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MINING - Labour

1-1-80 - 31-12-80

200
CT 8/1/39
workers
sacked
after
pay
dispute

By RICHARD WICKSTEED
TWO HUNDRED Namaqualand
mineworkers were sacked
yesterday after they refused
to start work till their de-
mands were met for an
across-the-board pay in-
crease

The mineworkers were em-
ployed on a large new lead,
silver, zinc and copper mine
at Aggeneis in the north-west
Cape

A spokesman at the Johannes-
burg headquarters of the
Goldfields mining company,
whose subsidiary, the Black
Mountains Mineral Develop-
ment Company, owns the Ag-
geneis mine, confirmed yes-
terday that 200 workers had
been sacked

Demand

"On Sunday night and Monday
morning black workers de-
manded across-the-board
wage increases. They were
told that they could either go
back to work and make re-
presentations through the
proper channels or they could
pack their bags and leave —
200 of them are on their way
home now," the official said

He said the workers were
guilty of "desertion" because
they had broken their con-
tracts and had not been paid
severance wages by the com-
pany

Workforce

The rest of the 900-strong work-
force at the mine were back
at work yesterday

The official said he was unable
to supply details of the work-
ers' demands, and could not
disclose their salaries except
that they were "higher than
the minimum laid down by
the Chamber of Mines"

He said of the dispute "We
have this trouble every time
a new mine is opened — the
workers try to blackmail
management when they think
it is at its most vulnerable

"Every time we respond in the
same way, but it just hap-
pens again when a new mine
is opened"

The Cape Times was yesterday
unable to contact any of the
dismissed workers

9/6/80.

211'

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Occupational Diseases in Mines +
Works Amendment Bill -

See S. Hansard 12. cols. 2261-2264

30/4/80.

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Money Title Registration
Amendment Bill

See S. Hansard 6 cols 1300-1306

216

Hansard
8(492) 25/3/80

5. The fixed costs of a firm

- (a) are fixed only in the short period
 - (b) when expressed as an average, do not change with output
 - (c) increase with the level of output
- (1) (a) and (b) are both correct
 - (2) (a) and (c) are both correct
 - (3) only (a) is correct
 - (4) only (b) is correct
 - (5) only (c) is correct

6. An indifference curve is the same,

- (1) combinations of goods remaining the same as to any other
- (2) a consumer's indifference curve would prefer to any other
- (3) the price ratio of two goods is the same as the ratio of the amounts of the two goods in the bundle of preferences
- (4) combinations of goods which give the consumer equal utility
- (5) the amounts of goods which a consumer will buy at given prices

Coal
8(492) 25/3/80
503 Mr I F A. DE VILLIERS
Minister of Mineral and Energy Affairs

(1) What quantity of coal was (a) and (b) exported in 1979,

(2) whether his Department has completed its estimate of the coal resources and reserves and what are the figures?

The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(1) (a) 125 825 646 tons
(b) 23 341 308 tons

(2) No, but this major task is still requiring constant attention and authoritative interim figures should be available before the end of the year.

7. Assuming a two-commodity world, and assuming the household seeks to maximise its total utility, it will allocate its budget so that

- (1) $\frac{\text{marginal utility of A}}{\text{marginal utility of B}} = \frac{\text{price of B}}{\text{price of A}}$
- (2) marginal utility of A = marginal utility of B
- (3) $\frac{\text{marginal utility of A}}{\text{total utility of A}} = \frac{\text{marginal utility of B}}{\text{total utility of B}}$
- (4) $\frac{\text{marginal utility of A}}{\text{marginal utility of B}} = \frac{\text{price of A}}{\text{price of B}}$
- (5) either A or B is purchased, but not both

Sea diving in diamond mining industry
regulations
5(303) 7-3-80 (216)
*8 Mr C W EGLIN asked the Minister
of Mineral and Energy Affairs

- (1) Whether any regulations have been promulgated in terms of the provisions of the Mines and Works Act 1956, in connection with persons engaged in sea diving in the diamond mining industry, if not,
- (2) whether he will take step to have such regulations drawn up and promulgated, if so, what aspects will be covered by the regulations?

†The MINISTER OF MINERAL AND
ENERGY AFFAIRS

(1) No

MARCH 1980

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- (2) Steps are already being taken to prepare draft regulations in consultation with interested parties. These regulations will lay down the minimum training and other requirements with which persons engaged in sea diving in connection with the winning of diamonds will have to comply and will also contain instructions which employers will have to observe. The safety and health of divers are aspects which will be taken into consideration thoroughly. However, as an interim arrangement conditions in this respect have in terms of sect. 3(2)(a) of the Mines and Works Act, 1956, been made applicable to every person winning diamonds offshore.

Hansard

9/6/80

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Debut

Occupational Diseases in
menes + Works Amendment
Bill

trans.

17

lets

8542-8547

Optimistic climate for pay talks

By GORDON KLING

PAY NEGOTIATIONS likely to increase the living standards and improve work conditions for millions of South Africans are about to get under way in an unrivalled climate of optimism between organized labour and the business community

The prevailing financial boom say labour leaders, provides a golden opportunity for smooth implementation of the new labour dispensation flowing from the government's acceptance of the apartheid-demolishing recommendations of the Wiehahn and Riekert commissions at a time when black worker aspirations have never been higher

New negotiations for mine workers' pay will begin in March and they are expected to be concluded by June. Normal procedure is to establish agreement with the white miners and then set black mineworkers' pay

It is possible that this will not be altered by the establishment of black unions in terms of the Wiehahn recommendations, but the position will be watched carefully, and it is expected that the commission will release proposals specifically geared to the mining industry this parliamentary session

A spokesman for the Chamber of Mines emphasized in an interview from Johannesburg last night that wage policy was linked to productivity, and not to the soaring gold price

But if prices continue at the current level we will obviously be in a position to pay more equitable wages, he added. It was also likely that the wage gap between black and white workers could be narrowed further, and conditions of employment would be upgraded, while the possible opening of new mines would create new job opportunities

A better deal

'The broad consequences are that we should be able to offer workers a better deal,' said the spokesman

About 400 000 workers are employed in the gold mines and the labour force on all mines in the Republic totals about 1 000 000

Confirming the high expectations of organized labour, the president of the 250 000 member Trade Union Congress of South Africa (Tucsa), Mr Andie Malherbe yesterday told the Cape Times he believed conditions in the workplace had only begun improving

'The general feeling is that employment opportunities should certainly increase, unemployment will drop and I think we are entitled to some tax relief particularly concerning petrol,' he said

The question of higher wages depended on how effectively the government could control inflation. 'If they can't contain it, you'll see the reaction in our demands'

Mr Malherbe believed the improved economic environment would allay fears materializing out of the Wiehahn and Riekert recommendations. 'In an unemployment situation people tend to look over their shoulders rather than ahead as is happening now. I sincerely hope I'm right in believing that recent government concessions on labour are only the start, and we'll see more in the coming session of Parliament'

He believed the role of unions would become more pronounced with the boom. 'I don't like the expression 'union power' but union effectiveness will grow because they become more representative, and more of a factor, when workers do not have to clamour for jobs'

Guidelines for new wages

The general secretary of the 'whites only' Mine Workers Union which is affiliated to the 200 000 member South African Confederation of Labour, Mr Arrie Paulus, said guidelines for the new wage talks would be drawn up at a union congress in Johannesburg at the end of the month

'When the gold price was \$35 an ounce they told us they could not afford to pay us as well as other industries. Now that it appears there is no ceiling to the price we naturally expect some benefits'

Mr Paulus said he believed the living standards of blacks on the mines had improved tremendously over the past few years and there was no longer a need for their pay to rise at a faster percentage than whites. He said the MWU had about 18 000 members out of 44 000 white miner workforce

'I'm optimistic that we'll get a better deal than last year's 10,2 percent,' he said, 'but it will be up to the congress to decide what we'll go for'

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lower. — Sapa.

from 11.1.80
21/1/80
21/1/80

Basutho mine denial

THE CHAMBER of Mines says there is no substance to suggestions that Basutho mineworkers are being replaced by men from Malawi and Mozambique.

Demand for mine employment is so keen that the mines are able to engage only men with valid re-engagement certificates. Workers who have completed a satisfactory term of employment are guaranteed re-employment if they return within a certain period, and this affects all areas in which the men are engaged.

The chamber says an indication that preference is not being given to workers from Malawi and Mozambique is reflected in the numbers of Basutho employed over the past five years in the month of September, which has relative seasonal stability.

The figure for 1975 was 83 306, for 1976 it was 86 281, for 92 875 in 1977. For 1978 it was 92 387 and 92 350 in 1979. The number of Basutho employed at the end of November was 97 331 compared with 36 912 from Mozambique and 18 434 from Malawi.

Basutho mineworkers last year sent home R31-million in deferred pay and remittances — more than for any other Labour source country, including Transkei — Reuter

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Fewer miners: neighbouring states suffer

By STEVEN FRIEDMAN
Labour Reporter

A CUT-BACK in recruitment by South African mines is causing problems for the economies of some Southern African countries

But the Chamber of Mines has categorically denied reports that it is cutting back on Lesotho labour and favouring workers from Malawi and Mozambique

An Afrikaans morning newspaper claimed yesterday that 24 000 Lesotho miners had not been re-employed at the end of last year and were now unemployed

It said the mines were using less Lesotho labour and more from Malawi and Mozambique, and added that this had cost Lesotho R54-million

According to mining sources, the report follows claims on the Lesotho radio service about two months ago that Lesotho mine labour was being cut

A chamber spokesman denied yesterday that Lesotho men were being replaced, but added that the mines were now only accepting workers with valid employment guarantee certificates. These certificates are designed to encourage black miners to return to the mine on which they were working before their contracts ended

He stressed that "Lesotho is not being singled out for special treatment"

This policy ruling, which has been in force for some time, means that only men who have previously worked on the mines are re-engaged. It has been in-

troduced the spokesman said, because "demand for jobs on the mines is keen and the mines have all the labour they need"

Indeed, the total number of black workers employed on the mines has dropped slightly recently

Mine labour plays an important part in the economies of most Southern African countries, and the cut-back is likely to be having an effect throughout the region

According to the chamber, 97 331 Lesotho men were employed on the mines in November, the last month for which figures are available

The chamber also issued figures yesterday which indicated that the Lesotho mine complement had risen from 92 387 in September 1978 to 96 350 last September

In 1975, the September figure was 83 306. September was chosen because it is the month in which the labour complement is most stable, the spokesman said

Mining sources speculate that the Lesotho concern has been prompted by the fact that "novices" from Lesotho are being turned away from recruitment offices because of the cut-back. Part of Lesotho miners' pay is remitted to the Lesotho government, which thus stands to lose financially from any reduction in recruiting

The Mozambique authorities are also concerned about the reduction in recruitment there, although they have stated that they would prefer not to send any men to the mines

Scrap all direct tax, URGE MINERS

Sen 29/11/80

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By Sieg Hannig,
Labour Reporter

The Mineworkers' Union today called on the Minister of Finance, Senator Owen Horwood to scrap all direct tax. Indirect taxation — General Sales Tax — had exceeded all expectations, it said.

The time had therefore come for further tax adaptations, said Mr P C C "Cor" de Jager, president of the union. He was addressing the annual meeting of the union's general council in Johannesburg.

Mr de Jager referred to the expected doubling of Government income from gold mines to R1 700-million for the current tax year.

He also expressed regret about Senator Horwood's appeal to trade

unions not to make excessive wage demands.

In previous years there had been similar appeals which employers had used to keep pay increases as low as possible, he said.

But no one had done anything to curb price increases.

Mr de Jager called on Senator Horwood to take such action.

He also called for

• A review of the means test for pensioners who were living in "parlous conditions" because of the high rate of inflation.

• A Government allocation to upgrade the pensions of retired miners, who had helped to build up the economy.

Mr de Jager devoted much of his

speech to the union's clashes with Mr Fanie Botha, Minister of Manpower Utilization who was formerly Minister of Mines.

Mr Botha was directly responsible for the scrapping of job reservation, he said.

Previously, the National Party had used job reservation as an anti-Communism slogan.

Now black apprentices were being admitted and allowed to work anywhere in the Republic after their training, he said.

Mr de Jager described today's meeting as the most important congress in the union's history.

The union's council had to decide whether it would stand or fall by its labour policy or change its policy.

SENATOR HORWOOD



Embargo 11h00 29 Januarie 1980

1480/k

(211)

TOESPRAAK DEUR SY EDELE F.W. DE KLERK,
MINISTER VAN MYNWESE, OP 29 JANUARIE 1980
BY GELEENTHEID VAN DIE OPENING VAN DIE
1980 SITTING VAN DIE ALGEMENE RAAD VAN DIE
MYNWERKERSUNIE

Meneer die President, Eregaste, Meneer Paulus,
geagte lede van die Algemene Raad,
Dames en Here

Dit is vir my 'n besondere eer en 'n groot
voorrang om vanoggend hier saam met u te kan
verkeer, om met baie van u vir die eerste
keer kennis te kan maak en om die amptelike
opening te kan waarneem van die hoogste
gesag van die Mynwerkersunie, die Algemene
Raad, se jaarlikse sitting. Ek wil graag
my opregte dank teenoor mnr. Paulus uit=
spreek vir die vriendelike uitnodiging wat
hy aan my gerig het om by hierdie geleentheid
op te tree. Hierdie vergadering word tereg
ook genoem die Parlement van die mynwerkers
want, so word my meegedeel, dit is hier
waar sake wat die mynwerkers raak, elke jaar

uitvoerig/...

Uitvoerig bespreek en uitgepluis word en
waar die vakbond se beleid en standpunt
ten opsigte van sodanige sake bepaal word.

Soveel waarde heg ek aan die geleentheid
dat ek geregtig gevoel het om spesiale
verlof van Sy Edele die Eerste Minister aan
te vra om van 'n belangrike sitting van die
Kabinet afwesig te wees.

In die eerste plek wil ek aan u almal,
saam met u gesinne, 'n baie voorspoedige en
gesegnde jaar toewens. Ek wil die hoop
uitspreek dat 1980 vir die mynbedryf 'n
baie veilige jaar sal wees en dat ons van
ongelukke en mynrampe bewaar sal word. Mag
dit 'n jaar van voorspoed en vrede in die myn=
bedryf wees.

Die afgelope jaar was vir die mynbedryf
weer eens 'n rekord jaar. Die finale syfers
vir die hele jaar is ongelukkig nog nie
besikbaar nie maar ramings wat gemaak is dui

daaron/...

daarop dat die R.S.A. se totale mineraal= produksie die rekordbedrag van R9 960 miljoen beloop het teenoor 1978 se syfer van R6 876 miljoen, d.i. 'n vermeerdering van R3 084 miljoen of 44,83%. Goud se bydrae word beraam op R5 600 miljoen teenoor R3 900 miljoen van 1978, d.i. 'n styging van R1 700 miljoen of 43,59%.

Saam met Bophuthatswana se totale mineraalproduksie, wat in 1979 'n bedrag van R350 miljoen beloop het, is die totale mineraalproduksie R10 310 miljoen, teenoor die bedrag van R6 876 miljoen vir 1978 waarby Bophuthatswana nog ingesluit was. Gesamentlik het die toename in die waarde van mineraalproduksie dus R3 434 miljoen of bykans 50% beloop.

Uit hierdie paar statistieke alleen is dit duidelik dat 1979 vir die mynbedryf 'n besondere voorspoedige en suksesvolle jaar

was. Die/...

was. Die gouddrye het gedurende die jaar fenomenaal gestyg en teen die einde van die jaar ongekende hoogtes bereik. In die eerste dae van hierdie jaar is, wat eers as feitlik onmoontlik beskou is bereik, toe nog nuwe rekordhoogtes bereik is. Terselfdertyd het die prys van platina ook aansienlik gestyg, diamantpryse het skerp gestyg en die prys van koper het tekens van herstel begin toon. Ek wil glad nie my lyf profeet hou nie, maar het tog die vrymoedigheid om 1980 met groot vertroue in die oë te kyk, vanuit mynbou se oogpunt gesien.

Tog wil ek ook 'n ernstige woord van waarskuwing laat hoor. Die rooskleurige prentjie wat ek so pas vir u geskilder het, gekoppel aan die algemene oplewing ook in ander afdelings van die ekonomie, moet steeds in balans gesien word met die land se behoeftes en negatiewe faktore wat gelyktydig aanwesig is

Ek is/...

Ek is diep bekommerd oor die moontlike wanindrukke wat die publiek mag hê. Mens kry soms die indruk asof mense glo dat die Regering oor massas geld beskik wat hy na willekeur kan rondstrooi en uitdeel. Die werklikheid lyk heel anders:

Ons inflasiëkoers is ontstellend hoog vanweë onbeheerbare faktore soos onder andere die olieprys.

Groot persentasies van maatskappye se verhoogde winste word, binne die raamwerk van belastingvergunnings, teruggeploeg in noodsaaklike ontwikkeling en uitbreidings.

Besondere omstandighede soos werkloosheid, bestaande boikotte, die immer=teenwoordige gevaar van verdere sanksies, die risiko van eskalerende terrorisme en selfs militêre aanslag in Suider-Afrika

en ander dergelijke faktore, stel hoe eise aan die Staat en beïnvloed uiteenswaard die prioritette wat hy moet bepaal.

Dit is te verstaan dat almal, en ook u Iedere, wil deel in die voorspoed van 1979 en 1980.

In die geweldige rol wat die verdienstes uit minerale in die tyd gespeel het - en in toenemende mate steeds sal speel - om ons land ekonomies en andersins welvarend en veilig te maak, kyk ek vanselfsprekend die geweldige bydrae wat ons mynwerkers maak, nie mis nie.

Die Regering is dankbaar vir en trots op die bydrae wat u tot die land se ekonomiese lewer.

Hier dink ek vandag veral aan die sowat 77 300 Blankes wat in die mynbedryf werk en in die besonder aan die produksiewerkers, waarvan die Iedere van u Vakbond ten opsigte van die Blankes die grootste en belangrikste groep is.

Ek wil dan ook die Regering se opregte dank uitspreek teenoor u almal vir dit wat u bydra tot die beste benutting van Suid-Afrika se mineraalskatte.

Dit is egter nodig dat almal - werkgewers en werknemers - in Suid-Afrika, met inagneming van die negatiewe faktore wat ek genoem het, beheersd sal wees in hulle aanspraak op 'n deel van ons land se voorspoed en seëninge.

Daarmee wil ek nie koue water gooi op enigiemand se reg om te beding vir verbetering nie. Ek pleit egter vir gesonde oordeel, selfbeheersing en langtermynbeplanning. Laat ons vandag se voorspoed s6 inspan dat dit sal meewerk tot onmiddellike verligting waar nodig, maar ook tot langdurige voorspoed en stabiliteit eerder as kortstondige oorvloedige genieting.

Prakties/...

Prakties toegepas op u beteken dit dat, naas verbetering in lone op 'n redelike skaal, daar met vrug ook gekyk kan word na blywende voordele vir u lede.

Toekomsvoorsorg is nie inflasionisties nie en in hierdie redelik gunstige klimaat is dit my sienswyse dat u byvoorbeeld die ou probleem van ontoereikende dienspensioene met vrug met werkgewersorganisasies kan aanpak.

Miskien is dit ter sake om in die verband net te verwys na 'n onlangse aankondiging van my kollega, die Minister van Volkswelsyn en Pensioene, dat die middeltoets so aangepas word dat enige verhoging in privaatpensioene nie meer 'n vermindering of staking van maatskaplike pensioene teweeg sal bring nie. Vir ons oud-mynwerkers is dit 'n welkome toegewing en daarmee is 'n ernstige wrywingspunt verwyder.

U kan met reg van my verwag, dat ek as nuwe Minister van Mynwese, by hierdie eerste geleentheid waar ek u toespreek, 'n

aanduiding moet gee van my benadering tot my pligte. By my is daar ook die behoefte om dit bondig en kort te doen.

Eerstens glo ek in konsultasie en beraadslaging as die beste manier om bevredigende oplossings vir probleme te vind. Daarom nooi ek u uit om met u probleme, wat op my werkssterrein val, na my te kom. Ek is bereid om met 'n oop gemoed na enige billike saak te luister.

Ook verbind ek my om, soos my voorbeeld gangers, met u te skakel met betrekking tot belangrike stappe wat ek neem soos byvoorbeeld wetgewing wat u lode raak, vrystellings van die regulasies en werkveranderings.

Tweedens glo ek aan vrye onderhandeling tussen werkgewer en werknemer en sal dit my beleid wees om nie onnodiglik in die bedingde proses tussen werkgewer en werknemer in te meng nie.

terdiena/...

Derdens heg ek groot waarde aan die tradisionele verdeling van funksies en erkenning van gesagsterreine binne Suid-Afrika. Net soos die werkgewer/werknemer verhoudinge primêr tuis hoort by werkgewers- en werknemersorganisasies, net so hoort die besluite neming oor politieke sake en beleid primêr tuis op die terrein van politici en politieke partye. Daarom moet beraadslaging en konsultasie oor sake met 'n politieke agtergrond altyd gekenmerk word deur erkenning van die beleidsraadwerk van die Regering van die dag, wat deur 'n meerderheid van die kiesers aan die bewind gestel is.

Vierdens glo ek dat die mineraalbedryf in Suid-Afrika van absolute strategiese belang is, naas die hoeksteen van ons ekonomie wat dit vorm. Daarom rus daar 'n besondere verpligting op my, die Departement van

Mynwese/...

Mynwese, werkgewersorganisasies en werknemersorganisasies om te verseker dat niks sal gebeur om afbreuk te doen aan die strategiese waarde daarvan nie.

Opgesom dus, wil ek u verseker van 'n oop deur by my en die Departement van Mynwese. Ek sal nie inmeng op u spesifieke terrein nie en verwag dat u nie sal inmeng op my spesifieke terrein nie. Waar daar egter raakvlakke is tussen dié terreine - en daar is - dan moet ons openlik, kalm en rustig daarvoor beraadslaag. Almal wat by die Mynbedryf betrokke is, moet as 'n span verantwoordelikheid aanvaar vir die instandhouding en uitbouing van 'n belangrike deel van Suid-Afrika se strategie teen die totale aanslag wat ons in die gesig staar.

Terwyl daar nog gewag word op verdere verslae van die Wiehahn-kommissie, waaronder 'n spesifieke verslag oor mynwese, wil ek my vandag weerhou van 'n algemene bespreking

oor arbeideregtings soos dit die mynbedryf raak. Daar is egter een belangrike saak waarna ek wil verwys en wat binne my wete deur u Raad by hierdie sitting oorweeg sal word.

Dié aangeleentheid gaan naamlik om die posisie van die Blanke mynwerker in Swart Tuislande en veral in Swart Tuislande wat onafhanklik geword het soos Transkei en Bophuthatswana. Dit gaan veral om laasgenoemde wat, soos u weet, 'n aansienlike mynbedryf het.

Van 'n totale platina-produksie in 1979 van R610 miljoen het Bophuthatswana R290 miljoen gelewer teenoor die Republiek se R320 miljoen. Van Bophuthatswana se totale mineraal produksie van R350 miljoen het platina dus 82,90% gelewer. Uit hierdie paar syfers sal u sien dat Bophuthatswana se ekonomiese lewensvatbaarheid nou saamhang met sy mynbedryf en veral van die platina-mynbedryf. Terwyl

word slegs met 'n twee jaar kennisgewing deur een van die twee partye. Die Republiek aan sy kant het onderneem om solank die ooreenkomste van krag bly Bophuthatswana by te staan met tegniese hulp. So word toesig oor die myne en myninspeksies deur myninspekteurs van die R.S.A. behartig.

Soos te begrype, streef Bophuthatswana egter as soewerein onafhanklike land daarna om vir sy eie burgers nuwe geleenthede tot ontwikkeling te skep op alle terreine. Elke onafhanklike land wil vanselfsprekend vooruitgaan en vir sy burgers beter lewensomstandighede skep. Dit kan hy alleen doen deur ander doeltreffende onderwys en tegniese opleiding. 'n Mens het gevolglik begrip vir en simpatie met Bophuthatswana se uitgesproke begeerte en beleid om vir sy mense beter geleenthede te skep. Tevens, dit is hulie goeie reg en ek weet dat u hiermee saamstem.

maak dit van Bophuthatswana 'n belangrike lewensier van platina.

In alle myne in Bophuthatswana is daar tans nog ongeveer 3000 Blankes werksaam, waarvan ongeveer 1 500 volgens syfers deur mnr. Paulus aan my verastrek, Iede van die Mynwerkersunie is.

Hierdie feite noodsaak behoorlike onderlinge reëlings en verstandhoudings - iets waaraan op die oomblik dringende aandag gegeword. Sommige reëlings bestaan reeds.

Soos u by hierdie tyd seker almal weet, is die wet op Myne en Bedrywe en die Myne en Bedrywe Regulasies wat werksafbakening vaslê, uit hoofde van die tussenstaatlike ooreenkomste wat tussen die Republiek en Bophuthatswana met laasgenoemde se onafhanklikwording aangegaan is, in daardie land van toepassing. Die toepassing van die Wet in Bophuthatswana kan ingevolge die betrokke ooreenkomste beëindig

Voortspruitend hieruit het die twee groot platinamyne, d.i. Rustenburg Platinum Mines (Pty) Ltd en Impala Platinum Mine (Pty) Ltd 'n geruime tyd gelede reeds aansoek gedoen om vrystelling van sekere bepalinge van die Myne en Bedrywe Regulasies wat hulle in staat sou stel om Swart werkers vir meer verantwoordelike werk op te lei en aan te wend.

Die aansoeke is oorweeg deur 'n Koördinerende Komitee vir Mynbeleid wat gesamentlik deur my voorganger en President Mangope saamgestel is en wat bestaan uit verteenwoordigers van beide lande.

Hierdie Komitee het toe 'n stel konsepvrystellings opgestel, wat aan u Vakbond se uitvoerende Raad en die betrokke twee mynhuise beskikbaar gestel is en tans onder oorweging is. Daar was ook tussen verteenwoordigers van u Vakbond aan die een kant en tussen myself en senior beamptes van my Departement aan die ander kant samesprekings oor die

voorgestelde vrystellings. Ons het sekere moontlike wysigings bespreek en het ook ooreengekom dat aan u Vakbond 'n geleentheid gegee sal word om oor die voorgestelde vrystellings met die mynhuise te onderhandel voordat u 'n finale antwoord aan my verstrek.

Uit samesprekings tot dusver het dit duidelik geword dat daar knelpunte en praktiese probleme is wat spesiale aandag en oorweging verg. Een van hierdie knelpunte en 'n uiters netelige probleem is die kwesale van myne oor die grens en hier word veral Rustenburg Platinamyn geraak. Daar is ekonomiese, maatskaplike, juridiese en ander probleme betrokke by myne oor die grens wat nie maklik op te los is nie.

In die/...

In dié verband wil ek u graag inlig dat ek en senior beamptes van my Departement, soos by die laaste samesprekings met verteenwoordigers van u Vakbond in die vooruitsig gestel, vroeg in Desember 1979 samesprekings in Mmabatho met President Mangope en lede van sy Regering gevoer het. Dit is sekerlik nie aangewese om in detail oor die onderhoud, wat vertroulik was (soos ook die besonderhede van samesprekings tussen mnr. Paulus en my vertroulik is) uit te wei nie. Wat ek egter wel met vrymoedigheid kan sê is die volgende:

Die gesprek was konstruktief en my oorheersende indruk is dat President Mangope en sy Regering, terwyl hulle haastig is om hulle eie mense te laat vorder, beseft en glo dat dié vordering nie moet geskied ten koste van die Blanke mynwerker nie. Tevens, ek glo dat daar eenstemmigheid is oor die feit dat die Blanke mynboukundige en mynwerker se kennis en onder-

vinding vir Bophuthatswana nog vir baie jare onontbeerlik sal wees.

Daar is voorts begrip vir die feit dat van u lede wat in Bophuthatswana werk, bekommerd is as gevolg van maondlike verwikkelinge. Gevolglik is daar bereidwilligheid om hulle sekuriteit ten opsigte van voortgesette werksgeleentheid te verseker.

Ten slotte is daar ook instemming dat 'n formule gevind moet word ten opsigte van myne wat in beide lande val.

Teen hierdie agtergrond wil ek die hoop uitspreek dat daar spoedig uitsluitse sal kom by wyse van 'n aanvaarbare ooreenkoms tussen u en die betrokke werkgewers. Ek is bevrees dat indien 'n aanvaarbare ooreenkoms nie teen Maart 1980 bereik word nie, ek dan binne die raamwerk van my opdrag en verantwoordelikhed uitsluitse sal moet gee -- natuurlik na deeg-

Nou is ek natuurlik terdeë bewus daarvan dat u Vakbond 'n ampelike standpunt ingeneem het dat u hoegenaamd nie met die opleiding van Swartes as volwaardige mynwerkers gemoeid wil wees nie en nie aan enige sodanige opleidingskema hetsy in die R.S.A. of elders sal deelneem nie.

Dit is natuurlik u goeie reg om so 'n besluit te neem en so 'n standpunt te huldig en te handhaaf. Daarteenoor moet ek egter my eie en die Regering se beleid en standpunt ten opsigte van Lande soos Bophuthatswana duidelik en onomwonde aan u stel.

In onafhanklike Lande het ons met 'n feitelike en onveranderbare posisie te make - hulle is onafhanklik en ek kan nie aan daardie Lande voorskryf hoe hulle hulle sake moet reël nie. Dit is te verwagte dat hulle nie bereid sal wees om die beter poste in die mynbedryf en op ander terreine vir altyd net in die hande van Blankes, wat nie burgers

van daardie Lande is nie, te laat nie. In dié verband sou dit 'n verbrekking van goeie trou wees as ek billike veranderinge en aanpassings in die werkpatroon in myne wat in daardie Lande geleë is, teenstaan en sodoende interstaatlike wrywing skep wat in niemand se belang is nie. Daardie Lande is ingevoelge Regeringsbeleid tot onafhanklikheid geleë en hulle onafhanklikheid is 'n voldoende feit wat aanvaar en gerespekteer moet word. Tevens, dit was nog altyd die Regering se doel dat daar juis geen plafon moet wees vir vordering van burgers in hulle eie land nie.

Daarom is ek met u eerlik as ek sê dat ek en die Suid-Afrikaanse Regering nie bereid is om struikelblokke in die weg van vordering en die opleiding van inwoners van Bophuthatswana en Venda en selfs ook van Swart state wat nog nie onafhanklik is nie, te lê nie. Daar kan nie perke gestel word

aan die vordering van inwoners van Swart onafhanklike state nie.

Terselfdertyd glo ek dat, in belang van veiligheid en gesondheid en ten einde maksimale produksie te handhaaf wat vir die ekonomiese stabiliteit van enige land onontbeerlik is, die opleiding van Swart mynwerkers deeglik gedoen moet word, wat natuurlik 'n geleidelike proses sal wees. Die standaard van opleiding moet presies dieselfde wees as dié van ons Blanke mynwerkers in die R.S.A. en toetsing moet gekoördineer word.

Ek het onderneem om teen April 'n antwoord aan President Mangope en sy Regering te verstrek oor die voorgestelde vrystellings en ek glo dat dit vir u duidelik is dat ek nie 'n negatiewe antwoord sal kan gee nie. Ten opsigte van wysigings aan die konsepvoorstelle, vir gegronde redes, sal ek egter voorstelle op meriete beoordeel.

Ek vertrou dat u tydens hierdie sitting deeglik sal besin oor die vraag of u nie vorige besluite in heroorweging moet neem nie en 'n weg tot positiewe samewerking oor hierdie belangrike saak sal soek.

Ek wil graag ten slotte herhaal wat ek hier vroeër en by ons vorige ontmoetings gesê het, naamlik dat ek van my kant alles in my vermoë sal doen om na die belange van elke werkersgroep in die mynbedryf om te sien en dit te beveilig. Ek wil ook weer sê dat ek te alle tye vir u toeganklik sal wees.

