



# NUM NEWS

NOVEMBER 1992

NEWSLETTER OF THE NATIONAL UNION OF MINEWORKERS

## MASSACRE OF JOBS CONTINUES

### DIAMOND INDUSTRY TO CUT TOTAL WORKFORCE BY ALMOST HALF

De Beers has announced the butchery of almost half of the jobs on its major diamond mines in what they term costs cutting. The shocking announcement came while the NUM was still to decide on the date of a strike over wages and conditions of employment. Over 4 000 jobs are to be chopped off in an industry which employs about 8 000 workers. The diamond bosses plead poverty attributed to the world economic recession which affects the consumption of diamond commodities.

Negotiations between NUM and De Beers have already started mainly dealing with the retrenchment packages, workers have to receive before joining the massive pool of the unemployed blacks in South Africa. Operations affected are Premier, Finsch, Kimberly mine (KMD), Koffiefontein and Kleinzee in Namaqualand. At the new mine of Venetia in Northern Transvaal production has been reduced without cutting jobs. Geology has not yet taken a decision. Figures of workers due for retrenchment per mine are:

Premier mine - 1 519, Finsch - 693, KMD - 384, Koffiefontein - 563, and 913 at Kleinzee.

The ailing gold mining industry alone has massacred over 150 000 jobs since 1987. Coal industry added 20% on the already heavy casualty list. With the new job cuts by De Beers bosses, the situation has become a real national crisis demanding total radical approach by the state, mine bosses and labour.

Taking into account the meagre retrenchment packages given to victims of this mining crisis the social impact on their dependants is one of condemnation to starvation. The social time bomb has already been planted in the midst of South African society and unless all major parties treat the situation as such the explosion is inevitable.

*The future looks bleak as mineworkers are dumped due to redundancies.*



# TAHLEHELO TSA MESEBETSI - MMUSO O TSHOANELA HO THUSA.

Merafo ea Afrika Boroa e ea nise e nnyenyefala ka mokhoa o tshabehang. Ho tshoana hampe ha nako e telele ha moruo oa limenerale tsa naha ho a bonahala joalo ka ha merafo e koaloa mme e meng e fokotsa litshebetso tsa eona hobane ho ba teng ha eona ho nise ho nyenyefala. Ho koaloa hona ha merafo ho entse hore basebetsi ba ka bang 166 000 ba lahleheloe ke mesebetsi ya bona ho tloha ka selemo sa 1987. Merafo eo hona ho etsahalang haholo ho eona ke ea gauta hobane ke lipersente tse ka bang mashome a mararo (30%) tsa basebetsi ba eona ba ntshitsong mesebetsing. Ka e ona nako ena, merafong ea mashala, ke basebetsi ba ka etsang lipersente tse mashome a mabeli (20%) ba seng ba lahlehetsoe ke mesebetsi ea bona.

Basebetsi ba merafong ea taemane ba ka bang likete tse nne (4000) ba tlilo lahlehe loa ke mesebetsi ea bona, mme hona ho tlilo etsa hore intasteri ena e salloe ke palo e etsang halofo ea palo eohle e neng e le teng ea basebetsi.

Ka ikonomi ea Lefatshe e leng maemong a sa khahliseng, ha ho na tshepo bakeng sa intasteri ea merafo. Ho sa le

joalo, merafo e sa ntsane e le eona e laolang ikonomi ea Afrika Boroa. Qaka ena e tobaneng le mo kha ona oa ikonomi e se e bakile tahleho tsa mesebetsi li intastering tse ling tse fanang ka phepele ea thepa le litshebetso ho merafo. Ka palo ea batho ba batsho ba sa sebetseng e etsang lipersente tse mashome a mane (40%), ha ho se ho tlilo ke na le palo ea ba tlilo tsoa merafong, ruri hona ho tlilo baka bothata bo boholo. Batho ba etsang limilione ba leng tlas a tlhokomelo ea basebetsi ba merafong ba tlilo fokotsoa mesebetsing, ba tlilo tobana le ho shoa sehloho ka baka la tala libakeng tsa mahae tse joalo ka Transkei, Ciskei, Lesotho, Sekhukhuneland le Mozambique. NUM haesale e ithomme ka pele bakeng sa ho thusa bao ba tlilo ntshioa mesebetsing ka baka la ho koaloa ha merafo. Lilemong tse fetileng ho entsoe letsholo le mabapi le tumellano ka ho fokotsoa ha basebetsi mesebetsing ea bona empa Chamber of Mines e hlolehile ho tla le tharollo. Hona e bile ketso tsa ho leka ho rarolla ho ka fihleloang ka potlako. Bonnete ba maemo ke ba hore hona ke qaka ea bochaba e tobaneng le Afrika Boroa.



## THUSO EA BA SA SEBETSENG - HO THUSA BAO BA SA FUMANENG MESEBETSI

\* Ho bopjoa ha mesebetsi ho ka ntlafatsoa ka merero ea ntshetsopele ea mabatoa.

\* Ho bopjoa ha mesebetsi ho amanngoa le mekhoha e meng ea tshebeliso ea matlotlo (assets) a merafo. Merafo e tshoanela ho re tshebeliso e 'ngoe ea matlotlo ana ke tokelo ea beng ba merafo, e seng ea mmuso. Empa merafo ha e na boiphihlelo bo bong ka kheobo tse ling kantle le ho rafa feela. Matlotlo ana a molemo le mehloli ea metsi, tshebetso le motlakase li tshoanela ho behoa matsohong a ba tsebang ka kheobo ba nang le boiphihlelo bo boholo - kapa ba nang le

tshusumetso ea ho ntshetsapele boiphihlelo bona. Sweden, ho fokotsoa ha litshebetso morafong ho nkilo ke li "corporations" tsa mmuso, tseo lilemong tse ngata tse fetileng li ileng tsa koala morafong, tsa busetsa libaka maemong a tsona a pele mme tsa fetola meaho ea morafong bakeng sa kheobo tse ling hape. Hona ho ile ha etsa hore ho lahleheloe ke mesebetsi ha batho ba bangata ho tsamae butle morafong mme tsa etsa hore basebetsi ba bangata ba lule ba nise ba le mesebetsing sebakeng seo.

\* Merero ea tshebetso tsa batho bohle e tshoanela ho eloa hloko haholo

hloko libakeng tsa mahae tse angoeng ke ho fokotsoa ha basebetsi ba merafong.

\* Ntlafatso ea "meputso bakeng sa bophelo" merabeng ea mahae (mohlala: metsi, likolo, basebetsi ba tsa bophelo bo botle, joalo-joalo) ke mmuso o ka theosang liqaka tsa meputso e tlase tsa mafu le bofutsana.

\* Molao o tshoanela ho fetoloa hore o lumelle mabatoa, merabe le likhoebo tse ling tse angoang ke ho koaloa ha litshebetso merafong, hore li kope thuso ho mmuso bakeng sa ho fumana sebaka sa ho itokisetsoa hona. Hona ho hloka hore ho fihlelle sepeho se molemo haholo ka

nako e behiloeng. Ha joale ke merafo feela e ka kopang thuso.

\* Mmuso o tshoanela ho beha molao bakeng sa meputso e amohelhileng eo basebetsi ba tla ntshioa mesebetsing ka baka la ho koaloa ha litshebetso ba ka e fumanang. Hona ho tshoanela ho thehoa holima hal ofo ea moputso oa khoeli ka tshebetso ea selemo (half a month's pay per year of service), mme o nyolohle butle-butle ho fihlela e ba moputso o felletseng oa khoeli ka tshebetso ea selemo ho tloha ka selemo sa 1999. O tshoanela hape le ho fana ka tsebiso e khotsofatsang pele basebetsi ba ka fokotsoa mesebetsing.

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## KONFERENSE EA HISTORI EA BASEBETSI BA MERAFONG

Basebetsi ba merafong ba Afrika e ka Boroa ba kopana khahlanong le likhoebo tsa merafo tse sebetsang linaheng tse ling.

Manqosa a Southern African Miners Federation (SAMF) a tla kopana le mekhatlo ea khoebo e leng linaheng tse ling mme e sebetsang lebatsoeng, ho buisana ka maemo a tshebetso le ho bopjoa hape bocha ha intasteri ea merafo. Qeto ena e nkilo konferenseng ea histori ea SAMF e neng e tshoantse Gauteng ho tloha ka la 30 Mphalane ho isa ho la 1 Pulungoana, 1992.

Merafo eo ho tobanoeng le eona ke De Beers, Anglo American Corporation, Lonrho le Rio Tinto Zinc. Taba e 'ngoe hape ea bohlokoa ke ea hore SAMF e nkile qeto ea ho holisa letsholo la ho tseka litokelo tsa basebetsi ba merafong lebatsoeng le ka Afrika e ka Boroa kaofela ha lona.

Litshisinyo tsa letsholo lena le ho bopa hape bocha ha intasteri ea merafo li tla romeloa ho South African Development Community (SADC) Labour and mineral commissions.

Konferense e nkile liqeto tsa bohlokoa tse ka nngang tsa fetola sebopeliso sa kamano ea basebetsi le bahiri mmoho le mokhoa tsamaiso ea tshebetso lebatsoeng.

Tlisa lepetjo lena - Phepetso tsa Phehlo (Challenges of Change) - konferense e nkile liqeto tse matla tsa ho sebetsana le mathata a basebetsi tla leka-lekana le tekano ea infleishene.

\* Ho hloma sebaka sa litsebiso bakeng sa molemo oa litho tsohle moo ho tla fanoa ka mehopolole le litsebiso.

Bakeng sa bophelo bo botle le polokeho konferense e rerile:

\* Ho ba le letsholo la ho hlangoa ha likomotso tse tla nka karolo ho tsa bophelo bo botle le polokeho.

\* Ho ba le letsholo la ho ba le letsatsi la sehopotso la bophelo bo botle le polokeho.

\* Ho ba le letsholo la ho hlangoa ha lenaneo la ho ruta basebetsi ka lefu la thobalano e leng AIDS.

\* Ho ba le letsholo la ho ba le litsebiso ka

ba merafong lebatsoeng.

Ka ho beha moeli bakeng sa matla a mekhatlo ea khoebo e le linaheng tse ling, konferense e rerile:

\* Ho ntshetsapele ho hlangoa ha likampani tsa merafo tseo e leng tsa naha. Bakeng sa hore hona ho phethahale, ke ntho ea bohlokoa hore mebuso le mekhatlo e thusa batho ba naha. Hona e ka ba ka chelete, mechini le ka ho hong feela ho ka bang molemo.

\* Ho ba le letsholo la ho thaottha litho le matla le ho tllisa linaha tse ling tseo e seng litho ho SAMF. Ke ntho ea bohlokoa hore mekhatlo e meng ea basebetsi eo e seng litho tsa SAMF e sebetsa ka matla (ka thuso ea SAMF), hore e thaotthe palo e holimo (leha e se palo eohle) ea basebetsi ba leng linaheng tseo. Hona ho tla etsa hore ba be le bokhoni ba ho nka karolo liketsahalong tsa SAMF.

Bakeng sa ho loantsha meputso e bakang bofutsana le penshene e fokolang, basebetsi ba merafo ba rerile:

\* Ho batla meputso e lekanang le ho fumana penshene ha basebetsi bohle ba merafong lebatsoeng.

\* Ho hloma mekhatlo o kopanyang mekhatlo eohle eo e leng litho tsa SAMF le ho loanela meputso e lekanang bakeng sa bophelo e likotsi tse etsahalang lebatsoeng kaofela. Hona ho tshoanela ho etsoa sebakeng se tla boloka litokomane (Documentation Centre).

Ho ile ha sehollia hape le mokhoa oa tshebetso oa ho nka batho linaheng tsa bona o ba ise ho tse ling ho ea sebetsa teng (migratory system), mme morero oa ho sebetsana le mokhoa ona o sa lokang ke:

\* Ho ba le letsholo la ho hlangoa ha maano a kananyo ea tshebetso (labour exchange) a tla ba molemo ho batho ba naha le ho basebetsi ka bo bona.

\* Ho heletsoa ha lihotele mme ho hahuo matlo a khotsofatsang ao le batho ba nyetseng ba ka lulang ho ona.

## HO FELLOA KE MESEBETSI KA BONGATA HO NTSE HO TSOELAPELE

Intasteri ea Taemane e tlilo fokotsa basebetsi ka palo e etsang halofo ea basebetsi bohle.

De Beers e se tsebisitse ka ho ntshioa mesebetsing ha halofo ea basebetsi ba eona, hore hona ke ho fokotsa chelete eo ba e sebetsang bakeng sa basebetsi.

Tsebiso ena e tsoile ka nako eo NUM e sa ntsaneng e tlilo nka qeto ka letsatsi la seteraeke bakeng sa meputso le maemo a tshebetso. Ke mesebetsi ea batho ba ka bang ka holimo ho likete tse nne (4 000) e tlilo felisoa intastering e nang le basebetsi ba ka bang likete tse robeli (8 000). Bahiri ba merafong ea taemane ba re bohloki bo leng teng ke bona bo bakileng hore ikonomi ea lefatshe e se ke ea khahlisa mme hona ho amme ho rekoa ha taemane hampe. Litherisano mahareng a NUM le De Beers li se li qalile, mme tsona ke tsa ho tshoarahana le meputso eo basebetsi ba tshoanelang ho e fumana ha ba ntshioa mesebetsing (retrenchment) ba ilokopana le batho bang ba batsho ba bangata ba Afrika Boroa ba sa sebetseng. Merafo e amehang ke ena: Premier, Finsch, Kimberley (KMD), Koffiefontein le Kleinsee e Namaqualand. Merafong o mocha oa

Ventia o Transvaal Leboea tlhahiso (production) e fokolitsoe ho ntse ho sa ntshioa batho mesebetsing. Jeoloji (Geology) ha e eso nke qeto. Palo ea basebetsi ba tlilo ntshioa mesebetsing morafong ka mong ke ena: Merafong oa Premier - 1 519, Finsch - 693, KMD - 384, Koffiefontein - 563, Kleinsee - 913.

Intasteri ea merafo ea gauta eona feela e se e koitse mesebetsi e ka bang ka holimo ho 150 000 ho tloha ka selemo sa 1987. Intasteri ea mashala eona e ntshitse basebetsi ba ka etsang lipersente tse mashome a mabeli (20%) ba kenang lenaneng le holimo la batho ba sa sebetseng. Ka ho fokotsoa ha mesebetsi ke bahiri ba De Beers, maemo ana ke qaka ea bochaba e hlohang ho raroloa ka hlokomelo e kholo ke mmuso, bahiri ba merafong le basebetsi. Ha ho shejua meputso eo basebetsi ba e fuoang ha ba ntshioa mesebetsing joalo, ho a bonahala feela hore bona mmoho le ba malapa a bona bao ba tshepetseng ho bona, ba se ba tla phela bofutsaneng. Ho hlakile hore ho na le morero oa ho felisa bophelo ba batho ba Afrika Boroa, kahoo ho hlokeha hore mekha eohle ea bohlokoa e be le seabo sa ho rarolla qaka ena pele sechaba se timela

Khethollo ea merabe, ho ile ha hlokomeloa hore e nise e le teng intastering ea merafo. Basebetsi ba merafong ba rerile:

\* Ho ba le letsholo bakeng sa ho felisoa ha mefuta eohle ea khethollo lebatsoeng ka bophara.

\* Ho ba le letsholo la ho batla meputso e lekanang bakeng sa mesebetsi e tshoanang.

\* Ho ba le letsholo bakeng sa ho bolokela merabe e itseng mesebetsi.

Hona ho ntse ho etsahala Afrika Boroa, mme ho bolela hore moruo o ke ke oa abelanoa, empa ke ba basoeu ba seng ba kae feela ba tla o fumana bakeng sa lithoholo tsa bona.

Konferense e buisane ka moruo oa limenerale tsa lebatsoa mme ea nka qeto e tlamang

SAMF ho etsa bonnete ba hore batho ba lebatsoa ka bophara ba ba le seabo moruoeng oo. Ho sebetsa ha limenerale ho tshoanela ho kenyelletsa li intasteri tsa naha le mmuso. Ka pheello ea ho fihlela metheo ea ho fana ka mentyella ho bao ba neng ba sa e fumane, ho tla hlangoa komifi ea basali tlasa SAMF.

Manqosa a neng a le konferenseng eo a ne a hlaha Mozambique, Zimbabwe, Zambia, Swaziland, Namibia, Botswana le Afrika Boroa, mme a ne a emetse basebetsi ba merafong ba ka bang ka holimo ho 700 000. Mantsoe a ho bula a ile a hlaha ho mopresilente oa SAMF, Cde James Motlatsi, eo e leng mopresilente oa South African NUM.

# UNITED FRONT OF BOSSES AND MINEWORKERS AGAINST RACISM

NUM and Chamber of Mines (COM) have made joint proposals to the South African government aimed at abolishing racial discrimination embodied in current legislation governing medical examinations, certification standards and compensation for occupational diseases of mineworkers. In terms of the present racist legislation black miners receive less compensation for mining related diseases.

Whites suffering from silico-tuberculosis get a one lump sum of R57 972 whereas their black counterparts get a mere R5 626. For tuberculosis alone blacks receive only R1 119 whereas whites get R8 386 for the same disease.

For white miners medical examination is done by independent doctors at the MEDICAL BUREAU FOR OCCUPATIONAL DISEASES, whereas black mineworkers are examined by mine management appointed doctors who often do not have the necessary equipment to detect some diseases.

In an attempt to end this terrible legacy of apartheid, NUM and Chamber presented the following principles to be included in the new legislation:

## 1. GENERAL

1.1 The legislation should not discriminate on the basis of race or gender.

1.2 The standard of fitness requirements must be the same for all employees.

1.3 The procedural aspects of pre-employment, periodic and certification medical examinations must be the same for all employees.

1.4 There must be one uniform certificate of fitness for all employees and the certifi-

cate must be appropriate for the proposed placement.

## 2. FUNCTIONS OF THE MEDICAL BUREAU OF OCCUPATIONAL DISEASES (MBOD)

2.1 It should determine minimum stan-

dards of fitness, protocols and procedural aspects of medical examinations.

2.2 It should monitor compliance with the requirements determined under 2.1 above.

2.3 It should determine the minimum criteria for fitness, certification and compensation.

2.4 It should conduct medical assessments for certification.

2.5 It should be responsible for certification of occupational diseases.

2.6 It should act as a body to which dissatisfied employees may appeal.

## 3. MEDICAL EXAMINATIONS

3.1 Pre-employment and periodic medical examinations should be decentralised.

3.2 As stated above, assessments for certification should be conducted by the MBOD.

## 4. COMPENSATION

4.1 Any proposed new system of compensation should be based on an actuarial report which must be made available to all interested parties.

4.2 Compensation shall preferably be by way of pensions and not lump sums.



*Sefatsa Tsietsi - A former driller at Harmony Gold Mine for 17 years until retrenched after contracting a TB abscess. He was given only R2 000 compensation for the TB and R1 200 retrenchment pay to survive for the rest of his life.*

## NUM EXPELS "GANG OF 21"

NUM has expelled 21 members from Rustenburg Platinum Mines (RPM) for serious violation of discipline and the constitution.

The "gang of 21" all workers at Jabula shaft of RPM have been causing serious disruptions of the NUM activities in Rustenburg since 1990.

NUM attempted on several occasions to address their spurious grievances at local, regional and national levels without success.

The renegades forcefully closed the regional office of the Union in Rustenburg on three occasions causing severe organisational disruptions.

In their campaign to disorganise union activities the gang assaulted some of the union regional staff and threatened them with a firearm.

As a result, it became impossible for NUM to give effective service to its membership of 38 000 in the entire Rustenburg region.

It was after careful consideration that the National Executive Committee (NEC) of NUM took a decision that this group be expelled from the union with immediate effect.

