rival unions: Mines bosses and the sweetheart union, the FMU, confuse workers and are a direct attack on our principle of one union, one industry. Workers should be educated.

Mechanisation: Congress noted mechanisation increased unemployment and called for a Commission of Inquiry into mechanisation and its alternatives.

Training centre for unemployed workers: Mining bosses were retrenching and dismissing workers and had done nothing to increase skills training. Training centres run by NUM teaching carpentry, welding etc. should be set up so workers can make a living after dismissals.

Support for co-operatives: Co-operatives should be supported.

Co-op and union structures: Co-operative members should become associate members of NUM.

Co-operatives co-ordination committees in Lesotho and Transkei should elect one representative each to serve on the NEC as ex-officio members with speaking but no voting rights. Phalaborwa co-op shall be represented through the regional committee.

Organise to defeat repression

THE CONGRESS theme of "Defend and Consolidate" was carried through in the nearly 70 resolutions passed by worker delegates.

Resolutions concentrated on forming structures where they did not exist, and strengthening structures to take forward both political policy and the new wage policy.

The resolutions showed the NUM is recovering from the setbacks of the 1987 strike and is once more poised to challenge the bosses and the state.

Of importance were the calls for the consolidation and building of the mass democratic movement.

The resolution on repression noted the bosses through the violent compound and migrant labour system had intensified their attack on the union since the 1987 strike.

Mobilise workers

Capitalists in collusion with the state, it said, were bent on crushing the mass democratic movement. "Nothing other than the mobilisation and consolidation of the workers and mass democratic movement can overcome this brutal repression", it said.

The resolution on repression said the NUM should speed up the building of anti-repression structures and mobilise members to resist management repression.

ANC Guidelines

Delegates voted for the mass democratic movement to begin discussions to begin around a future democratic constitution and the Constitutional Guidelines proposed by the ANC.

The Guidelines set out economic and political policy for a non-racial, democratic country. The resolution said NUM should form local structures to discuss the Constitutional Guidelines and encourage other Cosatu affiliates to participate.

Delegates said the apartheid regime encouraged racial division and exploitation of the working class. The apartheid constitution did not protect the basic human rights of the majority of South Africans.

Another resolution on political policy called for an anti-apartheid coalition.

The resolution, proposed by Witbank and Wits, noted the repressive tactics used by the state.

Anti-apartheid coalition

The regime had to be exposed. The democratic forces in the country had to communicate with all the relevant progressive parties that had been to Lusaka. Cosatu and UDF had to form the core of an anti-apartheid coalition as organisations that already have consensus on principle.

Freedom Charter

A resolution on the Freedom Charter said it had to remain our guideline in the struggle for political and economic liberation. It said the Charter should be added as an annexure to the NUM constitution.

The congress called for another Anti-Apartheid Conference, noting that the state had banned the previous one and had introduced the Labour Relations

emergency was supported by capital. Many of our comrades were detained without trial.

Congress resolved to take forms of action to back the plight of detainees - particularly the hunger strikers. The resolution also called for a massive and decisive national action to call for the lifting of the state of emergency and the release of all detainees.

On the question of political prisoners Congress noted "the racist Botha regime and its agencies is trying by all means to deceive the international community that it is seriously considering releasing all political prisoners languishing in apartheid jails."

Campaigns for the unconditional release of all political prisoners and the unbanning of the African National Congress needed to be reinforced and advanced.

Strong resolutions on capital



Ramaphosa and Barayi in front of "Defend and Consolidate" banner

Act. While the Workers Summit was supported, it was not a substitute for an Anti-Apartheid conference.

Political education was taken very seriously by the congress which said schools were used by the government for its propaganda and that the "children of today are the workers of tomorrow".

The congress resolved that a programme be compiled in conjunction with community and youth organisations to teach children about the true nature of the apartheid government and help children to develop a culture of resistance and struggle.

A resolution on detention without trial said the state of

punishment and "Save the Patriots" said South Africa had the highest number of executions in the world.

Save the Patriots

There were trade union leaders on death row. NUM called for a Commission of Inquiry to look at the death penalty. South Africa should be pressurised to sign the Geneva Protocol and to grant comrades on death row prisoner of war status.

A resolution on organising in the homelands noted the need for all mineworkers to belong to NUM regardless of ethnicity.