Van u kant vra ek egter ook u volle samewerking en vertroue. Ons kan alleen in belang van ons land en al sy mense, behoorlik saamwerk as daar wedersydse egting en vertroue is.

Vir ons land en vir sy mense lê daar goe jare voor, jare van voorspoed en, ek hoop, van vrede. Vir die mynbedryf lê daar sonder

twyfel jare/...

twyfel jare van voorspoed voor. U is geregtig om in die voorspoed van die land en die mynbedryf te deel en u regverdige aandeel te ontvang. Solank u redelik en verantwoordelik optree en die belange van u land altyd saam met u eie belange opweeg en u belange met landsbelang kan versoek (en ek weet u sal dit doen) sal u in my 'n goeie vriend vind.

U het die sake wat ek genoem het en seker baie ander belangrike aangeleenthede om in die volgende paar dae te oorweeg en te bespreek. Ek wens u 'n aangename en vrugbare sitting toe. Mag u samesprekings en verrigtings in goeie gees plaasvind en mag u besluite gekenmerk word deur goeie insig en gesonde oordeel, om sodoende reg te laat geskied aan die groot verantwoordelikhed wat u Iede op u skouers geplaas het.

Ek bid u seën toe op u beraadslagings en werk.

Dit is nou vir my 'n genoeg en 'n eer

om die 1980 Sitting van die Algemene Raad van u Vakunie amptelik oop te verklaar.

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,20	0,21	0,05	0,16	0,06	0,06
1-4	0,01	0,01	0,02	0,00	0,02	0,04	0,01	0,01
5-24	0,00	0,00	0,01	0,01	0,01	0,01	0,01	0,01
25-44	0,01	0,01	0,01	0,02	0,00	0,01	0,01	0,01
45-64	0,02	0,02	0,05	0,04	0,05	0,04	0,01	0,01
65+	0,11	0,11	0,13	0,15	0,13	0,15	0,03	0,03
ALL	0,01	0,02	0,02	0,03	0,02	0,03	0,01	0,01
NO.	30	34	7	7	21	31	23	23

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,52	0,18	0,50	0,41	2,02	1,55	1,25	1,25
1-4	0,05	0,05	0,02	0,07	0,45	0,25	0,23	0,23
5-24	0,03	0,01	0,05	0,04	0,09	0,05	0,09	0,09
25-44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,05
45-64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO.	128	85	26	23	289	164	365	187

The Star

Wednesday January 30 1980

Getting tough on the underminers

(211)

ALL concerned with assuring that there is a peaceful future for South Africa will heartily endorse the plain and outspoken attitude adopted by the Minister of Mines, Mr F W de Klerk, towards job reservation.

He has told the Mineworkers' Union bluntly that it must not stand in the way of advancing and training black miners in Bophuthatswana. Quite rightly, he points out the granting of independence to the Tswanas is not consistent with the perpetuation of privileges and protection for white workers in that country and he has warned that, unless the union concedes, he will be forced to take action to implement Government policy.

It is an ironic twist that a Nationalist Minister should be confronting a body of white labour on such an issue; it is an indication of just how far things have gone in South Africa towards change. It is also

refreshing that the Minister should have declared his standpoint in such unmistakably tough terms.

Nor is the job reservation issue confined to a homeland; there is clearly a growing confrontation between Government and miners on the issue of eliminating statutory job reservation in South African mines — and the Minister was just as forthright in his defence of such trends.

The principles of improved training, equal opportunity and advancement on merit are fundamental to ensuring growth and prosperity. They are also one of the keys to assuring peaceful change and their implementation has become a matter of urgency. Just as the Government is setting deadlines on the issue of changes for Bophuthatswana, so too must they be ready to take the lead in bringing about meaningful change in South Africa.

25-44	0,20	0,12	0,37	0,33	0,94	1,72	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	1,72
65+	11,52	7,89	16,51	13,42	30,07	10,69	6,18
ALL	1,12	0,97	1,22	0,79	2,37	2,22	1,24
NO.	2336	2019	430	382	3270	2588	1951

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated:

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used: England and Wales representing a developed population and Mexico 1960 for a developing one.
3. Age and Cause Specific Death Rates. Calculated mainly in five year age groups for the seventeen major divisions of the eighth revision of the International Classification of Diseases (ICD).
4. Proportions of Causes of Death.
5. Infant Mortality Rates.

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

The standardised mortality rate provides a single figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The SMR is calculated by multiplying all the age specific mortality rates in the observed population by the corresponding numbers in the standard population, adding the number of deaths so obtained and dividing the total standard population. While this figure is independent of the age structure of the observed population, the choice of the standard population will affect the weighting given to

with in the various age groups. The choice of an underdeveloped population as a standard will give great weight to infant deaths and little to deaths among the elderly, while a developed standard population reverse the position. The choice of standard population affects the of the mortality between the observed groups. There is no 'true' As the Duke of Wellington said: 'There are lies, damned lies, statistics'!

Mortality rates are summarised in Fig. 3. Once again, difficulty is experienced in obtaining data for Africans. Birth statistics for are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for urban areas. These show considerable variation. (See also ref.15). Figure and the range are given in Fig. 2. These de facto figures are interpreted with caution as sick infants are often brought to the from rural areas. An indication of the situation in the rural given by a sample survey carried out in Cape Town and Transkei (osa-speaking Africans.¹² An increase in infant mortality was with decreasing urbanisation, the figure for the completely rural being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

Miners won't lose jobs - Chamber

Labour Reporter

Miners employed by members of the Chamber of Mines have been given the assurance that they will not lose their jobs as a result of "changes in labour utilisation"

The assurance has been given in letters from mine managers to their employees.

And all the trade unions, the officials' associations and the members of the Council of Mining Unions — have been advised accordingly.

The move was in response to concern expressed by some employees that their job security could be affected by the national movement to make optimum use of manpower, says the Chamber's newspaper, Mining News

A typical letter from a mine manager to his em-

ployees says the mining industry as a whole is aware that there may be a feeling of insecurity

The letter reads: "When changes in labour utilisation are made, no current employee will lose his employment with this mine nor suffer a drop in emoluments because of such changes

"This undertaking will be discussed fully when negotiations take place on matters which might affect security of employment"

The Chamber of Mines has announced "substantial" increases in pensions paid by the Mine Officials' Pension Fund and the Mine Employees' Pension Fund

Every pension that commenced before January 1 last year will be increased by 4.5 percent and pensions that became payable during last year will be increased proportionally

MOPF members will get an additional increase because their fund has come up for evaluation, and additional increases have been granted in anticipation of favourable results

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Star 30/1/80

(21)

Miners Council meets

By STEVEN FRIEDMAN
Labour Reporter

The general council of the
Congress of Mine Workers Union
gathered today for a meeting
described by the union's general
secretary, Mr Arnie Paulus,
as perhaps the most impor-
tant in the history of the
union.

Observers believe some sur-
prise decisions will emerge
from this meeting.

The union, which bitterly op-
posed last year's Wiehahn Com-
mission recommendations, is
meeting before the Wiehahn re-
port on the mines is released.

The report is expected to
make recommendations unpalat-
able to the union.

The union will also discuss
the question of black trade un-
ions in the mining industry. It
estimates that if all black
mine workers received union
rights they could have a union
with a membership of over
200,000 within a year.

Miners' boss warns Govt on reforms

By RIAAN DE VILLIERS
Labour Correspondent

MR ARRIE Paulus, secretary of the Mine Workers' Union, yesterday called on the Government to avert an impending confrontation with white workers

Addressing a Press conference after the annual meeting of the Rightwing union's general council this week, Mr Paulus said white mineworkers were shot by forces under the Smuts government in 1922. Subsequently, white workers were protected by the Nationalist Government

"But the indications are that a confrontation will develop in 1980, this time between the white worker and the NP Government

"We call on the Government to see to it that this does not happen"

Mr Paulus made it clear the union would continue its hard-line resistance to Government labour reforms. He said the council had decided on a wide range of issues relating to labour reforms but would not disclose them

The union's stance has come on the eve of moves to increase resistance of white organised labour to the Government's reforms

Mr Paulus confirmed yesterday that a committee of the all-white SA Confederation of Labour headed by him, had prepared a report calling on the organisation to revert to total opposition to the Government's new labour dispensation

The report is to be discussed at the confederation's congress to be held next week

Mr Paulus said among the issues discussed were the question of trade unions for blacks on the mines

Asked to comment on rumours that the union may

have been considering organising coloured and black mineworkers, Mr Paulus said "I don't want to comment - the whole issue was discussed and decisions were taken"

Mr Paulus described the council meeting as a "great triumph for the white mineworker" and added unity within the union had been underlined as never before

Among issues discussed, were the Wiehahn Commission and possible amendments to the Mines and Works Act. The council had issued instructions for action if certain amendments to the Act were recommended by the commission

Mr Paulus dealt at length with points raised by the Minister of Mines, Mr F W de Klerk, at the stormy opening of the congress on Tuesday, where white union leaders clashed with the Minister

"The Minister asked us whether we wanted black unemployment or dynamic economic growth. We also want growth and not unemployment. But if the Government improved its planning there would be no reason for concern about unemployment

"Some 80% of black mineworkers come from neighbouring countries. If they are barred from South Africa there will be enough work for all SA blacks"

He said the union believed in separate development and whites were paying high taxes to give blacks independent states

He said a letter would be sent to the Minister of Mines on the controversial issue of training of black mineworkers in Bophuthatswana but declined to say what the council's decisions were

Soweto clinics ceased to function during 1976 when it became impossible to rely on the presence of doctors. This stimulated training and deployment of primary health

4.3 STAFFING CLINICS

Although papers on the role and training of doctors were more numerous than those relating to any other category of health workers, there was a general agreement at the conference that reliance on doctors to provide primary health care - even if larger numbers were available and with a change in the orientation of their training - could not fulfil the needs of underserved areas. Some other alternatives are presented below.

4.2 OTHER PRIMARY HEALTH CARE WORKERS

Jaffe does not suggest means whereby care of the quality he regards as essential can be provided on a universal basis within financial limits, or problems of cross-cultural communication overcome.

This programme contrasts with the 6-month paediatric nurse associate course conducted at Red Cross to enable nurses in Day Hospitals to fulfil all the functions of a GP for child patients.

patients formerly seen by one doctor (seeing an average of 20 patients a day each). (It is still in doubt if this limit on the number of patients seen can be afforded). The outcome of a current anthropological and health status survey of the community will perhaps show whether the nurses come closer to the ideal of a personal, holistic, primary and continuing care than was formerly the case. The community health committees, representing the residents, have an important advisory and monitoring function. They are actively involved in clinic affairs and have direct access to the Hospital Superintendent to discuss problems, complaints or requests. The programme is still inhibited by lack of recognition by the Nursing and Medical and Dental Councils. Once it is accepted by these bodies, the way should be cleared to improving promotion prospects, status and pay in accordance with the increased responsibility involved.

administered elsewhere), etc. Four nurses now deal with the number of

The pattern of clinics run by nursing staff therefore appears to be accepted practice in rural Black communities and farming areas of South Africa.

usually staffed by medical
th two years' secondary
can give anaesthetic,
ations. Pugh also
can cope with 80% of
ribes the intensive
the point where they
sily.
obstacle to sustained
contraceptives were not
its, who are well-trained
re from their village
lay distributors have
rth Africa are served by
mobile basis. One or
for nurse clinicians are
ng assistants' are
alth care (Ntwane *39).

Paulus predicts white confrontation with Nats

STAR 1/2/80 (21) (17) (13/8)

By Sieg Hanmg,
Labour Reporter

Everything points to a confrontation developing this year between the white worker and the National Party, says Mr P J "Arrie" Paulus, general secretary of the Mineworkers' Union

He wanted more from the Government than promises that the white worker would retain his due share, he told reporters after the annual congress

of the MWU

He said guarantees applicable to everybody on the basis of merit were not acceptable

He wanted special safeguards applicable to whites alone

Mr Paulus was replying to what he called the "ultimatum" given at the opening of the congress by the Minister of Mines, Mr De Klerk.

"My congress feels very aggrieved that the Minis-

ter said here frankly that whatever we decide he will continue with the exemptions (for black training) in Bophuthatswana and that the Government will continue with the training of coloureds, Indians and blacks in South Africa," he said

"The white mineworker was shot dead in 1922 by an SAP Government Two years after that a National Party Government was put

into power which protected the white in South Africa

"And everything indicates — and we don't want it — that a confrontation will develop in 1980 between the white worker and the National Party this time"

On black advancement in Bophuthatswana, Mr Paulus said a letter would be sent to the Minister as soon as possible This would have to be followed by many discussions with the Minister

But he declined to say what the union had decided

He said the firm decisions had been taken on matters such as action (op-trede) to be taken if the Wiehahn Commission made certain recommendations concerning the Mines and Works Act (which denies blacks a blasting ticket).

Asked whether the MWU had adapted any of its known policies on the labour situation, he said "If you can't break them, join them and they will break themselves"

Asked whether a stage might be reached where opposition might change to co-operation, he said plans had been made for the future The union knew how to get the most advantages for the white worker at the least sacrifice

Union rejects assurance by mine management

STAR 1/2/80

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By Sieg Hannig,
Labour Reporter

One of the most enlightened mining unions has rejected an assurance by mine managements that the jobs and pay of every "current employee" will be secure when changes are made in "labour utilisation"

The undertaking accompanied the January pay cheques of whites employed on mines which are members of the Chamber of Mines

The assurance is "disturbing in the extreme," says a circular which the Mine Surface Officials' Association (MSOA) has

sent to its 14500 members.

The circular questions the good faith of mine managements and says their assurance implies that jobs will be downgraded

To guard against this, the MSOA called for an urgent investigation into the possible creation of non-racial employment safeguards of the kind adopted in the steel and engineering industries

The MSOA said it would not stand in the way of fair employment practices which opened avenues of employment equally to all races. But such a process

had to be based on equal pay for work of equal value, appointments on merit and open to all.

"It (the MSOA) cannot allow salaries and conditions to be diluted in any way — not even for the sake of the optimum use of manpower resources," said the circular

Referring to its efforts to organise coloured miners so that their employment conditions can be brought in line with those of its own (white) members, the MSOA says

"The mere fact that this needs to be done draws the good faith of management into doubt"

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WHITE MINERS Sounding off

At the official opening of the Mine Workers' Union general council, white union leaders let fly their complaints about government's handling of labour in the past year. Minister of Mines Frederik de Klerk did not mince his words on government's position regarding black advancement and unionisation. The meeting is significant in that it is a sharp reminder to Pretoria that it will have to tread softly in effecting changes in the mining industry.

The theme of De Klerk's speech was that government was not asking for confrontation with the miners, but that changes had to, and would, be made. Changes were needed for the sake of labour peace, and the country needed this and economic growth to withstand the total onslaught against SA.

Previous Minister of Mines, now Minister of Manpower Utilisation, Fanie Botha, came under fire for not consulting white workers about extending union rights to Africans and scrapping job reservation. Cor de Jager, president of the MWU, claimed that the Confederation of Labour had been assured by Botha that blacks would never be given trade union rights. And Attie Niewoudt, president of the con-

federation and a member of the Wiehahn Commission, asserted that "we were not even given the time to formulate our views on the changes which were introduced."

De Klerk came to the defence of Botha, supporting the new labour dispensation. He pointed out that there were still numerous safeguards to protect the interests of all workers, including whites. In addition, he asserted "You have the right to protect the interests of your members. But you do not have the only right to decide what is in the interests of the white worker. We are just as concerned about the white worker, and if you do not agree with our method of protecting him, then let us discuss our differences and avoid confrontation."

However, it appears that the only area for discussion can be the pace of change. De Klerk made it quite clear, when he spoke of the mines in BophuthaTswana, that changes would be made without agreement from the union if they had to. BophuthaTswana mines are still governed by South African mine labour legislation, so job reservation still applies. But

OLD MUTUAL

In last week's FM Special Survey on the Old Mutual, we published a list of the company's directors. However, we inadvertently left off the name of Gerry Muller of Nedbank.

The correction appears below.

Gerald Sidney Muller, director Old Mutual since 1974, senior deputy chairman and chief executive, Nedbank Group Ltd, chairman, Reinsurance Union Ltd, director, FPS Ltd, director, Rhodesian Banking Corporations Ltd, director, Sage Holdings.

the two affected mines, Impala Platinum and Rustenburg Platinum, have asked for exemptions to train blacks. In response, a joint committee of SA and BophuthaTswana representatives drew up draft exemptions, now being considered by the Chamber of Mines and the MWU, which is opposed to its members training blacks.

If the two cannot come to an agreement by March, De Klerk says he will grant the exemptions anyway — "naturally after consideration of any representations I might receive."

Despite the strong criticism levelled at government at the meeting, a major confrontation — ie a strike — is unlikely.

In May last year the Confederation of Labour accepted, by a slender majority, changes in labour legislation evolving from the first Wiehahn report. The MWU left the confederation as a result. However, it also lost a strong platform from which to lobby against change, and is now back in the Confederation.

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MIN. FANIE KAAP PAULUS OOR SY DREIGINGEN EN VERREGAANDE VERMETEL

Deur JOHAN VOSLOO

MNR. ARRIE PAULUS, hoofsekretaris van die Mynwerkersunie, se volgehoue rassistiese en konfrontasie-taal word deur die Regering in 'n baie ernstige lig beskou. Sy bedekte dreigemente hou die gevaar van die verstoring van die delikate arbeidsverhoudinge in die land in.

Dié afleiding maak RAPPORT na 'n lang gesprek met mnr. Fanie Botha, Minister van Mynwerkersunie. Hy is genader na aanleiding van mnr. Paulus se jongste aanvalle op die Regering waarin hy onder meer gedreig het dat 1980 'n jaar van konfrontasie tussen die blanke werker en die Regering kan word.

Mnr. Botha sê dat mnr. Paulus die Regering verlede jaar met 'n mynstaking probeer konfronteer het. Die helfte van sy eie vakbondlede (skieters in die myne) was egter nie bereid om hom daar in te volg nie. Die Minister wys daarop dat niemand behawe mnr. Paulus self konfrontasie wil hê nie. Hy gaan uit sy pad om dit te probeer afdwing. Die gevaar van sulke konfrontasiewaardoor mnr. Paulus so ligelik praat, strek ver: dit kan die ekonomie skou, dit kan 'n kettingreaksie tot gevolg hê waarvan die gevolge verrekend kan wees en dit kan die huidige goeie en delikate verhoudinge in die arbeidsveld benadeel wat so

nodsaaklik vir arbeidswede is, sê mnr. Botha.

Op sy beurt kan arbeidsontlus uitkruip tot die benadeling van verhoudinge op ander vlakke binne die veelvuldige struktuur van Suid-Afrika. "Soek mnr. Paulus in hierdie bye herna?" vra mnr. Botha.

Hy sê dat voor 'n mens egter mnr. Paulus en sy dreigemente te hoog aanslaan, daar 'n bietjie gevra moet word of mnr. Paulus namens meer as een of twee van die 84 blanke vakbode in die land praat. Om die waarheid te sê, praat hy nie eens namens al agt mynwerkersvakbode nie.

Dié week het mnr. Paulus hom onder meer uitgespreek teen die standpunt van die Minister van Mynwerkers, F. W. de Klerk, dat die Regering sal voortgaan met die opleiding van swart werkers in Suid-Afrika en Bophuthatswana. Volgens mnr. Paulus kom dié standpunt op 'n uiters matum neer.

Mnr. Botha sluit hom by Mnr. De Klerk se standpunt aan en sê dat die Regering verrekend is om alle werkers, ongeag ras of kleur, in Suid-Afrika op te lei. Bedoel mnr.

Paulus dat anderkleuriges nie opgelei moet word nie, en wat bedoel hy met 'n uitmatum? Beteken dit dat daar konfrontasie gaan kom as die Regering anderkleuriges ook opleit wil die Minister weet.

Hy beklemtoon dit dat as enige werker, oor die blanke, hom vertoetreg voel, daar 'n hof is waarteen hy hom kan wend. Waarom hierdie konfrontasie-taal, vra mnr. Botha.

Die Minister het hom sterk uitgespreek teen 'n ander uitlating van mnr. Paulus, soos berig in die dagbladders. Mnr. Paulus sou gesê het dat hy die Regering se verskerping verwerp dat die blanke werker voldoende beskerming onder die nuwe arbeidswetgewing geniet.

Hy het bygevoeg: "Watter beskerming het die blanke werker onder die wet bo en behalwe wat gekleunde werkers het? Daar word geen ondersoedingsposisie aan die blanke werker toegestaan nie."

Hierop antwoord mnr. Botha: "Dié uitlating is verregaande vernietel. Hoekom moet net blanke werkers afsonderlike beskermingsmaatreels geniet? Ons is hier vir gelyke beregtiging en ons regstelsel is ingestel op billikheid vir almal. Hoekom wil mnr. Paulus billikheid verwerp?"

"Sy standpunt is 'n voorbeeld van brutaliteit — hy wil naamlik standarde vir blanke werkers opstel wat moet verskil van dié van werkers van 'n ander kleur." Op mnr. Paulus se ander beskuldiging, dat samepre-

vloei uit die verslag van die Witsahn-kommissie waarin mnr. Paulus se eie president, mnr. Attie Nieuwoudt, sitting en inspraak gehad het. Dié vakbode wat sitting in die kommissie gehad het, het nie net inspraak gehad nie, maar ook help skop aan al die beginsels wat in die kommissieverslag opgeneem is."

Dit is algemene gebruik dat konsepwetgewing opgestel of gepubliseer word vir 'n basis in die finale onderhandelingsfase. Dit is bekend dat mnr. Botha nie net die konsepwetgewing uitgestuur het nie, maar ook persoonlike moete gedoen het om by 'n paar geleenthede die betrokke instansies te gaan inlig.

Mnr. Paulus het hom ook uitgespreek teen die werwing van swart mynwerkers in buurstate en daarop ge wys dat die trekarbeters 80 persent van alle swart mynwerkers in Suid-Afrika uitmaak. As hulle uitgehou kan word, sal daar geen gevaar van werkleloosheid onder ons swartes bestaan nie, aldus mnr. Paulus.

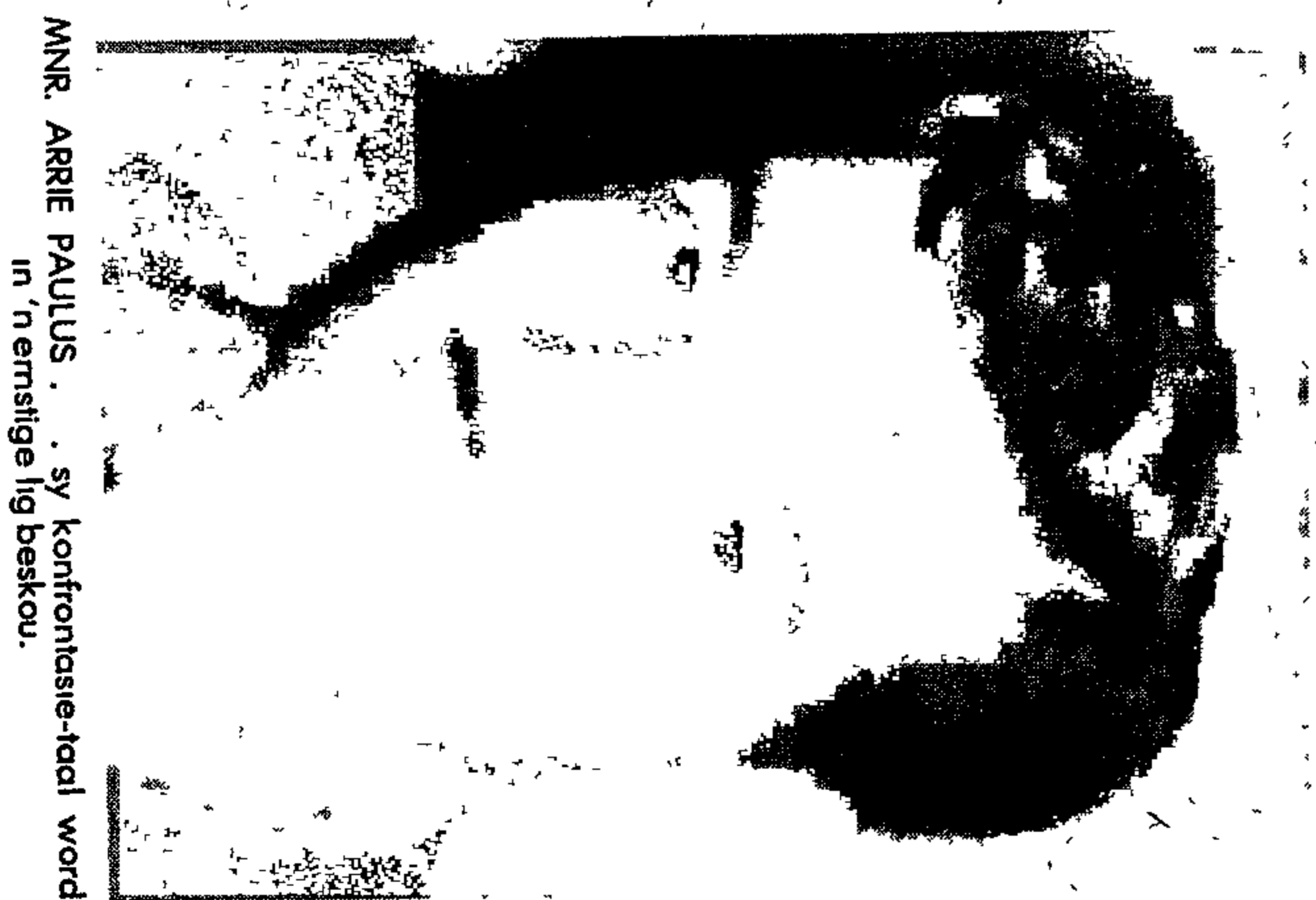
Volgens die minister word swart mynwerkers van buite ingebring omdat plaaslike swartes nie genee is om in myne te werk nie. Hulie het

'n ingeboude afkeer daaraan om ondergronds te gaan. In Bophuthatswana maak die owerheid byvoorbeeld groot-lus staal op vreemde swart arbeid in sy myne.

"As jy nie voldoende swart arbeid binne lands kan trek nie, sal dit gevolglik daartoe lei dat myne nie op volle sterkte bedryf sal kan word nie. Kortom sal dit beteken dat baie blanke werkers sonder werk sal sit. Dink mnr. Paulus aan hierdie dinge as hy sulke stellings maak?" vra mnr. Botha.

Oor mnr. Paulus se herhaalde agterliging dat werkatbakening weer ingestel moet word, wys die minister daarop dat net drie soorte werke in die myne deur werkatbakening gemaak is: Monstertemers, opmeters en ventilasiewerkers. Volgens wat RAPPORT kan vasstel, word nie meer as 1 300 van die sowat 80 000 blanke mynwerkers hierdeur gemaak nie.

'n Belangrike aspek van die saak volgens mnr. Botha, is dat mnr. Paulus se eie 'vakbond nie eens deur werkatbakening geraak is nie. "Hy het al die jare nooit daarop aangedring en vir beskerming van sy vakbondlede gevra nie."



MNR. ARRIE PAULUS . . . sy konfrontasie-taal word in 'n ernstige lig beskou.



MIN FANIE BOTHA . . . die uitlating (van mnr. Paulus) is verregaande vernietel."

No gold boom for black miners

WHILE the price of gold soars on international markets, black mineworkers in South Africa will not reap any immediate benefits.

The wage gap between black and white mineworkers still remains, and the conditions under which black mine workers live at some mines still remain stark.

Although black wages on the mines have improved over the past nine years, a survey carried out by **SUNDAY POST** has revealed some of the black mine workers' major grievances.

- Low wages
- Cramped accommodation
- Persistence in accommodating mineworkers on ethnic divisions
- Food, which was not always of the best quality
- Wives and families could not join workers on the Reef

From net profits of R2 billion from gold in 1978, R560 million went towards wages and salaries of more than 400 000 black mine workers, against R415 million to 35 000 white miners.

The success that gold bullion enjoyed recently, and the massive profits that will be raked in by mining houses will be of no immediate benefit to black workers.

The average wage for a black underground worker last year was R150 a month, which means in some cases an ounce of gold, which was a staggering R800 at its height, could have paid a black mineworker's wages for the whole year.

Though the average wage signifies a dramatic increase since 1972, white miners earn at least seven times more than their black counterparts.

In spite of black wages having consistently increased more than the annual inflation rates since 1971, white wages have doubled in the same period.

This was also the explanation preferred by the mine's management when told of the workers' complaint about the food. "It's difficult to cater for different tastes — some workers want more salt in their food, others less."

Food complaints were not so much against the quality as the way in which it was prepared. Like "Inyula", which comprises different vegetables cooked together as a stew.

Another sore point was the division of families when husbands go to work on the gold mines.

This has also led to girls from neighbouring townships flocking to the mines.

To try and improve the situation, several mines have guest houses where a mineworker could spend a few days with his wife for a specific period, the limit usually being a week.

"It's a practice which should be for cattle, not human beings," a mineworker from Mozambique said.

In one mine of 12 000 people, there is one guest house with two bed rooms, and the time limit for a couple to stay in the house is two weeks.

Said the miner: "It's a situation which can cause extreme embarrassment when somebody's wife has to be told to leave because another wife from the country has arrived."

Some miners were loathe to use the guest rooms and they were forced into relative's homes for a weekend with the wife.

The stringent security at compound entrances,

it was felt, also created unnecessary difficulties for those relatives who may want to visit.

On the other hand, the mining industry says it has done as much as it can to improve conditions within Government legislation and that it was for restrictive legislation to be removed before blacks can be part of the mining boom.

These legislative restrictions include

- Stipulations that black mineworkers cannot obtain blasting licences
- Government stipulation that mines can build houses for a very low percentage of their workforce

Aware

The profits that mines get from liquor sales in the compound is divided between the mine and the Government. At least 20 percent of the profits must go towards the welfare section of the mine, while 80 percent goes to the Department of Co-operation and Development.

The industry is aware of the need for better accommodation. "This is why we have been modernising some of our mines and built new hostels with flats that could be converted into family flats," Ml Etheredge said.

Anglo, he said, has adopted a new concept in mine housing: "We are now building houses for our staff in existing townships rather than housing them on mine premises".

This means that mine personnel will be able to participate fully in the 99-year leasehold scheme. In the past, houses on

mines had to be destroyed once the mine closed. Unlike white mines, black workers have been unable to mobilise them-

selves into a union because of Government legislation and the short duration of their contracts.

'MINEWORKERS' GRIEVANCES STILL REMAIN

Said Mr Etheredge: "We will gladly deal with a black union but we do not see it as our duty to start one."

The leader of the ultra-conservative White Mineworkers' Union, Mr Arrie Paulus, refused to speak to **SUNDAY POST** on the situation of black mineworkers.

At a minimum starting wage of R20 a week, the mines concede that this amount is not adequate, but argue that black mineworkers are given other benefits such as free medical treatment, free food, free transportation and are insured.

"Also, many come to work on the mines to supplement what they already have back home and the cost of living in their respective areas is not as high as in urban ones," Mr Etheredge said.