The decision was communicated to the workers at a mass rally held in Phokeng township, attended by NUM leaders, James Motlatsi - President, Elijah Barayi - Vice President, Kgalema Motlanthe - General Secretary and Chris Hani - General Secretary of the South African Communist Party.

### NAME COY. NO.

1. EZEKIEL MOGATSI  
50235818
2. LEIGESIANE MAKULA
3. G. PUNGWANE  
50209213
4. ELLIOT DLALA
5. JACKSON NDUNA  
50203975
6. JAN KEHATE
7. M. MOTSOANE  
50106600
8. VICTOR THORA  
50385259
9. GEORGE THEGOHANE
10. S.V. THAMBE  
50290649
11. S.H. MABASA  
50274759
12. LENNOC KWANKU
13. DOUGLAS KHOUNASA
14. P. NJANA  
50265598
15. DOUGLAS NKONJAMA
16. MISSIONARY MPHENI  
50263285
17. ZWELAKHE ZONO  
50261150
18. JERRY NTSATHA  
50385690
19. CHRICIAN TYWALANA  
50090917
20. LUNGISILE MBUNE  
50269909
21. MAZINYO A

## TENTH ANNIVERSARY OF THE NATIONAL UNION OF MINEWORKERS 10 FIGHTING YEARS 1982-1992

The National Union of Mineworkers was born on December 4, 1982 in Klerksdorp to continue with the struggle for the rights of mineworkers.

Our solid foundation was laid in the 1930's when gallant fighters for the working masses formed the African Mine Workers' Union (AMWU).

When the mine bosses and the state brutally crushed the AMWU after the historic 1946 mineworkers strike they believed that mineworkers would never rise again to challenge oppression and exploitation. History proved them wrong with the formation of the NUM ten years ago. The struggle continues and we say no to:

- Poverty wages
- Compounds and hostels
- Migratory labour system
- Terrible health and safety standards
- Racial discrimination
- Job losses and dumping of workers
- Lack of social security
- Lack of freedom of speech
- Lack of freedom of association
- Lack of freedom of movement
- Lack of justice, peace and democracy

We salute all unsung heroes and heroines who perished whilst struggling against oppression and social enslavement.

Let all peace loving people of our country and Southern Africa join us in celebrating our tenth birthday by doubling our resolve to usher in a new democratic South Africa.

## HO ELLOA HLOKO HA BASEBETSI BA O'KIEP MANE NAMAQUALAND

NUM le O'kiep Copper li saenne tumellano ea ho elloa hloko, eona e tla felisa ntoa ea lilemo tse ka bang supa ea ho tseka litokelo tsa mokhatlo oa basebetsi morafong oo. Tumellano e sannoe ka la 10 Loetse mane Nababeep, empa e sa ntsane e tshoanela ho lokisoa hantle ke Gold Fields, e leng eona eo morafong ona o leng tlasa ona. Leha ho le joalo, hona ho lebelletsoeng e mpa e le ho latela molao feela. Sebuelli sa Gold Fields se itse tumellano ena ke e tla fana ka mokhoa o tshoaneloang ho lateloa kamanong mahareng a mokhatlo oa basebetsi le kampani (company) eo, le ho l aola kamoo litherisano li tla tsamaeang ka teng ka nako e tlang. Ho sa le joalo mekha ena e mmeli e ntse e rerisana ka meputso ha joale mme bahiri ba batla ho fana ka keketso ea lipersente tse 7,5

athe basebetsi bona ba batla keketso ea lipersente tse 13. Basebetsi ba O'kiep ba re hona ha se ho feela ha lefatshe, ho sa ntsane ho ena le ho hongata ho tshoaneloang ho lokisoa. NUM e ntse e eme hol ima ntlha ea hore bahiri ba O'kiep ba se ke ba qobella basebetsi ho kena litshebeletsong tsa bona tsa thuso ea bophelo ( medical scheme) kantle ha ho rerisana ka nepahalo le bona, joalo ka ha ho ne ho etsua pele. Mosebetsi e mong o itse, "h a bahiri ba O'kiep ba ntse ba ikemiselitse ho re neha meputso ena e tlang bofutsana, ho sa ntsane ho ena le ho hongata ho tshoaneloang ho phethoa. Hape bahiri be tshoanela ho re hlalose hore ho etsahetse eng ka chelete ea letlole la thuso la O'kiep 1968. Ba sebelisa hape le kaho ea maflo ho ntshetsapele karohano hara basebetsi".



## SETERAEKE SE RERILOENG MORAFONG OA PHALABORWA MINING COMPANY

Basebetsi ba morafong oa Phalaborwa Mining Company ba rerile ho ba le seteraeke bakeng sa polokeho mosebetsing. Ke lipersente tse ka holimo ho mashome a robeli (80%) tsa basebetsi ba voutileng bakeng sa seteraeke sena. Seteraeke sena se reriloeng ka baka la litaba tse tharo tseo ho tsekisanoang ka tsona, e leng lihora tsa ho sebetsa, kakanyo ea boleng ba mosebetsi (job evaluation) le

likonteraka tsa balebeli tseo morafong (security contractors) o entseng tumellano le tsona.

Basebetsi ba batla hore ho etsuoe kakanyo ea mosebetsi e nepahetseng tlhophisong ea mosebetsi e leshome e set-seng. Ke mosebetsi e ka bang 442 holima e 452 eo ho seng ho entsoe kakanyo ea eona ke komiti ea NUM mmoho le bahiri. Basebetsi hape ba khahlanong le ho etsa

balebeli ba leng teng morafong ha joale hore e be ba poraefete le hore sebakeng sa bona ho kene balebeli ba Gray Security.

Basebetsi ba batla hore ba sebetse lihora tse 42 ho ena le tse 46. Tsena tsohle li ile tsa romeloa ho Lekhotla la Poelano (Conciliation Board) mme ha ho na tharollo le ha e le efe e fihletsoeng. Kahoo basebetsi ba ile ba nka qeto ea ho vouta bakeng sa seteraeke.

Leha bahiri ba ile ba leka ho tshosa basebetsi pele ba ka vouta, hona ha ho oa ka ha thibela basebetsi hore ba se ke ba vouta ka bongata bakeng sa seteraeke seo. Ke basebetsi ba ka bang likete tse peli (2 000) ba amehang. Seteraeke seo se ka qala neng kapa neng, NUM e ntse e ikemiselitse ho rerisana le bahiri bakeng sa ho rarolla litsekisano tse.

## MOKHATLO O KOPA NYANG BAHIRI LE BASEBETSI BA MERAUFONG KHAHLANONG LE KHETHOLLO EA ME RABE

NUM le Chamber of Mines (COM) li entse litshisinyo tse kopanetsoeng ho mmuso oa Afrika Boroa, ka maikemisetso a ho felisa khethollo ea merabe e leng teng ha joale hara melao e mabapi le hlahlobo ea pheko o, maemo a amohelohileng a ho fumana mangolo a bopaki (certification) le ho fumana puseletso (compensation) bakeng sa

mafu ao basebetsi ba merafong ba a fumanang mosebetsing.

Ka ho ea ka melao ea joale ea khethollo, basebetsi ba batsho ba merafong ba fumana chelete e nyenyane haholo bakeng sa mafu ao ba a fumanang merafong.

Basebetsi ba basoeu ba nang le lefu la "silico-tuberculosis" ba fumana chelete e ka bang R57 972 ha basebetsi

ba batsho ba tshoeroeng ke lona lefu leo ba fumana R5 626.

Bakeng sa lefuba (tuberculosis) f eela, basebetsi ba batsho ba fumana R1 119 ha ba basoeu bona ba fumana R8 386. Bakeng sa basebetsi ba basoeu ba merafong, hlahlobo ea pheko e etsoa ke lingaka tse ikemetseng tsa MEDICAL BUREAU FOR OCCUPATIONAL DISEASES, athe basebetsi ba

1. KAKARETISO 1.1 Molao ha o a tshoanela ho khetholla ka ho ea ka merabe le ka bong (gender). 1.2 Maemo a ho tshoaneleha (fitness) a hlokalang a tlameha ho ba a tshoanang bakeng sa basebetsi kaofela. 1.3 Tshetso tsa pele motho a ka hiroa, le tsa nako le nako tsa ho fumana mangolo a bopaki ba hlahlobo ea pheko li tshoanela ho ba tse tshoanang bakeng sa basebetsi kaofela. 1.4 Ho tlameha ho ba le lengolo le le leng la bopaki ba ho tshoaneleha (fitness) bakeng sa basebetsi kaofela, mme lengolo la bopaki le tlameha ho ba le loketseng bakeng sa maemo a hlalisoeng.

2. MESEBETSI EA MEDICAL BUREAU OF OCCUPATIONAL DISEASES (MOBD) 2.1 E tshoanela ho rera maemo a amohelohileng a ho tshoaneleha (fitness), melao e tshoaneloang ho lateloa le mekhoa ea hlahlobo ea pheko e tshoaneloang ho phethoa ka teng. 2.2 E tshoanela ho hlokomela hore tsohle tse reriloeng tlasa 2.1 ka holimo li a phethoa. 2.3 E tshoanela ho rera selekanyo (criterion) se amohelohileng bakeng sa ho

## NYEOE E NGOE EA HO TEBELOA HA BASEBETSI KA BONGATA E RAROLLOTSE

Nyeoe ea basebetsi ba neng ba tebetsoe ka bongata morafong oa Durnacol ka selemo sa 1990 e rarollotsoe kantle ho lekhotla la linyeoe. Bahiri ba Iscor ba ntshitse chelete e ka etsang R1,3 million (R300 000 ) joalo ka moputso o tshoaneloang ho fumanoa ke basebetsi ba tebetsoeng mosebetsing. Ha joale chelete eo e matsohong a boramelao ba mokhatlo oa basebetsi. Basebetsi bao e neng e se litho tsa mokhatlo oa basebetsi ba tla ithuta le kamoso hore ba be litho tsa mokhatlo oa basebetsi, hobane joale ba ke

ke ba fumana letho. Mokhatlo oa basebetsi o bile le seabo sa bohlokoa nyeoeng ena leha basebetsi ba bang ba ne ba se ba feloa ke tshepo.

Ho tebeloa ha basebetsi ka bongata hape ho entsoe morafong oa Doornfontein mane Carletonville, moo basebetsi ba tebetsoeng ka baka la ho nka karolo ho "stayaway" (ba sa ea mosebetsing) ka la 4-5 Pulungoana 1991. Nyeoe ea teng e tla kena ka la 11 ho isa ho la 23 Hlakola 1993.

batsho bona ba hlahlojoa ke lingaka tse khethuoang ke behiri, mme hangata ha li na lisebelisoa (equipment) tse nepahetseng tsa ho fumana hore motho o tshoeroe ke lefu lefe.

Ka maiteko a ho felisa mokhoa ona o tshabehang oa khethollo, NUM le Chamber li hlalitse metheo ena e latelang hore e kenyelletsoe molaong o mocha:

tshoaneleha (fitness), ho fumana lengolo la bopaki le ho fumana puseletso (compensation). 2.4 E tshoanela ho etsa litekanyetso tsa pheko (medical assessment) bakeng sa ho fumana lengolo la bopaki. 2.5 E tshoanetse ho ba le boikarabelo bakeng sa ho fana ka lengolo la mafu a fumanoang mosebetsing. 2.6 E tshoanela ho sebetsa joalo ka mokha oo basebetsi ba sa khotsofalang ba ka et sang boipiletso (appeal) ho ona.

3. HLAHLOBO EA PHEKOLO 3.1 Hlahlobo ea pheko ea pele motho a ka hiroa le ea nako le nako li tshoanela ho aroloa. 3.2 Joalo ka ha ho boletsoe ka holimo, tekanyetso bakeng sa ho fumana lengolo la bopaki e tshoanela ho etsoa ke MBOD.

4. PUSELETSO (COMPENSATION) 4.1 Mokhoa o mong le o mong o mocha o ka hlalisoang bakeng sa puseletso o tshoaneloang ho thehoa holima pehelo ea sebele e tshoaneloang ho hlalisoa ho bohle ba amehang. 4.2 Puseletso e tshoanela ho ba ka mokhoa oa ho lefuoa bakeng sa penshene ho ena le ho fuoa chelete e ngata feela.



# NUM AND CHAMBER OF MINES VISIT GERMANY



NUM and COM delegation to Germany seen with Dr Werner Tegtmeier, Permanent Under Secretary of the Federal Ministry of Labour in the middle.

A joint NUM and Chamber of Mines (COM) delegation recently visited Germany to learn how the German coal mining industry manages the process of downscaling. The historic visit followed an invitation of the two parties by the German Union of Mineworkers (IGBE) and the mining company (Ruhrkohle AG). The four day programme involved intensive discussions with unionists, employers, researchers and government officials. An underground visit was undertaken at Satellite Mine Haltern colliery to gain first hand experience about conditions of work and technological developments involved. In the coal district of Ruhr the delegation also visited the research, development

and education center of the German hard coal industry called Deutsche-Montan Technology (DMT) to learn about safety and education. Fruitful discussions were held in Bonn with Dr Werner Tegtmeier, Permanent Under Secretary of the Federal Ministry of Labour. Similar discussions were held in Düsseldorf with the Minister of Economics and Technology of North Rhine Westfalia, Mr Gunther Einert. From Germany the COM/NUM delegation proceeded to Belgium where the Presidents of the two organisations addressed the European Parliament in Brussels. The delegation was led by NUM President, James Motlatsi and COM President, Bobby Godsell.

## PRESIDENTS OF NUM AND COM GIVE THEIR IMPRESSIONS ABOUT THE TRIP TO GERMANY.

Recently a joint delegation representing NUM and the Chamber of Mines travelled to Germany and Brussels.

The delegation spent three days in the Ruhr area learning how the German Coal Mining Industry has coped with a dramatic down scaling. In 1957 this industry produced 150 million tons of coal annually from 153 mines employing some 607 000 people. Today it produces 64 million tons of steam coal and metallurgical coal from 26 employing 125 000 people.

In 1968 most of the small independent mines were combined into a new company, Ruhr Kohle. This, we were told, has facilitated both down scaling and the enhancement of the productivity of the mines which have remained in operation.

We met both with the company management and the leadership of the miners union, the IGBE. From them we learned of the pervasive pattern of participation and shared decision making at enterprise, company and industry level.

We were impressed by the extensive training and education efforts of both the company and the union, as well as the national 'dual system' of technical education, in which a substantial proportion of young people spend two days a week in school learning practical skills, and three days a week gaining practical competencies in the workplace.

The future of European coal is uncertain. In Germany government, at both federal and state level, together with employers and the union, as well as the electricity suppliers, have agreed on a plan to guide the development of the steam and metallurgical coal mining industry to the year 2005. The plan provides for a further reduction in coal production and employment. It however seeks to achieve this in an incremental and systematic way.

The success of the German coal mines is a consequence of a deliberate political policy to preserve a domestic coal industry as a base for secure industry. The price tag

for this policy last year was DM11 billion as a state subsidy.

National interests superseded all narrow sectorial interests for the preservation of an important industry. The German example of labour/management cooperation in the success of the coal industry is outstanding. The organisations remain distinctive. They continue to pursue their own divergent interests. Yet they have learnt to build on the areas of agreement in the interests of the industry they share for the benefit of the entire German nation.

There was much in what we saw that was deeply impressive. Though we did not agree on everything the experience gained was invaluable for finding our own solutions to the current crisis facing gold mining industry. However we are mindful that no country's institutions and practices are simply transferable.

South Africans will have to find their own path. We will have to design institutions and practices that suit our needs and are appropriate to our history. Yet we can be challenged by the German experience of cooperation in the midst of continued difference and conflicting agendas. Without economic growth political transformation is unlikely to bring the quality of life improvements South Africans rightly expect. Experience in Germany shows that employers, unions and the state can cooperate in many areas, and in so doing to serve their members and the community at large effectively.

Of course we need our politicians to complete the transition to democracy. Not only will this normalize social, political and economic relations inside our borders, but it will also allow us to take up our full role in our region, on our continent, and indeed in the world. Our economy can ill afford any delay.

In the meantime employer and union leaders can lay the foundation for sustainable growth and effective social development.



NUM President, James Motlatsi and Bobby Godsell, President of COM are welcomed by the Minister of Economics and technology of North Rhine West Falia, Gunther Einert (in the middle)

Freegold, Vaal Reefs, Western Deep Levels and Elandsrand has reached agreement with the National Union of Mineworkers, the Council of Mining Unions and the Mine Surface Officials Association of South Africa on the terms of a profit sharing bonus scheme.

Negotiation of the scheme formed part of the wage settlement reached between AAC's Gold and Uranium Division and the three employee organisations at industry wage negotiations.

In terms of the scheme, each company will make available 5 per cent of profit for distribution to employees, up to a trigger profit level base on the average available profit of the previous four quarters ending June 1992.

The trigger profit level is R69,2 million for Freegold, R51,7 million for Vaal Reefs, R21,4 million for Western Deep Levels and R10,9 million for Elandsrand. From the trigger profit levels, 20 per cent of the defined profit will be made available for distribution to employees, up to a maximum of 25 per cent of basic earnings.

In terms of the agreement profit is defined as gold mining revenue, plus uranium profit where applicable, less gold mine working costs, less interest paid, less royalties paid, less planned capital expenditure.

As the profit is based on published results, calculation and payment, in a lump sum, will be quarterly in arrears. The first payment, for the July-September quarter, will be made during October.

Agreement has also been reached on joint monitoring of the scheme by management and the respective employee organisations.

*Exploitation of workers knows no gender.*



## INKOMFA EYIMBALI YABASEBENZI MGDINI

**ABASEBENZI MGDINI BE AFRIKA ESE-MAZANTSI BAYE BAHLANGANA UKWAPHULA AMANDLA ONGXOWANKU-LU**

Izithunywa zaseMazantsi e Afrika ze Southern Africa Miners Federation (SAMF) zizokudibana nabaphathi bamashishini kwi Afrika eseMazantsi kuzokuxoxwa ngenemeko zokusebenza nokwakhiwa ngokutsha kwemizimveliso yemigodi. Esi sigqibo sithathwe kwinkomfa eyimbali ye SAMF ebibanjelwe e Rhawutini ukusulula ngomhla we 30 October - 1 November 1992.

Kuye kwabekwa iliso kwezi nkampani zilandelayo i De Beers, Anglo American Corporation, Lonrho kunye Rio Tinto Zinc. Kwenye inkqubo ebalulekileyo kwi SAMF sisigqibo sokuba kwandiswe iphulo lamalungelo abasebenzi kwinqila ya Mazantsi e Afrika iphela. Iziphakamiso zeli phulo kunye nokwakhiwa ngokutsha kwimizimveliso yemigodi kuzokunikwa Ikomishina yemisebenzi nezombiwa ye South African Development Community (SADC). I Nkomfa ithathe izindululo ezibalulekileyo ekubonakala ukuba zingathintsha uhlobo lentsebenziswano entle kule nqila. Ngaphantsi kwesihloko esithi - Imfuneko yotshintsho - inkomfa ithathe izindululo ezimandla kakhulu ezizokujongana neengxaki zabasebenzi mgodini kule nqila. Ekuphunguleni amandla ongxowankulu, inkomfa igqibe ngokuthi:

\* Kuniyuswe ukwakhiwa kwenkampani zemayini zalapha kweli. Kuze elilinge libe yimpumelelo, kubaluleke kakhulu ukuba urhulumente kunye nezinye iintlangano zifake isandla ekukhuliseni iinkampani zeli nabantu beli. Lento ingaba ngendlela zokuboleka imali, oomashini nangezinye indlela ezohlukeneyo.

\* Kungenwe kwiphulo eliqinileyo lokufuna amazwe angangawo amalungu e SAMF azibandakanye nayo. Yaye kubaluleke ukuba le mibutho ingekabi ngamalungu e SAMF sisebenzisane nayo, futhi zisebenze kakhulu kwiphulo lokujoyinisa abasebenzi kwindawo abakuzo. Lento izokubanika amandla okuba bathathe inxaxheba ebalulekileyo kwaye babenegalelo kwi SAMF.

\* Ekulweni imivuzo ephantsi kunye nohlelo lomhlala phantsi enganelisiyo abasebenzi mgodini bagqibe ngokuthi:

\* Kubangwe imivuzo efanayo kunye nomphako womhlala phantsi yabasebenzi mgodini kule nqila.

\* Kusekwe umbutho odibanisa yonke imibutho engaphantsi kwe SAMF kulwelwe imivuzo ephilisayo ezokuthi igcine isantya silingana nezinga lokunyuka kwamandl' emali.



SAMF President C de James Motlatsi

\* Kusekwe iziko apho kuyokuthi kunikezwe ngolwazi kwimibutho ye SAMF yonke.

\* Kwezempilo nokhuseleko inkomfa igqibe ngokuthi:

\* Kuphuny' iphulo lokusekwa kweekomiti ezizoba nesandla kwi mpilo nokhuseleko.

\* Kuphuny' iphulo kube namalanga ezikhumbuzo empi-lo nokhuseleko.

\* Kwenziwe iphulo lokuba kubekho uluhlu lokwenza abantu babe nolwazi ngisifo ugawulayo (Aids) kwaye kufundiswe nabasebenzi indlela yokusilwa.

\* Kwenziwe iphulp lokuba kuvezwe isibalo esiphambili sengozi

kuyo yonke lenqila. Lento inokwenziwa ngokuseka iziko lwencwadi eligcina okuhlangene neengozi. Indlela yakusebenza kweembacu ibe phantsi kohlaselo olukhulu yaza inkomfa yagqiba ngokuthi:

\* Kukhankaselwe ukwakhiwa kwemigomo yokunikezelana ngabasebenzi ekuzakuthi kuxhamle abantu bomgquba kunye nabasebenzi.

\* Kutshatyalaliswe ihostela kuze kwakhiwe izindlu ezilungele abantu neentsapho zabo.

\* Ucalucalulo lwabantu ngokobuhlanga luphawulwe njengayonanto esaqhubekayo kwimizimveliso yemigodi. Inkomfa igqibe ngokuthi:

\* Kwenziwe iphulo lokuphelisa onke amasolotya athi asetyenziswe ukuqhubela phambili ucalucalulo jikelele.

\* Imivuzo elinganayo ngemisebenzi efanayo.

\* Kwenziwe iphulo lokuphelisa ucalucalulo emisebenzini.

\* Kuphawulwe ukuba ucalucalulo lusenzeka e Mazantsi Afrika, kwaye kuyothi kubenzima ukuba kuphindwe kwahlulelwane ngobutyebi kodwa abathile abamhlophe basoloko bedla bodwa belungiselela iintsapho zabo.

Inkomfa ichazile ngobutyebi bezombiwa benqila kwaye yathatha izindululo sokuzimisela kwe SAMF ekuqinisekiseni ukuba bonke abantu benqila bayabelana ngobu butyebi. Ukusetyenziswa kwezombiwa kufanele kuchaphazele imizimveliso yomgquba kunye norhulumente. Ngokuhubeka komgaqo wokuqeqeshwa Ikomiti lomama lizokusekwa ngenkxaso ye SAMF. Izithunywa ebezizimise inkomfa bezivela e Mozambique, Zimbabwe, Zambia, Namibia, Swaziland, Botswana kunye noMzantsi Afrika ebebemele abasebenzi mgodini abangaphezu kwe 700 000. Intetho yokuvula iwiswe ngumongameli we SAMF, Comrade James Motlatsi okwangumongameli we NUM eMzantsi Afrika.

## I NUM IMISELE INGXABANO NE GENGOLD NGOMBA WOKWABELANA NGEMVELISO

I NUM imisele ingxabano nemigodi ye Gengold nanjengoba isaziwa into yokuba i Gengold ayiphumelelanga ukubeka uhlelo lwokwabelana ngemveliso ngokwanelisayo. I NUM izokudibana ne Gengold kwibhodi yoxolelaniso (Conciliation board), eyasekwa ngaphantsi komthetho wonxibelelwano labasebenzi (Labour Relations Act), ngenzame zokusombulula ingxabano. I Gengold ayiyamkeli into yokuba kubanjwe intlanganisano nyanga zonke kuyo yonke imigodi kuhlolwa uhlelo lolwabelwano lwemveliso. Ukuqiniswa kwamalungu ngokuvunyelwa kulwazi yeyonanto ibalulekileyo kuhlelo lwokwabelana ngemveliso ukwathethathethwana ngayo ye NUM kwaye ukubanjwe kwentlanganisano rhoqo kubalulekile. Ukwala kwe Gengold ukuvumela iintlanganisano ngenyanga kubonakalisa ukuba imigodi ye Gengold ayizimisela uku-phuhlisa ngokubanzi isivumelwano sokwabelana ngemveliso esasayinwa ne Chamber of Mines ukunyusa unxibelelwano lokuhlangabezana nesimo esikwi mizimveliso yemigodi. I NUM ikholelwa kwinto yokuba ukuhlanganiswa kwakwabelana ngemveliso kunye nokunyuswa kancinci kwemivuzo ekwathethethwene ngako ngo Julayi yindlela elula ekimokujongwana nesimo soqoqosho kwimizimveliso. Lonke olunye ulwabelwano lwemveliso kuthethathethwano ne Anglo American Corporation kunye ne Rand Mines lusetyenziswa kuzo zonke iinkampani, kubo bonke abasebenzi ngaphandle kocalucalulo lobuhlanga okanye ibala. I Gengold isahleli kola hlobo localucalulo ngokulungiswa kwimivuzo isiko elidala lemizimveliso yemigodi ngokhuphela ngaphandle abasebenzi abamhlophe kuhlelo lwakwabelana ngemveliso. Inikeze iminye imibutho yabamhlophe kunye nowamagosa emibutho umongezelelo we 1,5 pesenti yokunyusa imivuzo endaweni yokwabelana ngemveliso. I Gengold

ayiyamkeli into yokuba ifakele ngokunayo nakubasebenzi abamnyama abakwi NUM. I NUM ibanga ukuba kufakelwe ngokufanayo nokubasebenzi abamnyama. I Gengold inikeze ngonyuso lwemivuzo oluncinci ngakwamarandi kubasebenzi abakwinqanaba eliphantsi ku 1992 kuno 1991. I NUM yasivuma isiphakamiso esenziwa ye Gengold kwi Chamber, ngaphandle kokuba kuzokubakho ulwabelwano lwemveliso. Le 1,5 pesenti yokunyuswa kwemivuzo kubasebenzi abanamava ithetha into yokuba ye R60 ukuya ku R70 kubo ngenyanga, kodwa ye R7 ukuya ku R21 kumalungu e NUM. Umbutho uyahambisana nento yokuba xa kubhatalwa imali yokwabelana ngemveliso, i 1,5 pesenti yonyuso itsalwe phambi kokuba ibhatalwe. I NUM ibanga ukuba kuvumeleke i 1,4 pesenti yokunyuswa kwemivuzo kubo bonke abasebenzi ngokulinganayo nabasebenzi abamhlophe, ifuna kugqityezelwe uhlelo lokwabelana ngemveliso ekwenzela kulungiswe unyuso lwemivuzo kakuhle kubonke abasebenzi, omnyama nomhlophe. I Gengold ayisamkelanga esisiphakamiso i vele ngokuthumela unyuso lwayo lokugqibela kwi NUM elingayifakanga i 1,5 pesenti.

Ingxabano ichaphazela abasebenzi abayi 25 000 nezimayini zilandelayo:

\* Beatrix Mines (Pty) Ltd\* Braken Gold Mines Ltd\* Buffelsfontein Gold Mine \* Grootvlei Gold Mine\* Kinross Gold Mines Ltd\* Leslie Gold Mine\* Marievale Consolidated Gold Mine\* St Helena Gold Mine\* Stilfontein Gold Mine\* Unisel Gold Mine\* Winkelhaak Gold Mines Ltd. I NUM igqibizele ngempumelelo isivumelwano sokwabelana ngemveliso nemigodi ye Anglo American ne Rand Mines. I Gengold ngoku yiyo yodwa eshiyekileyo engekawufezekisi ukulungiswa lwemivuzo kunye neemeko zokusebenza ekwavunyelwana ngazo ye NUM kunye ne alamber of Mines.

## Isisombululo sokwabelano ngemveliso kwimigodi ye AAC

I Freegold, Vaal Reefs, Western Deep Levels kunye ne Elandsrand zifikelele isigqibeni ne National Union of Mineworkers, Council of Mining Unions kunye ne Mine Surface Officials Association of South Africa ngomba wokwabelana ngemveliso. Uthethathethwano ngoluhlelo luyingxalenye yokulungiswa komvuzo ekwafikelelwa kuyo phakathi kwe AAC's Gold, Uranium Division kunye nemibutho yabasebenzi emithathu kuthethathethwano lomvuzo kumzimveliso. Malunga noluhlelo, inkampani nganye izokubeka ecaleni amapesenti amahlanu (5%) ekuzokwabelwa abasebenzi, ukunyuka kwezizinga lwemveliso lixhomekeke kwisiqingatha esifumanekileyo semveliso yekota ezine ezidlulileyo ephela ngo Juni kulo nyaka. Ukunyuka kwezizinga lwemveliso liyi R69, 2 million kwimigodi ye Freegold, R5, 7 million e Vaal Reefs, R21, 4 million e Western Deep Levels ize ibeyi R10, 9 million e Elandsrand. Ekwenyukeni komgangatho we mveliso, amashumi amabini (20%) epesenti asechaziwe emveliso azokwenziwa afumaneke kuzokwabelana abasebenzi, ukuyo kuma ngobukhulu bungamapesenti ayi 25 omvuzo ofumanekayo. Ngokwesivumelwano imveliso echaziweyo kwimigodi yegolide, udibanise nemveliso ye uranium apho ibonakala khona, ukwehla kwendleko zokusebenza kwimigodi yegolide, kukwehla kwenzala ebhatalwayo, ukwehla kwemali ehlawulwa yimayini, kukwehla kwezicwangciso zokusetyenziswa kw mali. Njenge mveliso ixhomekeke ekupapashweni kweziphumo, ekubalweni nasentlawuleni, kwesamba semali izokuba isezimpazameni ngekota, intlawulo yokuqala yekota ka July - September izokwenziwa ngethuba lika October.

Isivumelwano sifikelele nasekuhlolweni ukudibeneyo kohlelo ngabaphathi kunye nemibutho yabasebenzi ngokulandelelana.

## INDATYANA

**ABASEBENZI MGDINI KWI-MAYINI YEGOLIDE I PRIMROSE BEBE NGENELE UGWAYIMBO**

Abasebenzi mgodini kumgodi wegolide e Primrose kufutshane ne Germiston bebe ngenele ugwayimbo bebanga isivumelwano se NUM kunye nokubuyiselwa emsebenzini komsebenzi owayegxothwe ngendlela engafanelekanga ngabaphathi bomgodi. Ngomhla we 13 - 16 ku October 1992, abasebenzi mgodini e Primrose bangena kuqhanqalazo betshutshisa abaphathi ukuba bavume imibango yabo. Intlanganisano yabanjwa nenkampani ngenjongo yokusombulula intsinda badala. Umbutho kunye nenkampani bavumelana ngale miba ilandelayo:

\* Isivumelwano sexeshana sokungena emacekeni enkampani makuthethathethwane ngaso yimibutho yomibini phakathi ku November no Desemba 1992.

\* Asikho isinyathelo soluleko ezizokuthatha kubasebenzi ababethathe inxaxheba kugwayimbo ngomhla we 13 - 16 October 1992.

\* Inkampani imbuyisele emsebenzini u comrade Alfred Mgiqima ukusukela ngomhla we 20 October 1992.

\* Ikomiti elihlangeneyo lwemashaft steward kunye nabaphathi lisekiwe ukuze lihlangahlangise izi Stop Order.

\* Umvuzo unyuke nge R1 ishiift kubo bonke abasebenzi ukusukela ngomhla we 1 October 1992.

EDITOR - Jerry Majatladi

WRITERS - Gregory Mcatshelwa, Dr. Martin Nicol, Kate Philip

EDITORIAL BOARD:

Jerry Majatladi, Gwede Mantashe, Dr. Martin Nicol, Kate Philip, Sazi Jonas, Kenny Mosime.

THE PROPRIETORS:

**NATIONAL UNION OF MINeworkERS**

3rd, 4th, 5th Floors, National Acceptance House, 13 Rissik Street, Johannesburg 2001.

PO Box 2424, Johannesburg 2000.

Tel: (011) 833-7012/9. Fax: (011) 836-6051 Telex: 4-82452.

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## LUYANUKA UGWAYIMBO KWINKAMPANI YEMIGODI E PHALABORWA

Abasebenzi e Phalaborwa Mining Company bavotele ugwayimbo ngokuxhasa ukhuseleko lomsebenzi emayini. Ngaphezu kwamapresenti angamashumi asibhozo (80%) avotele ugwayimbo kwimiba yomithathu yengxabano eqondene neeyure zokusebenza kumsebenzi wemayini, uhlehlengiso lomsebenzi kunye nesivumelwano sokhuseleko emsebenzini. Kuhlengahlengiso lomsebenzi abasebenzi babanga ukuba uhlehlengiso lomsebenzi lenziwe kulamanqanaba alishumi aseleyo. Kuphela yi 442 kwimisebenzi eyi 452 eseyihlehlengisiwe yikomiti edibeneyo ye NUM kunye nenkampani. Abasebenzi abayamkeli inkampani yabucala ekhoyo yolindikhaya

ukuba ivalwe indawo yayo ngolindikhaya bangaphandle ebabizwa nge Gray Security. Kwiiyure zokusebenza abasebenzi abasebenza emgodini babanga iiyure eziyi 42 zokusebenza ngeveki kunale 46 yeeyure isetyenzayo. Yonke le miba idluliselwe kwibhodi yokolelaniso (conciliation board) apho kufikelelwe khona ekuxingeni. Ngokwelingelokugqibela abasebenzi bagqibe ngokuba babhalothele ugwayimbo. Nangona iphulo labaphathi lokuyikisa abasebenzi phambi kokuba kubhalothwe, ininzi labasebenzi bavotele ugwayimbo. Bangaphezu kwe 2000 abasebenzi abachaphazelekayo. Ugwayimbo lungaqala naninina. I NUM isazimisile ukuyisombulula ingxabano.



## IZITHUNYWA ZABASEBENZI MGDINI ZENZE UMNGCELELE UBUSINGISA KUNDLU NKULU WE GENGOLD

Bangange 2000 abasebenzi mgodini abenze umngcelele ubusingise kundlunkulu we Gengold ukuyokudlulisa ixwebhu lezikhalazo zabo. Abasebenzi base Gengold bakhazazela ukuphathwa ngendlela eyohlukeneyo kunabanye abasebenzi beminye imizimveliso yemigodi. Yonke imigodi ye Gengold inengcinezelo kwaye ayiyiqwalaseli ingxaki zabasebenzi. Imibango yabasebenzi yile ilandelayo:

### Umdlizo

I Gengold kufanele ifake abasebenzi kwinkqubo yokwenziwa kwezizigqibo ukuze babenokwazi ukuyazi into eqhubekayo enkampanini. Abasebenzi abayivuyeli inkqubo yomdlizo ngenxa yokuba inalamabakala alandelayo:

\* Abasebenzi abamnyama abangenama ngabona bantu basesichengeni, ngelithuba abasebenzi abamhlophe bekhutshelwa kwezinye indawo. Le yindlela yocalucalulo yokubulala amacebo ombutho.

\* Onke amahlelo abaphathi enziwa bucala ize izigqibo ekufikelelwe kuzo zisetyenziswe kubasebenzi. Alukho uqhagamshelwano elwenziwayo.

\* I Gengold ayizange ibenalo uhlelo lokubuyisela abasebenzi, ngeziphumo zalonto abasebenzi abadiliziweyo bafakelelwa ngezinye inkampani zekontra, kwaye abasebenzi abadiliziweyo basetyenziswe njenge bangxonxgi nemivuzo yabo yehliswe.

### Ukugxothwa ngokungalinganga

Ukuqinisekisa ukuba siyaphela esisifo sokugxothwa kakubi, inkampani kufanele ivumele oku kulandelayo:

\* Bonke abantu abagxothiweyo kufanele bathunyelwe kumxolelanisi ozomileyo.

\* Ukuviwa kwetyala (kunye namatyala ezibheni) kufanele aviwe kakuhle. Abaphathi akufanele bafune ukwanelisa imfuno zomthetho kodwa mababe nenjongo.

\* Ukuviwa kwetyala kufanele kuthethathethwane.

\* Ukugodusa ngezizathu zempilo kufanele kuyekwe kuba yindlela yokuthatha abasebenzi abadendiweyo lula. Kufanele kwenziwe uxilongo rhoqo kuzo zonke iimayini.

Imali eyi R136 million ecwangciselwe ukwakha kufanele kuyekwe, lo mali isetyenziselwe ukwakha izithuba zemisebenzi kwaye iqhubele phambili inveliso yoqoqosho. Izakhiwo zempilo nokhuseleko kufanele kuthethwane nombutho kwaye ezo zakhiwo zivumeleke.

Kwezothethwano ngemivuzo, i Gengold kufanele ihlale ililungu le Chamber of Mines. Ukuyekiswa kwe Bracken ne Leslie kwi Chamber of Mines kufanele kumiswe. I Gengold kufanele ithethane ngesivumelwano samashaft steward agqibeleleyo nombutho. Le nto izokulandelwa kukwenyulwa kwamashaft steward agqibeleleyo. Abasebenzi babanga i 1,5 pesenti yokongezelela kunyuso mvuzo kunye nokwabelana ngemveliso, ngokufanayo nabasebenzi abamhlophe.

## HO THUSA KA LICHELETE HO TSHOANELA HO BA LE SEPHEO SA:

\* Ho hlokomela maemo a tshebetso mme ho be le taolo ea ho fokotsoa mesebetsing haebe hoo ho ka etsahala.

\* Ho phahamisa ilhahiso bakeng sa ho lelefatsa nako ea bophelo ba morafu, ka ho fetola mekhoa ea mokotling ea ho sebetsa.

\* Ho rupella hape bocha basebetsi ba merafong hore ba be le botsebi bo bong ba mesebetsi e meng ha ba fokotsoa mesebetsing ea bona.

\* Ho fumana ho hong ho ka etsuoang ka matlotlo (assets) a morafong.

\* Ho thusa ka ho ntshetsapele libaka tsa mahae tseo basebetsi ba merafong ba hlahang ho tsona.

Ka maiteko a ho fumana tharollo ea bochaba ea qaka ena, ho ile ha ba le kopano e Kholo ea Merafo ka Phupjane selemong se fetileng. Lihlopha tse neng li le kopanong eo li ne li tshoanela ho rarolla litaba tsa bohlokoa tse tshoanang le tsena tse latelang:

(a) Ho hokahanya ho koaloa ha merafo le ho fokotsa tshebetso.

(b) Ho lelefatsa nalo ea ho ba teng ha merafo.

(c) Ho sireletsoa ha litumellano tsa maemo a ho sebetsa.

(d) Ho rupelloa le ho rupelloa bocha ha bao ba fokolitsoeng mesebetsing.

Ho se ho fetile selemo le likhoeli tse hlano ho se na litshisinyo tse tiileng tse hlahisoang ke lihlopha tsa tshebetso (working groups).