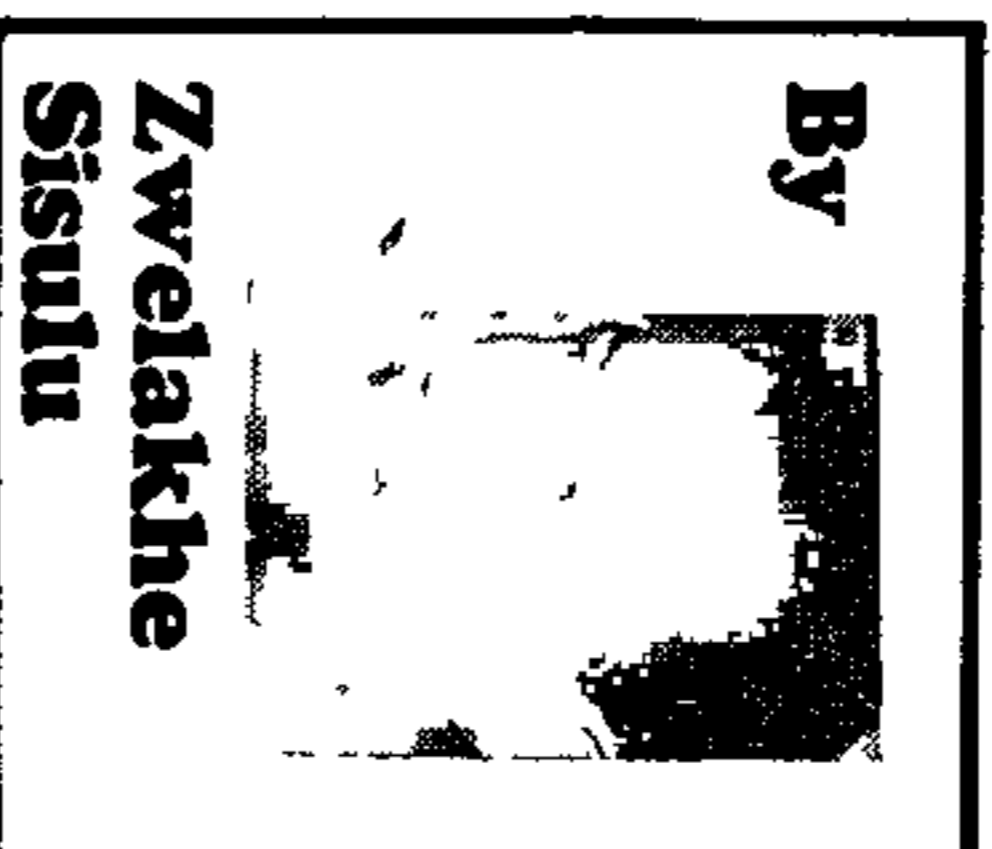
Recruitment

However, the majority of miners buy most of their clothing and furniture in urban areas and take these items home at the end of their contracts.

Mr Tony Fleischer, of the Employment Bureau of Africa, which is responsible for recruiting for mines, said more black workers were staying longer on the mines.

"More than half of the labour force is now in possession of re-employment guarantee certificates which are acquired after 45 weeks' service," he said.

The mining industry was attracting more black workers from South Africa than previously and was now over-strength. "At 102 percent, we have more people than we need", he said.



Zwelakhe Sisulu

Malawi 20 000, Botswana 20 000, Swaziland 9 000 and Rhodesia 8 000

Prevented by the Mines and Works Act of 1926 from obtaining blasting licences, and thus becoming fully fledged miners, the highest black workers get to is the semi-skilled level such as loco and winch drivers and machine operators.

This ceiling on job advancement is further compounded by the short nine-month contracts.

'Indunas'

Cramped accommodation was a common complaint from the mineworkers. In the older compounds, often euphemistically referred to as hostels, 20 workers sleep on concrete bunks in a sin le room.



Communal toilets without doors are common on the mines.

Pic: MAC MOGOROSI

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3 February 1980

Sunday Post

"Indunas"

Explaining his company's attitude to black wages and the price of gold, Mr. Dennis Etheredge, head of Anglo American's gold division, was adamant that the current gold price could not be used as a barometer for wages.

Ceiling

"We cannot tie the wages of our labour force to the price of gold, because that would mean cutting wages when the price went down," he said.

Of the more than 410 000 black mineworkers in the country, 217 000 are from South Africa, including Transkei, BophuthaTswana and Venda.

Lesotho has 98 000 people working in South African gold mines, while Mozambique has 42 000.

This, coupled with the fact that workers are often accommodated in the same room irrespective of their shifts to satisfy ethnic division, also led to complaints.

It was not uncommon to find rooms in compounds where the door was the main source of ventilation. Add to this the stoves in the rooms. Though meant for winter heating they are used by workers to prepare additional food.

In at least one mine on the Western Transvaal, workers are placed in dormitories according to ethnicity, and they even have an "Induna" for a particular tribe. This division often leads to faction fights.

"Ethnic accommodation is done at the insistence of the workers themselves," was the response of the compound manager.

1922 and all that

FOR nearly 60 years labour policy has been dominated by the tragic and violent symbolism of troops and miners shooting at each other in the streets — a symbolism so strong that it has allowed white miners to imagine themselves a special, protected breed

Little else remains of the world of 1922, but the miners nurture their illusions to the absurd point of trying to maintain a protective colour bar even inside the homelands.

Then strength has eroded but they still have some capacity — and

the selfishness — to damage the country. Hence the Minister of Mines, Mr F W de Klerk, is to be commended for the firmness with which he told the Mine Workers' Union this week that labour reforms are inescapable

It is a simple fact of the 1980s that the wider interests of South Africa require reform, and the miners cannot remain forever in the world of 1922. There cannot be one South Africa for 99 per cent of the population and another, protected, privileged South Africa for the miners

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better conditions. The factory refused to negotiate with the union. It says the men were replaced by machines and that it was part of a cut-back of staff.

Although those dismissed were 'Coloured', more than half of the men who were on strike are African contract workers. In spite of the threat of being endorsed back to the homelands, the African workers are standing firm with their 'Coloured' brothers and sisters. On the first day of the strike, men from the Department of Labour tried to separate 'Coloured' and African workers who had gathered outside the factory. The workers refused to be separated. One said, "We were all there for the same purpose."

Moves of solidarity with the striking workers are increasing. At a solidarity last week more than 500 university and college students from U.W.C., Hewat, Peninsula Training College and Bellville Technical College called for workers to be re-employed and for a boycott of Fattis & Monis products.

The Western Province Traders Association says it will instruct its members not to sell the factory's products unless there is negotiation.

The South African Council of Sport (SACOS) has called on all sports bodies and schools affiliated to SACOS to support a call for re-employment of the workers and a boycott of the factory's products.

More than 400 students from the University of Cape Town held a meeting and called for a boycott of all Fattis and Monis products.

The Women for Peace movement has called on the factory to negotiate with the workers.

The Cape branch of Nafcoc - the National African Federated Chamber of Commerce - has issued a statement in support of the dismissed workers.

Fattis and Monis insist that there is 'no dispute'. However a director of the firm says he is worried about calls for a boycott of the factory's products by blacks because much of the factory's trade is with blacks. The management have kept production going by employing scab workers in the place of the striking workers. However production has slowed down.

Who are Fattis and Monis? Fattis and Monis is the factory which produces the following products: The following Record flours; Self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wheatie Treat flour; Philadelphia flour; Koeberg Mille pack - mealie meal; all products with the Fattis & Monis brand name. These include icecream cones, cake cups, wafers, macaroni, spaghetti, large and small shells, pasta ribbons - broad, narrow, plain and green, pain rings, dilatines. Fattis and Monis also pack their pasta products under the following brand names; Princess, Pot o' Gold, Pick 'n Pay no name brand, Ccheckers and Roma. Fattis & Monis also control a number of bakeries in the Cape Town area. These include the Good Hope Bakery in Elsies River, Wrench Town Bakery in Observatory and the Ultra Bakery in Somerset West.

What Arrie Paulus could cost SA

South Africa's economy could weather a work stoppage by gold miners. But for holders of gold shares it would be a different story — a tale of woe, falling share prices and greatly reduced dividends.

By HAROLD FRIDJHON
IF THE THREATS made by Mr Arrie Paulus, secretary of the Mine Workers Union, to seek confrontation with the Government are translated into action — and by action one assumes militant action — the bullion market, the gold-share market and the economy at large might well be endangered.

Last year, the MWU directly or indirectly staged a wildcat strike, but it was neither industrywide nor of long duration. Nonetheless it had an impact on gold production.

If the MWU were to decide on industrial action, although strictly speaking it would not be an industrial dispute because it would represent a protest against Government policy, not against the employers, the effects could be far reaching even if it were to last for a few weeks.

In the first place gold would not reach the market in a smooth and regular flow. This would mean that South Africa would lose about R4-million a day — R20-million a week. With the present buoyancy of the economy and the reserves, South Africa as a whole could sustain a loss of this magnitude for several weeks, but it would have a debilitating effect over any long period.

But what would happen on the bullion market — a tight gold market in which demand and supply appear to be just about in balance? The shortage of 8 000 ounces a day could result in wide swings in price. The bulls would make a ball of such an occasion and, if there were no central bank intervention, in a situation such as this the price could temporarily go through the ceiling.

In the past few weeks, the exuberance on the bullion market is said to have been caused by excessive speculation. It doesn't require much imagination to picture what speculators

would do if they were fully aware of the fact that the market was being starved of its regular supply of newly mined gold. Buyers would have to depend on sellers and sellers would cash in.

I said "if there were no central bank intervention" in fact there is only one central bank which would likely intervene — the South African Reserve Bank. If the gold price were to soar into spatial orbit, it is not impossible that Reserve Bank would sell from its stock, replenishing its "inventory" of gold when mine production returned to normal.

If the authorities were to act in this manner the effects of a mineworkers' stay-away would not be as damaging as it could be if the Reserve Bank were to remain aloof from the situation. All the arguments are against an attitude of aloof indifference.

With the cash inflow continuing — and probably at a high rate — South Africa's finances could probably be strengthened and not weakened and this might well undermine any action which the mineworkers might be contemplating.

True, direct State profits and tax receipts from the gold mines would be drastically reduced, but these would be more than offset by the profits which the Reserve Bank would make. And it must not be overlooked that excess profits made by the Reserve bank eventually find their way into the Treasury's accounts.

The major losers in the event of mineworkers taking any industrial action — apart from the mineworkers themselves — would be the mines and their shareholders.

Shareholders would lose on two fronts: they would find their dividends and the market value of their shares greatly reduced. The most serious damage would be a crumbling of gold-share prices. Overseas

holders would rush to offload because they would see in a work stoppage the deeper political significance of any mineworker action.

And the one thing which frightens foreign investors is any thought of political instability in this country.

Calculation of rates is to consideration the re the actual numbers or those groups which al population, for rent demographic pro-

Improved prevention at n which will consequent- sociated mortality.

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Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males. Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either age 45, have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected. Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also influenced by the incidence of the diseases in question, as, for example, a 1 not only be influenced improved prevention at n which will consequent- sociated mortality.

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Mineworkers' Union: grievances

*14 Mr R B MILLER asked the Minister of Mines

Whether he will call for the establishment of a committee representing the Mineworkers' Union, the Chamber of Mines and his Department to investigate Mineworkers' Union grievances relating to Black advancement in the mining industry, if not, why not?

†The MINISTER OF MINES

No As far as the Republic is concerned I am not aware of facts which at present justify such action Labour arrangements in the mining industry are at present the subject of investigation by the Wiehahn Commission whose report on the matter is awaited

Regarding the advancement of Black workers in Bophuthatswana, negotiations and discussions are at present being conducted on a wide front, also between the respective Governments, and it is not advisable to furnish details at this stage.

Mr R B MILLER Mr Speaker, arising out of the reply given by the hon. the Minister, can he tell the House whether in fact such a request was made to him after his most recent discussions with the Mineworkers' Union?

†The MINISTER Mr Speaker, I have not received any such request.

NOTES ON SHEEP-SHEARERS

Shearers probably have more control over their conditions of employment than either permanent or casual workers on farms. Their skills are already in short supply to become scarcer and they are organised to a large extent. They are able to bargain - within limits - with the farmers in wage rates which are higher than those of most permanent employees.

Mine unions ready with pay claims

By Sieg Hannig
Labour Reporter

These notes are based on a visit to the Council of Mining Unions yesterday drawn up its annual pay demands after a year in which mineral profits soared to unexpected heights.

Some of the shearers were local (from Beaufort West, Rietbron, Merweville, etc.); they generally arranged their own programs. Some teams which might break up and re-form several times during the season. Some came from outside the district (from Aberdeen, Richmond, etc.) and were hired through agents, often local (in the case of Africans), their papers (in the case of Europeans).

Most of the teams are 'dagsmanne': casual workers who help with the shearing on the floor of the shearing shed, spreading the shorn fleeces, sorting and classing the wool and working the wool. Shearers and dagsmanne employed by a farmer depend on the number of sheep of his permanent work force and on the number of sheep to be shorn.

The Council of Mining Unions yesterday drew up its annual pay demands after a year in which mineral profits soared to unexpected heights. "Our claims will be submitted this week," said Mr Ken du Preez, chairman of the council. He said the unions were asking for a percentage pay increase plus improvements in other working conditions. But he declined to give details before the council had met the Chamber of Mines to negotiate the increases which normally take effect from the May pay month. Last year increases amounted to about 10 percent but in the three previous years they never exceeded seven percent. Pay increases for mine officials and for miners usually take effect a month or two after those of the union men.

Five of the farmers provided machine shears (hand shearers bought their own shears). Shearing by machine is faster and usually cheaper, but many farmers said it had disadvantages - the sheep were shorn short, so that they had no protection against cold, and injuries to sheep from machine shears were generally more serious than from hand shears.

1. Rates of Pay

Shearers were paid per sheep shorn and dagsmanne per day (with one exception). Rate for shearing varied from 8c a sheep to 22c (paid to the agent) but most shearers earned 10c to 15c. On the whole, shearing teams organised by agents seemed to be better paid than the local teams. On the other hand, it is not clear what proportion of total payment was taken by the agents: farmers interviewed could only give definite information about the total amounts they paid, but one farmer thought that

Five more unions may quit Sacla

By RIAAN DE VILLIERS
Labour Correspondent

FIVE more trade unions may follow the SA Association of Municipal Employees out of the SA Confederation of Labour

They are the five railways staff associations still affiliated to the confederation with a joint membership of about 50 000

Indications are that the Rightwing faction led by Mr

Arrie Paulus, militant secretary of the Mineworkers' Union, is prepared to drive out all moderate unions in its bid to gain control of the confederation and turn it against Government labour reforms

Unionists and observers believe the break-up of the strife-torn body is inevitable

At the same time a new co-ordinating body for mod-

erate white unions has become, according to several leading unionists, a "distinct possibility"

The impending realignment among the white unions was cautiously welcomed by the Government yesterday

The Minister of Manpower Utilisation, Mr Fanie Botha, said it meant much greater support in trade union ranks for the Government's labour reforms

The warning that the five railways unions could follow the 41 000-strong SAAME out of the confederation came from Mr Brian Currie, chairman of the Federal Consultative Council of Railways Staff Associations and president of the Salaried Staff Association

Commenting on SAAME's sudden withdrawal earlier this week, Mr Currie said "I would have thought the radical element should have been removed, leaving us a more moderate body"

"But SAAME's withdrawal leaves us in a weaker position to contend with the radical element and the possibility cannot be discarded that we will pull out"

Firmly aligning the railways unions with the moderate camp, Mr Currie said he expected all five to oppose the controversial Paulus report which has triggered off the present crisis

All would probably withdraw if the report, which urges the confederation to revert to complete opposition to Government labour reforms, was accepted

"I think other unions will join us too," he said

"Alternatively, if by some miracle the confederation is rid of its radical element, others could possibly be enticed back to it in a new form"

RDM 22/2/80

211

Vonke gaan spat oor hoër lone

RAPPORT 24/2/80

1211

DIE vonke gaan waarskynlik vanjaar spat by die onderhandelinge van die Kamer van Mynwese en mynvakbondunies oor hoër lone. Die vakbondunies het vandeeweek hul eise om hoër lone by die Kamer ingedien en na verneem word, word vir 'n aansienlike groter aanpassing as die 10 persent wat verlede jaar ontvang is, aangedring.

Die argument sal waarskynlik wees dat die werkers ook moet deel in die hoër inkomste wat die myne weens die hoër goudprys toegeval het. Na verwagting sal die Kamer van Mynwese nie baie begerig wees om aansienlike aanpassings in lone te maak indien laasgenoemde nie saamval met 'n verbetering in produktiwiteit nie.

Kenner sê die aanpassing van lone van werkers wat aan die vakunies behoort en wat gewoonlik in Mei in werking tree, sal ook 'n aanduiding wees van wat amptenare en swart werkers gaan

ontvang

Daar word jaarliks astronomiese syfers in die vorm van salarisse en lone aan mynwerkers betaal. In 1978 — die jongste syfer wat beskikbaar is het goudmyne wat aan die Kamer van mynwese behoort, R415,5 miljoen aan wit werkers en R560,8 miljoen aan swart werkers betaal vir 'n totaal van R976,3 miljoen.

Die steenkoolmyne wat aan die Kamer van Mynwese behoort, het in dieselfde jaar R79,3 miljoen aan wit en R107,1 miljoen aan swart werkers betaal. Die totale bedrag wat in 1978 deur hierdie twee bedryfstakke aan lone en salarisse betaal is, het R1 162,8 miljoen beloop. As die styging van 10 persent wat verlede jaar ontvang is in aanmerking geneem word kon verlede jaar se totale lone en salarisse in die omgewing van R1 278 000 gewees het. Hierdie syfer kan vanjaar maklik na R1 500 miljoen opgestoot word.

Na verneem word, sal die onderhandelinge tussen die vakunies en die myne vanjaar baie straf wees. Baie van die mynwerkers voel dat die groter inkomste van die goudmyne vanweë die sterk goudprys aan hulle toekom.

Daarteenoor sal die Kamer van Mynwese moontlik 'n baie versigtige houding inneem, want dit kan baie maklik gebeur dat die goudprys in die nabye toekoms sterk kan terugsak.

— Daan de Kock

Arrie's dream turns into racist nightmare

THE RIFT that split the 200 000-strong white Confederation of Labour in two this week was caused by one man's impossible dream: arch-verkramppte Arrie Paulus thought he could keep trade unions white

While all those around him were bowing to the inevitable, the general secretary of the whites-only Mineworkers' Union was announcing to anybody who'd listen: "I'm a racist for my men." He accused the Minister of Manpower Utilisation, Mr Fanie Botha, of committing treason towards white workers by accepting the recommendations of the Wiehahn Commission.

Now his outspoken determination to oppose the Government has resulted in the almost certain disintegration of the SA Confederation of Labour, the conservative umbrella body whose affiliates are in many instances unions representing either Government or quasi-Government concerns

When Paulus — a good unionist when it comes to protecting white miners from what he sees as the encroachment by blacks upon once exclusively white-held jobs — drew up a report urging fellow unions to oppose Government labour reforms, the confederation began to crumble

According to Sarel van den Berg, general secretary of the Johannesburg Municipal Employees Association, the report was attached to the agenda of the confederation's annual conference in Pretoria about three weeks ago.

Whites back mixed unions

"It urged the confederation to revert to complete opposition to Government labour reforms, and astounded most of us as we had assured the Minister of Manpower Utilisation that the confederation had voted 13—11 in favour of his implementation of the Wiehahn recommendations."

This week the South African Association of Municipal Employees (SAAME), with 41 000 members, summarily withdrew from the confederation.

SAAME's president is

Attie Niewoudt, who has now been forced out of the position of president of the confederation by virtue of his union's withdrawal. SAAME has dissociated itself from the Paulus report.

There is speculation that the five Railway staff associations affiliated to the confederation will be the next to withdraw. They have a joint membership of about 50 000.

"This split proves that South Africa's white workers are not all conservative diehards. They are ready to support the Gov-

ernment's efforts to give workers of other races a fair deal," said Andre Malherbe of the Trade Union Council of South Africa

Mr Brian Currie, a prominent union official, predicted that the certain rejection of the Paulus report by almost all affiliate unions would drive Paulus and his extreme right-wing group away, leaving the confederation more moderate in its make-up. — **SUNDAY POST** Correspondent

● See Page 9



Paulus . . . "I'm a racist for my men."

this survey. Farmers are asked to detail cash wages, bonuses, rations, meat (valued at R15 a sheep) and milk (valued at 2c a litre for skim milk and 10c a litre for full milk). The estimates do not include clothing, grazing rights, Christmas 'presents' or medical costs, nor do they include housing.

Verset teen Paulus-verslag

Neem toe

Deur **MARISSA VAN NIEKERK**

VERSET teen die radikaal-regse verslag van die Paulus-komitee oor die nuwe arbeidswetgewing is besig om toe te neem onder gemiddeldes binne die Konfederasie van Arbeid.

1756
211
JP

as „oorhaastig” bestempel

Mnr Sarel van den Berg, Sekretaris van die Johannesburgse Munisipale Werknemersvereniging, het aan RAPPORT gesê sy vakkond kan moontlik op sy April-vergadering besluit om weg te breek

Ons dink as die SAVMW nie so vinnig opgetree het nie, kon ons die saak van binne af reggemaak het. Maar ek dink hulle het om goete redes besluit om weg te breek en dis moontlik dat die meeste denkende vakverenigings gaan wegbreek.

Hoewel geen sprake bestaan van eenvoudige verset onder die gemiddelde vakkonde nie, is daar aanduidings dat die konfederasie uitneembaar spat voordat die uitvoerende bestuur van die konfederasie op 26 Mei 'n besluit oor die verslag neem

Woensdag se besluit van die Suid-Afrikaanse Vereniging van Munisipale Werknemers (SAVMW) is deur mnr Brian Currie, President van die Vereniging van Gesalarieerde Personeel van die Spoorwee, en mnr Johan Benadie, Hoofsekretaris van die Unie van Treinpersoneel

„massalisterne en hoe emosie”

„Dit is realistes om te vra waar ons wil staan, by die Konfederasie van Arbeid of by die SAVMW in die woestyn?”

Mnr Benadie het gesê vakkonde wat die SAVMW volg sal getreke „wees

Hy het, soos mnr Van den Berg van die Johannesburgse munisipale werknemersvereniging gesê dat 'n verandering van beleid eerder van binne die konfederasie bewerkstellig moet word

Daar's 'n emosionele veldtog aan die gang om 'n uittoeg aan die gang te sit sonder dat enige van die probleme opgelos is. Binne 'n nuwe organisasie gaan almal met dieselfde probleme sit,” sê mnr Benadie

„'n Mens maak nie sommer 'n instelling tot niet bloot omdat die arbeidspatroon verby die bestaande konstitusie ontwikkel het nie. Die leiers met die koel koppe moet nou na vore tree.”

Mnr. Benadie het gesê as die vyf spoorwegvakkonde wat by die Konfederasie van Arbeid geaffilieer is saam met die SAVMW sou besluit om uit te stap, dit kan lei tot die outomatiese ontbinding van die konfederasie. aangesien die konstitusie bepaal dat as die konfederasie verteenwoordigend van minder as 100 000 werkers is, hy outomates ontbind

Volgens mnr Benadie sal die uitvoerende bestuur van

die konfederasie die Paulus-verslag nooit aanvaar nie

Dit is 'n menung wat deur mnr Brian Currie, wat ook vise-president van die Konfederasie van Arbeid en voorsitter van die Federale Raadplegende Raad van Spoorwegpersoneelverenigings is, gehuldig word.

Hy het gesê hy het nie verwag dat enige vakkond van die konfederasie sou wegbreek nie. „Ons het daarin geslaag om Paulus-hulle se peyng om die kongres van die konfederasie waar hulle die verslag wou deurwing te laat misluk en die kwad dag uit te stel tot in Mei.

„Ons het eerder verwag dat die redikales uit die konfederasie sou wegbreek nie die gematigdes nie.”

Mnr Currie het gesê sy vakkond gaan minstens tot die volgende vergadering van die uitvoerende bestuur van die konfederasie in Mei binne die konfederasie bly

Ons het geen mandaat om weg te breek nie. Maar as Paulus-hulle hul sin gaan kry met die verslag, bly vir ons geen ander weg oop as om ook uit die konfederasie pad te gee nie

„Maar ek dink nie hulle sal hulle sin kry nie” het mnr Currie gesê

Mnr Eben Jacobs, Hoofsekretaris van die Spoorbond, een van die vyf geaffilieerde spoorwegvakkundes, het gesê sy vakunie neem op 10 Maart 'n finale besluit oor die saak. „Ons oorweeg dit sterk om ons aan die konfederasie te

onttrek. Ons is nie gedien met Paulus se houding nie. Dit plaas ons voortdurend in die verleentheid om op konfederasievlak vir Paulus se soort publisiteit gebruik te word

„Ons probeer met die land- en landsbeleid saamwerk sonder om ons lede te benadeel,” het mnr Jacobs gesê.

Paulus claims union wants to gag leader

By RIAAN DE VILLIERS
Labour Correspondent

MR ARRIE Paulus, general secretary of the Mineworkers' Union, has accused the SA Association of Municipal Employees (SAAME) of pulling out of the Confederation of Labour to "shut the mouth" of Mr Attie Nieuwoudt who had been a potential president

Mr Paulus, co-author of the controversial "Paulus Report", which is at the centre of a crisis in the confederation's ranks, said Mr Nieuwoudt was a defender of white workers
SAAME had cited the Paulus

Report as a reason for withdrawing from the confederation — but the executive would consider the report only at a meeting in May

So, he said the report was clearly not the reason for the action — the real reason was that Mr Nieuwoudt's firm actions had become an embarrassment in "certain quarters"

Mr Nieuwoudt had never hesitated to state or plead the case of white workers, he said, and had even repudiated Cabinet Ministers in public

"This platform had to be taken away from him and his

mouth had to be shut," Mr Paulus said

He added that the MWU would not break away from the confederation, and appealed to other member unions to consider whether such action would not harm white workers

"I believe unions which don't have the interests of the white worker at heart, or those which support mixed unions, should break their ties with the confederation"

Mr Nieuwoudt, president of SAAME, lost the confederation presidency when his association withdrew membership

Soweto-kolonel van '76

RAPPORT 2/3/80

doen nou sendingwerk

Deur **MARISSA VAN NIEKERK**

EEN van die bevelvoerders van Soweto se polisiemag in 1976, kol. F. W. Brand, doen vandag sendingwerk onder mynwerkers in die Randfontein-gebied.

Hy het al in 1947 met evangelisasiewerk onder gekleurdes begin, sê hy. „Baie van my makkers het my as eienaardig beskou. Hulle het gedink ek is baie sag, maar

die Here Jesus maak 'n mens na Sy beeld.

„Mense het die verkeerde idee omtrent 'n polisieman. Hulle dink ons is harde, onsimpatieke mense, maar

ons is mense wat baie medelye het met die publiek en ons doen baie meer goed as kwaad.

„Ek kon my in die polisiemag uitleef en het my werk geniet, omdat ek vrede in my hart gehad het met God en my medemense”

Kol. Brand was op 16 Junie 1976 by sy dogter in Oos-Lon-

den waar sy 'n operasie ondergaan het. Drie dae later was hy weer op sy pos in Soweto.

„Dit was 'n moeilike tyd. Ons het geweldig baie oortyd gewerk in moeilike omstandighede. My oortuiging was dat 'n bese mag met amper kranksinnige vernieling in Soweto losgelaat is

„Dit was niks anders as gebed wat daardie gemoedere gekalmeer het nie. Ek glo dat baie duisende kinders van God baie ure lank vir Soweto gebid het.

„Ek het in dié tyd 'n teer en wonderlike ervaring gehad. Een nag toe ek baie bekommerd was oor die Soweto-woelinge en ernstig daarvoor gebid het, was dit asof ek duidelik God hoor vra het wat ek dan verlang vir Soweto.

„My gebed was red Soweto en red Afrika en gee die mense die geleentheid om die ewangelië te hoor soos die blankes geleentheid het om dit te hoor

„Ek glo God het die gebed in my opgewek en Hy wil dit graag verwesenlik in Afrika”

Kol. Brand het in Maart 1978 — terwyl hy ná sy aftrede in November 1977 nog besig was met aanbouings aan sy huis in Greenhills, Randfontein — sendingwerker geword van die NG Ring van Randpoort se sendingkommissie. Sy opdrag is die verkoop van bybels en geestelik opbouende literatuur aan mynwerkers

KOL. FRIEDERICK BRAND, in 1976 in Soweto en nou doen hy sendingwerk onder swart mynwerkers



White miners want 20% rise

(211)
LDM
7/3/80

By STEVEN FRIEDMAN
Labour Reporter

WHITE mining trade unions are to ask the Chamber of Mines for a 20% wage increase

The unions are also asking for improvements in allowances and fringe benefits

These pay demands could spark off stormy negotiations between the unions and the chamber

This year's demand is much higher than the 12.5% the unions asked for last year. Union demands for a 20% increase led to deadlock in 1978

The unions are likely to push their demands vigorously this year in the light of the steep rise in the gold price

They are also likely to argue that their members' pay has not kept pace with inflation in the last four years

Wage increases for white miners have been comparatively low in recent years. Last

year white miners received a 10% rise and in the three years before that increases were below 7%

The chamber is likely to argue that the gold price rise has not benefited it as much as the unions believe

They may also claim rising costs and taxation have eaten into profits

Besides a 20% wage increase, the unions are asking for a similar increase in allowances

They also want:

- A shift allowance of 5%;
- An extra 10% of basic pay rates for permanent night-shift workers;
- An increase of employer contributions to miners' pensions in order to bring this contribution in line with that made to officials' pensions; and
- Improved compensation for men injured at work and the declaration of New Year's Day as a statutory miners' holiday

Surface men say chamber is 'tardy'

211
ADM 7/3/80

Labour Reporter

AN OUTSPOKEN attack on the Chamber of Mines was delivered yesterday by the president of the Mine Surface Officials Association, which is regarded as one of the most moderate trade unions in the mining industry

The MSOA's president, Mr Alex Leshe, yesterday attacked the chamber for attempting to "downgrade" the position of white surface officials as well as for "tardiness" on the unionisation of black and coloured workers

The MSOA is one of the unions which has been most prepared to co-operate with the chamber and Mr Leshe's remarks are evidence of a widening rift between employers and mine unions on the black advancement issue.

They appear to have been aimed not so much at black advancement but at the way unions say mine employers are trying to achieve this. They argue that the chamber is trying to "water down" jobs in order to reduce wages

Mr Leshe described the chamber's attempt to reassure his members of their job security as "disquieting". He added "We have every reason to suspect that a discreet process

of job fragmentation to whittle away the role of the surface official is being applied to us"

He said there were fears among organised labour that their members would be "downgraded" and that this would be done "at the cost of people who are at present unorganised and who will be expected to do these jobs at a lower salary"

His union still believed in "equal pay for equal work" as a form of job protection

He said the MSOA "have had no acceptable reassurances from employers that job evaluation and rationalisation is not synonymous with wage cutting"

Mr Leshe also attacked the chamber for its "excess caution in its attitude to black trade unions"

He accused the mines of "jolly along any applicant black union while a long process of evaluation is followed"

He also said the mines had shown "tardiness in informing us of the working conditions and circumstances of coloured workers" and of accepting "restrictions" on coloured workers in negotiations

The MSOA is in the process of organising a union for coloured officials

STAR 7/3/80 (15) (151)
Mixed unions favoured

Mr Nico Hitchcock, the Industrial Registrar said today that many trade unions favoured mixed trade unions.

Mr Hitchcock was speaking at the annual meeting of the Mine Surface Officials' Association in Johannesburg

Despite the fact that the Industrial Conciliation Act forbade mixed trade unions, provision was made for the Minister of

Manpower Development to register mixed unions — where the numbers of one population group were too small to justify a separate union, or where the proportions made it practicable

It is understood that MSOA has been looking at the implications of mixed registration

From today's discussions it would appear there are good chances of such an application succeeding

Transkei migrant figures

211

CAPE TOWN — There were more than half a million Transkeians and half a million Bophuthatswana citizens registered to work in South Africa at the end of June 1978

In addition, there were 2 655 657 South African blacks employed in industrial undertakings

These figures have been disclosed in the annual report of the Department of Co-operation and Development

The report said that of the 500 294 Transkeians working in South Africa, 154 615 were in mining, 71 441 in agriculture, 72 755 in manufacturing, 64 397 in government services and 48 750 in the domestic service.