Joalo ka ha qaka ena e ea e ntse e teba, NUM e ile ea kopa mmuso hore o thuse morafu oa gauta oa Harmony, emp'a kopo eo ha e ea ka ea mameloa, hobane mmuso o ile oa sebelisa mano a hore ho emeloe sephetho sa litshisinyo tse tla hlahisoa ke lihlopha tsa kopano eo e kholo e neng e tshoeroe ea merafo (summit). Joalo ka ha tshebetso ena ea ho thusa e ntse e lieha, palo ea ba ntshoang mesebetsing le eona e ntse e eketseha. Ho fihlela mafelong a khoeli ea Phupjane merafo e ne e se e fokolitse basebetsi ba ka bang 49 733, mme e setse ka basebetsi ba ka bang 603 401.

## UKUBULAWA KWEMISEBENZI KUSAQHUBEKA

Imizimveliso ye dayimani izokuphungula isibalo sabasebenzi ngesigaba kweyona migodi yedayimani kwinto abathi ukuyibiza kukuphungulwa kweendleko. Esisaziso sothusayo sivele ngethuba i NUM isezakugqiba ngosuku lokugwayimbela imivuzo kunye nemeeko zokusebenza. Ingaphezulu kwe 4 000 imisebenzi izokuphungulwa kumzimveliso oqeshe i 8000 yabasebenzi. Abaqeshi bakhale ngendlala abakholelwa ukuba kukwehla koqoqosho lwehlabathi oluchaphazela intengiso yemveliso yedayimani. Uthethathethwano phakathi kwe NUM kunye ne De Beers seluqalile kuxovulwa umphako womdlizo, abasebenzi abazokuyifumana phambi kokuba bazimanye nabantu abaninzi abangenamsebenzi e Mzantsi Afrika. Iindawo ezichaphazelekayo yi Premier, Finsch, Kimberley mine (KDM), Koffiefontein ne Kleinsee e Namaqualand, Kwimayini entsha i Venetia eMantla e Tilavali inveliso iphunguliwe ngaphandle kokuphungula imisebenzi. Ingcaphephe yomhlaba ayikasithathi isigqibo. Amanani abasebenzi abazokudilizwa emayini ahamba kanje: Premier mine - 1519, Finsch - 693, KMD - 384, Koffiefontein - 563 ize ibeyi 913 e Kleinsee. Isigulo semizimveliso yegolide kuphela sibulale ngaphezu kwe 150 000 yemisebenzi sukela ngo 1987. Imizimveliso yamalahlile yongeze ngamapseti alishumi alinambini (20%) kululuhlu. Ngokuphungulwa kwemisebenzi ngabaqashi be De Beers, isimo sijikile saba sisimo sesizwe esifuna ukuxoxwa ngokukhawuleza sisizwe,

abaqeshi bemigodi kunye nabasebenzi. Thathela inqalelo yemali encinci yomdlizo enikwa abantu abangamakhoba esi simo sibi semigodi intlalo ezokuphilwa ngabantu abaxhomekeke kubasebenzi mgodini abahlala kwindawo ezihluphekayo. Ibhomu yexesha lentlalo ityaliwe kubantu base Mzantsi Afrika ngaphandle kokuba iintlangano ezinkulu zinokusiphatha isimo kakuhle njengokuba uqhushumbo lungayeki.

## MASS DISMISSAL CASE SETTLED

The case of workers who were dismissed in Durnacol mine in 1990 has been settled out of court. Iscor management put forward R1,3 million (R1 300 000) as a retrenchment package for all the workers who left the mine. At the moment the money is still under the control of union's lawyers. Workers who were not members of union will learn a lesson for not joining the union they are not entitled for compensation. The union played an important role in this case while some workers are in despair about it. The other mass dismissal was at Doorfontein mine in Carletonville where workers were dismissed for participating on the 4-5 November 1991 stayaway. The case will be heard on 11-23 February 1993.

# JOB LOSSES – S

The South African mining is shrinking at an alarming rate. Over a century of exploitation of the mineral wealth of the country is being felt as mines are closing down and others cutting down operations as their lifespan becomes shorter by the day. This process of down-scaling has already cost 166 000 workers their jobs since 1987. Gold mining industry has been hardest hit with 30% of its workers declared redundant. Coal has lost 20% of its workforce in the same period.

Over 4 000 diamond miners are to lose their jobs, leaving the industry to operate with half the total labour force.

With the world economy under recession, the situation does not look promising for the mining industry. However, mining remains the backbone of the South African economy. The current crisis faced by this sector of the economy has already cost job losses to other industries which supply mining with goods and services. With unemployment amongst blacks estimated at 40%, adding the victims of mine retrenchments, one has a real gloomy picture. About a million dependants of retrenched mineworkers are faced with a stark reality of slow death by starvation in remote rural areas of Transkei, Ciskei, Lesotho, Sekhukhuneland and Mozambique. NUM has been at the forefront of the struggle to alleviate the plight of victims of down-scaling of the mines. A campaign for an industry-wide retrenchment agreement has been on for some years with the Chamber of Mines failing to budge. This was an immediate response to the crisis with short term gains in mind. The reality of the situation is that of a national crisis facing South Africa.

## MAXIMISATION OF PROFITS AT ALL COST

The reaction of the mine bosses to this national crisis has been that of cutting costs to maxi, maximise their profits.

The bosses have embarked on a systematic campaign to realise huge profits by resorting to brutal cut-backs in expenditure while increasing productivity. A vicious assault has been launched against

workers wages paying well below the rate of inflation while on the other hand massive retrenchments are conducted. The welfare of those declared redundant is hardly considered as meagre redundancy packages are given after fierce battles waged by NUM. Down-scaling and rationalisation of the mines is done unilaterally with profits maximisation being central to the bosses.

## STATE INTERVENTION

State intervention remains the only realistic option if catastrophe is to be avoided. Development of a national plan and policy on the process of down-scaling should be a matter of state priority. The state should co-ordinate and develop a subsidy programme to the crisis ridden mines without participation of trade unions and bosses. Legislation should be passed to regulate all adjustments in mine size with people and communities affected being given rights in this regard.

## SUBSIDISATION SHOULD AIM AT:

- Maintenance of employment levels with controlled retrenchments when such a step is inevitable.
  - Raising productivity to lengthen the life of mine by changing underground working methods.
  - Retraining of mineworkers in other job skills, so that they might find alternative employment on retrenchment.
  - Finding alternative use of mining assets.
  - Assisting in developing rural areas where mineworkers originate.
- In an attempt to find a national solution to this crisis a Mining Summit was convened in June last year. The Summit groups had to address key issues identified as follows:
- a) Co-ordination of mine closures and down-scaling.
  - b) Prolonging lives of the mines.
  - c) Protection of agreed conditions of work.
  - d) Training and retraining of retrenchees.
- One year and five months have passed

without any concrete proposals coming out of the working groups.

As the crisis deepens NUM approached the state for assistance to be given to Harmony gold mine but the request was turned down under the pretext of waiting the final outcome of the proposals from the Summit groups. While the process is dragging to intervene in any meaningful way, figures of redundancies keep rocketing. In the year to end June mining and quarrying sector retrenched 49 733 workers leaving the total labour force at 603 401.

## Training – to allow people to move into other jobs smoothly

Training for black workers on the mines has been very closely tied to the performance of a narrow range of functions under semi-military discipline. Most workers are educationally deprived, up to 80% cannot read and write properly. Few mines have bothered to teach workers English or maths, which are a necessary platform for training in higher skills. This appalling situation was less serious when the industry could at least continue to employ the people it had recruited – but that is no longer the case. Many mineworkers do not have skills that are transferable into other jobs or industries. Where the skills are transferable, they are often not recognised by new employers. The Chamber of Mines has only sought to give proper certification to workers in categories above semi-skilled Category 8.

*We want the state to force the mining industry to accept a major part of the responsibility for re-training mineworkers for other jobs.*

As an interim measure, the state should establish the Mining Industry Retrenchment Training Trust. The mining industry should have to contribute to a central fund which will be used for retraining.

## The aim is:

1. To provide a full retraining and upgrading for sufficient black mineworkers to alleviate the "chronic shortage of skilled labour in the gold

mining sector" referred to by the Marais Committee.

2. To provide a guaranteed six months of paid retraining for unskilled workers to improve their chances of finding jobs outside the mining industry or to equip them for other, more skilled, jobs in the mining industry itself.
3. To establish a register of retrenched mineworkers who have completed retraining courses so that they can be offered any suitable jobs that open up in industry.

A training fund, makes sense in an industry that is in long term decline or in an industry that is prone to long cycles. It is particularly appropriate in such an industry which also has the skills shortages so prevalent in the mining industry. Not only do people get paid after they are retrenched, they get trained to do another, much-needed job in the industry.

## Financing

1. All mines should contribute a sum equivalent to 10% of the dividends they pay out to shareholders to the trust fund. There should also be a levy of 5% of the administration fees received by the mining houses in respect of their work for mines that will be paid into the fund. The burden of financing the fund should be on the shareholders [and the government] – it should not be a levy on the wage bill, which will simply make labour more expensive – and impact heavily on the marginal-profit mines. This proposal means that the wealthy mines contribute most to the retraining fund. They stand to benefit most – as they will be able to absorb some of the re-trained workers into their operations.
2. The retraining scheme and the retraining fund should be controlled jointly by the Chamber of Mines and the National Union of Mineworkers. (Other unions can be included, on a strictly proportional basis, to the extent that their members are rendered unemployed.)
3. The government should legislate that all mines, not only gold mines or

# TENTH ANNIVERSARY



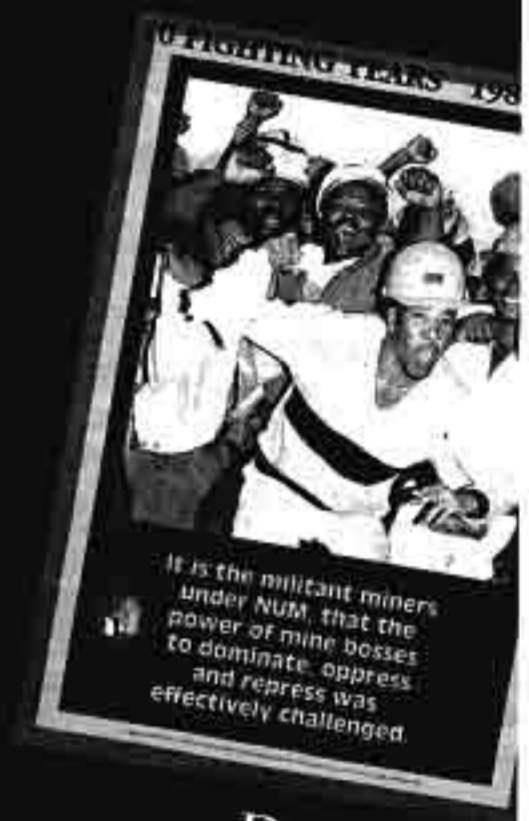
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# STATE MUST ACT

Chamber members, should have to contribute to the trust fund from 1993. This may mean that some non-Chamber mines become entitled to representation on the trust.

In the long term, training and re-training would be part of the "Social Plan", described below, that all mines would have to provide for on an annual basis. The defects on the present training system on the mines also need to be addressed at an industry level to guarantee long term improvement.

### Relocation – assistance to workers who have to relocate or commute further than before to find another job.

This could take the form of a one-off grant to move the household or a regular payment to pay commuting expenses.

### Unemployment relief – to assist those who don't get jobs.

- Job creation could be promoted by regional development policies.
- Job creation could be linked to the alternative use of mining assets. The mines say that any other uses of these assets are the prerogative of the mine's owners, not of the state. But mines have no experience with any other business except mining. These valuable assets and the resources of water, labour and electricity that come with them need to be put in the hands of enterprises which have wider experience – or who have an incentive to develop this experience. In Sweden, down-scaling mines have been taken over by state corporations which have, over a period of years, closed the mine, rehabilitated the area and adapted the mine buildings for other businesses. This slowed down the rate of job-loss at the mine and allowed a proportion of the workforce to remain in jobs in the area.
- Public works schemes could be targeted in particular rural areas affected by mine retrenchments.

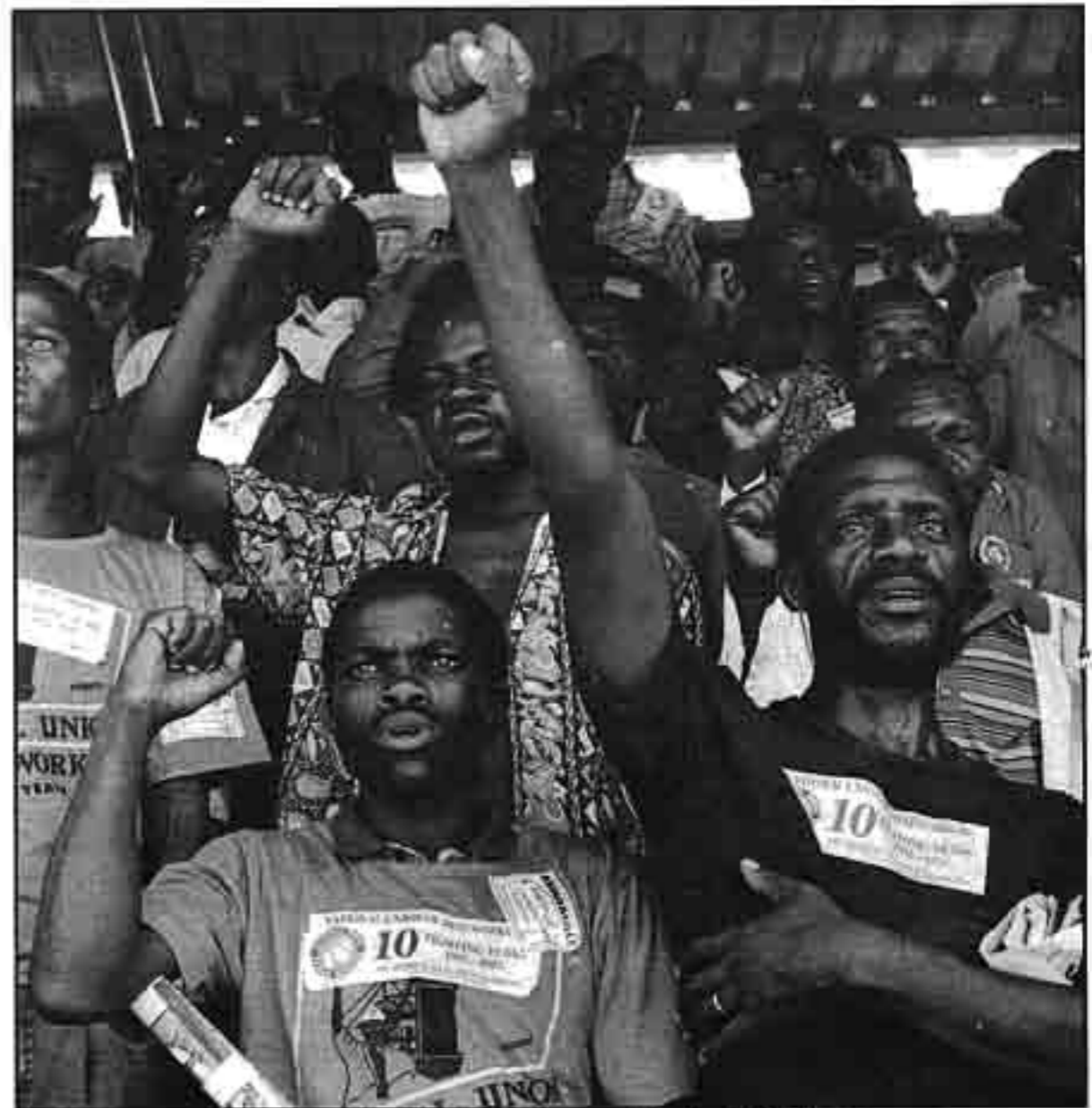
- Improvements in the "social wage" in rural communities (eg: water, schools, health workers etc) by the state could reduce the impact of lower incomes on disease and poverty.
- The law needs to be changed to allow regions, communities and other businesses affected by mine down-scaling to apply for state aid for an adjustment period. This should require the achievement of measurable goals in a specific period. At present, only mines can apply for assistance.
- The state should legislate a standard minimum retrenchment package for mines that threaten down-scaling. This should be based on half a month's pay per year of service, rising gradually to a full month's pay per year of service from 1999. It should also provide for a reasonable notice period before a worker is retrenched.

### A LONG TERM VISION TO COVER THE LIFE AND DEATH OF MINES

In the long term, the NUM would like to see laws in place that regulate all adjustments in mine size and give rights to people and communities affected by down-scaling.

These rights should include:

1. Information disclosure – Timely information on the scope of the down-scaling and all financial plans surrounding the process.
2. Severance packages – Mines must provide for negotiated severance packages, subject to a legislated minimum standard, that is related to the presence or absence of a social security network for unemployed mineworkers.
3. Retraining for alternative employment.
4. The payment of re-location or commuting expenses.
5. These rights should form part of a "social plan" for winding down the mine or for any adjustment of its size, that seeks to attend to the needs of each worker to find a new job. Workers

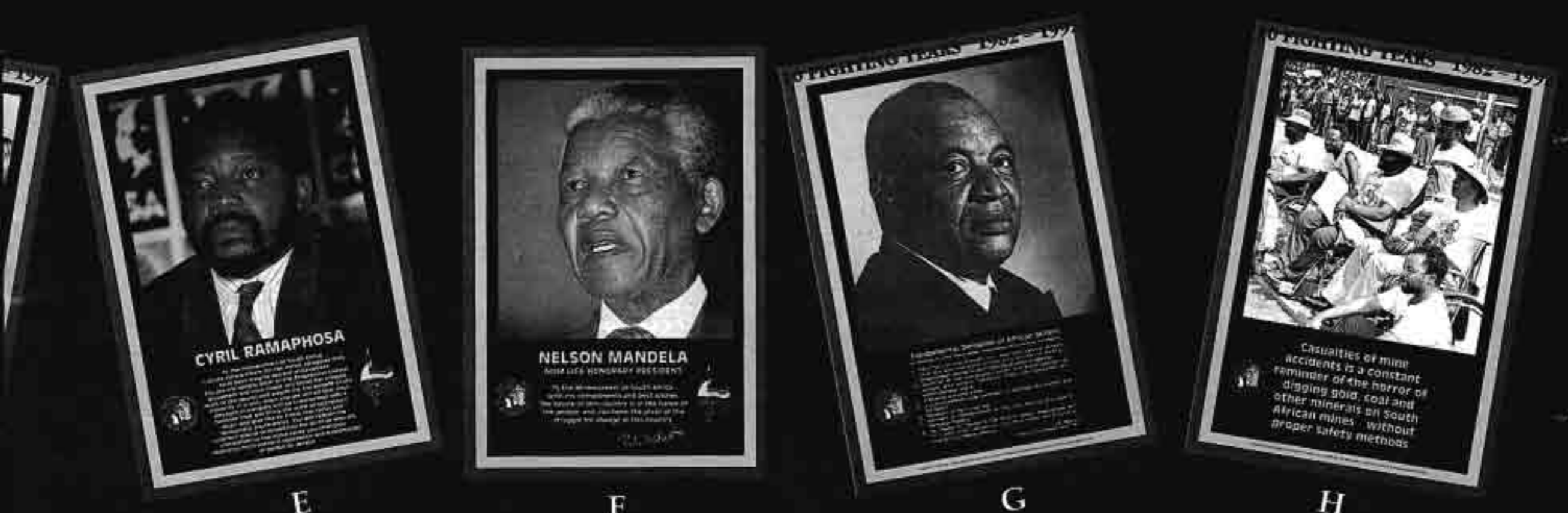


Despite all hardship workers mood is that of defiance.

- should have access to skilled retrenchment counselling – retrenchment is psychologically stressful – this should assist people to apply for new jobs well in advance and provide advice on the investment of severance pay and provident fund payouts.
- 6. To finance these requirements a protected "stabilisation fund" must be accumulated by mines prior to down-scaling or closure and the size of the fund must be reviewed each year in

- terms of legislated guidelines.
  - 7. The mining industry as a whole should contribute to a national trust fund that can pay these expenses for mines that have no reserves.
- The social plan needs to be part of a vision for the mining industry and for mines as special enterprises with a life-cycle that ends when the ore is mined out – how mining fits into the economy, how mineworkers ought to be housed, training, as a life-long process etc.

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# ULUVO LUKA MHLELI ULUVO LUKA MHLELI ULUVO LUKA MHLELI ULUVO LUKA MHLELI

Imigodi yala maxesha isekhona ngaphezu kweminyaka elikhulu. Uqoqosho lonke lwase Mzantsi Afrika lixhomekeke kakhulu kwimigodi. Ubuninzi bobutyebi bezombiwa belizwe butsala abarhwebi nezimali ukuzokuthatha izombiwa. Yile gqondo yorhulumente bangaphandle yokuphatha imali le ikhokelele kutshintsho olukhulu kophuhliso lwemizimveliso yomgodi. Eyona njongo yomzimveliso kukuba yenze imveliso yezombiwa zendalo izithumele ngaphandle kwamanye amazwe. Imveliso yezombiwa zendalo ikhatshwa kukusetyenziswa kwabantu abamnyama nzima (cheap black labour) kulo lonke eMazantsi e Afrika. Ubutyebi bezombiwa, bombiwa apha, bulungiswe bujike bube ngumthwalo olungele ukusetyenziswa kwaye uthengiswe e Yurophu. Ukungakhathalelwa koqoqosho yile ngqondo yorhulumente bangaphandle yokunyoluka iveziwe ngethuba kwa ezimpahla zibuyiselwa e Mzantsi Afrika ngamaxabiso aphezulu kwakubo abavelisi - abasebenzi abangenakuzimela. Oku thunyelelo ngaphandle kobutyebi njenge yona njongo yemizimveliso yemigodi isenzeka nanamhlanje. Ngo 1990 kuphela izombiwa ezithunyelwe ngaphandle zazixabisa kwi 29,7 billion rand ukwenza isigaba ezithunyelwa ngaphandle sipelele yi 60,5 billion rand. Imeko eyenziwe loluphuhliso lokungakathali yenye ephebelela indlala kuninzi lwabantu abamnyama kunye nokukutyeba kwechunswana labamhlophe. Ngokuphumelela korhulumente wegcutswana ekulawuleni ezopolitiko zelizwe ngokusebenzisa izikhulu zemigo-

di, abantu abamnyama ngokubanzi bakwimeko emaxhongo yokufumana imisebenzi ephantsi. Amazwe ase Mzantsi e Afrika awashiyekanga engenabungozi njengokuba axhomekeke ekuqhutyeni kophuhliso loqoqosho iwemigodi yase Mzantsi Afrika. Kwinkqubo yamanye amazwe angawona angabavelisi bamandla abasebenzi abathunyelwa kwimigodi yase Mzantsi Afrika. Ngelithuba umsebenzi ujongene nemigodi ngokwamanani amakhulu imali ijongene neqela elimbalwa elingosomashishini bemigodi elilawula imveliso. Leliqela losomashishini eli lilawula onke amacandelo abalulekileyo oqoqosho bubiwa lwethu namhlanje. Naliphina ixesha elincinci iminqweno yoshishini ijongene nomsebenzi ungathembisiyo yokukhuphisana nengwenya ezinomona ngelithuba izigidigidi zabantu abasebenzayo bexhomekeke khona. Imizi yemigodi yiyo igqiba ngokupheleleyo ngophuhliso loqoqosho lelizwe. Namhlanje imigodi ijongene nesimo esibi esenze ubunzima nokuhlupheka kumakhulu amawaka abasebenzi mgodini nakwintsapho zabo ngenxa yomdlizo. Ukwengeza kwesisisimo sijongene nemigodi yegolide sokuqhubeka nokuma koqoqosho nokunyuka kwamandla emali. Kwimigodi yegolide sekuphulwe i 130 000 yemisebenzi kule minyaka mihlanu idlulileyo, ingozi kwintlalo yendawo abahlala kuzo ezisemaphandleni ayithetheki. Lemeko ingaphezu kwabasebenzi nabaphathi ukuba unokujonga kwintsuka yentlalo noqoqosho ngokubonakala kwayo. Sifuna ukukhulisa ingqondo

efanayo yabo bonke abaphathi, abasebenzi, isizwe, abaqeshi bahlangabezane nesimo ngendlela eyanelisayo. Kulapho kunokukhuliswa unxibelelwano lokubanakho ukuhlangebezana nemigodi evalwayo nemigodi ephelwayo ukwenzela wonke umntu. Kwakule nkqubo sinokufumana indlela ezintsha zokuqinisekisa ukuba iimayini zishiyeke zisebenza kangangoko zinako. Ngokulinganisa okufanelekileyo okuthwaxe kanobomi phakathi kokhuseleko lomsebenzi kunye nokuvelisa. Uhlelo elubalulekileyo loqoqosho nokuphinda koqoqosho kubasebenzi abaphungulweyo kufanele lusetyenziswe ngaphandle kokuchitha ixesha ukuba kufunwa ukuphulwa ingxaki yentlalo yokungabikho komsebenzi. Ukungabi namdla kwesizwe ekuncedeni ngezimali, kwimayini eziphelelwayo nokwakha izakhiwo ezitsha zerhafu kwimigodi yegolide ayizange ibekeke kakuhle kwikamva lemizimveliso yemigodi. Ukuzimisela kwicala lesizwe kubaluleke kakhulu ekwakhiweni ngokutha kwemizimveliso ukuze iphumelele. Unxibelelwano lwemizimveliso lufuneka kakhulu liwele engqondweni entsha yedemocrasi eyakhekayo kubantu bonke. Into ebalulekileyo kulento kukudityaniswa kwabasebenzi kwinkqubo yokuthatha izigqibo malunga nenkqubo echaphazela imveliso iphela. Nangona amava obuchwephetsha angayingxaki kwamanye amacandelo omsebenzi inkqubo mayiqale ngoku kucwangciswe kuqhutyekwe nezicwangciso nabasebenzi kunokuba baphungulwe. Ulawulo oluqinileyo

lwenkqubo yabaphathi abayisebenzisayo kungokunje mayimiswe kunikwe abasebenzi inxaxheba. Utshintsho olukhawulezayo kwesimo samalungelo abambalwa kufuneka siguqulwe ukuze kuqinisekise ukuba umqathango wenyathelo lokuqeqeshwa wenzeka lula kumgomo wemigodi.

Sizokwazi ukuba uphuhliso lizokuthatha ixesha elide koqoqosho lwase Mzantsi Afrika oluxhomekeke kakhulu kwimigodi lizokudityaniswa nawo onke amazwe aseMazantsi e Afrika (SADC). Ngaphandle kokuba sibe ngamanyoluka, ukudityaniswa kuqoqosho kuzophucuka uphuhliso Iwenqila yonke. Amalungelo ezombiwa yeyonanto ibalulekileyo enokugcinwa ixesha elide nokuba ayiphumelelenga ukwakha ukhuphiswano loqoqosho lwala maxesha. Ukuphatha nokulawula kwemizimveliso yemigodi ngowona mxholo uphezulu kwaye lutshaba olugqibeleleyo lenkqubo phambili yophuhliso koqoqosho. Ukulawulwa kwe Johannesburg stock exchange yi Anglo American Corporation, De Beers, Gencor, Barlow Rand, Anglovaal, GFS ne JCI kuyapheliswa ngenxa yokungenelela kukarhulumente ukuba ukungalingani kwentlalo noqoqosho okukhoyo ebantwini kuzokuchazwa ngokwanelisayo. Urhulumente okhethwe ngabantu ozokujongana nobunzima ngokunyanisekileyo nangona sisahleli ekutshoneni koqoqosho lwesizukulwana esizayo esizokuba sengozini yezigidigidi zabantu abakuMazantsi e Afrika.

# ULUVO LUKA MHLELI ULUVO LUKA MHLELI ULUVO LUKA MHLELI ULUVO LUKA MHLELI

## UMBUTHO WOMGODI E SWEDISH UYASINANA

Umbutho wabasebenzi mgodini wase Swedish ongaphantsi kwe MIF, i GRUV ugqibe ngokufuna umanyano nombutho wentsimbi wase Swedish ngenxa yokwehla kobulungu. I Gruv isithathe esi sigqibo emva kwengxoxo ebezinzima zezithunyuwa ezeyi 69 kwinkongolo yamashumi amathathu anesibini (32nd) ebise Skeftea kwidolophu yomgodi ese Mantla e Sweden, ngo August 22 - 26. Umbandela womanyano ngumba ophinda phindwe kakhulu kwixesha elidlulileyo, awawungaze wamkelwe nayinkongolo ye GRUV ngo 1987. Kulo nyaka uye wabekwa kwi agenda yenkongolo kuphela ngokuvotelwa, njengokuba izithunyuwa ezininzi zibonakalise ukusixhasa isihloko esaye sixoxwa kakhulu yinkongolo ekwalandela ukuba onke amalungu avote. Ekugqibeleni, uhlelo lomanyano laphumelela ngobuninzi bamapresenti angamashumi amathandathu (60%). Ezinye izithunyuwa zibonakalise ukuqina kwesigqibo ebesekuphele

iminyaka elikhulu kukhona ukuzimela kwiintlangano zabo. Kodwa kwakukho into eqondakalayo yokuba ukwehla okumangalisayo kwamanani obulungu okubangelwe kukuwa kwesibalo sabasebenzi mgodini abasebenza e Sweden kwenze elinyathelo liqine ngokuqhubeka. Ngethuba leminyaka yamashumi amahlanu, bangaphezu kwe 14 000 abasebenzi mgodini abachaphazelekayo ekuyekeni kwi iron, copper, lead, zinc, silver ne nickel inani labo lihle laya ku 4 480 kwaye kusalindeleke lihle liye ku 3 530 kwiminyaka emihlanu ezayo. Ngexa yalonto, inani lilonke lamangu e GRUV (kukho abasebenzi mgodini abangomahlalela nabomhlala phantsi) lizokwehla kungekudala ngamapresenti angamashumi amabini (20%). Isibalo sabasebenzi mgodini abakhuthelweyo sizokwehla ngamapresenti angamashumi amathathu anesithandathu (36%), i GRUV ishiyeke namalungu ayi 59 pesenti kuphela abasebenzayo emigodini.

## URHULUMENTE UNETYALA

Umbutho ubeka kurhulumente wase Sweden uxanduva elibangela ukwehla, ucela umngeni kwisigqibo sakhe ngenjongo yesizwe yokufumana imigodi emitsha kwaye ayekise imicimbi yemigodi kwindawo ezintaba ezingenankqubela ekungoku zigcinelwe ukuba yindawo yabakhenkethi. Umeli karhulumente kubumbano lwephiko lasekunene, u Borge Hornlund, akanikezwanga bubele. Ukuqinisekisa ukuba uwufumene umyalezo, iqela lezithunyuwa lishiye iholo yenkongolo laphumela ngaphandle ngethuba ewisa intetho yakhe. U Stig Malm umongameli wemibutho yase Swedish jikelele, i LO, kunye no Birgitta Dahl, we Swedish Social Democrats, bagxeke kanobomi urhulumente ngokuthoba uxakatho avumele ukunyuka kokungabikho komsebenzi. Ngelithuba amapresenti amahlanu (5%) ezinga lokungabikho komsebenzi belisancomeka xa uqathanisa namanye amazwe ase Yurophu, linyukile laya kwikhulu

ukusukela kunyaka ophelileyo.

ILO ilungiselela imiboniso yokukhalaza yokungahambisani nohulumente kwilizwe liphela kwaye izimisele ukuqhubeka namanyathelo okukhalaza ade urhulumente ophetheyo azibeke phantsi intambo okanye okhutshwe esikhundleni sokuphatha. Inkongolo iphinde yasonyula isigqeba sekomiti elawula iGRUV, kunye nomongameli wayo, u Anders Stendalen, okwangu-mongameli we MIF. Indwendwe zamazwe ngamazwe ebezizimase inkongolo, ebekukho kuzo owayesakuba ngunobhala jikelele we NUM, ekungoku ngunobhala jikelele we ANC, ucomrade Cyril Ramaphosa, unobhala jikelele we NUM ucomrade Kgalema Motlanthe kunye nesekela lakhe ucomrade Marcel Golding. I MIF ibimelwe ngunobhala jikelele wayo u Peter Michalzik, usekela mongameli wayo u James Motlatsi, kunye negosa lezemfundo layo u Stig Blomquist.

# ILIZWI LABASEBENZI KUQOQOSHO

I National Union of Mineworkers idibene neminye imibutho engaphantsi kwe COSATU ne NACTU benze imbali ngokuseka umbutho wokuqala e Mzantsi Afrika okhokelela kugcino lwemali nge MAY DAY kulo nyaka umiyo.

Lengxowa mali ibizwa nge Community Growth Fund (CGF) ozokunceda njengqwelo eyingxenywe yocino mali zomhlala phantsi ne Provident Fund zabasebenzi kwiinkampani ngenjongo yokwenza uchatha kwimali zabasebenzi. I CGF izokuqhutywa ngabasebenzi njengequmrhu elibambiseneyo kwizabelo. Abaphathi benkampani bazokuphathwa kwaye balawulwe ngokudibeneyo kwe Syfrets kunye nemibutho yabasebenzi ehlangeneyo ebizwa nge Unity

Incorporated ngokulinganayo (50 - 50). I Syfrets, igcina iimali ze GCF kwaye ngegama layo elihle abasebenzi bakhethe yona ngokuyithenba. Unity Incorporated okwangoku isekwe yimibutho esixhenxe. Yi NUM ye COSATU, i Paper, Printing, Wood and Allied Workers Union (PPWAWU), Transport and General Workers Union (T&GWU), Construction and Allied Workers Union (CAWU) kunye ne Transport and Allied Workers Union ye NACTU, i Metal and Electrical Workers Union of South Africa kunye ne National Food, Wine, Spirit and Allied Workers Union. Ngumbutho owenza isigqibo sokuba imali ye GCF ityalwe ezinkampanini. Ngokwangoku abaqeshi basebenzisa iimali zabasebenzi

zomhlala phantsi ne Provident Fund ukuthenga izabelo kwinkampani ngaphandle kokuqagamshelela nabasebenzi. Inzuzo ezuziweyo yabelwa abaqeshi abasebenzi bangacholi naphantsi. Elo gcino mali lwemihlala phantsi kunye ne Provident Fund zixabisa kangange R186 billion (R186 000 000 000). Ngenxa ye CGF abasebenzi bazokuba nakho ukusebenzisa amandla kuqoqosho ngelithuba uqoqosho lwase Mzantsi Afrika uphela luphethelwe phezu ngongxowa - nkulu. Ukhetho lwenkampani luzokuqhutywa ngokwemigaqo ebekwe yimibutho yabasebenzi ngokwayo. Ezo nkampani zizokukhulisa ngamandla inzuzo yemali ngaxeshanye zizimisele kwinqhubo efanelekiyo

yokusebenza, ukwakha umsebenzi, isivumelwano nombutho, iimeko ezikhuselekileyo zokusebenza, imigomo yamathuba alinganayo, ukukhusela indalo kunye nokuqhutyelwa phambili kwabantu abamnyama. Umntu naye anganxaxheba kwi CGF ngokusoloko ifaka imali eyi R30 elugcinweni ngenyanga okanye isamba semali esiyi R500,00 elugcinweni. I CGF iqale ukusebenza sukela ngomhla we 1 ku Juni. Imali yabasebenzi mgodini ebizwa nge Mineworkers Provident Fund (MWPF-), Genmin Provident Fund, Gencor Provident Fund, Ergo Provident Fund, Impala Platinum Refinery Provident Fund zifaka ngqo i 10% ukuya kwi 30% inzuzo yenyanga ye provident fund.

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**M**odern mining has been in existence for over a century. The entire economy of South Africa depends on the main on mining. The vast mineral wealth of the country attracted foreign fortune seekers with financial resources to extract the minerals. It is this colonial mentality of randlords which led to the gross distortions to development of mining industry. The main objective of the industry was made to be production of raw materials for export to metropolitan countries. Production of raw materials was accompanied by the usage of cheap black labour from the entire Southern Africa. Minerals were mined here only to be processed and turned into readily utilisable goods and commodities in Europe. The economic folly of this philosophy of colonial avarice is revealed when the same goods were exported back to South Africa at higher prices which the real producers – workers – could not afford. This export of minerals as the main objective of mining industry still prevails until today. In 1990 alone mineral exports were valued at 29,7 billion rand making half of total exports of 60,5 billion rand.

The situation created by this skewed development is one of abject poverty for the black population and that of affluence for the white minority. With successive racist regimes administering the political affairs of the country at the service of mining magnates the position of blacks in

general became that of hewers of wood and drawers of water.

Southern African states were not left unscathed as they became dependent on the mining driven economic development of South Africa. In the process other states became main producers of labour power to be exported to South African mines.

While labour was concentrated in mining in large numbers capital was also being concentrated in few mining conglomerates. It is these conglomerates which dominate all the key sectors of our economy today. Any small time business aspirant is faced with a hopeless task of contending with giant monopolies on which millions of the working people depend.

Mining houses virtually determine the economic development of the country. Today mining is facing a crisis which has already cost hardships and suffering for hundreds of thousands of mineworkers and their families due to retrenchments. Added to this crisis of gold mining is the current economic stagnation and rampant inflation. With gold mines having cut 130 000 jobs over the last five years, the danger of the social time bomb in the rural villages cannot be discounted. The crisis is beyond labour and management domain if seen against the background of its socio-economic implications. We need to develop a common approach of all major stakeholders – labour, state,

employers to deal with this situation in an appropriate manner. It is only when such an approach is developed that we can have proper co-ordination of managing the closure and down scaling of the mines for the benefit of all.

In the same process we have to find innovative ways of ensuring that mines are left operational as long as possible. With a fair balance being struck between job saving and profitability. A comprehensive programme of training and retraining of the redundant workers should be in place without delay if we are to alleviate the social problem of joblessness. An overall strategy with clear short – medium – and long term objectives driven nationally remains a priority for us.

State reluctance to subsidies, marginal mines and reform the tax structure for gold mines does not auger well for the future of the mining industry. A firm commitment on the part of the state is indispensable for the restructuring of the industry to be a success. Industrial relations need total overall to fall in line with a new democratic culture emerging in the broader society. Central to this is total integration of workers in decision-making processes concerning the entire production processes. Though technical skills might be a problem for certain sectors of the labour force, the process must start now to plan and executing such plans with workers rather than reducing

them to impassive tools. The military commandist management style currently used must be abandoned to give way to worker participation. Radical change of attitudes of the privileged few is needed so as to ensure that the principle of affirmative action is elevated to mining policy.

We have to realise that the long term development of South African economy which depends mainly on mining has to be intergrated with the entire SADC countries.

Without becoming a new colonial power, mutual economic integration would benefit the entire regional development. Mineral beneficiation is a critical component of any long term development strategy without which we would never succeed to build a competitive modern economy. Ownership and control of the mining industry which is highly centralised is totally inimical to progressive economic development. Domination of the Johannesburg stock exchange by Anglo American Corporation – De Beers, Gencor, Barlow Rand, Anglovaal, GFS and JCI has to be dismantled through government intervention if socio-economic disparities existing in our society are to be adequately addressed.

A democratic government has to face this stark reality lest we remain in the economic quagmire for generations to come much to the detriment of millions of the people of Southern Africa.

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## IMPORTANT MESSAGE TO ALL MINEWORKERS

An important Book about the struggle of Black Mineworkers from 1871-1948.

This book has been published at the request of NUM.

The 511 page book will be sold to all mineworkers at a special price of only R30 for mineworkers but R60 for the community.