A total of 1 474 Transkeians had regained their South African citizenship by the end of last year, the Minister, Dr Piet Koornhof, said yesterday

One application for regaining South African citizenship had been refused so far, though "many others were returned for further motivation", Dr Koornhof said. — PC

Black miners' wages up by 660pc in 9 years

CARE TIMES
12/3/80
(211)

JOHANNESBURG. The average minimum wages of blacks employed by gold mines in South Africa are now almost eight times higher - an increase of 660 percent - than in 1971 according to the Chamber of Mines review for the year ending 1979.

It states that the wages of black employees increased by an average of 18 percent during 1979. Previous increases were 26.9 percent in 1973, 61.5 percent in 1971 and 67.8 percent in 1975.

According to the review few if any workers anywhere else in the world have had their incomes increased so rapidly, although it admits that pay rises in the past four years had not matched the extraordinarily high increments between 1973 and 1975.

They had nevertheless more than compensated for prevailing inflation rates and represented a real improvement for the black work force on the gold mines, the review says.

Much of this latter period also coincided with a period of alarming costs increases in the gold mining industry (ranging

between 137 and 237 percent over the past years - 1976-78 which far exceeded the general inflation rate and came at a time of high unemployment and severe economic restraints in all sectors of the economy as the country experienced its worst recession since the 1930s).

The review says the average monthly cash wage for black underground workers in November last year was just over R150 while for all black workers on the mines it was R110. In addition all black employees received free food, accommodation, medical attention and other facilities estimated to be worth at least a further R60 a month.

Savings of R100 a month or more than R1 000 over a year were common.

Greatly increased wages made possible by the higher gold price levels during the 1970s and improved living and working conditions have all helped to make mining more attractive and have contributed to increase stability of the work-force - Sapa.

BUSINESS

Black mining wages up 660 pc in decade

211
13/3/80
40

JOHANNESBURG — The average minimum wages of blacks employed by gold mines in South Africa are now almost eight times higher — an increase of 660 per cent — than in 1971, according to the Chamber of Mines review for the year ending 1979.

The chamber said the wages of black employees increased by an average 18 per cent during 1979. Previous increases were 16 per cent in 1972, 26,2 per cent in 1973, 61,5 per cent in 1974 and 67,8 per cent in 1975.

According to the review few if any workers anywhere else in the world have had their incomes increased so rapidly, although — the chamber admits pay rises in the past four years did not match the "extraordinary high increments" between

1973 and 1975

"They nevertheless have more than compensated for prevailing inflation rates and represent a real improvement for the black work-force on the gold mines," the review says

"Much of this latter period also coincided with a period of alarming cost increases in the gold mining industry (ranging between 13,7 and 23,7 per cent for the years 1976-78), which far exceeded the general inflation rate and came at a time of high unemployment and severe economic restraints in all sectors of the economy as the country experienced its worst recession since the 1930s"

The review says the average monthly cash wage for black under-

ground workers in November last year was just over R150 while for all black workers on the mines it was R140

In addition, all black employees received free food, accommodation, medical attention and other facilities estimated to be worth at least a further R60 a month

Savings of R100 a month, or more than R1 000 over a year, were common

"Greatly increased wages, made possible by the higher gold price levels during the 1970s and improved living and working conditions have all helped to make mining more attractive and have contributed to the increased stability of the work-force," the review said — SAPA

JUST

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	REGISTRAR (ACADEMIC)
1523374	AAPOLELA	DUMILE	111120	ORANA I	APP	
1523660	PURUNDU	JENNIFER SOLANGE	115101	FRENCH I	F (45)	
* TOTAL NUMBER OF STUDENTS						2

EXAMINATION RESULTS IN FACULTY ARTS
YEAR : 1

AS AT 29 02 80

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80 78 76 74 72 70 68 66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

10 15/3/80
**Baboon
 tag: 211
 Paulus
 charged**

JOHANNESBURG -- Mr Arrie Paulus leader of the Mine Workers Union is to answer two charges of crimen injuria, one of them for an alleged remark that blacks are like baboons.

Mr Paulus is to appear before a Johannesburg regional magistrate on April 8. A charge sheet containing the allegations has been delivered to Mr Paulus.

The first count deals with the alleged "baboons" remark published in a New York newspaper.

The other count deals with a remark which, it is alleged, impaired the dignity of a reporter of Die Vaderland, the editorial staff of Post, Dr Nthatho Motlana and all the black people of South Africa.

Mr Paulus, meanwhile, has accused the Minister of Manpower Utilisation of betraying white miners.

"The Minister betrayed us when he said black trade unions could be registered," he told an Afrikaans discussion group here.

"There are 100 000 black miners compared with 18 000 white miners and they will just overwhelm us."

He would do his best to protect the interests of his own kind.

"If we go as far as to say that tomorrow we will let blacks join our union, then friends, you will get so sick of reading my name in the newspapers and seeing my face on television."

If blacks were to have unions, "it would be them saying 'we want this and we want that,' and if what they want is better than what we have, then they must get it."

The principle of "when in Rome, do as the Romans do" must apply. "If I emigrate to Transkei, then I will do what they tell me to do. And if a citizen of the Transkei comes here, then he must do what we tell him to do."

Guilt feelings were being instilled in white workers. "We are told that everything we do is discriminatory."

"We owe the black worker nothing. The black worker owes us a lot," Mr Paulus said.

But, he added, the lot of the black miner in South Africa was not so terrible. "If I were a black man, I would want to be a black miner in South Africa," he concluded. — SAPA

STAR 14/3/80

Miners betrayed, 211 ~~126~~ ~~126~~ says union boss

Mr Arrie Paulus, boss of the 18 000 strong Mineworkers' Union last night accused the Minister of Manpower Utilisation of betraying white miners.

The Minister betrayed us when he said that black trade unions could be tolerated," said Mr Paulus.

There are 100 000 black miners compared with 18 000 white miners and they will just overwhelm us."

Mr Paulus revealed where his affiliations lay.

I am a member of the white ethnic group and it is their interests that I will try my best to protect."

His role of protector could be exchanged for that of a hero, but that was unlikely to happen, said Mr Paulus.

"If we go so far as to say that tomorrow we will let blacks join our union, then friends, you will get so sick of reading my name in the newspapers and seeing my face on television I will be a hero."

If blacks were to have

trade unions "and if I try to be honest, then the majority must have the say. Then it would be them saying 'we want this and we want that' and if what they want is better than we have then they must get it."

Mr Paulus said he knew what was the proper thing to do.

"When in Rome do as the Romans do. If I emigrate to Transkei then I will do what they tell me to do. And if a citizen of the Transkei comes here then he must do what we tell him to do."

In South Africa a feeling of guilt has now been instilled in the white worker. We are told that everything we do is discriminatory.

We owe the black worker nothing.

"The black worker owes the white worker a lot."

But, said Mr Paulus, being a black miner in South Africa was not too terrible.

"If I were black then I would want to be a black miner in South Africa," he stated.

DEPARTEMENT VAN MINERAAL- EN
ENERGIESAKE

No R 537 21 Maart 1980
WYSIGING VAN REGULASIES

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

Die Staatspresident het kragtens artikel 12 van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), die regulasies in die Bylae hiervan uitgevaardig

BYLAE

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

1 deur paragraaf (3) in Hoofstuk 1 deur die volgende paragraaf te vervang.

“(3) ‘beheerde myn’ of ‘beheerde bedryf’ ’n myn of ’n bedryf wat ’n beheerde myn of bedryf is kragtens die Wet op Bedryfsiektes in Myne en Bedrywe, 1973 (Wet 78 van 1973), (5)”.

2 deur paragraaf (18) in Hoofstuk 1 deur die volgende paragraaf te vervang

“(18) ‘ingelyste myn’ ’n goudmyn waar meer as 1 000 persone gelyktydig ondergronds werk, of enige ander myn wat deur die Staatsmyningenieur as sodanig verklaar is. Met dien verstande dat die Staatsmyningenieur, in die geval van ’n goudmyn, deur skriftelike kennisgewing aan die bestuurder, sodanige myn op grond van die distrik waarin dit geleë is, tot ’n nie-ingelyste myn kan verklaar, (26)”.

3. deur in regulasie 2 1 die woorde “of Inspekteur van Masjinerie, na gelang van die geval,” na die woorde “Inspekteur van Myne” in te voeg.

4. deur in regulasie 2 2 die woorde “of Inspekteur van Masjinerie, na gelang van die geval,” na die woorde “Inspekteur van Myne” in te voeg.

5. deur in regulasie 2 3 2 die woorde “of Inspekteur van Masjinerie, na gelang van die geval,” na die woorde “Inspekteur van Myne” in te voeg.

6. deur regulasie 2 14.1 deur die volgende regulasie te vervang:

“2 14.1 By elke myn waar die getal persone wat ondergronds werkzaam is, 300 oorskry, moet die bestuurder een of meer bevoegde ingelyste persone as mynopsigters aanstel om hom behulpsaam te wees met die beheer oor en bestuur en leiding van die ondergrondse werkzaamhede van die myn”.

7. deur in regulasie 2 15.1 die eerste sin deur die volgende sin te vervang:

“Die bestuurder of ondergeskikte bestuurder van ’n myn kan een of meer bevoegde ingelyste persone as skofbase aanstel.”;

8 deur in regulasie 2.15.5—

(a) paragraaf (a) deur die volgende paragraaf te vervang

“(a) hy elke werksfront wat in sy afdeling geskiet is en waarin persone werk, binne ’n tydperk van twee werkdade na elke afskieting daarin inspekteer.”.

(b) die volgende sin aan die end van die regulasie by te voeg

“By die toepassing van hierdie regulasie beteken ‘skietwerkzaamhede’ ook die werklike uitbreek van ’n delfstof of rots gedurende die voorafgaande skof deur middel van springstowwe, met inbegrip van die verwydering van sodanige gebreekte delfstof of rots en die veiligmakingsproses”.

DEPARTMENT OF MINERAL AND ENERGY
AFFAIRS

No R. 537 21 March 1980
AMENDMENT OF REGULATIONS

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

The State President has, in terms of section 12 of the Mines and Works Act, 1956 (Act 27 of 1956), made the regulations in the Schedule hereto

SCHEDULE

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

1 by substituting the following paragraph for paragraph (5) in Chapter 1

“(5) ‘controlled mine’ or ‘controlled works’ means a mine or a works which is controlled under the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), (3)”.

2 by substituting the following paragraph for paragraph (26) in Chapter 1.

“(26) ‘scheduled mine’ means a gold mine where more than 1 000 persons are employed underground at any time or any other mine declared as such by the Government Mining Engineer. Provided that the Government Mining Engineer, in the case of a gold mine, may declare such mine not to be a scheduled mine by virtue of the district in which it is situated, by giving notice in writing to the manager, (18)”.

3 by inserting the words “or Inspector of Machinery, as the case may be” after the words “Inspector of Mines” in regulation 2 1.

4 by inserting the words “or Inspector of Machinery, as the case may be,” after the words “Inspector of Mines” in regulation 2 2.

5 by inserting the words “or Inspector of Machinery, as the case may be,” after the words “Inspector of Mines” in regulation 2 3 2.

6 by substituting the following regulation for regulation 2 14 1:

“2.14.1 At every mine where the number of persons employed in the underground workings exceeds 300, the manager shall appoint one or more competent scheduled persons as mine overseers to assist him in the control, management and direction of the underground workings of the mine”.

7 by substituting the following sentence for the first sentence of regulations 2 15 1

“The manager or subordinate manager of a mine may appoint one or more competent scheduled persons as shift bosses”.

8 in regulation 2 15 5 by—

(a) substituting the following paragraph for paragraph (a):

“(a) he shall inspect every working face in his section which has been blasted and in which persons are working within two working days of each blast therein.”. and

(b) adding the following sentence at the end of the regulation

“For the purpose of this regulation ‘blasting operations’ also means the actual breaking of mineral or rock on the previous working shift by means of explosives and includes the removal of such broken mineral or rock and the operation of making safe”.

DEPARTEMENT VAN MINERAAL- EN
ENERGIESAKE

No. 524

21 Maart 1980

SKRAPPING UIT DIE REGISTER VAN
BEHEERDE MYNE

Hierby word ingevolge artikel 11 van die Wet op Bedryfsiektes in Myne en Bedrywe, 1973 (Wet 78 van 1973), bekendgemaak dat die Minister van Mineraal- en Energiesake verklaar het dat die myn bekend as Meerlust Quarries (Pty) Ltd, ontgin deur Peak Quarry (Cape) (Proprietary) Ltd, Posbus 34, Eersterivier, 7100, op die plaas Meerlust, in die landdrostdistrik Stellenbosch, Kaapprovinsie, met ingang van 1 Mei 1980 ophou om 'n beheerde myn te wees

DEPARTMENT OF MINERAL AND ENERGY
AFFAIRS

GG.6891
No 524

211

21 March 1980

REMOVAL FROM THE REGISTER OF
CONTROLLED MINES

In terms of section 11 of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), it is hereby notified that the Minister of Mineral and Energy Affairs has declared that the mine known as Meerlust Quarries (Pty) Ltd, worked by Peak Quarry (Cape) (Proprietary) Ltd, P O Box 34, Eerste River, 7100, on the farm Meerlust, in the Magisterial District of Stellenbosch, Cape Province, shall cease to be a controlled mine, with effect from 1 May 1980

RESULTS IN FACULTY ARTS		AS AT 29 02 80		PAGE 1
FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	13110
EDUARD STEPHANUS	110120	DRAWA I	F	135656G
MATTHYS CHRISTOFFEL	116120	DRAWA I	F	154249M
MEGAN	116120	DRAWA I	UP (50)	156762U
NICOLA ANDREA	110120	DRAWA I	UP (50)	162343K
ANDRE GURPUD	110120	DRAWA I		154826P
STUDENTS	5			

REGISTRAR (ACADEMIC)

UOST

211

Mining — call for equal opportunities

Argus Correspondent

JOHANNESBURG. — The head of the gold division of the Rand Mines Group, Mr D T Watt, has called for the smooth and undelayed implementation of a system of equal opportunity for all races in South Africa's mining industry.

In a report as chairman of East Rand Proprietary Mines and Durban Roodepoort Deep, Mr Watt told shareholders that progress towards the changes in employment practices

which would open the way for equal job opportunity could not be unduly protracted

OPPOSITION

He said ERP and Durban Deep were committed to working towards the early implementation of these changes without disruption of operations.

He cautioned, however, that while legislation might be progressively enacted to create the framework for equal employment opportunity, opposition from certain trade union movements would require great patience, tact and understanding.

Mr Watt said the Wiehahn Commission had not yet reported on the mi-

ning industry and its findings and recommendations in this connection were awaited with interest.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
1025211	ARROIT	PETER HARRY	603202	ROMAN LAW - JURISPRUDENCE IUP	(57)	4
077201P	ANDREWS	DAVID BRIAN	107301	ENGLISH III	(56)	4
101148U	BAKIN	MELANIE ANN	114101	RELIGIOUS STUDIES I	(54)	5
101875J	BOUSSE	PETER GRAHAM	004301	PSYCHOLOGY III	(52)	4
114694IF	CLUKE	JOHN GEORGE	444204	GRAPHERY IA (HALF COURSE)UP	(51)	4
115418E	PLUPIUO	ODILE ARLENE	101202	AFRICAN LANGUAGES XHOSA II UP	(50)	4
111405T	GUATIS	RICHARD MARK	911201	MATHEMATICS IIA M204	(55)	4
100997E	FABER	LESLEY SHARON	911103	MATHEMATICS IB	(41)	5
098097G	ELAKA	SUSAN	004301	PSYCHOLOGY III	(57)	4
		EUSTRATIOS JOHN	605301	ROMAN LAW II	(63)	4
		MILENA JANEJ	110201	AFRICAN HISTORY I	(50)	4
		INGRID GERTRUDE	115103	ITALIAN INTENSIVE	(60)	4
		LAURA JEAN	902201	ASTRONOMY A (HALF CRSE)	(63)	5
		WILLEM DINANT	106301	ECONOMICS III	(58)	5
		ANALFSE LYALITE	116317	ORAVA II	(53)	4
		NADINE BETTY	107301	ENGLISH III	(53)	5
		AMIDUNY	117301	POLITICAL SCIENCE III	(53)	4
			12131	HISI & APPRECIAT OF MUSIC IABS	(53)	5
			5103	GREEK & ROMAN LIT & PHIL	(58)	5
			2302	AFRIKAANS EN NEDERLANDS IIIF	(58)	5
			301	STATISTICS III	(51)	4
			101	STATISTICS IA (HALF CRSE)	(24)	4
			101	STATISTICS IC (HALF CRSE)	(34)	4
			101	MATHEMATICS IIA M204	(55)	4
			101	AFRIKAANS	(50)	4
			301	ENGLISH III	(67)	4

UCT

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 3

AS AT 29 02 80

PAGE 1

13030

STAR 28/3/80
Govt talks
to Mangope
on mine job
strictures

Political Correspondent

CAPE TOWN — The thorny issue of the Mineworkers' Union resistance to the advancement of black miners in Bophuthatswana was the subject of further talks between the Government and President Lucas Mangope in Cape Town this week.

The Minister of Mines, Mr. F. W. de Klerk, said today that he had informal discussions with President Mangope during the President's state visit on Wednesday and Thursday.

"Further negotiations between other parties involved are now under way and I will give my attention to the matter again when I get back from Europe at the end of April," Mr de Klerk said.

The Minister threw down the gauntlet to the right-wing Mineworkers' Union in January, about their refusal to aid advancement of black miners, especially those in Bophuthatswana.

He said he had undertaken to provide an answer to President Mangope by April on proposed exemptions from job reservation and training restrictions.

Minister ^{Argus}
^{28/3/60}
of Mines ⁽²¹⁾
heckled ⁽²²⁾

Argus Correspondent

BLOEMFONTEIN —
South Africa must create
hundreds of thousands of
jobs each year or there
will be a revolution. Mr J
W de Klerk, the Minister
of Mines, said in Petrus-
burg last night.

He was speaking at a
National Party meeting in
support of the party's can-
didate in the Fauresmith
by-election to be held on
May 7.

The meeting attended
by about 250 people was
at times disrupted as sup-
porters of two opposing
parties, the Herstigte
Nasionale Party and the Na-
tional Conservative Party,
heckled Mr de Klerk and
the candidate Mr Phillippe
Olivier.

At times National Party
speakers and members of
the audience shouted at
each other for minutes at
a time.

MINE WAGES

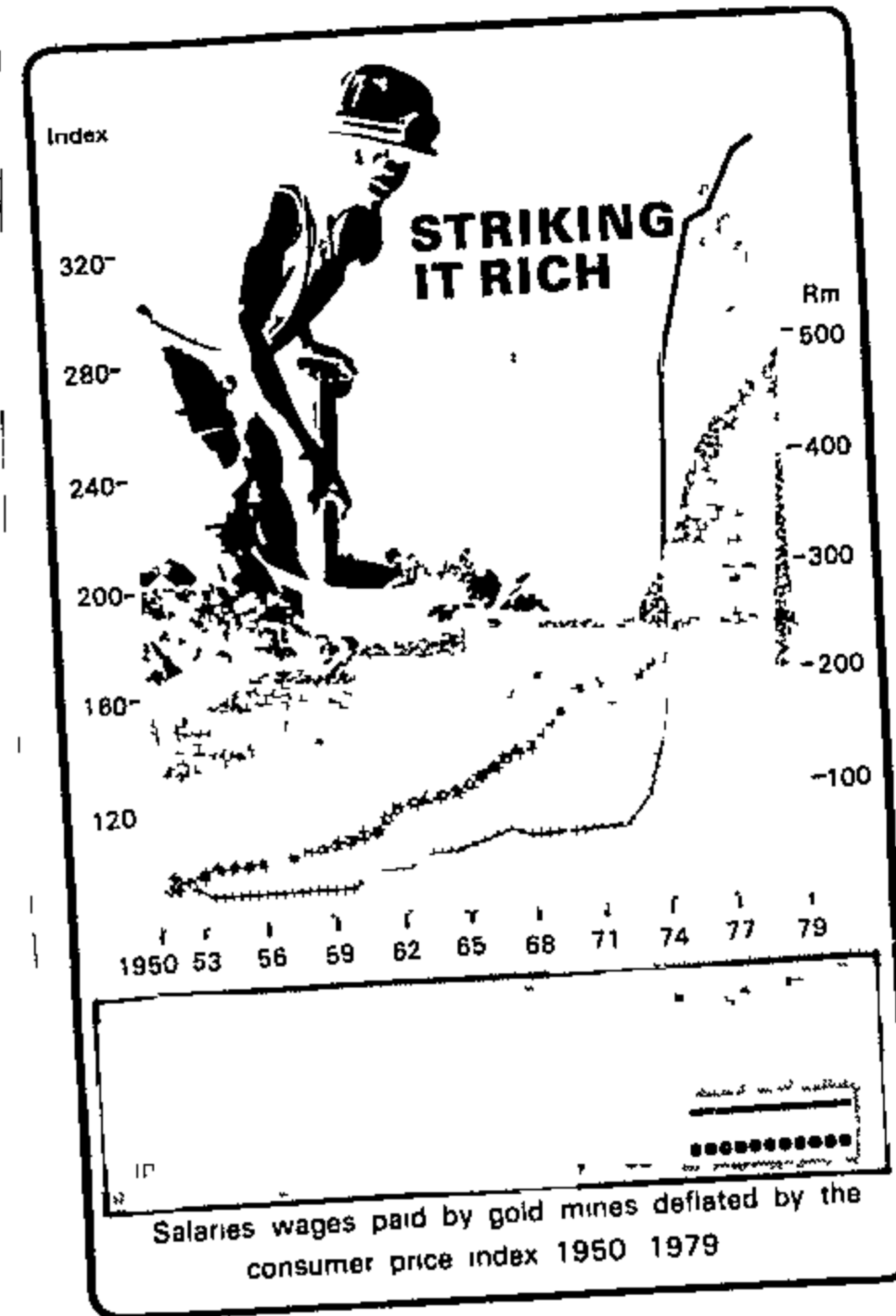
The gap narrows

The dramatic increase in black wages in the gold mining industry over the last five years, emphasised again this week in the Mercabank economic focus, raises the question of how much further they can rise in the year immediately ahead, even at the current gold price.

Average wages of black miners, which increased little during the 1960s, rose sharply from R340 worker year in 1970 to R1 400 in 1978, with the largest single increases of 6% and 68% being recorded in 1971 and 1975 respectively.

Despite inflation, the real increase over the last 10 years amounts to 216% during which time white miners' real wages remained almost constant.

The wage rises are not linked to increases in productivity. Instead, the Chamber of Mines claims the major economic determinant was the sharp rise in the gold price in 1974 and 1975. This



altered the strict cost control imperatives of the gold mining industry, most of which were ultimately borne by black labour.

But the Chamber is taking a long view on productivity. It argues that increases in black wages and a narrowing of the black/white wage differential will encourage a more stable black labour force. These factors will eventually lead to greater productivity, the signs of which are already apparent.

Moreover, it points out that the black wage curve is now levelling out. Wage increases over the past three years averaged only about 15%.

There is no doubt the black mining labour force is stabilising. In 1977, the Chamber's unemployment organisation, The Employment Bureau of Africa (Teba), recruited nearly 545 000 black workers to maintain a total work force of 385 000. The actual number of workers engaged was substantially greater than the required workforce because turnover was so high. By 1979, the ratio had reversed, and 407 000 recruits were required to maintain a force of 430 000, indicating a significant drop in turnover.

What's more, since 1974, the percentage of black miners drawn from SA (including the Transkei and BophuthaTswana) has increased relative to the number of miners drawn from neighbouring countries to 56% (22%).

(b)

2a)

(bii)

The "paradox of thrift" is what Keynes put under the 'fallacy of composition' when he came up with his

theory of increase savings he (the man) seen in the

Miners' families get compensation

THE payouts for the 28 black mineworkers who died at the Vaal Reef gold mine last week will be made according to the size of the victims' families.

The 28 miners, most of whom were from Transkei, were buried on the mine's premises this week and were not taken home for burial because of the state of their bodies.

A spokesman for the mine said the dead miners would be paid in terms of the Workmen's Compensation Act and widows of the men would be paid a certain amount until they died.

"The widows will be paid an amount for as long as they live and their children will also draw a monthly amount until they reach 18 years," the spokesman said.

The dependants of miners who were not married would be paid a lump sum. The amounts would be paid out as soon as the

dependants had made their claims, the spokesman said.

The families will get 75 percent of the victims' annual earnings and benefits. Of this amount, 30 percent will go to the widow, and three children will draw 15 percent each until they turn 18 years.

"In cases where the family has more than three children the percentage to be drawn will increase but will not exceed the miners' annual earnings," said the spokesman.

In instances where the miner was not married but had dependants, a payout of two thirds of four years' earnings will be made to the family.

Black mineworkers do not have a life insurance cover — they are covered only under the Act. On April 10 a memorial service for the dead miners will be held at the mine. Families of the miners will be transported to attend the service.

times at the Industria metal firm.

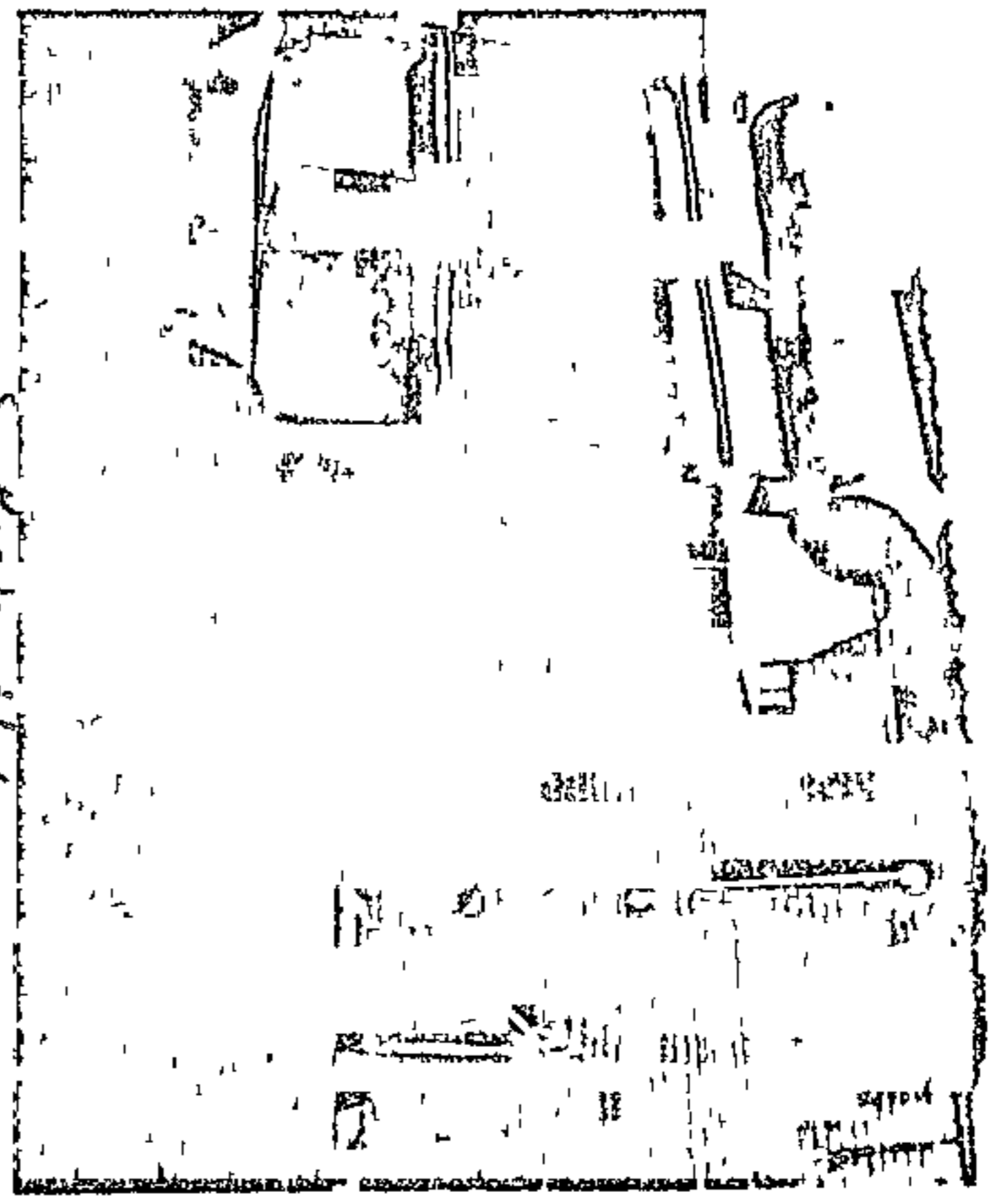
The families of the 12 dead people will be paid only twice their annual pay. This means if a person earned R100 a month, his family will get R2 400.

Mr S F Malan, managing director of the company, said this was the normal compensation for families of people who died at work.

He said the money was from the pension fund which also covered death. Asked if there was no insurance for the men despite the type of work they did, he replied that a person who was not well informed should not ask such questions.

While the company spent R10 000 for funeral expenses of all the dead, the news that the dependants will receive only a meagre payout will certainly come as a shock.

Many of the dead men were the breadwinners of their families. Mr Malan said some money from the Work-



Attempt of the blast — exploded furnace. (211) (184) (125) (242) (302) S. Post 6/4/50

men's Compensation Fund was to be paid out to the families. He could not give details of the amounts.

Those who survived the blast on March 17 but were injured will benefit from the Workmen's Compensation scheme and are to receive their full wages while they recuperate. All the dead men have

X We find to be low. Now the saving withdraws this increase.

on of the economy is defied

expenditure + investment expenditure + expenditure + exports are inputs. Because C is the largest part usually of the GNP it seems that fluctuations in C (p) - consumption's function would lead to greater-

2a)

Police check Msinga 'terror link'

7/4/80

211

Mercury Reporter

THE possibility that migrant mine workers in the Msinga reserve in Zululand would be ideal couriers to take terrorist arms into the major centres was to be investigated, a spokesman for the Police Directorate of Public Relations said yesterday.

He was commenting on a report in yesterday's Sunday Express which probed the 'Msinga connection' after police discovered part of the biggest African National Congress arms cache ever found in South Africa on the border of the Msinga reserve.

The report said that there was no way of preventing any prospective terrorist from signing up as a mine worker, that there were no restrictions on what mine workers could carry as luggage and that there were no security checks on the mine workers' journey by bus to Dundee and from there by train to the mining centre of their choice.

The police spokesman said, "Whenever information comes to us relating to possible routes by terrorists, we investigate them."

(a) = VAN GROOTLOTA
(B) = VAN INDIENSNE
(C) = VAN TOTALE KI

KLEURLING WERKNEMERS		TOTALE INDIENSNEMING		AKTIWITEIT	
% (c)	% (b)	Aantal	% (a)	'000	
100,00	11,33				GROOTLOTAAL
0,05	9,07				- Beheerrade
0,22	4,79				- Ander Statutêre I
0,50	6,10				- Elektriesiteit
1,35	10,81				- (Handelsafd.)
1,39	9,45				- Plaaslike Bestur
4,58	9,61				- Poskantoor (Komm kaste)
4,81	10,48				- Provinsiale Adm
4,85	9,02	24087	6,09	267	- Plaaslike Besture
10,85	17,21	53875	7,14	313	- S.A. Spoorweë & Havens
28,62	11,40	142097	28,44	1247	- Sentrale Regering
					OPENBARE SEKTOR
0,09	3,09	432	0,32	14	- Bouverenigings
0,59	4,94	2915	1,35	59	- Bankinstellings
0,79	11,46	3898	0,78	34	- Versekeringswese
1,39	14,08	6900	1,12	49	- Hotelwese
1,71	1,26	8474	15,28	670	- Mynwese
2,40	10,92	11900	2,49	109	- Motorhandel
4,56	10,91	22800	4,77	209	- Groothandel
9,16	11,78	45500	8,96	393	- Konstruksie
9,41	12,90	46700	8,26	362	- Kleinhandel
41,27	16,55	204900	28,24	1238	- Fabrikekswese
71,38	11,30	354419	71,56	3137	PRIVAAT SEKTOR

- PROPORSIONEEL PER SEKTOR EN AKTIWITEIT, UITGESONDERD LANDBOU.