Come with R30 to the NUM office to buy a copy for yourself.



The title of the book is "The History of Black Mineworkers" author is Professor Vic Allen.

## PROFILE

### Who is ... PROFESSOR VIC ALLEN?

Vic Allen was, until 1988, the Professor of Sociology of Industrial Society at Leeds University where he taught industrial relations and specialised in trade unionism in mining in the United Kingdom, the USA and the former Soviet Union. He started teaching at Leeds in 1959. He has also studied mining conditions in France, West Germany and Poland.

He specialised in the comparative study of labour movements and has first hand knowledge of USA and United Kingdom.

At the age of 17 years he became a activist in British labour movement by joining the Amalgamated union of building trade workers. It was at this early age as a bricklayer that he developed a firm commitment to the trade union movement. For more than twenty five years he has worked closely with the National Union of Mineworkers of Britain and, through that came into contact with the NUM in South Africa.

He has written extensively on trade unionism, politics and social theory. His most recent books are Social Analysis, 1975, the Militancy of British Miners, 1981 and The Russians are Coming – Politics of Anti-Sovietism, 1987.

He has now added to this list the History of Black Mineworkers in South Africa Volume 1, 1991 and he is completing Volume 2 called the Emergence of a Mining Proletariat covering the period from 1948-1992.

## NUM LE CHAMBER OF MINES LI ETELA GEREMANE

**M**anqosa a NUM mmoho le a Chamber of Mines haufinyane a sa tsoa nka leeto ho ea Geremane ho ea ithuta kamoo intasteri ea merafo ea Geremane e tsamaisang tshebetso ea ho lokisetsa ho koaloa ha morao.

Leeto lena la histori le ne le latela memo ea mekha ena e mebeli ke Mokhatlo oa basebetsi ba merafong oa Geremane (German Union of Mineworkers - IGBE) le kampani ea merafo (Ruhrkohle AG). Lenaneo lena la matsatsi a mane kaofela le ne le kenyelletsa litherisano tse matla haholo le mekhatlo ea basebetsi, bahiri, ba etsa lipatlisiso le baofisiri ba mmuso.

Ho ile ha nkuoa le leeto ho ea ka tlase mokoting morafong oa mashala oa Satellite Mine Haltern, ka maikemisetso a ho fumana boiphahlelo ka maemo a tshebetso le ntshetsopele tsa tekenoloji tse sebelisoang moo.

Ha a ne a le seterekeng sa mashala sa Ruhr, manqosa a ile a etela hape le sebaka sa lipatlisiso, ntshetsopele le thuto sa intasteri ea mashala se Geremane, se bitsoang Deutsche-Montan Technology (DMT), ho ea ithuta ka polokeho le thuto. Ho ile ha tshoaroa lipuisano tse molemo mane Bonn le Dr Werner Tegtmeier, Mongoli oa mehleng ea ka tlasa tona la tsa tshebetso (Federal Ministry of Labour).

Ho ile ha ba le lipuisano tse ling hape mane Dusseldorf le Tona la Ikonomi le Teknoloji la North Rhine Westfalia, Monghali Gunther Einert.

Ho tloha Geremane manqosa a NUM/COM a ile a tsoelapele a ea Belgium moo bapresidente ba mekhatlo ena e mebeli ba ileng ba fana ka puo Palamenteng ea Europe mane Brussels. Manqosa a ne a eteloa pele ke Mopresidente oa NUM, James Motlatsi le Mopresidente oa COM, Bobby Godsell.

## THAROLLO EA AAC GOL MABAPI LE KABO EA LIPHAELLO TSA LICHELETE (PROFIT SHARING)

**M**erafo ea Freegold, Vaal Reefs, Western Deep Levels le Elandsrand e fihletse tumellano le National Union of Mineworkers, the Council of Mining Unions le the Mine Surface Officials Association of South Africa ka tshebetso ea kabo ea liphaello tsa lichelete.

Litherisano ka tshebetso ena li bopa karolo ea tharollo ea meputso e fihletsoeng mahareng a AAC GOLD le Uranium Division mmoho le mekhatlo e meraro ea basebetsi. Ka ho latela tshebetso ena, kampani e ngoe le e ngoe e tla fana ka lipersente tse hlano (5%) tsa liphaello tsa chelete bakeng sa ho abeloa basebetsi, ha e se e fihletse bonyane palo ea phaello ea chelete e hlokehang pele ho ka fanoa ka eo e tla ajoa ke basebetsi (trigger profit), ka palohare (average) ea phaello e tla baloa likotareng tse nne tse fetileng tse felleng ka Phupjane 1992.

Palo ea phaello e hlokehang pele ho ka fanoa ka phaello ea kabo (trigger profit) ke R69,2 million bakeng sa Freegold, R51,7 million bakeng sa Vaal Reefs, R21,4 million bakeng sa Western Deep Levels le R10,9 million bakeng sa

Elandsrand. Ho tsoa maemong (levels) a palo ea phaello e hlokehang pele ho ka fanoa ka phaello ea kabo (trigger profit), ho tla fanoa ka lipersente tse 20 tsa phaello ea chelete e hlokehang bakeng sa hore e abeloe basebetsi, ho fihlela bohlong ba lipersente tse 25 tsa meputso e tshoaneloang ho fumanoa ke basebetsi bohle (basic earnings).

Ka ho latela tumellano, phaello ea chelete e hlosoa e le kuno ya ho rafshoa ha gauta (revenue), mmoho le liphaello tsa uranium moo ho hlokehang, mme ha e kenyelletse theko ea tshebetso ea ho rafshoa ha gauta, chelete ea phaello e lefuoeneng (interest), lipoello (royalties) tse lefuoeneng le chelete e reriloeng ho sebedisoa.

Joalo ka ha phaello e tshoaneloa ho baloa mme e ngoloe fatshe, tefello ea chelete e tla salla morao ka nako e etsang kotara. Tefello ea pele, bakeng sa kotara ea Phupu-Loetse, e tla etsoa ka Mphalane. Ho se ho fihletsoe tumellano hape ea ho hlokomela tshebetso ena mmoho ke batsamaisi ba merafo le mekhatlo ea basebetsi.

## MANTSOE A MOHLOPHISI

**M**erafo ea sejoale joale e bile teng nakong e ka fetang lilemo tse lekholo. Ikonomi ea Afrika Boroa e itshetlehile haholo merafong. Moruo o batsi oa limenerale tsa naha o hohetse batho ba tsoang linaheng tse kantle ho tla batla hloahloa ena ea limenerale. Ke mehopolo ena ea makoloniale (colonial) e bakileng tshenyho e mpe ho ntshetsopele ea intasteri ea merafo. Sepheo sa bohlokoa sa intasteri ena e ne e le ho hlahisa limenerale tse eso ka li phethahala (raw minerals), li romeloe linaheng tse khohlo tse kantle. Tlhahiso ea limenerale tse eso ka li phethahala e i le ea tsamaelana le ho sebelisoa batho ba batsho mme ba fumana meputso e tlase Afrika e ka Boroa eohle. Limenerale li ne li rafshoa mona mme e be li fetoloa ho ba thepa e seng e phethahetse e ka sebelisoang mane Europe. Tshebetso tsa ikonomi tse sebelisitsoeng ke makoloniale e bile tse sehloho haholo ha ba se ba khutlisa eona thepa eo hape mona Afrika Boroa ka theko e holimo haholo hoo bao e leng bona ba e hlahisitseng - basebetsi - ha ba khone ho e reka. Ho romeloa hona ha limenerale linaheng tse kantle e ntse e le sepheo se sehloho sa intasteri ea merafo mme ho ntse ho etsua le kajeno. Ka selimo sa 1990 feela, limenerale tse ileng tsa romeloa linaheng tse kantle e ne e le tsa theko ea R29,7 billion, e leng halofo ea palo eo hle ea tse romeloang kantle tsa theko e etsang R60,5 billion.

Maemo ana a sa tsepamang ke ona a bakang bofutsana bo bohloho hara batho ba batsho athe ho ba basoeu ba emelang khethollo a baka borui. Ka mebuso ea khethollo e ntseng e latelana mme e

tsamaisa litaba tsa lipolotiki tsa naha le litshebetso tsa merafo, mesebetsi ea batho ba batsho ka kakaretso e bile ea ho rema lipatsi le ho kha metsi.

Linaha tsa Afrika e ka Boroa le tsona li ile tsa ameha hampe ke hona hobane li ne li tshpile merafo e laoloang ke ntshetsopele ea ikonomi ea Afrika Boroa.

Linaha tse ling tsa kantle ke tsona tse hlahisang basebetsi ba romeloang ho tla sebetsa merafong ea Afrika Boroa.

Ha basebetsi ba ne ba romeloa merafong ka bongata ba bona, chelete e ngata e ne e romeloa merafong e seng mekae e meholo haholo (conglomerates). Ke eona merafo ena e meholo haholo e laolang mekha eohle ea bohlokoa ea ikonomi ea rona kajeno. Likhoebo tse nyenyane li tobane le khoebo tse khohlo ka ho fetisisa (giant monopoli es) tseo limilione tsa batho li tshetseng ho tsona.

Merafo ha e ke e rera ntshetsopele ea ikonomi ea naha. Kajeno merafo e tobane le qaka e seng e bakile mathata le tshotleho ho liketekete tsa basebetsi ba merafong mmoho le ho ba malapa a bona ka baka la ho fokotsoa mesebetsing. Holima qaka ena ea merafo ea gauta ke bothata bo bong ba ikonomi e emeng nqa e le 'ngoe (stagnatio n) le infleishene e ntseng e phahama ka potlako. Ka merafo ea gauta e fokolitseng basebetsi ba ka bang 130 000 lilemong tse hlano tse fetileng, kotsi e ka hlahelang maphele a batho ba libaka tsa mahaeng e ke ke ea theoleloa tlase.

Re hloka ho ntshetsapele tshebetso e tshoanang bakeng sa bohle - basebetsi, mmuso, le bahiri bakeng sa ho sebetsana

le maemo ana ka tsela e nepahetseng. Ke ha feela tshebetso ena e ka ntshetsapele, re ka khonang ho ba le khokahanyo e nepahetseng ea ho tsamaisa ho koaloa ha merafo le ho fokotsoa ha litshebetso merafong bakeng sa a molemo oa bohle.

Ka mokhoa o tshoanang, re tshoanela ho fumana litsela tsa ho tiisetso hore merafo e lula e ntse e sebetsa ha ho khoneha. Hona ho tshoaneloa ho etsoa ka tekano e lokileng mahareng a ho boloka mesebetsi le ho fumana liphaello tsa lichelete. Lenaneo le utluisisehang la thupelo le ho rupelloa hape bocha ha basebetsi ba ntshitsoeng mesebetsing le tshoanaloa ho phethoa ka potlako bakeng sa ho felisa bothata bona ba ho hloka mesebetsi. Leano le akaret sang le hlahileng la nakoana - la nako e mahareng - le la nako e telele le tshoaneloa ho phethoa naheng ka bophara ka potlako.

Ho hana ha mmuso ka lithuso tsa lichelete, merafo e fumanang tshebetso ho mmuso, le ho fetoloa ha sebopeho sa lekhetho bakeng sa merafo ho ke ke ha ba molemo bakeng sa intasteri ea merafo ka nako e tlang. Maikemisetso a tiileng a mmuso a hlokeha haholo bakeng sa ho bopa hape bocha ha intasteri le hore e atlehe. Kamahano ea basebetsi le bahiri mmoho le tsamaiso ea tshebetso li hloka ho tshoana feela le mokhoa oa bophelo oa demokerasi o hlahellang hara sechaba. Ntho ea bohlokoa haholo ho tsena ke ea ho kenyelletsoa ha basebetsi tshebetso tsa ho nka liqeto tse amang tshebetso tsa tlhahiso. Le ha botsebi ba tekeniki bo tla baka mathata ho basebetsi ba bang ha joale, tshebetso e tshoanela ho qala hona joale ho rera le basebetsi

ho ena le ho ba etsa lisebelisoa feela. Batsamaisi ba tshoanela ho fetola mekhoa ea bona e sa lokang mme ba lumelle basebetsi ho nka karolo taolong tsa litshebetso.

Ho tshoanela ho ba le phetoho e khohlo ea maikutlo a bao ba neng ba fumana menyeta e fetang ea ba bang ho etsa bonnete ba hore metho ea ho neha ba neng ba se na menyeta pele e phahamisoe ho ea filha le leanong la merafo.

Re tshoanela ho lemoha hore ntshetsopele ea nako e telele ea ikonomi ea Afrika Boroa e itshetlehileng haholo merafong e tshoanela ho kopangoa le ea linaha tsa SADC.

Kantle ha ho oela tlasa bokoloniale bo bocha, ho kopangoa ha ikonomi ka ho lekana ho ka ba molemo bakeng sa ntshetsopele ea lebatsoa kaofela. Ntlafatso ea limenerale ke eona ntho ea bohlokoa bakeng sa lea no la ntshetsopele leo kantle ho lona re ke keng ra atleha ho haha ikonomi ea sejoale-joale. Ho ba beng le ho laoloa ha intasteri ea merafo e kopantshitsong ho kotsi haholo bakeng sa ntshetsopele ea ikonomi. Ho ba ka holimo ho Johannesburg stock exchange ke Anglo American Corporation - De Beers, Gencor, Barlow Rand, Anglovaal, GfSA le JCI ho tshoaneloa ho felisoa ka thuso ea mmuso, haebe mathata a tsa bophelo le tsa ikonomi a leng teng hara sechaba a hlokoa ho lokisoa ka tshoanelo.

Mmuso oa demokerasi o tshoanetse ho tobana le mathata ana, ho seng joalo re tla lula ka ikonomi ena e leng maemong a sa khahliseng le melokong e tlang, mme hona ho tla ba le kotsi e khohlo ho limilione tsa batho ba Afrika e ka Boroa.

NUM E TEBETSE  
"SEHLOPHA SA  
BA MASHOME-  
PELL-NGOE - 21"

**N**UM e tebetse litho tse mashomepeli-ngoeng merafong ea Rustenburg Platinum bakeng sa tlolo e mpe ea molao le ho nyelisa molaotheo. "Sehlopha sena sa ba mashomepeli-ngoeng" e ne e le basebetsi chafong ea Jabula mane RPM mme ba ne ba baka litahitso tse mpe bakeng sa liketsahalo tsa NUM moo Rustenburg ho tloha selemong sa 1990.

NUM e lekile ka makhetlo a mangata ho rarolla ho neng ho ba khathatsa boemong ba sebaka (local), ba mabatoa le ba bochaba, empa ha e ea ka ea atleha.

Bakoenehi bana ba ile ba koala liofisi tsa mokhatlo oa basebetsi tse Rustenburg ka qobello ka makhetlo a mararo. Hona ho ile ha sitisa mokhatlo hampe haholo.

Letsholong la bona la ho baka mofereferere hara mokhatlo oa basebetsi, ba

ile ba ntsha litho tse ling tsa mokhatlo likotsi ba bile ba li tshetsisa le ho li thunya.

Kahoo ho bile boima hore NUM e fane ka tshebetso e loketseng ho litho tsa eona t se 38 000 tse leng lebatsoeng leo la Rustenburg.

E bile kamora kelo hloko e khohlo moo Komiti ea Phethiso ea Bochaba ea NUM e ileng ea nka qeto ea ho tebela sehlopha sena mokhatlong.

Qeto ena e ile ea tsebisoa basebetsi raling e neng e tshoaretsoe motseng oa Phokeng, eo ho eona ho neng ho ena le baetapele ba NUM, James Motlatsi - Mopresidente, Elija Barayi - Motlatsa mopresidente, Kgalema Motlanthe - Mongoli Kakaretso, le Chris Hani - Mongoli Kakaretso oa South African Communist Party.

### LEBITSO: COY NO

1. Ezekiel Mogatsi 50235818;
2. Leigesiana Makula; 3. G. Pungwane 50209213; 4. Elliot Diale; 5. Jackson Nduna 50203975; 6. Jan Kehate;
7. M. Motsoane 50106600; 8. Victor Thora 50385259; 9. George Thegohane;
10. S. V. Thambe 50290649; 11. S. H. Mabasa 50274759; 12. Lennoc Kwanku;
13. Douglas Khounasa;
14. P. Njana 50265598; 15. Douglas Nkonjama; 16. Missionary Mpheni 50263285; 17. Zwelakhe Zono 50261150; 18. Jerry Ntsatha 50385690;
19. Chrician Tywalana 50090917;
20. Lungisile Mbune 50269909;
21. A Mazinyo.

# ESKOM RESTRUCTURING AGREEMENT SIGNED

NUM and other unions have signed a restructuring agreement with Eskom to manage the process of restructuring for the benefit of all major parties.

The agreement is a sequel to the Eskom Summit held in September to address issues affecting all parties in the restructuring of Eskom.

In terms of this new agreement between Eskom and the ten unions, restructuring will be stopped in certain areas within Eskom until 31 March 1993, unless agreement is reached with the unions to go on with certain initiatives before such date.

Restructuring will continue in certain areas and no worker will be declared surplus, down-graded or lose his job as a result thereof.

All parties have committed themselves to working together to find solutions in respect of surplus staff and restructuring issues with full participation of the trade unions.

Eskom will continue to run its business in an efficient and effective manner in line with the agreed principle of efficiency and effectiveness. For these principles to be effective the parties agreed on the accompanying provisions regarding voluntary mechanisms, retraining and redeployment.

The granting of voluntary separation packages, early retirement as well as other voluntary mechanisms will continue. This is on the understanding that no coercion or pressure will be applied by Eskom on the employees to exercise any voluntary option. Similarly, trade unions will also not obstruct or discourage their members from exercising their voluntary options.

Bona fide transfers, retraining and redeployment will continue and all employees will have to be flexible and adaptable in this regard.

The granting of the voluntary separation packages and early retirement shall be subject to Eskom's discretion and the parties acknowledge that there may exist certain critical skills categories in respect of whom separation packages or early retirement cannot be granted.

In addition, the existence of the voluntary separation package and early retirement shall not be indefinite as it may have to be terminated depending on the circumstances. However, the termination of the aforesaid voluntary mechanisms will be discussed with trade unions and employees will be given sufficient notice thereof.

All eight Eskom business groups generation, human resources, finance and ser-

vices, sales and customer services, marketing, transmission, corporate affairs, technology - are affected by these provisions. Special consideration has been given to different business groups in the agreement. The generation group has been given green light to continue with the establishment of core structures.

Restructuring of generation engineering and projects, which includes relocation to the power stations and rationalisation of services, will go on without any worker being declared surplus, down-graded or losing his job.

In the sales and customer services group, workers will be obliged to be significantly flexible in respect of retraining, redeployment and the changing of jobs without any one being declared surplus as a result of the restructuring.

As for finance and services group, all restructuring will be stopped until the 31st March 1993 and no further identification of surplus workers will take place.

Any further restructuring will take place in participative structures jointly with the trade unions.

This historic agreement took effect from the 16 October 1992 and will be reviewed on or before 31 March 1993.



Cde Gwede Mantashe, chief negotiator at Eskom and NUM national organiser.

# WORKERS' VOICE IN THE ECONOMY

The National Union of Mineworkers together with other NACTU and COSATU affiliates made history by forming SA's first union directed investment fund on MAY DAY this year.

The investment fund called the Community Growth Fund (CGF), serves as a vehicle for investing part of workers' pension and provident fund monies in companies for purposes of making more money. CGF will be run by workers as a unit which is pool of shares. The management company is owned and controlled jointly by Syfrets and a trade union association called Unity Incorporation on a 50-50 basis.

Syfrets invest the money of the CGF and it has a good investment record. Unity Incorporation is currently made up of seven trade unions. They are COSATU's NUM, Paper, Printing, Wood and Allied Workers Union (PPWAWU), Transport and General Workers Union (T&GWU), Construction and Allied Workers Union (CAWU) and NACTU's Transport and Allied Workers Union, the Metal and Electrical Workers Union of SA and National Food, Wine, Spirits and Allied Workers Union. Unity makes decision on whether money of CGF should be invested in companies. At present the bosses use workers' pension and

provident fund monies to buy shares in companies without consulting workers. The profits made are also distributed amongst bosses without benefiting workers. Such investments from pension and provident funds amount to about R186 billion (R186 000 000 000).

Through CGF workers will be able to have direct economic power to exercise through the whole SA economy will still be dominated by the capitalists.

Choice of companies for investment will be based on guidelines as laid down by unions themselves.

Such companies have to provide strong growth in earnings and capital and at the same time be committed in practice to fair employment practices, job creation, union recognition, safe working conditions, equal opportunity policies, protection of environment and black advancement. Individuals can also participate in CGF at regular investments of R30 per month or lump sum investments of R500.

CGF has started operating since June 1. Mineworkers Provident Fund (MWPF), Genmin Provident Fund, Genco Provident Fund, Ergo Provident Fund, Impala Platinum Refinery Provident Fund are directing 10% to 30% of monthly income of their provident funds into the CGF.



# GOLDFIELDS VICTIMISE BRANCH LEADERS

The National Union of Mineworkers has won a significant victory in the ongoing struggle for the rights of workers and their ultimate liberation from oppression. The union won Mdiya and other three comrades case formerly workers at East Driefontein mine owned by Gold Fields. The four comrades were dismissed for allegedly having participated in an illegal demonstration on the mine. Workers had demonstrated on the mine premises carrying placards and toyi-toying to raise their grievances against the mine repression. The mine bosses, however, decided to victimise the four workers because they were leaders of NUM Branch. In the Industrial Court the company could not prove that the four workers were part of the demon-

stration. The court found that management victimised these workers for their union activities. The court decided that they were unfairly dismissed so they should be reinstated. In order to make sure that these workers were not returned to the mine, Gold Fields management made an appeal against the decision of the Industrial Court to the Labour Appeal Court, delaying the case for a year while the workers were not allowed to enter the mine premises. When the time came for the appeal proceedings, the company decided to offer financial settlement. The company gave a lump sum of R65 000 for the four workers as a means of getting rid of them from the mine.

## Win a week in China!

### How to enter

Answer the question below and complete the entry form. Then detach the entry form and send to SACP, PO Box 1027, Johannesburg 2000.

Remember to include R10 entry fee!

All cheques and postal orders must be made payable to the SACP.

Entries must reach us by Monday 5 April 1993.

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

### SACP/TICKETS TO CHINA

#### Competition Entry Form

PLEASE PRINT IN BLOCK LETTERS

Answer: .....

Name: .....

Address: .....

..... Code .....

Home phone:..... Work phone: .....

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

Signature: .....

\*The rules of the competition appear below the entry form.

### Competition Rules

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

## ISIVUMELWANO SABASEBENZI BASE O'KIEP E NAMAQUALAND

I NUM kunye nemigodi ye copper i O'kiep isayine isivumelwano sombutho, esizisa ukuphela komlo weminyaka esixhenxe kusilwelwa amalungelo ombutho e nkampanini. Isivumelwano sisayinwe ngomhla we 10 September 1992, e Nababep kodwa kusafuneka silungiswe yi Gold fields njengomzali wenkampani. Isithethi se Gold fields sithe, "isivumelwano sibonakala sizokwenza umphako wohlelo lonxibelelwano phakathi kwenkampani kunye ne NUM kumthetho nakwamva lokuqutywa kothethathethwano". Ngelithuba iintlangano bezibambene ngazo kuthethwano lonyuso mvuzo apho abaphathi banikeze nge 7,5 pesenti kwi 13 pesenti ebibangwa ngabasebenzi. Abasebenzi base O'kiep bathe ayikophela kwelizwe into yokuba kufunyanwe isivumelwano, umsebenzi osengaphambili usemninzi. I NUM ime entweni yokuba abaqeshi base O'kiep akufunekanga banyanzelise ngohlelo lonyango kubasebenzi ngaphandle koqhagamshelwano olufanelekileyo kufane nento ababeyenza kwixesha elidlulileyo. Omnye wabasebenzi uthe, " nangona abaqeshi base O'kiep bazimisele kwimivuzo elambisayo, mninzi umsebenzi osafuna ukwenziwa. Abaqeshi mabachaze ukuba kwenzeka ntoni kwimali zamalunge zase O'kiep ngo1968. Kwakhona basebenzisa izidlu okwakha nokunyusa umsantsa kubasebenzi".



## I NUM IGXOTHE "IQELA LAMALUNGU AYI 21"

I NUM Igxothe amalungu ayi 21 kwimigodi yePlatinum e Rustenburg (RPM) Ngokungathobeli izoluleko nangokuphula umgaqosiseko. "Iqela lamalungu ayi 21" bonke basebenza kwishaft yase Jabula e RPM babesisiphazimiso kwimicimbi yombutho ukusukela ngo 1990. I NUM izamile amatyeli amaninzi ukusombulula izikhalazo zabo kumgatho wesixeko, wenqila nakumgagatho weSizwe ngaphandle kwempumelelo. Injubaqa zavalala i ofisi lenqila yombutho e Rustenburg amatyeli amathathu into eyabangela ukuba umsebenzi wombutho uphazamiseke kakhulu. Kwiphula labo lokuphazamisa imicimbi yombutho eli qela libethe amagosa ombutho amabini laza labarhorhisa nangokubadubula ngompu. Ngenxa yalonto, yabangela ubunzima kwi NUM ukuba inike uncedo ulofanelekiyo kumalungu ayo ayi 38 000 kwinqila yase Rustenburg iphela. Kusemva kokuba kuqwalaselwa kakuhle yikomiti elawulayo ye NUM (NEC), yathatha isigqibo sokuba eli qela maligxothwe embuthweni ngokukhawuleza ekudibene nokungxama. Abasebenzi baziswa ngesigqibo kwi Rally ayayibanjelwe e Phokeng, izinyaswe zinkokheli ze NUM, uMongameli we NUM, u James Motlatsi, Elijah BarayiuSekela Mongameli, Unobhala Jikelele - uqabane Kgalema Motlanthe kunye no Chris Hani, Unobhala Jikelele wamaKomanisi ase Mzantsi Afrika.

### IGAMA KUNYE NENOMBHOLO YOMSEBENZI:

1. EZEKIEL MOGATSI  
50235818
2. LEIGESIANE MAKULA
3. G. PUGWANA  
50209213
4. ELLIOT DLALA
5. JACKSON NDUNA  
50203975
6. JAN KEHATE
7. M. MOTSOANE  
50106600
8. VICTOR THORA  
50385259
9. GEORGE THEGOHANE
10. S.V. THAMBE  
50290649
11. S.H. MABASA  
50274759
12. LENNOC KWANKU
13. DOUGLAS KHOUNASA
14. P. NJANA  
50265598
15. DOUGLAS NKONJAMA
16. MISSIONARY MPHENI  
50263285
17. ZWELAKHE ZONO  
50261150
18. JERRY NTSATHA  
50385690
19. CHRICIAN TYWALANA  
50090917
20. LUNGISILE MBUNE  
50269909
21. MANZINYO A.

## Isivumelwa sokwakhiwa ngokutsha kwe Eskom sisayiniwe

I NUM kunye neminye imibutho isayine isivumelwano sokwakhiwa ngokutsha ne Eskom ukuze kulawuleke inqhubo yokwakhiwa ngokutsha ngokwemfundo zayo yonke imibutho echaphazelekayo. Isivumelwano silandela i samithi ibibanjwe ne Eskom ku September kuchaza imiba echaphazela iintlangano zonke ekwakhiweni ngokutsha kwe Eskom.

Ngokwesi sivumelwano sitsha phakathi kwe Eskom kunye nemibutho elishumi ukwakhiwa ngokutsha kuzokuma kwezinye indawo ezine ze Eskom ide ibe ngomhla we 31 ku March 1993, ngaphandle kokuba isivumelwano kufikelelwe kuso nemibutho sokuba baqhubeka neminye imiba ngaphambi kwalo mhla.

Ukwakhiwa ngokutsha kuzoqhubeka kwezinye iindawo kwaye akekho umsebenzi ozokumiselwa ukuba ugqithisile, ozokuhliselwa intlawulo okanye alahlekelwe ngomsebenzi wakhe ngenxa yolwakhiwo ngokutsha. Zonke iintlangano zizimisele ukusebenzisana ukuze kufumane isisombululo sokugqithisa kwesitafu kunye nemiba yokwakhiwa ngokutsha ngokuthath'inxaxheba epheleleyo kwemibutho yabasebenzi. I Eskom izokuzibeka neshishini layo ngendlela efunekayo neyonelisayo ngokomgaqo wemiqathango wesivumelwano. Ngokwale miqathango ukuze isebenze, iintlangano zivumelane ngompako okhapha isivumelwano malunga nokuzifunela, uphindwa koqeqesho, kunye nokuzifunela ukudilizwa.

\* Ukunikezwa kwezixaxha ezahlukeneyo kwabazifunelelo, ukukhawuleza uthathe umhlala phantsi nezinye imeko zokuzifunela zizokuzibeka. Iyaqondakala into yokuba asikho isinyanzelo okanye intshutshiso ezokwenziwa ngu Eskom kubaqeshwa ngokuzithathela isigqibo sabo. Ngokufanayo, imibutho ayinalungelo lokuphazamisa okanye uthayifisa amalungu awo ngokuzikhethelela.

\* Ukuthunyelwa kwenye indawo ngokuthembeka, ukuphinda uqeqeshwe luncyane nokutyalwa lwezinye indawo kuzoqhubeka kwaye bonke abaqeshwa kuzokufuneka bangagqini ingqondo kwaye bayamkele imeko yalo ndawo.

\* Ukunikezwa kwezixaxha ezahlukeneyo

ngokuzithathela nokukhawuleza ngomhlala phantsi kuzokuyekelwa entandweni ka Eskom kwaye iintlangano ziyakwazi ukuba kunokubakho amahlu abalulekileyo oqeqesho lwamava ngokuthi ngowuphi onokuvunyelwa kwabo besixa esohlukeneyo nakwabo bakhawuleze ngokuthatha umhlala phantsi.

\* Ukwengeza, ubukho bezixaxha zahlukeneyo kunye nokukhawuleza ngomhlala phantsi akufanelekanga kungacaci ngokuba zingaphelwa ngokuxhomekeka kwe-meko. Nangona kunjalo, ukuphelelwa koku sekutsho inyathelo lokuzithathela lizokuxoxwa nemibutho yabasebenzi nabaqeshwa bazokunikwa ithuba elaneleyo lesaziso.

Onke osibhozo amaziko oshishini azalwa yi Eskom: izisekelo zoluntu, ezemali kunye nezonzcedo, uncedo labathengisi nabathengi, intengiso, unxibelelwano, ezoqagamshelwano, ezobuchwephetsha - azokuchaphazeleka kula malungiselelo. Inqwlasela inikiziwe kumaqela ohlukeneyo amashishini kwisivumelwano Iqela elikhulayo asenikiwe uphawu lokuba mawaqhubeka nokuseka izakhiwo ezibalulekileyo.

Ukwakhiwa ngokutsha kweziko lobunjini neeqhubo ekukho kuzo ekufakelwa kwamandla kagesi nokuphuculwa ngokutsha kwezixhobo zokusebenza kuzokuzibeka ngaphandle kwaye nawuphina umqeshwa ozokumiselwa ukuba udtulisile, ozokuhliselwa, okanye alahlekelwe ngumsebenzi wakhe.

Kwiqela loncedo ekuthengiseni nakubathengi, abasebenzi kubalulekile balungele ukuthamba malunga nokuphindwa koqeqesho, ukuphinda utyalwe kwindawo ngendawo kunye nokutshintsha-thshintsha komsebenzi ngaphandle kokumiselwa nawuphina umsebenzi ngokugqithisa ngenxa yeziphumo zokwakhiwa ngokutsha.

Kwicandelo lezimali neqela luncedo, luzokumiswa ulwakhiwo ngokutsha ide ibezi 31 March 1993 kwaye azikho impawu izikhombisayo ngabasebenzi abagqithisileyo okuzogqubeka. Nayiphina inqhubo yokwakhiwa ngokutsha izokuzibeka ngokuthath'inxaxheba ngokudibeneyo nemibutho yabasebenzi. Le mbali yesivumelwano iqale ukusebenza ngomhla we 16 October 1992 kwaye sizokuphindwa sihlaziywe ngomhla we 31 March 1993.

## Ngubani u Mjingalwazi Vic Allen - (Inchazelo ngo Vic Allen)

u Vic Allen, kude ibe ngu 1988 eyi Njingalwazi we Sociology of Industrial Society lwi Dyunivesiti ye Leeds apho ebefundisa ngonxibelelwano lwamashishini kwaye echaphazela kwimibutho yabasebenzi bemigodini e United Kingdom, e Amerika (USA) nekwelakuba yi Sovient Union. Waqala ukufundisa e Leeds ngonyaka ka 1957. Ukwafundile ngeemeko zemigodi e France, West Germany nase Poland. Ugxinisilele ekuqathaniseni izifundo zemibutho yabasebenzi kwaye waqala ukufumana ulwazi nge USA ne United Kingdom. Uthe xa eneminyaka eyi 17 ubudala waba lidela kufa kumbutho wabasebenzi e Britane ngokujoyina i Amalgamated Union of building trade workers. Kukweli nqanaba apho waba ngumakhi (bricklayer) ekwathi kwakhula ukuzinikela kumbutho wabasebenzi. Ngaphezu kweminyaka engamashumi amabini enesihlanu wasebenza kufutshane nombutho wabasebenzi mgodini wase Britane (NUM) ngenxa yalonto wabanoqagamshelwano ne NUM yase Mzantsi Afrika. Ubhale kakhulu ngemibutho yabasebenzi, ezopolitiko nangengcinga yentlalo. Incwadi zakhe yi " Social analysis, eyapapashwa ngo 1975", i " Military of British Miners ka 1988" ne " The Russian are Coming - the politics of anti Sovietism ngo 1987." Ngoku wongezelele kuluhlu lwakhe i "The History of Black Mineworkers in South Afrika, Volume 1" mgo 1991 kwaye ugqibezela i Volume 2 ebizwa nge "Emergence of Mining Proletariat" apho aqala ngo 1948 - 1992.

## I GOLD FIELDS ILEQA INKOKHELI ZESEBE NGOKUZICHUKELA

I National Union of Mineworkers iphumelele amaxhoba ancumisayo kumzabalazo wayo wamalungelo abasebenzi oqubekayo. Umbutho uphumelele ityala lika Mdiya kunye namanye amaqabane amathathu ayesakuba ngabasebenzi kwimayini yase East Driefontein ephethe yi Gold fields. La maqabane mane agxothelwe into yokuba kuthiwa ayekhona kumboniso wokukhalaza owawungekho semthethweni ubanjelwe kwimida yemayini. Abasebenzi babamba lomboniso wokukhalazo kumaceke emayini bephakamisi iziqwembe ezibhaliweyo kwaye besenza netoyitoyi bephakamisa izikhalazo zabo kubaphathi bomgodi. Abaqeshi bemayini, nangona kunjalo baphuma nabasebenzi abane ngenxa yokuba yayingamalungu kwaye ezinkokheli zeNUM esebeni. Enkundleni yabasebenzi (Industrial Court) inkampani ayizange ibenabo ubungqina bokuba abasebenzi babeyinxalenye yomboniso. Inkundla yafumanisa ukuba abaphathi bayabaleqa abasebenzi ngokuba nenxaxheba kwimicimbi yombutho. Inkundla yagqiba ngokuthi bagxothwe ngendlela engalunganga mababuyiselwe emsebenzini. Ukuqinisekisa ukuba abasebenzi bangaphandle kwemayini, abaphathi be Goldfields benza isibheno kwisigqibo senkundla yabasebenzi (industrial court) kwi Labour Appeal Court, ngenzame zokucothisisa ityala kangangonyaka ngelithuba abasebenzi bengazokuvumeleka ukuba bangene kwimida yemayini. Kuthe xa kufika ixesha lokuba kuqhubeka isibheno, inkampani yagqiba ngokuba isombulule ngemali. Inkampani ikhuphe isamba semali esiyi R65 000 sabasebenzi bobane ngenzama zokubakhuphela ecaleni emayini.

# HO SAENOA HA TUMELLANO EA ESKOM EA HO BOPA HAPE BOCHA

NUM le mekhatlo e meng ea basebetsi li saenne tumellano le Eskom ea ho bopa hape bocha bakeng sa ho tsamaisa tshebetso ena hore e be le melemo ho mekha eohle ea bohlokoa.

Tumellano ena e tla kamora kopano e kholo (summit) ea Eskom e nenge tshoerore ka Loetse bakeng sa ho rarolla litaba tse amang mekha eohle e leng teng tshebetsoeng ea ho bopa hape bocha ea Eskom.

Ka ho latela tumellano ena e ncha e mahareng a Eskom le mekhatlo e leshome ya basebetsi, tshebetso ea ho bopa bocha libakeng tse ling tse itseng tse ka hara Eskom ho fihlela ka la 30 Hlakubele 1993, kante haebe mekhatlo ea basebetsi e fihlela tumellano ea ho tsoelapele ka boithaopo bo bong pele ho letsatsi leo.

Ho bopjoa hape bocha ho tla tsoelapele ka hona libakeng tse ling mme ha ho na mosebetsi ea tla nkuoa joalo ka ea leng ka holimo ho palo e hlokehang (surplus), kapa eo ho tla thoeng ha a na molemo kapa ea tla lahleheloe ke mosebetsi oa hae ka baka la hona.

Mekha eohle e ikemiselitse ho sebetso mmoho bakeng sa ho fumana litharollo tse mabapi le basebetsi bao ho thoeng palo ea bona e ka holimo ho eo e batle-

hang, le litaba tsa ho bopa hape bocha ho kenvelletsang le ho nka karolo ka botlalo ha mekhatlo ea basebetsi.

Eskom e tla tsoelapele ka ho phetha khoebo ea eona ka bokhoni ba eona bo boholo, e ntse e latela metheo eo ho lumellanoeng ka eona. Ho ka etsa metheo ena e be le bokhoni, mekha ena e lumellane ka paballo tse itseng mabapi le tshebetso tsa boithaopo, ho rupelloa hape le ho hlophisoa hape bocha.

\* Ho fana ka meputso ho motho ea lebohang mosebetsi ka boithaopo (voluntary separation), le ho motho ea lebohang mosebetsi pele ho nako (early retirement), mmoho le tshebetso tse ling tsa boithaopo li tla tsoelapele. Hona ho tla etsua ka kutloisiso ea hore ho ke ke ha ba le qobello kapa khatello e tla sebelisoa ea hore basebetsi ba nke likhetho tsa boithaopo. Ka mokhoa o tshoanang, mekhatlo ea basebetsi le eona e ke ke ea hanela kapa ea nyahamisa litho tsa eona hore li se ke tsa nka khetho tsena tsa boithaopo.

\* Tshuthiso tsa sebele, ho rupelloa hape bocha le ho hlophisoa hape ho tla tsoelapele mme basebetsi bohle ba tla tshoanela ho amohela phetoho tsena.

\* Ho fanoa ka meputso ho batho ba lebohang mosebetsi ka boithaopo (voluntary separation), le ho leboha mosebetsi

pele ho nako (early retirement) ho tla ba boiponefong ba Eskom le hore ba amehang ba tla lumela hore ho ka ba le lihlopha tse nang le botsebi bo itseng tse ke keng tsa fumana meputso bakeng sa ho leboha mosebetsi ka boithaopo kapa ho e leboha pele ho nako.