TABEL 3.2b: KLEURLING-INDIENSNEMING : 1977-1978

(211)
Relat^{ive} he's
Star 7/4/30
just a

figurehead

South Africa's most controversial labor leader, Mr. P. J. "Auntie" Paulus, heads the coming pay negotiations with the Chamber of Mines in his 100% capacity as chairman of the Council of Mining Unions.

Mr. Paulus is the leader of the Miners' Union which is responsible for a violent strike in the mining industry last year.

He is also the country's most outspoken enemy of the Chamber of Mines and is regarded by the Chamber as a troublemaker.

His new position as 'figurehead' of the Council of Mining Unions does not mean that the mining unions have gone overboard.

Nor does it mean that they have moved in Mr. Paulus for a possible showdown in the coming pay negotiations.

An informed source says the change is merely of an administrative nature.

It arises from the retirement of the previous chairman, Mr. Len du Preez.

The council comprises two trade union federations.

Traditionally, one of these nominates a representative to the office of secretary while the other gets the nomination for the chairmanship.

Since the council's current secretary, Mr. Tommy Neethling, had no aspirations to the chair, the nominee of the other group, Mr. Paulus got the job.

C.T. 2/4/80 (211)

'Baboons': Miners' union chief in court

Own Correspondent

JOHANNESBURG — The general secretary of the Mine Workers' Union, Mr Petrus Jacobus (Arrie) Paulus, 50, appeared before a Johannesburg Regional magistrate yesterday on two charges of *inimam injuria*.

Mr Paulus, of Plot 52, Driefontein, Krugersdorp, did not plead to the charges, relating to an article in which he allegedly said "all blacks are baboons".

The State alleges that when Mr Paulus was interviewed in Johannesburg by a New York Times reporter, he remarked: "You have to know a black. he wants someone to be his boss".

"They cannot think quickly. You can take a baboon and teach him to play a piano, but it's impossible for him to use his own mind to go on to the next step. Here it is exactly the same."

This was published on June 3 last year in a Times article headlined "Hold American business pull-out of South Africa".

On another charge, Mr Paulus is alleged to have told a Vaderland reporter, Mr Matthys Andreas Verster, that "Die Vaderland, Post, Motlana and all the kaffirs can go and s...".

Allegations are that this impaired the dignity of the Vaderland reporter, the editorial members of the Post, the chairman of the Soweto Committee of 10, Dr Nththo Motlana, and all or some black South Africans.

The hearing was adjourned to May 20 for trial. Mr F Z Krynauw was on the bench. Mr N J van Vuuren prosecuted. Mr M Roode appeared for Mr Paulus.

en die r ter sake

Dit is dus die e : Toenemende

interste n die

in die

vlakke ree
platteland
Dispariteit
dele en
die primer
Konsentras

feudale grondslag geboer word!
dividuele kleinboere in omgewings waar nog op kwasi-
Oorbsetting van bewerkbare landbougrond deur in-

Die redes is alombekend, en word bloot volledighedsalwe met die oog op latere verwysing daarna, hier aangehaal:

2.9.2 Die basiese oorsake van verstedeliking

van die ekonomie.
wye verstedeliking - werk vind in die dinamiese sektore
surplusbevolking - die hoofkomponent van die wêreld-
sektor! gevolglik kon minder as 10% van die plattelandse
beset geword het deur kinders van werknemers reeds in die
in die vervaardigingssektor geskep is, waarvan die helfte
gemeem, terwyl slegs 14 miljoen bykomende werkgelente hede
en Latyns-Amerika tussen 1950 en 1960 met 80 miljoen toe-
volgens raming het die aktiewe bevolking van Asie, Afrika
is as die van die 19de-eeuse Europa en Noord-Amerika.
lke ekonomiese per kapita-groei koerse wat wesenlik hoër
absolute getalle tienvoudig groter is - ten spyte van jaar-

Arrie Paulus in court

Mine workers' boss on crimen injuria charge over 'baboons' remark

JOHANNESBURG — The general-secretary of the Mine Workers' Union appeared in the Regional Court here yesterday charged with crimen injuria for allegedly calling blacks baboons.

Mr Petrus Jacobus 'Arrie' Paulus, 50, of Krugersdorp, did not plead to the two charges against him. His legal team had not been fully briefed.

One charge was based on an article in the New York Times of June 3 last year which read, in part: 'You have to know a black,' Mr Paulus carefully explained.

'to realise that he wants someone to be his boss. They can't think quickly.

'You can take a baboon and learn him to play a tune on a piano, but it's impossible for himself to use his own mind to go on to the next step. Here it's exactly the same.'

The quote appeared as part of an article titled 'Should American business pull out of South Africa'.

On the same charge, it is also alleged that between August and September last year, Mr Paulus confirmed

to Mr Joseph Tsioloe, a black reporter on Post Transvaal, that his words were recorded correctly.

It is alleged that he had the intention to impair the dignity of all or some of South Africa's blacks.

On a second charge, the State alleges that on September 11 last year, Mr Paulus told a Vanderland reporter, Mr Matthys Andrius Verster, that: 'Die Vanderland, Post, Moflana, and all the kaffirs can go and s.t.'

It is alleged that he thus impaired the dignity of editorial members of Post, the Vanderland, Dr Nthatho Moflana and all, or some blacks. — (Sapa)

(m) The role of government spending in the Western Cape's regional context

in exceptionally beneficial in-
stability of the local economy

ment capital expenditure programmes
vels of activity in the building
n Pretoria as also continuous re-
that city.
sibly bear in mind the inherent
improvement in group relations by
ment in the Public Services speci-
alisation of state activities to

the norm in statements relating to
ings on the quality of coloured
sides over the reasons for sub-
where encountered, reign among
source evaluators.

search revealed methods for maxi-
tion of the positive features of

ctor; comparisons in specific in-
valid international comparisons

ved that coloured labour in the
med excellently. With comparable

into consideration, the cost per
in the Western Cape was as a result

an international comparison.

own a summary of expected (Human

Bid to launch
~~125~~ ~~127~~ ~~128~~
 black mine union 211

5-TAR
 10/4/80

Efforts to launch a black mineworkers' union have been announced by a former public relations officer of the Black Allied Workers' Union (BAWU), Mr Chilian Motha

Mr Motha has submitted a draft constitution of the proposed union to the multi-racial Trade Union Council of South Africa (Tucsa) and asked for Tucsa's support, including a donation.

The proposed union's aims and objects are, among other things, to "educate and conscientise black mineworkers and make them aware of their significance and power in a job situation"

The constitution also sets out the aims of obtaining "just wages" and settling disputes with employers by peaceful means

Mr Motha felt "just wages" would amount to a minimum of R250 a month.

He said "conscientising" workers meant making them aware that they were the backbone of the economy — not indoctrinating them in the racial or political sense

Mr Motha did not see his lack of money as an insurmountable obstacle to the launching of the union

"We are going to ask black mineworkers to help us with recruiting members" he said

He said he left BAWU about two years ago "because people in leading positions were incompetent and did not appear to have the interests of the workers at heart"

252
277
13/4/30
Argus

Pay rise for mine workers

JOHANNESBURG — A 13.5 percent increase on standard rates of pay for some 20 000 white union men on the gold mines and collieries was agreed today by the Chamber of Mines and the Council of Mining Unions, according to a joint statement

The statement said 'Agreement has been reached on this year's review of wages and conditions of employment in respect of union men, members of the Amalgamated Engineering Union, Amalgamated Union of Building Trade Workers of South Africa, Iron Moulders Society of South Africa, Mine Workers Union, SA Boilermakers' Society, SA Electrical Workers Association and the SA Engine Drivers' Foremen's and Operators' Association'

Standard rates were to be increased with effect from next month, the statement said — Sapa



Tiger Oats and National Milling Company, Limited

(Incorporated in the Republic of South Africa)

CHAIRMAN'S REVIEW

The following is the review by the chairman of Tiger Oats and National Milling Company, Limited Mr R L Frankel which accompanies the annual financial statements of the company

I have pleasure in presenting my review of the group's activities for the year ended 31st December 1979

Financial Results

The group trading profit for the year before taxation amounted to R61 249 000 compared with the previous year's figure of R55 779 000. After deducting taxation and deferred taxation of R21 521 000 (R19 739 000), profits of R7 118 000 (R7 357 000) attributable to outside shareholders in subsidiaries and preference dividends totalling R3 344 000 (R3 271 000), the consolidated net profit of the company and its subsidiaries amounted to R29 266 000 (R25 412 000). These profits are equal to earnings of 262 cents (228 cents) per ordinary share.

During the year under review our partly-owned subsidiary, Lamberts Bay Holdings Limited, increased its holding in Sea Products (S W A) Limited to slightly in excess of 50% of the issued ordinary share capital of that company. The above results accordingly incorporate for the first time the consolidated results of Sea Products (S W A) Limited.

The foregoing figures do not embrace the operations of associated companies except to the extent of dividends received and credited in the income statement. As will be seen from the relevant information contained on page 32 of this report, the group's share of the taxed profits of associated companies in which at least 30% of the equity share capital is held, totalled, according to the latest accounts of the companies concerned, R8 585 000, compared with the previous year's figure of R5 618 000, whilst the dividends received from this source during the year under review amounted to R1 977 000, compared with R1 136 000 received in the previous year. If the retained profits of these companies for their respective financial years are taken into account, the above group earnings of 262 cents per share would amount to 321 cents against 268 cents for 1978.

The higher group earnings enabled your board to declare an increased interim dividend of 28 cents per share in August 1979 and an increased final dividend of 38 cents in March 1980, making a total distribution for the year of 66 cents per share (previous year 58 cents).

An amount of R2-million has been transferred to general reserve which has been increased from R35-million to R37-million whilst, during the year, group capital (non-distributable) reserves increased from R50 880 000 to R51 429 000. Details of the net increment of R549 000 in the capital reserves are given in the financial statements.

Before leaving the subject of our financial results it is interesting to record that, over the ten-year period ended the 31st December 1979, group earnings after tax increased at an average annual compounded rate of 22%.

Debenture Issues

On the 27th July 1979 and the 18th January 1980 the company raised two long-term loans of R10-million each by the placing at par of ten million 11.25% unsecured debentures 1992/1996 of R1 each and the placing of a similar number of 10.85% unsecured debentures 1994/1998 of R1 each. The loans were placed for the purpose of re-financing portion of the group's short and long-term borrowings and to provide additional long term funds to finance expansion.

Turnover and Market Conditions

Group turnover during the year under review totalled R941-million of which R32-million represented the sales of newly-acquired subsidiaries. The turnover of

the group, excluding the latter sales, accordingly totalled R909-million representing an increase of approximately 17% over the previous year's figure of R777 million. These figures exclude the sales of associated companies totalling R999 million (previous year, R760-million).

For the information of members an analysis of group turnover for the past financial year is contained in the directors report.

Once again inflationary factors were primarily responsible for the increase in the monetary value of the group turnover reported above. Volume gains - particularly in the second half of the year - were nevertheless also registered although the improvement was only marginal in the case of certain products. Following the pattern set in recent years trading margins remained under pressure and taxed profits expressed as a percentage of sales again fell from 4.6% in 1978 to 4.2% in 1979.

Since the close of the financial year intense competition has continued to prevail in the principle industries in which your group operates. Against this, however, the improved demand, which became evident in the latter half of last year, has been maintained.

Proprietary Lines

It is creditable that the group's wide range of branded grocery products have all maintained and in some cases improved their share of the market.

Our flagship brands - "Jungle" and "Tiger Oats" - continue to hold the major share of the market for hot breakfast foods while at the same time "Black Cat" Peanut Butter has retained its dominant position as the brand leader. The group's well-known brands of refined salad and cooking oils produced under the "Black Cat", "Somol" and "Edib" labels, continue to prosper and, at the same time the "Star" and "Little Jay" range of edible nut products enjoy a reputation for high quality and as such have achieved further entrenched consumer demand.

With the completion of our heavy capital expenditure programmes of recent years and the acquisition of Bremer Mills (reference to which is made later in this review) we are now well poised to consolidate market share in respect of our nationally promoted brands "Ace" super maize meal, and "Induna" special sifted maize meal, as also our "Golden Cloud" and "Silver Cloud" wheaten products.

Sales of our textured vegetable protein products continue to make important headway. Of particular interest was the launch during the year, on a test-market basis of frozen analog-type products in consumer packs under the brand names "Sossies" and "Burgers". Initial response to these products has been most encouraging and their distribution has now been extended on a national basis.

The demand for canned petfoods manufactured by our associated company Petz Products (Pty) Limited continues to be most gratifying. Particularly noteworthy is the success achieved in the market place by "Pamper" catfoods during the past year while this company's other well-known brands such as "Petz-D-Lite", "Dogz Delight", "Husky", "Wag and Catz D Lite", firmly establish it as the leading manufacturer of canned petfoods in the Republic.

In the case of dry petfoods the effectiveness of the group's advertising and marketing approach is evidenced by the continually increasing popularity of our Dogmor and Catmor brands which hold a commendable share of that market.

Growth in the market for yellow margarine gathered renewed momentum during the past year after having gone through a period of consolidation during the previous period. The high quality of our "Golden Spread" and "Sunshine" margarines has ensured that these brands continue to hold an important share of a rapidly growing market.

Sales of "King Korn" pre-packed malt, produced by another associate, King Food Corporation (Pty) Limited, reached an all time record during the year. This brand is far and away the dominant sorghum-malt product in the market for home brewing and traditional beer.

High quality "Silverstream" canned mushroom products continued to achieve improved sales volumes. Of significance also has been the growth in the demand for fresh mushrooms, of which market "Silverstream" has achieved a meaningful share.

An interesting development during the year was the establishment of the "Bakoven" chain of retail shops specialising in high quality baked products and confectionery. These outlets together with the De Vries confectionery shops purchased during the latter half of the year are serviced by the group's bakeries in various centres of the Republic and the accent is on the merchandising of high quality oven fresh confectionery and fancy breads.

The group's range of proprietary dairy products - "Skimco" milk powder, S B pre-packed cheeses and the "Tulip" and "Orangia" range of choice grade butters - continue to enjoy an important share of the market while in the case of broiler chickens production and sales of the "County Fair" brand both fresh and frozen, have increased substantially and are reputed for their quality image.

Subsidiary and Associated Companies

In our interim report released on the 21st August 1979, shareholders were informed that the company had acquired the entire issued share capital of Bremer Mills (Pty) Limited, a company operating wheat and maize mills in Hennenman in the Orange Free State and numerous bakeries throughout the Republic. The said company was acquired with effect from the 1st July 1979 and it is most pleasing to report that its activities have been fully rationalised within our wheat and maize milling divisions and that it is making a satisfactory contribution to overall profitability.

Apart from the profit contribution referred to above, obtaining control of the Bremer Group was of strategic importance to us in that it significantly increased our share of the country's wheat milling and baking industries and, at the same time, made available to our animal feed mills a valuable new source of supply of raw materials. Furthermore in addition to Bremer's established bakeries, the acquisition enabled us to erect on a viable basis, two new bakeries one in Pietermaritzburg and the other at Umzinto in Natal both of which are operating successfully in terms of market share and profitability.

In accordance with our long-standing policy, the cost of control of the Bremer Group amounting to R5 823 000 has been written off against retained income and is included in the extraordinary items totalling R5 804 000 net appearing in the parent company's income statement.

In my last review I mentioned that work had commenced on the erection of a new wheat mill on our Maitland site to replace the existing mill at Moorreesburg and that we were at the same time constructing new facilities for the production of our pearl barley and other soup mixes. This project was completed during the third quarter of 1979 and a subsequent modernisation and rehabilitation programme in respect of the entire Maitland site has now reached an advanced stage. It is anticipated that this work will be completed within the course of the next few months when the Moorreesburg plant will be closed down.

Pursuant to the group's policy of increasing production facilities and capacity to meet the steady growth in the demand for our products, bulk handling facilities for oil-cakes were installed by Cape Oil Products Limited at Maitland. These facilities complement similar facilities at our animal feeds plant in Paarl and have resulted in substantial economies being effected in the inter company exchange of the products concerned.

At Randfontein the second and final stage of the major capital expenditure programme undertaken by S A Oil Mills (Pty) Limited, was completed during the year. Concomitantly and in conformity with the group's energy conservation objectives steam generators for electric power have also been installed by this subsidiary to utilise off peak steam production. Additionally extensions have been made to the oil storage capacity and plastic bottle production facilities.

During the year our maize mills at Bloemfontein and at Delmas were remodelled. At the same time the maize milling capacity at Bloemfontein was increased and new silos were erected to service that mill. These two mills are accordingly now able to offer their customers a full range of products and are assured of being able to maintain their respective market shares in the overall growth in consumption in these areas.

The Group's bakery division which has expanded rapidly in recent years again incurred substantial capital expenditure as part of a continuous programme aimed at improving the production efficiency and the quality of the products of our numerous bakeries throughout the Republic. As part of this programme, and to meet increased demand West Rand Bakery (Pty) Limited in Randfontein commissioned a fully-automated bread plant, thereby making this unit one of the largest and most modern in the Republic.

Problems associated with over production continued to dominate the activities of the table egg industry throughout the year and as a leading egg producer, the operating results of the egg division of the Stein Bros group were again adversely affected.

The egg industry has attracted considerable press comment in recent times as has Nepco the co-operative egg distribution society formed by approximately 70 producers about 18 months ago. In a review of this nature it would be inappropriate to attempt to weigh up the arguments for and against the distribution of eggs through a voluntary co-operative society, particularly

GOLD QUARTERLIES Costs rampage

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The stage was set by the GFSA group last week, but if the cost increases reported this week by the other houses are anything to go by, gold producers are set for a massive cost crunch this year.

Escom has already announced an 8,17% tariff hike for the Transvaal and OFS, which will especially hammer those mines which have been switching from diesel to electric-powered haulage equipment. And in the up-coming round of wage negotiations, the mines are unlikely to escape lightly. Particularly as far as skilled workers and underground officials are concerned, the industry's recent expansion has resulted in staff shortages. So it seems as if no-one will be in the mood to accept other than substantial wage hikes.

Then there are stores and supplies, forming the third factor of the cost equation. They are galloping ahead in line with inflation.

Not that this should be any great cause for worry if it looked as though the gold price was set for another solid advance. Costs could then be contained by mining greater tonnages or extracting lower-grade but readily accessible ore. But gold is in a dither, at least in the short term, while many mines are heavily committed to capex programmes.

So pessimistic investors might foresee a period of dividend constraint and lighten their gold holdings.

That could be the smartest move. Bears of gold are talking the price down to the \$300 level as the US anti-inflation moves start to bite, and the apparent continuation of high interest rates increases the

attractions of holding paper money. But that view seems to be ultra-cautious, if not downright unpatriotic.

After a brief decline below \$500 this week, bullion recovered smartly. There appears to be strong support at the \$500 level particularly from industrial users who ran down inventories earlier this year and are prepared to bear high inventory carrying costs, if they gain some protection from future price increases.

Then there are the increasingly edgy buyers in the Middle East. Members of the region's ruling families who fear that they could soon be turfed out of their countries have been taking rising kick-backs on oil sales and turning the cash into anonymous gold.

Certainly a successful US grappling with domestic inflation will lessen gold's attractions, but that has to be balanced against no improvement in the world's political situation.

Randfontein. Attaining rated monthly capacity at Cooke section is just out of reach. A lower 1 Mt quarterly milling rate from Cooke and Randfontein sections combined is targeted for the next few quarters. It means little scope for spreading external cost increases (power, stores and labour), while provided gold does not collapse, further grade reductions are forecast for the next few quarters.

Cooke 1 is almost completely payable, but there is still scope for less selective mining — meaning lower grades — at Cooke 2, while the Randfontein section is marginal with fixed overheads almost entirely carried by Cooke.

Profit pressures

What this means as far as dividends are concerned remains to be seen. But with up-coming wage increases for all employees, recently announced Escom tariffs, and strongly rising stores costs, the March quarter's 8,2% unit cost advance to R32,76/t (R30,29/t) could be the precursor of overall cost increases of anything up to 20% for the year as a whole.

The mine made a relatively high tax provision during the quarter as record gold income was coupled with low capex of only R5,9m. Tax incidence should be lower for the rest of the year with some R10m capex likely this quarter and a further R15m in each of the following two.

Then there is the 150 000t/month Cooke No 3 shaft and extensions to the Cooke plant. Some R10m is earmarked for that this year, with the remainder of the estimated capital cost spread over the following four years.

Partly offsetting higher anticipated capex and costs should be improved uranium profits. They are restrained by deductions to repay the \$103,8m consumer loans, but future quarterly profits should be double the March quarter's R4,5m.

If gold averages \$500 for the rest of the year, management might play safe and

Pay rises for 20 000 mine men

By RIAAN DE VILLIERS
Labour Correspondent

SOME 20 000 white union men on gold and coal mines are to receive a 13,5% increase on standard rates of pay in terms of an agreement negotiated between the Chamber of Mines and mining unions yesterday.

According to a joint statement issued by the chamber and the seven-member Council of Mining Unions, the increases will take effect from the May pay month.

In terms of the agreement, employers will contribute an additional amount to a trust fund to be utilised during the next 12 months in rationalising the benefits payable by the Pension Fund.

The parties also agreed on changes to the system of paying shift allowances and increases in shift allowances and responsibility pay.

Following the agreement a leading unionist involved in the talks sharply attacked the 20,4% maize price increase announced by the Government yesterday.

Mr Ben Nicholson, vice-chairman of the council, said the unions had acted responsibly and with restraint in accepting the pay deal.

"In the light of this, the maize price increase is most irresponsible," he said.

Mr Nicholson described the pay deal as "equitable under the circumstances".

For the first time employers would pay more towards pensions than employees.

While pensions would not increase now, they might do so later pending the investigation into the rationalisation of pensions being carried out by the board of the Mine Employees' Pension Fund.

Mr Nicholson added that negotiations were continuing on a "package deal" to improve employment conditions for artisans.

Mr Arrie Paulus, council chairman, described the deal as "reasonable".

Mr Johann Liebenberg, industrial relations advisor to the chamber, expressed satisfaction with the outcome of the negotiations, adding it had been conducted in a "very good spirit".

Wage increases for the 21 000 white officials and more than 400 000 black mineworkers are to be determined later this year.

Increases for officials normally come into effect in June and those for blacks in July.

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Increase for white miners
 JOHANNESBURG — A 13,5 percent increase on standard rates of pay for about 20 000 white union men on the gold mines and collieries was agreed yesterday by the Chamber of Mines and the Council of Mining Unions, according to a joint statement.
 Standard rates were to be increased from May. An amendment to the system of paying shift allowances and increases in shift allowances were also agreed on. — Sapa

Joint, Team Production

We examined specialization in the preceding chapter; now we examine another source of enhanced output, teamwork. People work with other people or with other people's resources to jointly produce something. Two of us, navigator and pilot, operate an airplane. Two of us operate a steel mill, I as crane operator, you as rolling mill controller. Three of us operate a fishing boat, as helmsman, as engineer, and handler of the nets. Four people perform surgery on a patient: a surgeon, anaesthetist, surgical aide, and attending nurse. Five lawyers work together on a law case jointly creating their strategy. The magic of increased output from joint physical or mental effort is taken as a fact that need not be explained here. (We need not explain, for example, why two people pushing a car can push it farther than one person could push it for twice as long.) Instead we examine how people are guided to teamwork, on a team that is known as a *business firm*. We also inquire into what influences how those firms are organized and internally controlled, and how each member's reward (pay) is determined. We first examine a few control techniques; we assume temporarily that all possible participants are identical in ability.

In exploring these basic issues, we can ignore features such as whether the enterprises are small or large, unionized or nonunionized, conglomerate or single-product, local or multinational, new or old, retailing or manufacturing, corporation or proprietorship. We pass over administrative problems like how to select personnel; to plan production schedules, to arrange for

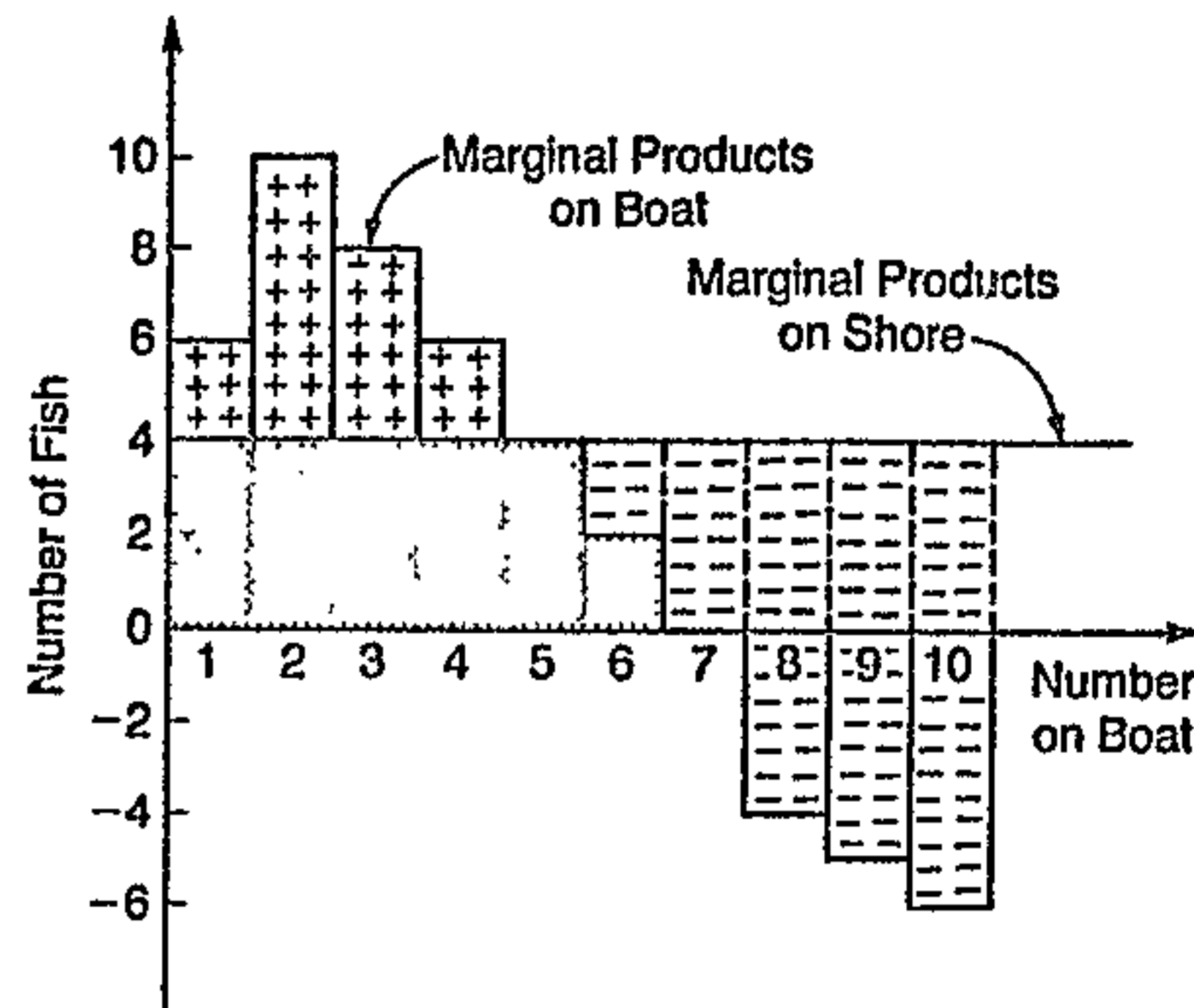


Figure 9-1. Marginal Products on Boat

The vertical bars represent the marginal product (in fish) on board the boat. The horizontal line at 4 fish is the marginal product (in units of fish) on the shore. The areas occupied by plus signs denote the gain by having fishermen on the boat, while the areas marked with minus signs are the losses of having too many people fish on the boat.

purchases, storage, keeping tax and accounting records; to persuade politicians on proposed legislation or regulation; and an incredible array of varied tasks that occupies a businessman's time

To isolate essentials, assume that 1000 similar people in a community do nothing but fish from the shore, each always catching four fish daily no matter how many people fish. A boat is found; some can now fish out on the ocean. Everyone is interested only in how many fish are caught, fishing from shore or a boat is equally pleasant or arduous. Table 9-1 summarizes the details. The discoverer and sole user of the boat catches

AD 19/4/80
Miners (211)

get pay (355)
increase

JOHANNESBURG — A 13,5 per cent increase on standard rates of pay for some 20 000 white union men on the gold mines and collieries was agreed yesterday by the Chamber of Mines and the Council of Mining Unions.

In a joint statement the chamber and council said standard rates were to be increased with effect from May.

"In addition, it has been agreed that employers contribute an additional amount to a trust fund to be utilised during the next 12 months in rationalising the benefits payable by the pension fund."

An amendment to the system of paying shift allowances and increases in shift and responsibility allowances paid was also agreed on.

Wage increases for 21 000 white officials and more than 400 000 black employees are still to be determined. —SAPA.

How mines

keep

the

costs

down

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20/4/80

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By JACK BRICKHILL

THE mining industry is containing the rise in costs despite escalating increases in goods and labour.

Last year, the cost of a ton milled increased by only 11 percent to R30,18. This was better than expected and compares with R27,14 in the previous year.

The first March quarterly results, produced by Gold Fields of South Africa last week, show that cost rises continue to rise on their mines at a reasonable pace although wage awards in the next few months will add considerably to the cost pressures. Costs rose by 12,9 percent from the March 1978 quarter to R33,23 a ton.

The cost control enabled GFSA to boost taxed profit by 44 percent from the previous quarter to R206 million on a gold price of 634 dollars, an ounce. The average price is likely to be much lower this quarter but enormous profits will still be earned if costs are contained.

A Chamber of Mines spokesman says a greater level of efficiency has been achieved in the last year.

But the industry is concerned particularly about the cost of steel and labour. Wage negotiations with the 500 000 workers in the industry have started and are expected to continue for months.

Talks with white miners have also started and will be followed by talks with mine officials and then black workers.

Slow white death

CONSUMER consciousness of the dangers of asbestos has soared in the USA in recent years, following a massive recall of hair blow-dryers, which use asbestos as a compound and revelations about the dangers of schools insulated with asbestos tile.

Yet there is relatively little public awareness of the hazards, involved in the mining and manufacturing of the mineral.

One of the places where these hazards are greatest is South Africa, which produces about seven percent of the world's asbestos supply.

The United States imports most of the asbestos it uses, mining only 16 percent of its 1978 consumption. While the overwhelming amount — about 95 percent — comes from Canada, South Africa is the USA's largest source.

"The comparatively small quantities received from Africa, particularly that formerly received from Rhodesia," notes the U.S. Bureau of Mines' July 1979 asbestos profile, "are more important than would appear on a tonnage basis because they consist largely of special kinds and qualities unobtainable elsewhere."

With sanctions against Rhodesian trade now dropped, renewed import of their asbestos is likely.

South Africa is the sole producer of amosite and crocidolite asbestos. Crocidolite, also called "Cape blue" because the grey-blue substance primarily

ASBESTOS was called "one of the most dangerous and insidious substances in the workplace," by former American Health, Education and Welfare Secretary Joseph Califano.

In the U.S., federal experts have linked as much as 18 percent of the cancer cases expected over the next few decades in the country to asbestos.