\* Hape, ho ba teng ha meputso bakeng sa ho leboha mosebetsi ka boithaopo le pele ho nako ho ke ke ha ba ntho e tla etsua bakeng sa ruri, ho tla tshoanela ho felisoa, mme hona ho tla itsheleha tlasa mabaka a ka hlahang. Leha ho le joalo, ho felisoa ha tshebetso tsena tsa boithaopo ho tla buisanoa ka tsona le mekhatlo ea basebetsi. Basebetsi bona ba tla tsebisoa ka tsona nako e sa le teng.

Libopeho tsohle tse robeli tsa lihlopha tsa khoebo tsa Eskom, tshebetso tsa ho ntshetsapele bokhoni ba batho (human resources), lichelete le litshebetso (finance and services), thekiso le tshebetso ea bareki (sales and customer services), tshebetso tsa "marketing", tsa "transmission", tsa li "corporate affairs", le tsa tekenoloji - li angoa ke paballo tsena. Ho na le kelo hloko e ikhethang e nehiloe lihlopha tsa khoebo tumellanong ena. Sehlopha sa libopeho tsena se nehiloe matla a tsoelapele ka ho hloma libopeho

tsoa bohlokoa tse akaretsang.

Ho bopjoa hape ha libopeho tsa enjinere (engineering) le liporojeke tse kenvelletsang ho suthisetsoa liteisheneng tse ling tsa motlakase (power stations), le ho ntlafatsa litshebetso ho tla tsoelapele kante ha ho etsa hore mosebetsi e mong le e mong a nkuoe joalo ka ea etsang palo e ka holimo ho eo e batlehang (surplus), kapa e be ea nang le boleng bo tlase, kapa a lahleheloe ke mosebetsi oa hae.

Sehlopheng sa thekiso le litshebetso tsa bareki, basebetsi ba tla tlameha ho amohela ho rupelloa hape, le ho hlophisoa hape, le ho fetola mosebetsi ea bona kante ha ho bopa palo e ka holimo ho eo e batlehang (surplus) ka baka la ho bopa hape bocha.

Sehlopheng sa lichelete le litshebetso, ho bopjoa hape bocha ho tla emisoa ho fihlela mohla la 31 Hlakubele 1993, mme ho ke ke ha ba le batho bao ho tla thoe ba bopa palo e ka holimo ho eo e batlehang.

Ho bopjoa hape bocha ho tla etsua libopehong tse nkang karolo mmoho le mekhatlong ea basebetsi.

Tumellano ena ea histori e kene tshebetsoeng ho tloha ka la 16 Mphalane 1992 mme e tla lekoloa hape pele kapa mohla la 31 Hlakubele 1993.

## NUM LE CHAMBER OF MINES LI NE LI NKILE LEETO MMOHO HO EA ITHUTA HO HONG MANE GEREMANE. MOPRESILENTE OA NUM LE OA COM BA HLA LOSA TSA LEETO LA BONA

### PHINISOE LA BASEBETSI IKONOMING

National Union of Mineworkers mmoho le mekhatlo e meng ea basebetsi e leng tlasa NACTU le COSATU e entse histori ka ho hloma letlole la ho boloka la mekhatlo ea basebetsi mona Afrika Boroa mohla la 1 Motsheanong (MAY DAY) selemong sena.

Letlole lena la ho boloka le bitsoang The Community Growth Fund (CGF) le tla sebetsa joalo ka karolo ea ho boloka lichelete tsa basebetsi tsa penshene le chelete e bolokeloang nako e tlang e bitsoang Provident fund. Lebaka la ho hloma letlole lena ke la ho boloka chelete e ngata bakeng sa basebetsi.

CGF e tla tshoaroa ke basebetsi joalo ka phepele ea chelete e tla tsejoa joalo ka "unit trust", mme lona le tla laoloa ke kampani e bitsoang Community Growth Management Company Limited.

Kampani ea tsamaiso e tla ba ka tlase e be e laoloe ke Syfrets mmoho le mokha (association) oa mekhatlo ea basebetsi o bitsoang Unity Incorporated ka ho lekana (50-50).

Syfrets e khethiloe ke basebetsi joalo ka kampani e nang le rekoto e ntle ea ho boloka lichelete. Syfrets e se e tshepitsitse hape le ho kenya R2-million ho CGF.

Kampani ea mekhatlo - Unity Incorporated, e tla ba le lekhotla le bopiloeng ka litho tse hlommeng mekhatlo, tlasa molulasetulo e leng Professor Anthony Asher, eo e leng setho se behiloeeng sa lekhotla mme se ikemetseng.

Unity Incorporated ha joale e bopiloa ka mekhatlo e supileng ea basebetsi. Eona ke e tlasa COSATU - e leng NUM: Paper, Printing, Wood and Allied Workers Union (PPWAWU); Transport and General Workers Union (T&GWU); Construction and Allied Workers Union

(CAWU); le e ka tlasa NACTU - e leng Transport and Allied Workers Union Metal and Electrical Workers Union of SA; le National Food, Wine, Spirits and Allied Workers Union.

Ha joale bahiri ba sebelisa lichelete tsa basebetsi tsa penshene le tseo ba li boloketseng nako e tlang e leng tsa "provident fund" bakeng sa ho reka liabo likampaning tse ling kante ha ho rerisana le basebetsi. Liphaelo tsa lichelete tseo bahiri ba li arola mahareng a bona feela, mme basebetsi ha ho na letho leo ba le fumanang. Chelete eo bahiri ba e fumanang ka ho sebelisa chelete ea basebetsi ea penshene le ea provident fund e ka etsa R186-billion (R186 000 000 000) e leng chelete e ngata haholo.

Ka CGF basebetsi ba tla khona ho ba le matla a tobileng ho tsa ikonomi, leha makapitale (capitalists) e tla ba ona a ka holimo ikonoming ea Afrika Boroa.

Likampani tseo ho tla bolokoa ho tsona li tla khethoa ka tataiso e tla behoa ke mekhatlo ea basebetsi ka bo eona. Likampani tse joalo li tla tshoanela ho fana ka poello (earnings) le matlotlo a holang, mme ho sa joalo, li ikemisitse ho ba le mekhoa e nepahetseng hape e lokileng ea tshebetso, li bope mosebetsi bakeng sa batho, li elelloe mekhatlo ea basebetsi, li be le maemo a bolokehileng a tshebetso, le liphohli tsa menyetta e lekanang, tshireletso ea tikoloho le ntshetsopele ea batho ba batsho.

Motho e mong le e mong a ka nka karolo ho CGF ka ho boloka liranta tse mashome a mararo (R30,00) khoeli e 'ngoe le e 'ngoe kapa ka ho kenya chelete e ngata feela e ka bang liranta tse makholo a mahlano (R500,00). CGF e qalile ho sebetsa ho tloha ka la 1 Phupjane.

Haufinyane manqosa a NUM le a Chamber of Mines a ne a etsetse Geremane le Brussels.

Manqosa ana a qetile matsatsi a mararo mane Ruhr a ithuta kamoo Intasteri ea Merafo ea Mashala ea Geremane e khonang ka teng ho itokisetsa ho koaloa ha morao (down scaling).

Ka selemo sa 1957 intasteri ena e hlahisitse litone tse limillione tse 150 tsa mashala ka selemo ho tsoa merafong e 153 e nang le basebetsi ba ka bang 607 000. Kajeno e hlahisa litone tse limillione tse 64 tsa mashala a "steam" le a "metallurgy" ho tsoa merafong e 26 e nang le basebetsi ba 125 000.

Ka 1968 merafo e mengata e menyenyane e neng e ikemetse e ile ea kopangoa ho bopa kampani e ncha, Ruhr Kohle. Ba re boleletse hore hona ho ile ha nolofatsa ho koaloa ha merafo e meng mmoho le ho ntshetsapele ha tlhahiso ea merafo e neng e ntse e sebetsa.

Re ile ra kopana le batsamaisi ba kampani mohle baetapele ba mekhatlo ea basebetsi ba IGBE. Ho bona re ithutile ka mokhoa o felletseng oa ho nka karolo le oa ho kopanela ho nka liqeto maemong a khoebo, a kampani le a intasteri.

Re ile ra khahlola haholo ke thupelo le thuto ea kampani mmoho le mekhatlo ea basebetsi, mmoho le mokhoa oa tshebetso oa ho phetha mosebetsi e mmeli (dual system) o sebelisoang bakeng sa thuto ea botekeni, eo ho eona palo e lekaneng ea bacha e qetang matsatsi a mabeli bekeng e le sekolong e ithuta ka botsebi bo ka etsuoa, mme matsatsi a mang a mararo a beke ba ea mosebetsing ea bona (workplaces) ho ea ithuta leng.

Bokamoso ba merafo ea mashala Europa bo a belatse. Mmuso oa Geremane, mmoho le basebetsi le mekhatlo ea basebetsi, mmoho le ba phepele ea motlakase, ba lumellane ka morero oa tataiso ea ntshetsopele ea intasteri ea merafo ea mashala a "steam" le a "metallurgy" ho fihlela selemong sa 2005. Morero ona o mabapi le ho fokotsa hape tlhahiso ea mashala le mosebetsi. Leha ho le joalo hona ba batla ho o fihlela ka mokhoa o nang le keketso mme o nang le tatellano.

Katleho ea merafo ea mashala ea Geremane e tla tla ka pholisi ea lipolotiki ea ho sireletsa intasteri ea mashala ea naha e sebetsoang joalo ka metheo oa intasteri e bolokehileng. Theko ea pholisi selemong se fetileng e ne e le DM11 billion, mme e ne e le chelete e hlahang

ho mmuso.

Lichesehelo tsa Bochaba ke tsona tse tlang pele ho ena le tse ling bakeng sa ho sireletsa intasteri ena ea bohlokoa. Mohlala oa Geremane oa tshebelisano mmoho ea tshebetso/tsamaiso bakeng sa katleho ea intasteri ea mashala e bile mosebetsi o moholo haholo. Mekhatlo eona e lutse e ntse e le e makatsang. E ntse e tsoelletsepele ka lichesehelo tsa eona tse tapaneng. Empa e ithutile ho thusa ka ho latela tumellano ea lichesehelo tsa intasteri eo e nang le kabelo ho eona bakeng sa molemo oa sechaba sa Geremane kaofela ha sona.

Ho ne ho ena le tse ngata tse ka re khahlang ho feta tseo re li boneng. Leha re sa lumellana ka tsohle, boiphilelo boo re bo fumanehang ha bo na molemo bakeng sa ho fumana litharollo tsa liqaka tse tobaneng le intasteri ea rona ea merafo ea gauta. Leha ho le joalo, re ile ra hopola hore libopeho le mekhoa ea tshebetso ea naha e 'ngoe e ke ke ea suthisoa ho ea sebelisoa naheng e 'ngoe hape.

Batho ba Afrika Boroa ba tshoanela ho ipatlela tsela ea bona ea ho rarolla liqaka tsa bona. Re tshoanela ho lokisa libopeho le mekhoa ea tshebetso e tla tshoanelang litabatabelo tsa rona mme tse nepahetseng bakeng sa histori ea rona. Ho sa le joalo re ka fumana phepetso ka boiphilelo ba Geremane, ba tshebelisano mmoho ka baka la liphapang tse ntseng li tsoelapele le likhohlano tse leng teng. Kante ha ho hola ha ikonomi, liphetoho tsa lipolotiki li ke ke tsa tlasa ntlafatso ea boleng ba bophelo boo batho ba Afrika Boroa ba bo lebelletseng. Boiphilelo ba Geremane bo bontsha hore basebetsi, mekhatlo ea basebetsi le mmuso ba ka sebelisana mmoho linthong tse ngata, mme ka ho etsa joalo ba khone ho sebetsoa litho tsa bona mmoho le sechaba kaofela ha sona.

Ke nnete hore boralipolotiki ba tshoanela ho phetha mosebetsi oa liphetoho o tla re isa ho demokerasi (ho mmuso o phethang thato ea batho bohle). Hona ho ke ke ha lokisa feela tsa bophelo, lipolotiki le ikonomi, empa ho tla etsa hore re nke karolo ka botlalo mabatoeng a rona, kontinenteng ea rona, le lefatsheng ka bophara. Ikonomi ea rona ha e sa khona ho emela ho lichisoa hape. Ho sa le tjena bahiri le baetapele ba mekhatlo ea basebetsi ba ka bopa metheo o matla oa khoho le ntshetsopele ea bophelo e nang le bokhoni.

## HISTORIC MINERS' CONFERENCE

Southern Africa Mineworkers unite against multinational corporations



SAMF leaders - SAMF general secretary Jeffrey Mutandare; vice president Charles Mbaio; James Motlatse; president Paul Puritt; internal officer of Canadian Labour Conference and Chris Gilmour, CGIL International Representative.

A delegation of Southern African Miners' Federation (SAMF) will meet multi-national corporations operating in the region to discuss conditions of employment and restructuring of the mining industry. This decision was taken at a historic SAMF conference held in Johannesburg from October 30 - November 1, 1992.

Mining houses targeted are De Beers, Anglo American Corporation, Lonrho and Rio Tinto Zinc. In another important development SAMF decided to broaden the campaign for mineworkers' rights in the entire Southern Africa region.

Proposals on this campaign and the restructuring of the mining industry will be submitted to South African Development Community (SADC) Labour and mineral commissions. Conference took important resolutions which are likely to change the character of industrial relations in the region.

Under the theme - The Challenges of Change - Conference adopted tough resolutions to deal with mineworkers' problems in the region.

On limiting the power of multi-nationals conference resolved:

- \* To promote the establishment of indigenous mining companies. For this objective to be fulfilled, it is very necessary that governments and other organisations assist the indigenous people. This could be in the form of foreign currency, machinery and various other means.

- \* Embark on an intensive membership recruitment campaign to bring non member countries to SAMF. It is of importance that those unions that are not yet members of SAMF work even harder (with the help of SAMF), so that they recruit a significant (if not all) number of total work force in their respective countries. This would enable them to participate effectively in the activities of SAMF.

To combat poverty wage and poor pension schemes mineworkers resolved:

- \* To demand a uniform wage and the provision of pension schemes for all mineworkers in the region.

- \* To launch a united front by all SAMF affiliates to fight for a living wage that will keep pace with the inflation rate.

- \* To establish an information centre for the benefit of all affiliates in terms of exchange of ideas and information.

On health and safety conference resolved:

- \* To campaign for the formation of participatory health and safety committees.

- \* Campaign for health and safety commemoration day.

- \* Campaign to establishment Aids awareness programme to educate workers.

- \* Campaign for the publicity of accident statistics throughout the region. This should be done through the Documentation Centre.

Migrant labour system came under attack and a resolution was adopted to deal with this evil system:

- \* To campaign for establishment of labour exchange policies that benefit indigenous people and the workers themselves.

- \* The demolition of hostels and the construction of decent married people's homes.

Racial discrimination, it was noted, was still rampant in the mining industry.

Mineworkers resolved:

- \* To campaign for complete abolition of all vestiges of discriminatory practices throughout the region.

- \* To campaign for equal pay for equal jobs.

- \* To campaign against job reservation. This is still being practiced in South Africa, and it implies that wealth may never be redistributed, but a few whites would continue to harness it on behalf of their future grand children.

Conference addressed the mineral wealth of the region and adopted a resolution committing SAMF to ensuring that the people of the region as a whole share in this wealth. Mineral exploitation should involve indigenous industries and the government. In pursuance of the principle of affirmative action a women's committee will be established under the auspices of SAMF.

Conference delegates came from Mozambique, Zimbabwe, Zambia, Swaziland, Namibia, Botswana and South Africa representing over 700 000 mineworkers. Opening address was delivered by SAMF president Cde James Motlatse, the present president of South African NUM.

## SWEDISH MINING UNION GOING FOR MERGER

The MIF affiliated Swedish miners' union, GRUV, has decided to seek a merger with the Swedish metalworkers' union because of declining membership.

The decision came after an intense debate among the 69 delegates at GRUV's 32nd congress in Skelefteaa, a mining town in Northern Sweden, on August 22-26. The merger question was one which had repeatedly come up in the past, to be formally rejected at the 1987 GRUV congress.

It had been put on the agenda of this year's congress only by close vote, as many delegates had initially pronounced themselves in favour of the subject being debated by an extraordinary congress following a general membership ballot. In the end, the merger plan won 60 per cent majority. Some delegates expressed bitter-

ness about the decision which will end 100 years of independent existence of their organisation.

But there was a recognition that the dramatically declining membership figures caused by the fall in the numbers of working miners in Sweden made drastic action inevitable. While in the fifties, more than 14 000 miners were involved in the extraction of iron, copper, lead, zinc, silver and nickel, their number has decreased to 4 480 and is expected to fall to 3 530 over the next five years. Consequently, total membership of the GRUV (including unemployment and retired miners) will decrease over the same period by over 20 per cent. The number of active miners will go down by 36 per cent, with only 59 per cent of GRUV members left who are actually working in a mine.

## RECOGNITION FOR O'KIEP WORKERS AT NAMAQUALAND

NUM and O'kiep Copper have signed a recognition agreement, bringing to an end a seven year fight for union rights at the company. The agreement was signed on September 10 in Nababeep but still has to be rectified by Gold Fields, the company's parent. This, however, is expected to be merely a formality. A Gold Fields spokesman said the agreement sought to make provision for the framework in which relationship between the company and NUM could be regulated and future negotiations be conducted. Meanwhile, the parties are engaged in wage negotiations in which management has offered a 7.5 per cent increase against workers' demand for 13 per cent. Workers at O'kiep said that it is not the end of the world, there is still much work to be done. NUM standpoint is that O'kiep bosses should not force their medical scheme on workers without proper consultation like they have been doing in the past. One worker said, "as long as O'kiep bosses are committed to such poverty wages, there is much more work to be accomplished. And the bosses must explain what became of the 1968 O'kiep benefit funds. They also use housing to promote division amongst the workers."

## Strike is looming at Phalaborwa Mining Company



Workers at Phalaborwa Mining Company have voted to take strike action in support of job security at the mine. Over 80 percent of the workers voted to strike on all three issues in dispute concerning hours of work in the mining operation, job evaluation and security contractors.

## GOVERNMENT TO BLAME

The union holds the Swedish government responsible for this downward trend, challenging its decision to wind up state prospecting of new mines and prohibit mining activities in undeveloped mountain areas now reserved for tourism. The representative of the governing right wing coalition, Borge Hornlund, was given a cool welcome. To make sure he got the message, a group of delegates left the congress hall during his speech. Stig Malm, the president of the national Swedish trade union organisation, the LO, and Birgitta Dahl of the Swedish Social Democrats, criticised the government for allowing unemployment to rise steeply. While the 5 per cent unemployment rate still ranks favourably compared to other

European countries, it represents a 100 per cent increase since last year.

The LO is preparing country wide anti-government demonstrations and has committed itself to continue protest actions until the present government is ousted.

The congress re-elected GRUV's national executive, including its president, Anders Stendalen, who is also the president of MIF. International guests including the former secretary-general of South African mineworkers' union, the NUM, and now secretary general of the ANC, Cyril Ramaphosa, NUM acting secretary-general and assistant secretary-general, Kgalema Motlanthe general secretary, attends the congress. The MIF was represented by its general secretary Peter

Michalzik, its vice president James Motlatse, and its education officer Stig Blomquist.



Kgalema Motlanthe

On job evaluation workers demand that proper job evaluation be done on the remaining 10 jobs grading. Only 442 jobs out of the total 452 have been evaluated jointly by a committee of NUM and the company. Workers are opposed to the privatisation of the present security and its replacement by an outside security firm called Gray Security.

On hours of work, workers in the mining operation demand a 42 hours working week instead of 46 hours. All these issues were referred to the Conciliation Board and a deadlock was reached. As a last resort workers balloted for strike.

Despite management's campaign of intimidation prior to balloting an overwhelming majority voted to strike. Over 2 000 workers are affected. The strike can start any time, any day. NUM remains open to settling the dispute.