There are four diseases primarily associated with the ingestion and inhalation of asbestos fibers. Asbestosis — "white lung" — is the best known. An irreversible lung disease, it causes shortness of breath and is usually fatal unless treated early.

comes concentrated much more easily.

No regulations govern asbestos exposure in South Africa, although its dangers are well-known there.

Some of the major studies done on the health effects of asbestos were conducted in South Africa, and in 1964 the United States government established an Asbestos Research Project to investigate the fatal disease.

In South Africa, the Government Mining Engineer "is empowered to set standards for the mining industry but has not done so

A MAN WHO WORKS IN AN ASBESTOS MINE FOR ONLY 30 DAYS CAN GET CANCER 30 YEARS LATER

But exposure also causes lung cancer, certain gastrointestinal cancers, and mesothelioma, a fatal cancer of the chest and abdominal cavities.

"White lung" lawsuits by employees against manufacturers amounted to only a handful five years ago, but by 1978 over 1,000 were pending in the U.S. courts.

The 1970 Occupational Safety and Health Act set a maximum dust standard of five million fibres per cubic metre for worker exposure, and in 1976 this was reduced to two million fibres per cubic metre, with OSHA recommending a further reduction to half a million per cubic metre.

yet, as the industry is deemed to be doing what it can to improve conditions voluntarily," according to Dr Irving Selicoff, in his book *Asbestos And Disease*.

The 1976 Erasmus Commission of Enquiry into Industrial Health, while expressing concern over the high incidence of occupational disease in South Africa, endorsed a continuation of this voluntary approach, leaving, as one study put it, "direct control and a large amount of discretion" to employers

The approach does have its critics. Asbestos expert William J Nicholson, of Mt Sinai Hospital's Division of Community Medicine in New York told SUNDAY POST's Correspondent: "Even with more stringent pressure, under voluntary programmes neither compliance nor reduction of disease has occurred — at any time in history."

It has been shown that as little as one month's exposure to heavy concentrations of asbestos dust can cause cancer 20 and 30 years later.

Yet black workers,

50 percent had the significantly abnormal X-rays characteristic of asbestos.

In addition, the dangers to those who live in the vicinities of asbestos mines and mills have received almost no attention at all in South Africa. Yet at the 1963 International Congress on Occupational Health, a South Africa study was presented showing that of 120 persons suffering from plural mesothelioma, more than 50% had never worked in the asbestos industry — but they had lived in the vicinity of mines or mills.

The rate of asbestos use, though fairly static in the USA is expanding worldwide. The USA is a substantial buyer of South African asbestos, but Europe, particularly Britain, and Africa are now South Africa's largest market.

Until supplies are exhausted, which may occur soon after this century's end, asbestos will continue to be a health hazard for those who mine and mill it.

While campaigns for occupational safety gain strength in North America and Europe, those hazards continue unmitigated for South African workers — AFRICA NEWS.

mined in the Cape, is considered particularly dangerous because the fibers are very thin and brittle.

As it is mined, crocidolite breaks into a fine dust and the fibers are easily inhaled into the lungs.

In South Africa, moreover, workers in asbestos mines and mills — over 95 percent of whom are black — have little protection from the hazards of asbestos dust.

While most asbestos mining is done in open pits in the USA and Canada, South African miners work predominantly in underground mines where the dust be-

Mine lives not covered

Post 1/5/80
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By JOE THOLOLOE
THE LIVES of the people largely responsible for the country's present prosperity, the black miners, are not insured

All their families get if they die in accidents on the mines — as happened when 31 plunged to death at Vaal Reefs Gold Mine recently — are payouts in terms of the Workmen's Compensation Act
Whites are also paid out

in terms of this Act and get an additional R10 000 life cover

And a Chamber of Mines official told POST this week that the average payout to white miners in terms of the Act is five times that paid out to black miners

POST investigations followed the announcement that the families of the 28 blacks killed in the shaft accident on March 27 would be paid in terms of the Act

The Rand Mutual Assurance Company is the Chamber of Mines' com

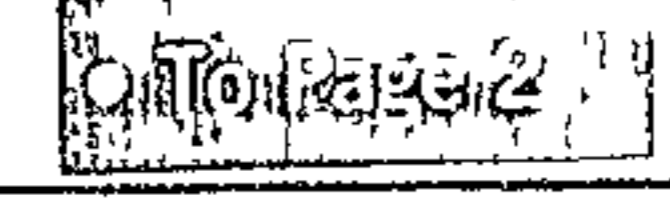
pensation agency under the Act and covers 584 000 blacks and 68 000 whites

There are 652 000 miners in the companies in the chamber, which represents 90 percent of the mining industry

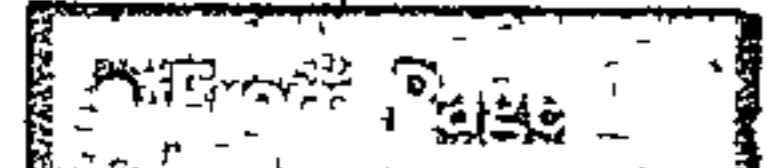
According to a Department of Mines report last year, 877 people died in mine accidents in 1978 and 654 in 1977

In 1978, 24 772 people were injured and 20 781 the year before

The manager of Rand



Miners' lives not insured



Mutual, Mr W Molteno, said compensation was related to earnings and the size of the family of the victim.

If a miner with three children died in an accident at work the family would be paid a monthly pension of 75 percent of the victim's monthly salary.

The salary includes earnings in cash and in kind.

The family also gets R400 towards funeral expenses and the widow gets a lump sum of two months' salary, or R300, whichever is smaller.

If the man's family is smaller, the pension is smaller, and if the family is bigger the pension is bigger, but not more than 100 percent of the victim's monthly pay

In the case of disablement, the pension depends on the degree of disablement.

This compensation is for both blacks and whites.

Mr Molteno said the present wage gap — "in fact, we should call it the skills gap" — in the mines is 7-to-1 in favour of whites.

The average cash wage for black underground workers is R150. They get another R60 a month in kind.

MARRIED

"Besides this, we find that most whites killed or injured in the mines are married and have families, while the blacks are single," Mr Molteno said.

These are the reasons for the disparity between white and black compensation.

White miners, however, have a life cover of R10 000, according to another chamber official.

"The miner contributes R4,80 and the company another R4,80 a month

for the premium," said Mr Chris Cairncross of the chamber's public relations office "This covers the miner for R10 000."

Mr Cairncross said the chamber did not have a group life cover for the miners, but believed some companies might have. He said we could check this with the various members of the chamber.

But when we phoned the public relations department of Vaal Reefs, Mr Les Bruns said his company did not have such group cover.

"As far as I know, you will not find it at any mine," he said.

Workers in other industries generally have pension benefits which are tied to life cover.

Most black mine workers are contract labourers and do not have pension benefits.

Post 1/5/80

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COBOL-CURRENT

STAR 3/5/80 Mine boss stabbed to death

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35	4520	PERFORM OPEN-OUTPUT-CORRES-FILES.
	4530	PERFORM CORRES-PRIMING-READ.
37	4540	PERFORM CORRES-TEST.
	4550	PERFORM CORRES-MAIN-READ
39	4560	UNTIL END-OF-FILE-DETECTED,
	4570	PERFORM CLOSE-CORRES-FILES.
41	4580	*
	4590	*
43	4600	OUTPUT-OF-CORRESPONDENCES.
	4610	PERFORM OUTPUT-FILE-CASCADE
45	4620	UNTIL END-OF-FILE-DETECTED,
	4630	PERFORM CLOSE-CORR-FILES.
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	4650	*
49	4660	END-PROCESSING.
	4670	PERFORM CLOSE-OFF-FILES.
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53	4700	*
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55	4720	*
	4730	*
57	4740	OPEN-SELECTION-FILES.
	4750	OPEN INPUT PARAMETER-FILE.
59	4760	OPEN INPUT MASTER-FILE.
	4770	OPEN OUTPUT PRINT-FILE.
61	4780	OPEN OUTPUT SORT-FILE.
	4790	*
63	4800	*

A Vaal Reefs mine shift boss was stabbed to death yesterday while working 2300 m underground. Mr Riaan de Lange (24) of Vlei Street, Woukopies, Western Transvaal, was supervising his team when an argument broke out and he was stabbed in the heart.

Police have arrested a man who will appear in the Orkney Magistrate's Court on Monday.

It is believed the stabbing happened when a worker refused certain work.

Mr de Lange had been married for 18 months and played for Vaal Reefs' 1st rugby XV. He was considered an "outstanding" player.

His wife is expecting their first child.

At the same mine last month 31 miners died when the bridle of a cage snapped and they plunged 2 km to the bottom of the shaft.

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Mr Cornelius

Mr Andries Cornelius will not lose his job as a freelance news reader on SABC-TV now that he has become an official of the controversial Mineworkers' Union

Asked how his new job affected his position at the SABC in view of the fact that the union has featured prominently in past news bulletins, SABC spokesman Eric van der Merwe said:

"Mr Andries Nornelus is employed for his ability as a news reader.

"Because he is a freelance we are not interested in what he is doing for a living."

Mr Cornelius has succeeded the Mineworkers' Union's recently retired welfare officer and will also act as legal adviser to the union

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SOUTHERN RHODESIA
S.A.C. STAND

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Mine sex

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Labour Reporter

A TRADE union representing mine officials has accused mine employers of discrimination against women employees and has called for equal pay for equal work irrespective of race or sex.

The call comes on the eve of wage talks between the Chamber of Mines and officials associations and the issue is likely to be raised at these talks.

In the latest issue of the journal of the Mine Surface Officials Association, the MSOA's general secretary Mr Robert Botha says that women clerks on the mines are employed at a rate of pay which is nearly R180 a month lower than that of their male equivalent.

In a general article attacking sex discrimination, Mr Botha alleges that "we have it on our own doorstep."

Black women, Mr Botha says, have to contend with "much more discrimination than white women. He cites the case of a woman black trade unionist who is not permitted by law to travel overseas without her son's permission because her husband has died.

Union for ^{SUN NEWS} Black ^{11/5/80} miners ^{2/1} on way

By **BARNEY
MTHOMBOTHI**

PLANS are afoot to launch a trade union to give Black miners a voice for the first time since the African Mine Worker's Union failed after the 1946 mine strikes.

A constitution for the Black Mineworkers' Union (BMU) has already been drawn up.

The BMU could provide a strong bargaining platform for the half-million Black miners ignored by Arrie Paulus' all-White Mine Workers' Union.

Mr Paulus, asked if he would oppose the BMU, replied curtly "No comment."

Mr Chillian Motha, the man behind the move, says his union seeks to organise and unite all workers connected with the mining industry, including surface and clerical workers.

The union wants economic and social justice for miners but also aims to make them aware of the significance and power of their jobs.

"The mines are the backbone of the country's economy," Mr Motha said. "The future of mining in South Africa is in the hands of the Black man."

"Foreign investors are attracted to this country because of what the mines have to offer so it is only fair that the Black miner be told of his rights and be afforded proper protection."

"The Black miner should not remain the perpetual labourer. He should be helped to acquire



● Chillian Motha
burning wish

the necessary skills that will put him in line for promotion to better jobs and better pay."

Mr Motha, one-time organiser for the Black Allied Workers' Union (BAWU) and the SA Workers' Union (SAWU), said Black mineworkers had been neglected by trade unions and had borne the full brunt of discrimination and exploitation.

Mr Motha said he had had a "burning wish" to better the lot of Black miners since, as a boy, he saw police open fire on striking miners during the days of the African Mineworkers' Union in the Forties. Both his father and uncle were mineworkers.

Since the demise of the AMU, which the Government accused of being communist-inspired, African mineworkers have been without a voice to articulate their grievances.

The White Mine Workers' Union is vehemently against any job advancement for Blacks. Last year Mr Paulus called his men out to protest the promotion of two Coloured men to jobs previously done by Whites.

The MWU is one of many White unions in the mining industry, most of which have accepted the recommendations of the Wiehahn Report.

Mr Motha says they will strive for 150 000 members before registering the union. A mineworker will become a member of the union upon payment of R1 joining fee.

"We only need funds to establish ourselves. We will be in a position to look after ourselves once we get off the ground."

"Registration is necessary so that we can participate in industrial councils and wage boards."

A spokesman for the Legal Resources Centre said there was no legal block to the formation of a Black mineworkers' union.

Boraine:

211
Allay

white

7/5/80
miners

fears

THE ASSEMBLY — White miners' fears about their future in the mining industry should be set at rest by allowing employees to participate in the evaluation of jobs, Dr Alex Boraine (PFP Pinelands) said yesterday

Much would depend on South Africa's labour force if the country were to reap the benefits of its incredible mineral riches, Dr Boraine said in discussion of the Minerals and Energy Vote

The Government miners' training college had experienced a drop in the number of applications by students.

The shortage of skills in the industry had led to inflated wages being paid for a small select number of jobs

To allay white suspicions of the Paterson plan, employees should be allowed to evaluate jobs in collaboration with employers

It should also be made absolutely clear to miners that the extension of training to other groups should not be seen as a threat.

The Chamber of Mines had stressed that there would be no reverse discrimination in the mining industry, Dr Boraine said

Mr P J Clase (NP Virginia) said White miners had accepted the assurances of the Chamber of Mines

They also accepted the position that there were not enough white workers and there was a need to allow blacks into the industry

But they feared that in terms of the Paterson plan, their vacant jobs would be degraded when they left the mining industry so that blacks could take over

Dr Boy Geldenhuys (NP Randfontein) stressed the importance of mining in the economies of the homelands

BophuthaTswana already had a significant chrome and platinum output while Lebowa's chrome production could make the state of greater strategic importance to the West than Nigeria was at the moment — Sapa

Miners Join fight against perks tax

See TR16 (F.) 18/5/80 By JACK BRICKHILL (211) (328) (60)

The private sector is attacking the perks tax proposals, due to be phased in next year, with renewed vigour.

In the front line now are the miners who realise that the tax on free or subsidised housing in particular is going to hit them hard.

The draft Bill amending the Income Tax Act proposes the taxation of housing benefits at 12.5 percent of taxable income.

Nearly all the 40 000 white mining personnel pay a nominal rent of perhaps R15 a month for their homes and in a recent exercise on the subject a qualified mining man earning R19 000 also enjoyed R1 600 a year in housing and other benefits.

Each case varies but it appears people in this category eventually will pay more than R500 additional tax a year.

The proposal by the Department of Inland Revenue is to phase this tax in over five years with one fifth being assessed in the first year, two fifths in the second year and so on.

Nevertheless, the mining companies are

alarmed at the implications of the tax which will lead to widescale demands for higher wages and is also hampering the recruitment drives. Indeed, the scarcity of skilled staff is threatening the expansion of the industry and the perks, particularly housing, are considered necessary to attract personnel to the mining areas.

The industry already has a shortage of 1 040 skilled workers. Julian Oelvie Thompson of Anglo American says in the annual report that the cost to the economy of retarding expansion because of inadequate skilled manpower is enormous and there is a danger that the economy will be restricted.

The Chamber of Mines declined to comment on the representations being made to the Government.

Bank, insurance employees and many other industrial and commercial workers as well as civil servants will be hit by the housing perks tax but their cases do not appear to be as strong as the one for the miners.

Paulus objects to 'baboon'⁽¹²⁶⁾

charges⁽²¹¹⁾

Staff Reporter 21/5/80

AN APPLICATION has been made to declare the two charges of crimen injuria against the Secretary of the Mine Workers Union, Mr Arrie Paulus, 50, null and void, a Johannesburg Regional Court heard yesterday

Mr M Mentz (for Mr Paulus) handed a written application to the court in which he objected to the charges on the charge-sheet as they did not include any offence

Mr Paulus is appearing on a charge relating to an instance in which he allegedly said "All blacks are baboons".

His alleged remarks appeared in a New York Times report on June 3 last year under the headline "Should American Business Pull Out of South Africa"

On another charge, Mr Paulus allegedly impaired the dignity of a Vaderland reporter, Mr Matthys Verster, and members of the editorial staff of Post

It was also alleged that he impaired the dignity of Dr Nthatho Motlana, chairman of Soweto's Committee of 10

Mr Paulus has not pleaded to the charges

According to Mr Mentz, the newspaper report did not contain full extracts of what Mr Paulus said and the charge-sheet contained only extracts of the alleged statement

Mr Mentz said, on a point of law, it was impossible to have injured dignity of the people mentioned, or of the blacks of South Africa, or of a group of blacks

The hearing was postponed to August 15 and 16 for trial

Mr F Z Krynaar was on the bench, and Mr F Strydom prosecuted



Mr Arie Paulus (centre), secretary of the Mineworkers' Union, outside court yesterday.

NO OFFENCE IN PAULUS'S CHARGE SHEET - DEFENCE

By LEN KAIANE

THE defence in the "blacks are like baboons" trial claimed yesterday that the charge sheet against Mr "Arrie" Paulus does not disclose any offence.

The case was postponed to August 14 when the State will be expected to reply to the objections.

In a written objection which was handed to the magistrate, and before a packed gallery of whites, the defence submitted that:

Words allegedly attributed to Mr Paulus on the charge sheet cannot be construed as having

objections and the case be postponed until the State had sufficient time to reply.

Editor of POST, Mr Percy Goboza and senior reporter, Mr Joe Thloloe, chairman of the Committee of Ten, Dr Nthato Motlana and Rev Simeon Nkoane will be expected to give evidence when the trial resumes. Mr Paulus is represented by Advocate M Mentz and T Grobelaar instructed by M Roode.

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Mr Petrus Jacobus "Arrie" Paulus (58), made his second appearance before a Johannesburg regional magistrate following alleged derogatory remarks he made about South African blacks. He is facing two charges on criminal injuria before Mr F Z Krynanaw for allegedly telling an overseas newspaper that blacks were like baboons.

He did not plead but instead, his defence objected to the

Impaired the dignity of blacks in South Africa.

The report on the charge sheet did not contain a full extract of the interview with the overseas newspaper.

Mr Paulus, of Plot 52, Drietontein, Krugersdorp, also faces a second count of allegedly impairing the dignity of a Vaderland reporter, the editorial staff of POST, Dr Nthato Motlana and all the black people in South Africa.

POSTPONED

In reply to the objections the prosecutor, Mr F Strydom, said the State had not been given enough notice to reply. He said

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He did not plead but instead, his defence objected to the

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GET

MWU is ⁽²¹¹⁾
heading ⁽¹¹⁰⁾
for clash ⁽¹³⁶⁾
— expert

Pretoria Bureau

Confrontation between the Bophuthatswana Government and the white Mineworkers' Union was predicted in Pretoria today

Strong retaliations to union 'blusterings' were predicted by Mr Jeremy Nel, general manager of manpower resources of the Johannesburg Consolidated Investment Co. Ltd

He was addressing a seminar on black labour advancement organised held by the University of South Africa School of Business Leadership

Mr Nel said that following Bophuthatswana's independence, Rustenburg Platinum Mines would negotiate with the homeland government for a new order with the various trade unions

Mr Nel said that black leaders, although educated and responsible, might not have enough industrial relations experience to realise that union leaders 'are merely playing to the gallery'

"The Mineworkers' Union leaders, on the other hand, cannot allow themselves to be seen to be capitulating to the black leaders," Mr Nel said

UCT

(211)

Huge mine wage rise possible

RDM 30/5/80.

By STEVEN FRIEDMAN
Labour Reporter

BLACK miners could be in for one of their biggest pay increases in recent years — but there are sharp differences of opinion between mining houses on the black wage issue.

According to a recent report, minimum black wages on the mines will be increased by between 20% and 25% this year. Industry sources would not comment on this figure yesterday but said the increase would be "quite sizeable".

The Anglo American group is understood to be initiating a move to increase wages substantially. Yesterday, the Financial Mail claimed that Anglo had sent a letter to other mining houses urging a 58% increase for surface workers, and increases of up to 120% for

underground workers

An Anglo spokesman said yesterday "If there was such a letter, its contents are a private matter between the companies concerned. We have no further comment to make"

The Rand Daily Mail understands there is strong pressure for a wage increase which would be the biggest ever in absolute, rather than percentage terms.

But there is also a sizeable body of opinion in the industry which argues that black wage increases should not exceed the cost of living over the past year

Black wages on the mines have increased by over 200% in real terms since 1970 and the racial wage gap has decreased since 1971, when it was 21:1. It is now around 7:1.

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MINE WAGES ^{FM} 211 30/5/80
Anglo's initiative



Black miner is there light at the end?

Clearly the whole matter will be thrashed out through various committees of the Chamber of Mines before anything can see the light of day

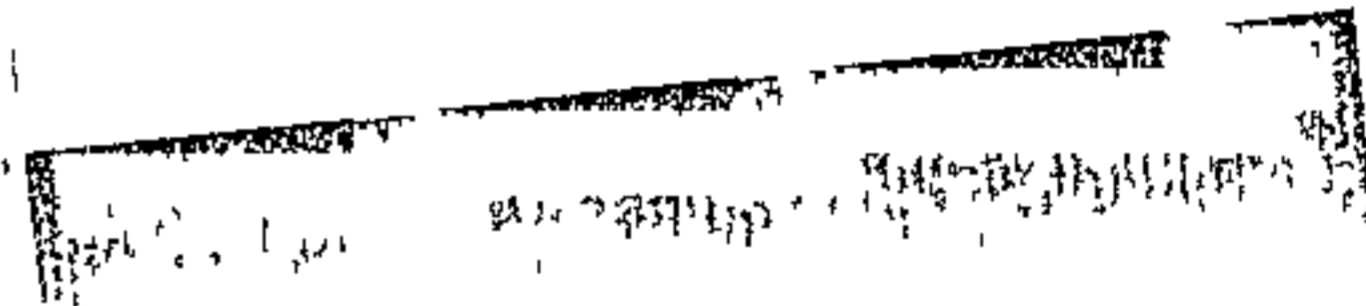
The I.M. reliably learns that Anglo American has approached the heads of Johannesburg's mining houses suggesting rises in the wages paid to mineworkers. It is suggested that Anglo would like to see surface workers paid 55% more and underground worker from 78% to 120%.

The letter was endorsed by Sir Albert Robinson, ICI boss. This is not surprising as ICI is an Anglo subsidiary.

I.M. inquires to mining houses yielded no comment or an unavailability of those in a position to do so. One reaction was that of Gold Fields, Robin Plumbridge.

If Anglo American has sent my letters to heads of mining houses, I certainly would not comment on it in public.

Anglo's motive and it is a worthy one would seem to be concern for workers at a time when those in the upper echelons are reaping most of the fruits of the economic upswing. But whether the industry can afford such huge payout is a different matter.



Rand Afrikaans University and ...

Big pay rise seen for black miners

CAPE TIMES 31/5/80 (211)

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Own Correspondent

JOHANNESBURG — Black miners could be in for one of their biggest pay increases in recent years — but there are sharp differences of opinion between mining houses on the black wage issue

The black wage increase on the mines traditionally comes into effect on July 1, and is usually announced shortly before then. A Chamber of Mines spokesman said this week that the issue is currently under discussion but declined to comment further

According to a recent report in a financial weekly, Finance Week, minimum black wages on the mines will be increased by between 20% and 25% this year. Industry sources would not comment on this figure but said that the increase would be

quite sizeable".
The Anglo American group is understood to be initiating a move to increase wages substantially. On Thursday, the Financial Mail claimed that Anglo had sent a letter to other mining houses urging a 58% increase for surface workers and increases of up to 120% for underground workers

An Anglo spokesman commented "If there was such a letter, its contents are a private matter between the companies concerned. We have no further comment to make"

There have been differences between the mining houses over the black wage issue for some years now

It is understood that there is strong pressure for a wage increase which would be the biggest ever in absolute, rather

than percentage terms. But there is also a sizeable body of opinion in the industry which argues that black wage increases should not exceed the cost of living over the past year

They argue that the mines' costs have increased and that they cannot afford a sizeable increase

Those in favour of an increase argue that the mines need to continue efforts to close the racial wage gap and to make mining wages more competitive with those in industry

Black wages on the mines have increased by over 200% in real terms since 1970 and the racial wage gap has decreased substantially since 1971, when it was 21:1

But the wage gap is still around 7:1 and black miners still earn substantially less than black workers with equivalent skills in other industries

In many cases, black miners earn only half the amount earned by their counterparts in the rest of the economy, even after payments in kind by the mines — free food and lodging and the like — are taken into account

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STAR 2/6/80

Fewer miners hit by heatstroke

The number of miners struck by heat stroke underground has been dramatically cut in the South African gold mining industry

This is disclosed by Professor N B Strydom, manager of the industrial hygiene branch, Chamber of Mines, writing in the South African Journal of Science. The journal is published by the Joint Council of Scientific Societies

For more than 30 years the Chamber of Mines had conducted extensive research into the problems of acclimatisation and heat intolerance in

the industry, he wrote.

He said screening of potential heat stroke sufferers and acclimatisation had led to a drop in the incidence of heat intolerance. The number of heat intolerant men undergoing heat acclimatisation each year has been reduced from about 15 000 a year to less than 2 400

Early in their studies on heat adaptation scientists found that some of the men initially classified as heat intolerant and excluded from underground work had become tolerant to heat on re-test after they had spent several weeks at the mine enjoying a balanced hostel

diet.

Men who came to the mines gained one to four kilograms in muscle mass in the first month of employment. Associated with this was an increase in maximum oxygen intake

Professor Strydom said more recently the eight-day acclimatisation period had been reduced to four days for experienced miners returning to the industry, and five days for novices.

The incidence of heat intolerance had been reduced from 3 to 5 percent of men undergoing heat acclimatisation each year

to 0,8 percent.

Professor Strydom concluded: "The physiological reasons for the dramatic effect achieved by a daily supplementation of 250 mg of vitamin C have not been explained."

Cases of heat stroke would never be entirely eliminated in the gold mining industry because rock falls would continue to occur, thus trapping men or cutting off ventilation, and electrical power supplies might fail

The mining industry was aware of all of these and was doing all it could to reduce the incidence of heat stroke to a minimum

Cops gas striking miners ^{4/6/68} ^{8:51} (211)

POLICE yesterday used teargas to disperse a crowd of striking black mineworkers after some had attempted to set alight two community centres at the Stilfontein Mine near Klerksdorp

In a statement issued in Johannesburg this afternoon, General Mining said about 4500 workers at the mine had been refusing to go underground since early on Monday night.

A spokesman for the

mine said police had to be called in after some of the strikers had attempted to set two community centres alight

Tearsmoke was used to disperse the crowd after some of the strikers had also tried to set their rooms alight.

The extent of the damage is not yet known.

Yesterday's statement said nobody had been injured

Production at the mine will not be affected for

"at least a week".

The mine spokesman said the striking workers had not yet made any demands

Various attempts had been made to ascertain their grievances but the strikers' unco-operative attitude made communication between them and management impossible

The strike is limited to the Scott shaft at the mine. Work at two other shafts is carrying on as usual — Sapa

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Striking miners *STAR 4/6/80* 'are now talking'

211

After yesterday's rioting and violence at the Stilfontein Gold Mine, most of the 4 500 black miners turned out for work today

But the situation remained tense early today and mine officials refused to allow reporters into the Scott Shaft where the rioting took place.

Brigadier M J Meyer, Divisional Police Officer for the Western Transvaal, said there were no incidents at the mine last night and that the workers had returned to work on the Scott shaft at 5 am.

Sixteen policemen were watching the situation but were expected to withdraw this morning if events warranted it, he added.

Mr Kobus Botha for the Chamber of Mines could still not say what grievances lay at the root of the strike

"There have been rumours that it involved pay but we are not prepared to comment until we are able to talk to the workers.

We are now trying to

get them to appoint spokesmen"

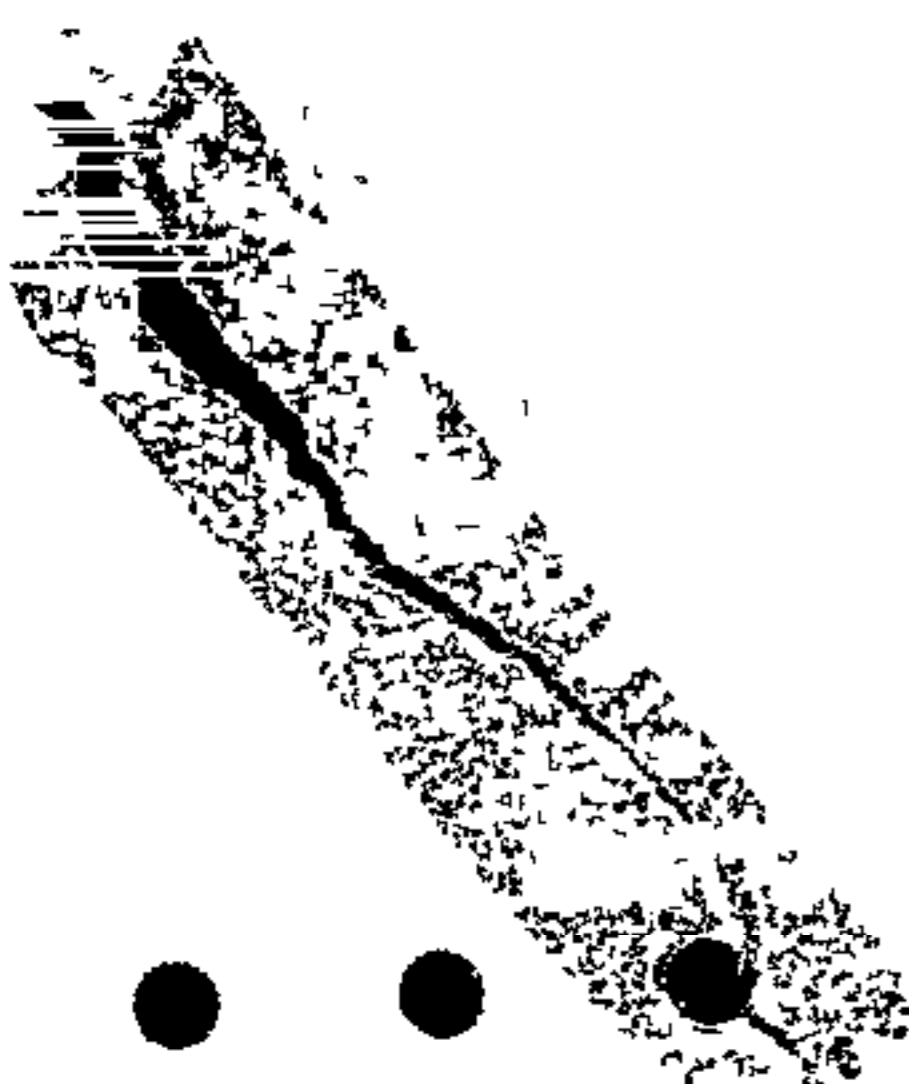
Mr Botha said a representative committee was being set up from workers and management

It was expected to meet today to establish the cause of the strike

In a short statement at midday, Mr Botha said the mine management and workers were "talking."

He would make no further statement on the workers' grievances or reasons for the strike.

He said there had been no further incidents at the mine and that everyone was back at work



Shell wages low but many compensations

STAR 4/6/80 (2) (18) (211)

The Star Bureau

LONDON — The Shell oil company has disclosed under Common Market regulations that 360 of its black workers were paid wages below the minimum living level (MLL) in the 12 months to June 30 1979

But in its EEC report the company stresses that substantial benefits given to workers should be off-

set against the low wages, which were paid at the Rietspruit Coal Mine in the Eastern Transvaal in which Shell has a 50 percent stake.

The MLL for the neighbouring town of Pietersburg was set by the University of South Africa at R146,50 a month, but the lowest rate of pay at Rietspruit was only R100 a month plus a R4,33 bonus.



(211)

7/6/80

Mining pay

STAR 7/6/80
increase

(211)

The 19 000 officials on gold mines and collieries of the Chamber of Mines will get average increases of 16 percent in their basic salaries from this month.

The chamber said its minimum rates, payable on appointment, after five years' and after 10 years' service, would be increased by 13,5 percent.

The actual increases would be set by the mining houses, taking into account service and merit. Black pay increases, normally due in July, have yet to be decided.

217 PDM 7/6/80
Officials get pay boost

BASIC salaries of officials on gold mines and collieries which are members of the Chamber of Mines will receive an average increase of 16% from June. This was announced in a joint statement in Johannesburg yesterday by the chamber and the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association.

The chamber's minimum 'on appointment' rates will be increased by 13,5% rounded up to the next rand. The same will apply to the minimum rates payable after five and 10 years service.

The actual increases to be awarded will be set by the mining houses concerned, taking into account service and merit, the statement said. — Sapa

Pay rise for mine officials

7/6/80 ARYUS

(219)

JOHANNESBURG. — Basic salaries of officials on gold mines and collieries which are members of the Chamber of Mines will on average be increased by 16 percent from the June pay month.

This was announced in a joint statement by the Chamber and three officials' associations.

The chamber's minimum on-appointment rates will be increased by 13.5 percent rounded up to the next rand. The same will apply to the minimum rates payable after five and 10 years' service.

The statement said the increases to be awarded will be set by the mining houses concerned, taking into account service and merit. — Sapa.

Police kill gunman in second shootout

STAR 14/6/80

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A black gunman died yesterday after two shootouts involving two Rand Lease Mine security guards and later police in Meadowlands, Soweto.

One of the guards, Mr Johannes Adolf Pienaar (47), was critically wounded in the neck and chest. He is in the Cottesloe Mine Hospital.

Mr Pienaar and Mr J J Kritzinger were patrolling mine property near Meadowlands when they saw two "suspicious-looking" black men.

Challenged by the

guards, the men drew guns and started shooting.

One of the black men was slightly hurt and the other fled, according to Lieutenant-Colonel Leon Mellet, police public relations chief in Pretoria.

The wounded man sought refuge in a nearby house.

The occupants became suspicious and notified the police.

When the police arrived the man locked himself in a toilet and started shooting through the closed door. They returned the fire and the man was killed.

Shell answers its labour critics

STAR 14/6/80

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While Shell South Africa does not deny recent Press comment that the cash content of 360 workers at the Riet-spruit open cast coal mine (jointly owned by Shell and Rand Mines), was below the minimum living level (MLL) in the year to June 1979, it feels strongly that the allegations are unfair

These newspaper reports, which appeared both here and overseas do not take account of the substantial fringe benefits which include housing, food, education, transport, heating, medical and dental services. In some cases, the benefits received are higher than the cash content, putting them not just above the MLL, but the supplemented living level (SLL)

STUDIES

Professor P A Nel of the Bureau of Market Research at the University of South Africa has carried out two independent studies on the financial requirements of blacks at Riet-spruit, the most recent conducted in March and April this year

Certainly, out of the 1000 employees, some workers doing less skilled jobs receive a cash



Jean Moon talks to Shell about overseas accusations

payment below the MLL, but when fringe benefits are quoted in cash terms for that area (Pietersburg was taken as the benchmark), they receive well above the SLL.

(See table below).

So far the mine has completed 150 of the 500 houses planned for workers and their families, so those wishing to have their families join them will be able to do so in the near future.

FOOD

Each worker and his family receive food rations at least equal to the American standards recommended by the National Medical Research Council. A supermarket is being built at the mine, where workers and their families will be able to buy food at cost

Information from Shell's report on Riet-spruit's conditions of employment as

they relate to the EEC Code of Conduct have been quoted out of context

Overseas critics have compared cash income only with Unisa's MLL and SLL levels and have not taken account of fringe benefits which are all included in the build-up of Unisa's MLL. These are used as minimum financial requirements and wage levels

IDENTICAL

This misinterpretation may be due in part to the

anomalous requirements for reporting on conditions of employment as they relate to the EEC Code of Conduct. The format requires that "the value of any monetary fringe benefits or accommodation or food provided," should be excluded from the value of the pay package

Pay packages at Riet-spruit for both black and white workers is identical

In his report, Professor Nel said "During my visit to the mine, I was impressed by the exceptionally favourable living conditions of its employees who take pride in their beautiful homes and hostels

"The recreation facilities and buildings being erected at present may be described as luxurious and of a standard that is probably unique in South Africa"

Value of the package for the lowest level employees compared with the SLL — benchmark Pietersburg, applicable February 80

	Single	Bachelor basis	Married in permanent residence (ave family size 5.44)
Basic pay grade I ..	R105 00	R105 00	R105,00
Leave pay and holiday bonus	R8,75	R8,75	R8,75
Permissible value of items provided in kind ..	R34,49	R33,42	R131,20
Total	R148 24	R147 17	R244,95
SLL ..	R78,89	R142,63	R206,82

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Currency

switch arouses fears

STAR 18/6/80
211

The Star's Africa
News Service

People living in remote rural areas of Mozambique or working outside their country fear they may lose large amounts of money during this week's changeover to Maputo's new currency.

Authorities have given the nation three days, from Monday this week, to exchange their old escudos for the new metical, which has the same value.

One Mozambican working in Johannesburg said yesterday: "We used to buy Mozambique escudos to send to our families and now we have been left with large amounts of this money, which now has no value whatsoever — not after today anyway."

"The main victims are the miners who are working here, who still have escudos in Mozambique and who used to exchange their rands for Mozambique escudos at favourable rates."

Mozambique officials have given no indication so far that the deadline will be extended.

Drastic measures are being taken however to prevent the illegal export of the new currency.

All people leaving the country intending to return may take only 500 meticals

Mines face a critical manpower shortage

STAR
24/1/80
211

By Sieg Hannig

The mining industry is short of about 1 600 skilled men — nearly enough to run two gold mines employing perhaps 20 000 people, the annual meeting of the Chamber of Mines heard today

He also stressed the need for "an educational system that will produce the human skills required" to carry out new projects

VITAL ROLE

He welcomed the Prime Minister's concept of a constellation of states as "sensible recognition of the interdependence of the peoples of this region"

The mines had a vital role in developing the immense mineral resources on which such a constellation could base its economic progress, he said

South Africa and its potential partners had to show their bona fides in approaching the concept unselfishly

If the constellation were seen as dependent satellites round some kind of superstar, this could drive the states of southern Africa to consider alternative allegiances, Mr Etheredge said

"The situation is already serious and liable to become critical in the near future," Mr Dennis Etheredge said in his presidential address

"The tragedy is that this situation is found in a country with immense manpower reserves"

He said the skilled staff shortage increased from about 1 000 to about 1 600 between the fourth quarter of last year and the end of the first quarter of this year

"This shortfall is nearly equivalent to the entire complement of skilled personnel required to man two medium sized gold mines employing perhaps 20 000 people"

Average employment on the Chamber's gold and coal mines increased from 497 000 in 1977 to 527 000 in 1979, and this trend would continue, Mr Etheredge said

TRAINING

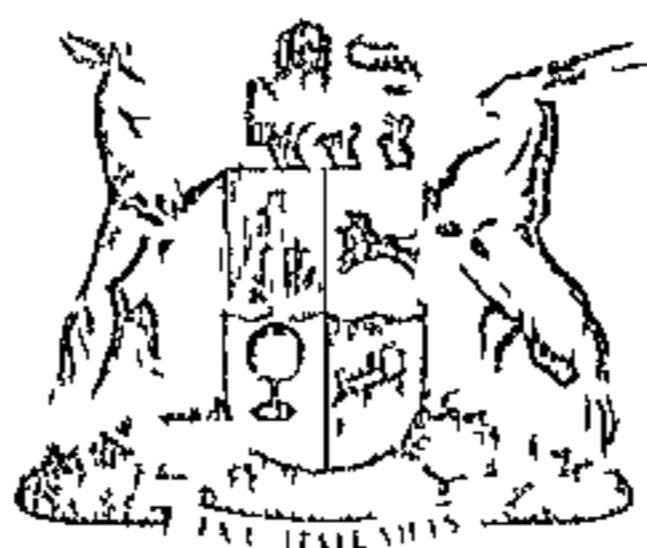
Overseas recruitment of skilled labour could be only a stop-gap measure. The solution lay in training South Africans

It was hoped some of the barriers preventing this would be removed soon

If racially discriminatory provisions were removed from the law, the Chamber would do its utmost to negotiate new dispensations with employee bodies

Mr Etheredge also welcomed changes being contemplated by a number of mini unions to allow them to include certain classes of workers other than white

He also stressed the need for "an educational system that will produce the human skills required"



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GOVERNMENT GAZETTE

STAATSKOERANT

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Vol 180]

CAPE TOWN, 25 JUNE 1980

[No 7088

KAAPSTAD, 25 JUNIE 1980

OFFICE OF THE PRIME MINISTER

KANTOOR VAN DIE EERSTE MINISTER

No 1307

25 June 1980

No 1307

25 Junie 1980

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

No 83 of 1980 Occupational Diseases in Mines and Works Amendment Act, 1980

No 83 van 1980 Wysigingswet op Bedryfsiektes in Myne en Bedrywe, 1980

(211)
Mines are
warned of
'skilled'
shortage
EDM 25/6/80.

Financial Reporter

A WARNING that the mining industry faces a critical shortage of skilled labour was given yesterday by Mr Dennis Etheredge, the retiring president of the Chamber of Mines

He told the chamber's annual meeting in Johannesburg "Efforts are being made to recruit trained personnel from overseas, but this can only be a stop-gap measure as the proper solution lies in training South Africans to do these jobs

"It is to be hoped that the barriers preventing this will be removed in the near future and that the trade unions involved find solutions to certain problems which they have "

Mr Etheredge said the present economic boom hinged on mineral export earnings and a "changed psychological climate resulting from shifts in Government policy "

• See Page 18



The new president of the Chamber of Mines, Mr R S Lawrence (above), has been appointed chairman of the gold producers committee. The chamber's council appointed Mr M B Forsyth chairman of the collieries committee.

Mr Lawrence, 59, is deputy chairman of Rand Mines.

Mr William Malan, technical director of the Anglovaal group, and Mr Lynne van den Bosch, executive director of Union Corporation, are vice-presidents of the chamber. This will be Mr Lawrence's second term as president of the chamber.

Financial rand

STANDARD BANK quotation 85,50 US cents to 86c.
London discount: 33,5% to 34,5%

Critical shortage of skills on mines

~~215~~

215

RDM

25/6/80.

Financial Reporter

A CRITICAL shortage of skilled manpower faces the mining industry. This was said yesterday by Mr Dennis Etheridge, the outgoing president of the Chamber of Mines.

He pointed, however, to the tremendous success of the industry, with mining accounting for 73% of South Africa's total exports last year.

Mr Etheridge said: "South Africa's capacity for economic expansion and growth is limited by a major physical constraint, namely the acute shortage of skilled and professional manpower."

"The tragedy is that this situation is found with immense manpower reserves."

Mr Etheridge warned. "The problems of the mining industry cannot be overstated. Between the fourth quarter of last year and the end of the first quarter of this year, the shortage of all categories of skilled personnel among the chamber's member mines increased from about 1 000 to about 1 600."

"This shortfall is nearly equivalent to the entire complement of skilled personnel required to man two medium-sized gold mines employing perhaps 20 000 people."

"These figures demonstrate quite clearly our absolute reliance on skilled manpower to create jobs and generate wealth, and underline the fact that with mining now in a major expansionary phase, the situation is already serious and

liable to become critical in the near future.

"Efforts are being made to recruit trained personnel from overseas, but this can only be a stop-gap measure as the proper solution lies in training South Africans to do these jobs."

"It is to be hoped that some of the barriers preventing this will be removed in the near future and that the trade unions involved will find solutions to certain problems that they have."

"A number of legal obstacles remain to prevent the advancement of all races on merit in the mining industry."

"The industry is awaiting the further reports of the Wiehahn Commission of Inquiry into labour legislation, one of which is expected to deal with the racially discriminatory provisions in the Mines and Works Act."

"I would like to give the assurance that if such discriminatory provisions are removed from the statutes, the chamber will do its utmost to negotiate new dispensations with the employee organisations concerned."

He said the economic boom was based on increased mineral export earnings and a "changed psychological climate resulting from shifts in Government policy aimed at removing discrimination in the workplace and improving the circumstances of urban blacks".

The confidence of the business and industrial sector, both domestic and foreign, had been further encouraged by the Government's recognition of the role of private enterprise as the key to continued economic expansion and its commitment to regional economic cooperation.

Mr Etheridge said that "some of the optimism which characterised the period immediately following these developments has regrettably begun to ebb in the face of signs that the resolve needed to implement these new directions in policy may be lacking".

"South Africa has great potential for social and economic progress, and it will be tragic if the momentum briefly gained, which touched all groups, is permitted to founder in disillusionment flowing from a failure to meet what are, at this stage, still essentially modest expectations."

RDM 26/6/80.

(211) **Anglo says 'train local people'**

A NON-RACIAL training scheme should be established for Anglo American's technical staff, the head of the company's personnel department, Mr Norman Morgan, said yesterday

Speaking at a symposium in Johannesburg, he called on the private sector to train local

people while funds were still available, rather than import expensive skilled labour from overseas

Mr Reg Sfakianos, of the Civil Engineering Industry Training Board, said only immigration could make up the present shortage, but this trend should not continue

He said local sources could

not make up the 400 000 additional managers which it was estimated would be required by 1990, because even training infrastructures would not be complete by then

The meeting later agreed the private sector should initiate its own training facilities — Sapa

Pay rise for black miners

STAR 30/6/80
211

By Sieg Hannig

Pay increases for more than 450 000 black miners will raise the minimum earnings of novices to R100 a month for underground workers and R75 a month for surface workers on gold mines and certain platinum mines next month

Increases of a similar order will apply on coal

mines, the Chamber of Mines announced today

The increases for underground workers (from R86,89 to R100) amount to about 15 percent and those for surface workers (from R58,50 to R75) amount to about 28 percent

It is understood that higher percentage increases are being awarded to workers with more experience

The new increases mean that underground workers will be earning more than three times the R1,20 a shift minimum they earned in 1974, and close to 10 times the 40c a shift paid to novices in 1969

The current average pay of black miners is R161 a month (plus free board and lodging), says Mr Tony Fleischer, the chamber's adviser on black labour

Miners' increase is less than expected

RDM 11/7/80
211
By STEVEN FRIEDMAN
Labour Reporter

ABOUT 450 000 black miners will receive pay increases from today — but the increases fall far short of rises proposed in a recent letter from Mr Harry Oppenheimer to other mining house heads

The Chamber of Mines announced yesterday that new rates will raise the minimum starting pay of black underground workers on all gold and some platinum mines to R100 per month

Minimum starting pay for surface workers will rise to R75 a month. All black miners receive "free board and lodging", said the statement.

This amounts to an increase

of around 15% in underground minimum starting rates and a 28% increase in surface rates

Actual rates will be set by the mining groups "depending on the responsibility and skill required and on experience," the chamber's statement said.

It added that "similar" starting rates and increases would apply in the coal mining industry.

The increase for surface workers is the biggest in percentage terms since 1975. However, the increase in starting rates for underground miners has fallen short of recent predictions, which suggested that wages of all black miners would rise by 20%-25%.

The rises also fall signifi-

cantly short of suggested rates contained in a recent letter from Anglo American's chairman, Mr Oppenheimer, to other mining house heads.

Some "liberals" in the industry are believed to be disappointed with the increase, arguing that the industry could have made a greater effort to raise black wages in the light of the dramatic rise in the gold price.

The Financial Mail reported recently that the letter — believed to be unprecedented in the history of the industry — called for increases ranging from 58% to 120%.

It is understood that Mr Oppenheimer urged the mines to increase minimum surface wages to R100 a month.

27.1/780
**Pay increases
for miners (all)**

JOHANNESBURG — The pay of all black workers on gold mines and certain platinum mines would be increased from today, the Chamber of Mines announced in Johannesburg yesterday.

It said that the new minimum starting rate for an underground novice would go up from R86,89 to R100 a month from July 1, plus free board and lodging.

The minimum starting rate for novice surface workers would be increased from R58,50 to R75 a month, plus free board and lodging.

RDM 2/7/80

Blacks can register with mining union

MOA 21

By STEVEN FRIEDMAN
Labour Reporter

A KEY white mining trade union has received Government permission to admit black and coloured members

The union, the Underground Officials Association, becomes the first mining union to admit blacks. Some of the mine artisan unions which also operate in other industries have coloured members.

But, the union's general secretary, Mr Doc Coertze, said yesterday that the UOA had not yet opened its ranks

In order to do so, it must change its whites-only constitution and this issue will be discussed at a later stage by the union's council.

"If we do admit blacks, we will obviously only admit those who have achieved underground official status," Mr Coertze said yesterday

He added that the permission which the union received did not entitle it to a full non-racial status "We would still have to

have separate branches for blacks and coloureds," he said

If the UOA does decide to admit black members, as seems likely, its decision may spell the end of one of the two remaining job reservation determinations still on the statute book.

The union is presently negotiating with the Chamber of Mines on ways of scrapping job reservation determination 27 which restricts the jobs of surveyor, sampler and ventilation official on the mines to whites.

These jobs are occupied by members of the UOA.

One of the conditions set by the union for the abolition of determination 27 is that it be permitted to enroll members of all races.

This has now been met but other issues still have to be resolved in the negotiations. The UOA's demand for multiracial membership was, however, regarded as the major condition for the scrapping of the determination.

It has argued that this will prevent employers from replacing white members of the union with workers of other races

Meanwhile, the latest issue of the Tucsas journal, Labour Mirror, has released the names of 17 of the 21 unions which have been granted permission to enrol black workers.

Nine of the unions are affiliated to Tucsas, six are unaffiliated registered unions and one, the Wine, Spirit and Allied Workers Union, is a newly-registered union initiated by the Tucsas-affiliated garment unions.

The other is an in-company union representing workers at the Cadbury Schweppes plant in Port Elizabeth only.

Fourteen of the unions are open to workers of all races while three are open to black and coloured workers.

It is not clear how many of the unions have been granted full non-racial status but it appears likely that most will have to arrange separate branches for black members

Black miners' pay still tails other sectors

By STEVEN FRIEDMAN
Labour Reporter

DESPITE the increase in black mine wages, their pay still lags substantially behind market rates in other economic sectors.

Observers also believe that the increase is unlikely to have a significant effect on the racial wage gap in the industry.

The Chamber of Mines announced on Monday that minimum starting wages for black underground miners would be increased by 15%, and those for surface workers by 28%.

Average wages for underground miners before the increase were R156 a month, and those for surface workers R108, a Chamber of Mines spokesman said. The increase is expected to raise this figure to R187 a month for underground workers and R130 for surface workers.

According to mining industry sources, the increase has been explained to black workers, who are "happy" with it.

They add that much of the increase would be used to "substantially raise" the wages of

the more skilled black mine workers

Mining industry spokesmen argue that the free food and compound housing which the mines provide for black workers should be added to the wage figure to provide a more accurate picture of the industry's pay levels.

However, a recent survey indicated that black workers tended to "brush aside" the free board and lodging, and they argue that they would be able to buy accommodation and food and still have money "to spend on other things" if wages were increased.

A study undertaken two years ago also indicated that black mine wages were lagging substantially behind market rates for black workers throughout the economy.

According to that study, the wages of the highest skilled category of black miners lagged 108% behind general market rates in 1978, even after free board and lodging were taken into account. Workers in the lowest skills category were

29% behind market rates

According to Government statistics, average black mine wages lag behind those in the manufacturing industry, construction and motor repair, but are ahead of those in the retailing and hotel industries.

The increase is also likely to have little effect on closing the racial wage gap in the industry. Earlier this year, members of white unions received a 13.5% wage increase, and increased fringe benefits. Mine officials received a 16% increase.

The ratio of white pay to that of blacks on the mines is now estimated at about 7-to-1. In 1971 it 21-to-1.

However, industry sources emphasise that the white pay figure includes employees in skilled and managerial positions, which blacks do not occupy.

Mining sources also point out — as evidence of improvements effected by the industry — to the fact that real black wages in the industry have increased by more than 200% over the past decade.

211

RDM 2/7/80

C. T. 4/8/80
Key union
removes
race rules

JOHANNESBURG — A key white mining trade union officially resolved at the weekend to amend its constitution so that blacks and coloured people could join it.

In doing so the union, the 14 000 member Underground Officials Association (UOA), became the first mining union to admit blacks and coloured people as members.

The association's executive removed the last official hurdle to multi-racial membership when it adopted a resolution at its meeting on Saturday to amend the constitution by removing the whites-only clauses.

The association received government permission last month to integrate its membership, but was unable to open its ranks officially until the executive meeting at the weekend.

The union still has to have separate branches for its black and coloured members, and will maintain an all-white executive, as the association's controlling body.

The UOA's decision to admit black members probably signifies the end of one of the two remaining job reservation determinations still on the statute book.

The UOA has been negotiating with the Chamber of Mines on methods of scrapping Job Reservation Determination No 27, which restricts the jobs of surveyor, sampler and ventilation officials on the mines to whites.

UOA members occupy these jobs and one of the conditions set by the UOA for the abolition of Determination No 27 is that members of all races be allowed to join the association.

MINE WAGES

To R100

F.M
w/7/80 (211)

Although the Chamber of Mines wage increases for black miners announced this week are relatively generous, they represent a disappointment for those whose hopes had been fuelled by Anglo American's earlier bids substantially to boost wage structures.

Black novice underground miners' wages have been increased by 15% from R86,89 to R100 a month while the minimum starting rate for novice surface workers has been increased by 28% from R58,50 to R75 a month.

This increase will push an average underground black miner's wages up from

R156 to R179 while black surface workers will earn R138 as opposed to R108.

For Anglo, which produces 36% of SA's gold and employs 135 000 black workers, the increases are a "disappointment and a compromise".

Says Gerald Langton, MD and chief executive of the Gold Division "Although mining houses can determine their own wage structures, there is limited flexibility. The increase does not reduce the differential in real terms between the lowest paid white and black workers."

Mining houses can hardly argue they cannot afford larger increases. The new wages will increase total costs by only 5,5%, as labour costs constitute an average 25% of total costs, and the new wages mean an increase of 22,5% in black labour costs. At the same time, there is no shortage of labour.

The Chamber of Mines points out that mine workers are "protected from inflation, as they receive a number of 'perks' such as free board and lodging, transport, medical treatment, and literacy classes.

A spokesman says black miners' wages have increased in real terms by 218%

since 1971 although he admits they started from a "very low base".

● On a proportional basis, black mine wages have outstripped those of white miners, but the ratio of white to black pay remains some 7:1.

**'Long battle
is now
over'**

12/7/80



THE industrial registrar has approved the application of the South African Technical Officials' Association to amend its constitution to enable it to accept coloured and Indian members, Mr Harry Mallet-Veale, the association's general secretary, said in Johannesburg yesterday

Announcing the approval which brings to an end the association's 56 years of exclusive white membership, Mr Mallet-Veale said "This is the happiest moment of my life. We have been battling for this permission for the past three years

"Our entire membership is very pleased about the move to accept coloureds and Indians. What is more important is that our coloured and Indian colleagues now have proper representation

SATOA caters for technicians in the mining industry and has a registered membership of more than 3 000 —
Sapa

Diamond

miners

go back

Argus
22/7/50
(21)

Argus Correspondent

KIMBERLEY — A De Beers spokesman said here last night that workers at the Finsch diamond mine had agreed to end a strike

After negotiations, employees who had not reported for work since the 10 o'clock shift on Sunday night had agreed to report back for the night shift

About 650 black workers were out. Reporters were told that the strikers believed a recent 14 percent increase did not meet everyday expenses, their hostel facilities and working conditions were not in good condition and a constitution and committee offered by the company were not effective.

The men wanted to form a union

213
211
NM
22/7/80

Coal miners back at work

JOHANNESBURG—The majority of black mineworkers reported for work yesterday at the Kriel colliery in the eastern Transvaal after Wednesday's labour disturbance at the mine.

The trouble apparently involved changes in shift time, according to a statement from Anglo American Corporation

There had been a strong turnout for the morning shift and the afternoon shift went down without incident, the statement said.

In Wednesday's unrest one black man was asphyxiated in a fire which damaged the mine trading store. The man was not a mine employee and had worked for the company which operates the trading store.

Kriel colliery employs a labour force of about 1600 black workers and mines by underground and open-cast methods. Coal supplies to the adjacent Escom power station had not been affected, the statement said. —
(Sapa)

Striking miners being paid off

23/1/60
ARGUS

(21) (22)

Argus Correspondent

KIMBERLEY — The De Beers Company has started paying off striking black workers at the Finsch diamond mine in the Northern Cape.

The majority of the strikers continued their strike yesterday as mine management tried to ascertain their grievances.

About 650 black workers went on strike on Monday in what is believed to be a wage dispute.

Mr George Louw, the public relations officer for De Beers, which owns the mine — said yesterday that although workers had agreed on Monday night to return to work, only a small number reported yesterday morning.

Negotiations between mine management and workers continued throughout the day, he said, and De Beers' general manager, Mr W K Hartley, had addressed workers in the mine hostel on three occasions. There was no indication when the majority would return to work.

~~217~~ (211)
**Fewer
Zimbabwe
miners
in SA** RDM
23/7/80

SALISBURY — The South African mine labour recruiting organisation, Wenela, might close its Salisbury office if the decline in the number of Zimbabweans joining South African mines continues.

In an interview published in Salisbury, Wenela's area manager, Mr Henry Plumb, said that since the beginning of the year there had been a sharp decline in the labour force moving from Zimbabwe to South Africa.

In January there were 7 000 Zimbabweans on South African mines, but by the end of June this had fallen to 6 000.

"We used to send 250 men a week but now we send only 100 and if this trend continues we may have to close down."

Mr Plumb said that last year 9 292 workers returned from the mines, and very few had gone back.

"We hope the situation does not deteriorate because we would like to help those who cannot get jobs locally and bring foreign exchange into the country."

Between January and June this year, Wenela payments earned Zimbabwe about R3 200 000, he said.

Mr Plumb attributed the decline to the better jobs and conditions which local mining companies were offering to experienced men.

The Zimbabwean Prime Minister, Mr Robert Mugabe, said earlier this month the government had no objection to Zimbabwean blacks going to work on South African mines, provided the conditions of service offered were suitable.

Zambia earlier this year banned the Wenela operation there. — Sapa

Star
**600 mine
 23/7/60
 strikers
 (M.A.) 211
 are paid off**

Own Correspondent
KIMBERLEY — About 600 strikers were being paid off today at the Finsch Diamond Mine in the Northern Cape, Mr George Louw, public relations officer for De Beers, who own the mine, said in Kimberley.

This follows their refusal to return to work since the night shift on Sunday.

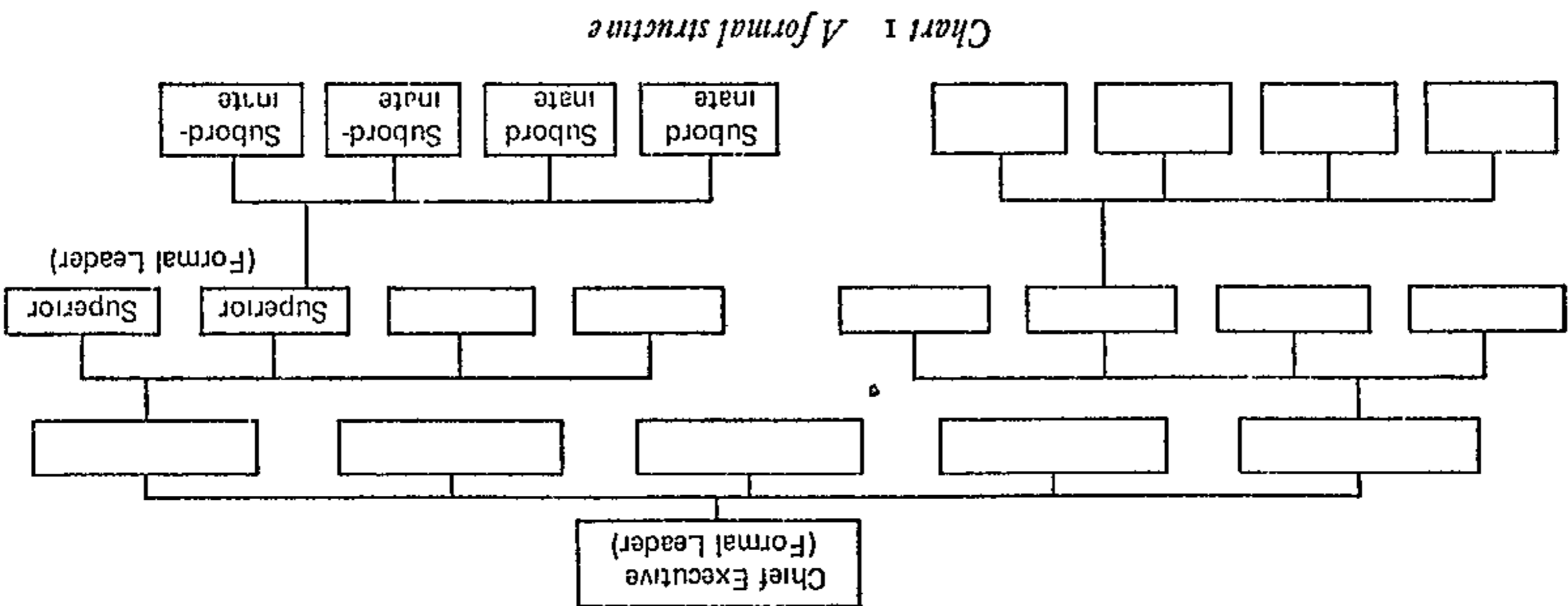
Mr Louw said workers demanded a 50 percent pay increase at a meeting last night addressed by De Beer's general manager, Mr K W Hartley. They said they wished to leave the mine's employ if their demand was not met.

Mr Louw said the demand was not met and the strikers stayed away from work for the third day. Transport was being arranged for the workers to their home areas — most of them come from near-by Bophuthatswana — and the first parties were boarding trains this morning.

There are two different existing approaches to the study of relationships and interactions. The first is based on observations conducted by the researcher, while the other is based on data received from members of the organization by way of interviews, self-recording. When the study is based on the observations of the researcher, its results are clear-cut. When the study relies, however, on data received from members of the organization, the evolving formal and informal structures are not at all clear-cut. This is so because perceptions of members of the organization, their role in the organizational structure, are not always harmonious—that is to say, that every two members of the organization are not always in agreement as to the relationship between them. Two might disagree as to the formal relationship.

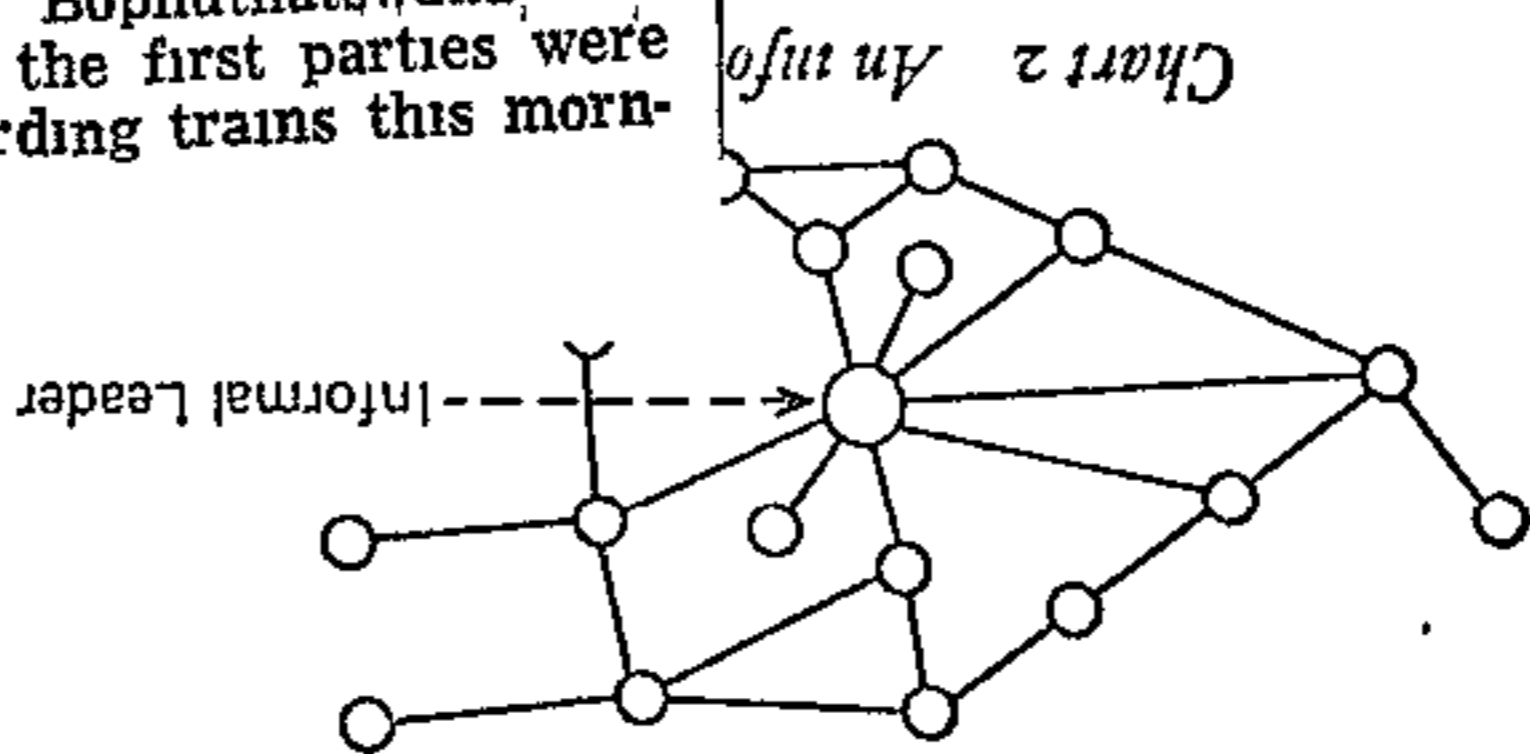
The study of a relationship structure can be done through one or two or all of the three above-mentioned ways. Usually, the study is not done in more than two of the above-mentioned ways because different organizational researchers support and are committed to different research methodologies in the organizational relationships study.

There are two different existing approaches to the study of relationships and interactions. The first is based on observations conducted by the researcher, while the other is based on data received from members of the organization by way of interviews, self-recording. When the study is based on the observations of the researcher, its results are clear-cut. When the study relies, however, on data received from members of the organization, the evolving formal and informal structures are not at all clear-cut. This is so because perceptions of members of the organization, their role in the organizational structure, are not always harmonious—that is to say, that every two members of the organization are not always in agreement as to the relationship between them. Two might disagree as to the formal relationship.



The national structure, can be performed in three different ways

- by observation
- by interviewing
- by self-recording (filling in questionnaires or pre-arranged forms)



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24/1/80 182 211

De Beers dismiss 600 striking miners

Argus Correspondent
JOHANNESBURG —
About 600 strikers were
paid off yesterday at the
Finsch diamond mine in
the Northern Cape, Mr
George Louw, the public
relations officer for De
Beers, who own the mine,
said here.

Mr Louw said that a
large number of workers
wanted to return to
work. The number is esti-
mated at several hundred

De Beers officials have
been receiving inquiries
from dismissed workers,
most of whom come from
Bophuthatswana.

Although the strike co-
incided with the coming
on stream of the R60-
million metallurgical plant
extensions production has
remained on target.

This was mainly due to
employees who stayed on
the job and worked around
the clock.

Miners at Finsch keep up strike

Post 24/7/80 (21) (15) (216)

THE majority of the strikers at the Finsch Diamond Mine in the Northern Cape — reputedly one of the richest diamond mines in the world — continued their strike yesterday as management tried to ascertain what their grievances were.

About 650 black workers went on strike on Tuesday in what was believed to be a wage dispute.

Mr George Louw, the Kimberley-based public relations officer for De Beers — who own the mine — said yesterday that although workers at the mine had agreed to return to work, only a small number reported yesterday morning.

Negotiations between mine management and workers continued throughout the day, he said. De Beers' general manager, Mr W K Hartley, had addressed workers in the mine hostel on three occasions. There was no indication when the majority would return to work.

A worker said yesterday that strikers felt the recent 14 percent increases granted did not cancel everyday expenses and that most workers felt their hostel facilities and working conditions were not up to standard.

He added that workers felt they were responsible for the production and should be treated with consummate respect. They felt the workers constitution and committee offered by the company were not effective, and that they wanted to form a union. — Sapa.

Expert criticises mine labour policy

By Elizabeth Wilson, Labour Reporter

Cape Town labour expert Mr Dudley Horner has sharply criticised this week's dismissal of 600 black workers at Finsch Diamond Mine. He says there are no provisions for blacks on South African mines to take part in conciliation or proper collective bargaining.

As a result, he says, an old pattern is being played out again — "management takes a unilateral decision and the public is kept in the dark as to worker grievances".

Mr Horner, acting director of the Southern African Labour and Development Research Unit at the University of Cape Town, expressed surprise at a report by a De Beers spokesman that workers were striking for unknown reasons.

He said that, in the past, mine riots and strikes often had a very rational base. If, as newspaper reports suggested, workers felt a 14 percent increase was insufficient or if they

preferred a union to a committee system then these grievances seemed understandable and justified.

In any labour dispute it was important for both sides of the story to be told. He condemned management which denied the Press access to workers to hear their grievances.

Mr Horner said that in researching conflict on the mines, it was difficult to obtain adequate information about events.

Although mining houses carried out detailed investigations, their reports were not ordinarily available to researchers and it was sometimes necessary to rely almost entirely on press reports.

These were brief and often attributed the incidents to faction fighting or irrational violence. This said Mr Horner, distorted the reality. Mr Horner's research showed that, between 1972

and 1979, there were 81 incidents of resistance on South African mines. Many of these were violent — 205 workers were killed and 1 168 injured in the incidents.

In February last year, he said the mines employed 667 000 workers — 69 000 whites and 598 000 blacks.

Black miners were employed on contracts of nine to 18 months. Mr Horner said the

black mineworkers lived in compounds of between 1 000 and 8 000 men. Most were housed between 12 and 50 men to a dormitory.

Mr Horner said that the men were wakened in the early morning by loudspeakers in the dormitories. They went to communal changerooms to dress, then to dining halls for a meal.

The miners were lowered in cages to their work underground. The majority stayed for nine hours without a break for food — many stayed for up to 12 hours.

"It appears," says the report, "that there is less urgency about getting the men up at the end of the day. Delays at the hoist are a constant source of complaint. They mean not only extra time underground but also cold food, less choice of food and cold showers in the hostels."

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Other incidents were clearly associated with the payment of bonuses to certain categories of workers and with wage differentials.

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A paper on the subject was presented to the 5th World Congress of the Industrial Labour Relations Association in Paris last year.

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A paper on the subject was presented to the 5th World Congress of the Industrial Labour Relations Association in Paris last year.

Mr Horner noted that it was only after substantial wage increases in 1974 that black South Africans went to the mines in large numbers.

He said that all evidence contradicted the myths that African miners did not have a clear understanding of their part in the production process or that they were content with their situation.

"They are also fully aware of the hazards of mining in terms of safety and health. If they do not articulate these grievances in terms of formalised protest it is because of the labour repressive situation in which they are caught."

Mr Horner maintained that the mines were now confronted with a situation in which any system of full trade union rights, which would clearly articulate workers' grievances, might also provide a base for worker solidarity and

regular training for these units where possible with those from surrounding mines and with the South African Police. Lighting should be controlled from outside the compound for better

Report on 'Black Miners' Grievous Disputes'

Mr Dudley Horner and Ms Alide Kooy are co-authors of a paper "Conflict in South African Mines — 1972 to 1979".

They report ● Of 81 disturbances on the mines between 1972 and 1979 20 were directly related to working and living conditions ● In 18 strikes based on wage demands attempted to picket and the intervention of mine and South African police often resulted in violence ● Thirteen of these incidents took place on gold mines

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ROUND

By Elizabeth Wilson, Labour Reporter

Expert criticises mine labour policy

Cape Town labour expert Mr Dudley Horner has sharply criticised this week's dismissal of 600 black workers at Finsch Diamond Mine. He says there are no provisions for blacks on South African mines to take part in conciliation or proper collective bargaining.

As a result, he says, an old pattern is being played out again — "management takes a unilateral decision and the public is kept in the dark as to worker grievances."

Mr Horner, acting director of the Southern African Labour and Development Research Unit at the University of Cape Town, expressed surprise at a report by a De Beers spokesman that workers were striking for unknown reasons.

He said that, in the past, mine riots and strikes often had a very rational base. If, as newspaper reports suggested, workers felt a 14 percent increase was insufficient or if they

preferred a union to a committee system then these grievances seemed understandable and justified.

In any labour dispute it was important for both sides of the story to be told. He condemned management which denied the Press access to workers to hear their grievances.

Mr Horner said that in researching conflict on the mines, it was difficult to obtain adequate information about events.

Although mining houses carried out detailed investigations their reports were not ordinarily available to researchers and it was sometimes necessary to rely almost entirely on press reports.

These were brief and often attributed the incidents to faction fighting or irrational violence. Thus said Mr Horner, distorted the reality. Mr Horner's research showed that, between 1972

and 1979, there were 81 incidents of resistance on South African mines. Many of these were violent — 205 workers were killed and 1 168 injured in the incidents.

In February last year, he said, the mines employed 667 000 workers — 69 000 whites and 598 000 blacks.

Black miners were employed on contracts of nine to 18 months. Mr Horner said the

black mineworkers lived in compounds of between 1 000 and 8 000 men. Hostels housed between 12 and 50 men to a dormitory.

Mr Horner said that the men were awakened in the early morning by loudspeakers in the dormitories. They went to communal changerooms to dress, then to dining halls for a meal.

The miners were lowered in cages to their work underground. The majority stayed for nine hours without a break for food — many stayed for up to 12 hours.

"It appears," says the report, "that there is less urgency about getting the men up at the end of the day. Delays at the hoist are a constant source of complaint. They mean not only extra time underground but also cold food, less choice of food, and cold showers in the hostels."

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Report criticises Report on Mines of 1979

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Distorted views on SA mine conflict

Industrial Reporter

PREVAILING VIEWS on the primary causes of conflict on South African mines are a distortion of reality, according to the South African Labour and Development Research Unit (Saldru).

In a paper on the conflict from 1972 to 1979, Saldru researchers Miss Alide Kooy and Mr Dudley Horner found that

the great majority of disturbances on the mines fell into a category "usually dismissed as faction fighting", which was in turn attributed to irrational tribal violence.

But this was basically crude racism which served no purpose as an explanation, and little had been done to explode it systematically, said the paper.

It was noticeable that workers from different regions had shown solidarity

on specific issues, particularly wages.

"The point is that it is in the interests of management to suppress forms of class consciousness in the work force and to encourage national or tribal consciousness. This has been a largely successful device in dividing the work force and preventing strikes from spreading to affect whole mines, or to mining areas, but it can backfire...."

Referring to worker accommodation

on the mines, the report said: "The compound comes closer to achieving total control over the labour force than any other modern institution."

The rural economy, it found, had undergone a process of disintegration now so far advanced that the "homelands" should be seen as "pools of surplus labour, whose inhabitants have become almost completely dependent on wage labour, rather than as sites for the reproduction of labour power".

Mine back to normal

West Rand Bureau
Production was back to normal at the Deelkraal gold mine near Carletonville today after three days of unrest, during which 12 men died and 500 went on strike

More than 300 Basotho mineworkers were dismissed yesterday

A mine spokesman said "The men" asked to be relieved of their contracts because of the faction fighting. They feared further incidents"

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Another
die in mine
fighting

West Rand Bureau

Faction fighting at the Deelkraal Goldmine near Carletonville has led to another seven deaths and has cut production by 80 percent.

A mine spokesman disclosed yesterday that about 100 Basuto and Pondo mineworkers had clashed late on Tuesday night.

Mine security officials battled for more than 30 minutes to restore calm, although fighting lasted for only five minutes. Seven mineworkers died and 21 were injured, bringing the death toll since Sunday to nineteen.

About 2 000 mineworkers have now been released from their contracts as a result of the renewed fighting. Only 20 percent of the required labour force went underground yesterday and this morning.

actions of members of the organization are compared with these stand comparisons of the individual

Post 31/7/80

STUDYING MEMBER

The set the relative organization between to consider a facilitating the curving production other hand, acted with a total relat because of other reason because of not a less purposes, a personally The se distinguish

Seven slain in mine clash

SEVEN men died and 21 have been injured in renewed faction fighting between Basotho and Pondo miners at the Declkraal gold mine.

A spokesman for Goldfields said in Johannesburg yesterday that Tuesday night's clash raised to 21 dead and 36 injured the number of casualties in faction fighting between the two groups this week.

The faction fight at the mine, near Oberholzer in the south-western Transvaal, first flared on Sunday night.

"Mine security offi

ciala who were withdrawn from the scene of the fighting when it became peaceful after Sunday night's fighting were rushed back to the hostel area when fighting flared again around 9 pm last night. They managed to stop it within minutes," the spokesman said.

The feuding Basotho and Pondo miners had fought with knives and knobkerries.

The spokesman said only about 25 percent of the mine's black labour force had turned out for work this morn-

ing, with the remainder staying away apparently for fear of becoming involved in further faction fighting.

Production loss at the mine yesterday was expected to be around 80 percent.

On Tuesday some 300 men were repatriated at their own request after Sunday night's fighting.

"Damage to property in all the fighting has been minimal," the spokesman said. "We are still trying to determine the cause of the fighting and to finally defuse the situation." — Sapa.

**KwaZulu
Cabinet to
see job
standards
at mine**

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211
19/8/80
702

Mercury Reporter

THE KwaZulu Cabinet is to visit the Rietspruit coal mine near Witbank today to study employment standards at the project, one of South Africa's largest and newest coal mines.

A spokesman for Shell, which operates the mine, said the company had invited the Cabinet to see standards at first hand.

The visit comes only a few months after a statement by Chief Gatsha Buthelezi, Chief Minister of KwaZulu, that plans for the exploitation of millions of tons of coal in the Nongoma area of KwaZulu were well developed. Lots of jobs would be created.

Chief Buthelezi said the known coal reserves in the Nongoma district totalled many millions of tons. The town would be developing at a greatly increased rate and at least 1500 houses would be built there soon.

SAIRR

to discuss

Paulus

acquittal

Members of the Institute of Race Relations today met to discuss the acquittal yesterday of Mr Arrie Paulus, secretary of the Mine Workers' Union, on charges of crimen injuria.

The charges relate to his alleged statements that "All blacks are baboons" and that "Die Vaderland, the Post (Transvaal), Motlana (chairman of the Soweto Committee of Ten), and all the 'kaffirs' can go and

The Institute, and Dr Motlana were instrumental in bringing the charges against Mr Paulus.

Counsel for Mr Paulus had argued that a group of people (the black people of South Africa) could not be bearers of rights protected by law.

Professor John Dugard, director of the Centre for Applied Legal Studies, today said that in the past courts had had little hesitation in convicting blacks who had insulted whites of crimen injuria, or of promoting feelings of racial hostility.

In this case Mr Paulus was charged only with crimen injuria, and not with the offence of promoting feelings of racial hostility.

"It was this that enabled him to be acquitted."

● See Page 6.

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Charges against Paulus dropped from the roll

By Rashid Chopdat

Two charges of criminal injuria against Mr Arrie Paulus (50) secretary general of the rightwing Mine Workers' Union were stricken from the roll yesterday after a Johannesburg regional magistrate ruled that the charge sheet did not constitute any offences.

Mr F Z Krynauw made the ruling after an application by the defence counsel to have the

charges declared null and void.

Mr Paulus appeared in connection with a newspaper report in America in which he alleged blacks were like baboons.

The first count alleged that his remarks published in an American newspaper on June 3, 1979 impaired the dignity of the black people of South Africa.

The article said: "You have to know a black He

wants someone to be his boss. They cannot think quickly. . . You can take a baboon and teach him to play piano . . . but it's impossible for him to use his own mind to go on to the next step. Here it's exactly the same."

The second count deals with a remark to a Vaderland reporter to whom Mr Paulus allegedly said: "Die Vaderland, Post, Motlana and all the kafirs can go and K . . . k."

It is alleged this remark impaired the dignity of the reporter, the editorial staff of Post, Dr N Motlana of the Committee of Ten and some or all blacks of South Africa.

Defence counsel Mr M Mentz SC, argued that on a point of law it was not possible to impair the dignity of the black nations or black people of South Africa.

A nation, group or a profession as a whole could not have its dignity impaired. Extracts of Mr Paulus' statement could not be construed as im-

pairing the dignity of all blacks.

Mr Krynauw, giving judgment on the application, said that a nation could not commit a crime and a nation did not have a soul. It was not quite the same to compare a nation with an individual or person who had rights.

An example was the case of the German people after the Second World War. Not all Germans were tried, convicted and sentenced.

ASSUME

On a charge of criminal injuria one would assume a person injured could come to court and describe how he felt so that some retribution could be made. The defence had pointed out that there were many (ethnic) groups in the country.

If a person said his dignity had been impaired then this person must be listed on the charge sheet.

Mr N van Vuuren prosecuted

Paulus cleared of 'Baboon' slur

15/8/80



Mr Arrie Paulus . . . leaving court yesterday.

A Johannesburg magistrate ruled yesterday in the "Blacks are like baboons" trial that the charge sheet against Mr Arrie Paulus, secretary-general of the Mine Workers' Union, constituted no offence.

The ruling came after a written objection handed to the magistrate, Mr F Z Krynauw, during the last sitting on May 20 when the defence counsel for Mr Paulus submitted that the charge sheet showed no offence.

Mr Paulus (58), of Plot 52, Krugersdorp, faced two charges of criminal injuria for allegedly telling an overseas newspaper that blacks were like baboons.

He faced a second count of allegedly impairing the dignity of a Vaderland reporter, the editorial staff of POST, Dr Nthato Motlana and all the black people in South Africa.

BABOONS

His defence advocates, Mr M Mentz and Mr T Grobelaar, objected to the framing of the charge sheet submitting that it disclosed no offence against Mr Paulus.

On the alleged "blacks are like baboons" remarks, Mr Paulus' defence submitted that Mr Paulus might not have aimed the remarks at blacks in South Africa. The defence said Mr Paulus gave the interview to an overseas newspaper, speaking on "bantu" mineworkers and union workers within the Mine Workers' Union.

Mr Paulus is alleged to have impaired the dignity of a Vaderland reporter by telling him that Vaderland, POST, Dr Motlana and all black people of South Africa "kan gaan k . k."

In summing up, Mr Krynauw said it was his submission that Mr Paulus might have told the reporter to "kan gaan k . k."

"It is my submission that the accused might have said this. You say it today and it appears tomorrow in the news-

papers," said the magistrate.

Replying to the main count of "blacks are like baboons" remark, Mr Krynauw said the criminal injuria offence is when somebody feels insulted by something said to him. He said blacks consisted of various groups, and it was impossible that they could all come forward and say they had been insulted or offended.

The magistrate said a black man from one group might say he felt offended. Another from one group might not be offended.

"It is like saying to a Afrikaner he is a 'boer'," said Mr Krynauw. "One may say he felt offended and another say 'yes, and I'm proud of that. I'm a boer."

In this case, then, said

Mr Krynauw, one black man asked if he was offended would say "yes". "We might call upon another one representing all the black people of South Africa and ask him the same question. It will be difficult for him to answer on behalf of all blacks," Mr Krynauw said.

Mr Krynauw said it was impossible for two or three people to say they were offended the same as it was impossible for all the black people in South Africa to lay a charge of criminal injuria against Mr Paulus. He then ruled that the charge sheet showed no offence.

Prosecutor, Mr N J van Vuuren, is expected to refer the charge sheet back to the Attorney-General.

Paulus acquitted on two charges

211
1980
5/18/80

JOHANNESBURG — The secretary of the Mineworkers Union, Mr Arrie Paulus, 50, was acquitted in the Regional Court here yesterday on two charges of *crimen injuria* after the magistrate agreed with the defence that the charge sheet was null and void.

The magistrate, Mr F Z Krynauw, allowed the argument of Mr M Mentz, assisted by Mr T Grobbelaar for Mr Paulus, saying "it is a brilliant argument" that the charge sheet "did not disclose an offence".

Mr Paulus did not plead to the charges relating to an article in the New York Times published on June 3 last year in which he allegedly said that "all blacks are baboons".

Another charge alleged that Mr Paulus had, through the report, impaired the dignity of a Vaderland reporter, the editorial staff of Post (Transvaal), the chairman of Soweto's Committee of 10, Dr Nthatho Motlana, and all or some of the blacks of South Africa.

Mr Mentz submitted arguments that an entire group of people — in this case the black nations of South Africa — could not be the bearers of personal rights which are protected by law. The law made provision only for the defamation of individuals.

Mr Mentz asked who would testify on behalf of all the blacks in South Africa to saying that their dignity had been impaired.

The state had made a mistake in not listing the names of the blacks who objected and felt that they had been defamed, he argued. Instead, it had preferred to say that "the dignity of all or some of the blacks in South Africa had been impaired".

Mr Krynauw agreed, saying "A nation consists of many souls, but on the whole it cannot say it has one soul" — Sapa.



Mr Arrie Paulus

Black miners' pay still lags behind

SINK 20/8/80 211

The lowest paid white miner is earning about twice as much as the highest paid black miner, says Mr Dennis Etheredge, past president of the Chamber of Mines and chairman of Anglo American's gold division

But he hoped the problem of the wage and skills gap which separated black and white miners would be solved in about five years' time, he told a labour symposium of the Golden City Jaycees in Johannesburg yesterday

Asked whether the white unions would ever admit a black mining engineer, he said: "It may take a little time, but I feel confident this will happen — otherwise we may have the mines closing down"

From June to July the skilled vacancies on gold mines had increased from 1700 to 1840 — enough to provide the skilled staff for one large or two small gold mines

"Our task is to bridge the (skills) gap to produce a single wage curve based

on job evaluation," Mr Etheredge said

But whites had to be reassured they would not be overrun by what they saw as an "advancing tide of blacks" — 10 blacks to every one white.

The whites were absolutely essential employees and it would not help blacks if whites left the industry because every skilled white miner allowed the mines to employ eight or 10 lower skilled or unskilled blacks

Mr Etheredge warned that change was always turbulent, but added "Change means turbulence — no change means revolution"

Barring unforeseen mechanisation prospects, Mr Etheredge did not see an end to migrant labour as long as gold mines existed.

He also predicted the maintenance of the ratio of close to six South Africans to every four foreign blacks in the mining industry.

24/1/80 200
Migratory labour backed

By ZWELAKHE SISULU

THE migratory labour system would stay even if apartheid were to be scrapped, the head of Anglo American's gold division, Mr Dennis Etheredge, said this week.

Mr Etheredge reiterated remarks he made during an interview with SABC/TV earlier in the week that the migrant labour system was favoured by

most black miners

Mr Etheredge said although he viewed migratory labour as a negative system, it had some benefits to black workers and the country's economy

He did not believe, he said, that the system was a political creation "Migratory labour was existing even long before the introduction of apartheid and I cannot see how it can be eradicated"

Handwritten initials or signature.

Paulus lashes out

FM 29/8/80
 Moves by white unions to open their doors to black, coloured and Indian workers have highlighted the conflicts in the white

labour movement. Not surprisingly, Arrie Paulus is once more in his role of leading the right-wing backlash.

Events this week pointed to the growing dissent between white unions who feel a need to "move according to the times" and those who are determined to remain exclusively white.

On Tuesday the South African Confederation of Labour (Sacla) expelled one of its affiliates, the SA Technical Officials Association, because the TOA had received government permission to open its ranks to coloured members. Sacla's constitution is restricted to whites only.

Although Paulus, general secretary of the 19 000-strong Mine Workers Union, welcomed the expulsion, it was not greeted with unanimous enthusiasm. The only unions to support the move whole-heartedly were the MWU, Die Blanke Bouverkersvakbond and the Transvaalse Transportwerkersunie — out of a total of 20 unions.

Says Henry Mallet-Veale, TOA general secretary: "If the decision had been left to a vote, we would never have been expelled. The result was inevitable because the constitution had to be implemented, but the majority of the executive would have stayed the decision had it been possible."

Constitutional change

According to vice-president Brian Currie, steps to amend Sacla's constitution will be taken at the organisation's next congress. The chances of this appear high as Sacla's membership has shrunk from 250 000 three years ago to a meagre 119 000. Sacla's constitution states that the organisation must dissolve if it represents less than 100 000 workers.

At the beginning of the year the Durban Municipal Employees Association and the SA Association of Municipal Employees — with a total membership of 45 000 — withdrew their membership.

Mallet-Veale says the *verkrampte* elements within Sacla have forced affiliates to leave the umbrella body. He says white unionists, on the whole, are becoming more and more aware of the need to organise "the entire work force — irrespective of colour."

Meanwhile, Paulus has been baring his teeth in the MWU's mouthpiece, *The Mineworker*. He attacked Roelof Coertze, general secretary of the independent Underground Officials Association because the union has opened its ranks to all black workers.

By opening the UOA's ranks Coertze has paved the way for the abolition of the last remaining job reservation — Determination 27 which restricts the jobs of surveyor, sampler and ventilation official to whites.

The repeal of Determination 27 is presently being discussed by the Chamber of Mines.

"It's been apparent for some years that this association was prepared to surrender to a black majority," charged Paulus. "We are told that our officials are not happy with the mixed status of the UOA. Some shift bosses say nothing will come of it because the MWU members will refuse to work under black bosses."

Responding to the attack Coertze says: "People claim to be protecting the interests of the white worker. But we are convinced the only way to ensure the white man retains his position is to treat blacks in exactly the same way. We have to employ the whole labour force to survive. Wanting reservations is just foolish."

Mines voice need for skilled blacks

By STEVEN FRIEDMAN
Labour Reporter

DEMANDS by the mining industry for the right to train blacks for skilled positions are increasing

Yesterday another mining company added its voice to the industry's increasing demand for concessions on the use of skilled labour

The chairman of the Harmony gold mine, Mr D T Watt, called yesterday for the publication of the Wiehahn Commission's report on the mining industry and said that "urgent attention to the problem of training greatly increased numbers of artisans is required"

His call was contained in his annual report as chairman of the mine, which is a member of the Rand Mines Group

The Wiehahn report on the mines is due to be published soon

Employers in the industry expect it to recommend changes in legislation which

bars blacks from certain skilled jobs on the mines. It is also expected that the report will make important recommendations on labour relations on the mines

Mine employers have increasingly been demanding concessions from the mining trade unions on the use of blacks in skilled jobs. Negotiations on this issue are taking place with unions representing mine artisans

Last week, the managing director of Anglo American's gold and uranium division, Mr Gerald Langton, called on mine unions and officials' associations to recognise the need to train blacks for skilled positions. Several mine employers have also called for concessions from the unions on this issue

Employers argue that the mines are critically short of skilled manpower and that changes must be made soon

While the Mine Workers' Union still opposes any change

in this direction, other unions and officials' associations have said that they are prepared to agree to changes as long as the position of their members is safeguarded

In his chairman's address yesterday, Mr Watt said that the Wiehahn report and the Government's reaction to it was "eagerly awaited"

He added 'It is hoped that publication of this report will not be delayed much further because it is of great importance to the industry, and indeed the country as a whole, that certain major issues in the industrial relations field be resolved in the immediate future'

Greatly increased numbers of artisans were needed and the number of artisan vacancies at Harmony was "already a source of concern".

The position would "undoubtedly" deteriorate as competition for skilled labour increased

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Father of 4 evicted by mine

A MAN and his family were evicted from a mining compound in the Randfontein Gold Mine Estates area in yesterday's rain weather because the man wanted his younger sister stay with him.

"It is against the Mine's regulations covering the occupation of married quarters," said Mr Piet Redemeyers, the Mine's personnel manager who carried out the eviction order.

"The mine allows people to stay only with their wives and children in married quarters. Bringing in relatives is illegal," he said.

But Mr Redemeyers said this was not the only reason for evicting Mr Robert Kunene from his house at No 17 Harley Street, in the mine married quarters of Bongweni Village — popularly known as "Ghost Town" in Randfontein.

Twenty-eight-year-old Mr Kunene, father of four, admitted to having bribed the "induna" with R5 after he had been told that there was "nothing for free in Johannesburg."

Mr Kunene who is from Maritzburg, said trouble started when he went to bury his mother in Natal three weeks ago. His

younger sister was left alone after the mother's death and he decided to take her to stay with him.

To have anyone stay in Bongweni a permit is required and Mr Kunene said he got a 14 days permit for his younger sister. It was when the permit expired that the authorities objected to his sister's presence.

"The 'induna' approached me and said he would fix it so that my sister could remain in the village," said Mr Kunene.

"He said I had to pay him R5 before he would do this. He said it would be R5 because there was nothing for free in Johannesburg."

Mr Kunene said that all went well for a time but, this week, he was called to Mr Redemeyers' office where he was told to leave the house because he had broken the mine's regulations.

Mr Redemeyers said yesterday that Mr Kunene had accused the induna falsely of taking a bribe.

The general manager of the compound, Mr H Slater, said "I know nothing about this — and I am not interested."

If mining is your scene

POST
Readers' Guide
23/9/80
(211)

WITH the price of gold shooting up like a shooting star these days, the mining industry is having boom times. And more and more people from the urban areas are being attracted into working in or on the mines.

The boom in mining does not only concern gold but also coal, the mineral that has fired the development of gold mining. Coal in today's energy-hungry world has become known as black gold.

South Africa is fortunate in having abundant reserves of coal, and this key commodity is destined to play an increasingly important role in our lives.

It is our major source of electrical power, it feeds the blast furnaces of our steel industry, it heats boilers, offices and homes, it is earning vast sums of money for us in the form of exports, and its importance as an alternate source of oil grows by the day.

Both coal and gold have experienced a renaissance in recent years. Gold has re-established itself as a key component in monetary reserves and as a store of value without equal, while coal — as a

result of the oil crisis — has emerged as a prime energy source.

With the resurgence in demand for these two key commodities has come an explosion of opportunities in the mining field.

The range of jobs available is vast and includes miners, artisans, engineers, metallurgists, surveyors, geologists and a host of administrative posts.

The work is challenging and very rewarding and the prospects exciting. For most of this century, the mining industry has been the

backbone of the South African economy and the rapid expansion and escalating manpower requirements have outstripped available labour resources — particularly in the highly skilled categories.

As the oil price increases and the world suffers economic setbacks, so the price of gold goes up and up to dramatically enhance economic prospects for the future.

South Africa also has to its credit the fact that it is the world's leading producer of platinum,

chrome, vanadium, antimony and vermiculite — all vital minerals.

Iron-ore exports account for one of the two major harbours which have been carved out of South Africa's coastline and coal exports for the other.

Sasols 1, 2 and 3 are making increasing use of South African coal resources for fuel for the future and with this expansion there is a natural demand for skilled and semi-skilled manpower.

The mining industry has a wide range of

training schemes tailored to the individual's requirements and designed to make the most of a young person's potential, regardless of race or level of education.

The university graduate has an undisputed advantage in the industry with promise of rapid promotion and high pay prospects.

Matriculants are needed as apprentice fitters and electricians, clerks and for a variety of administrative positions.

For the practically minded, a St 6 pass is sufficient to gain admis-

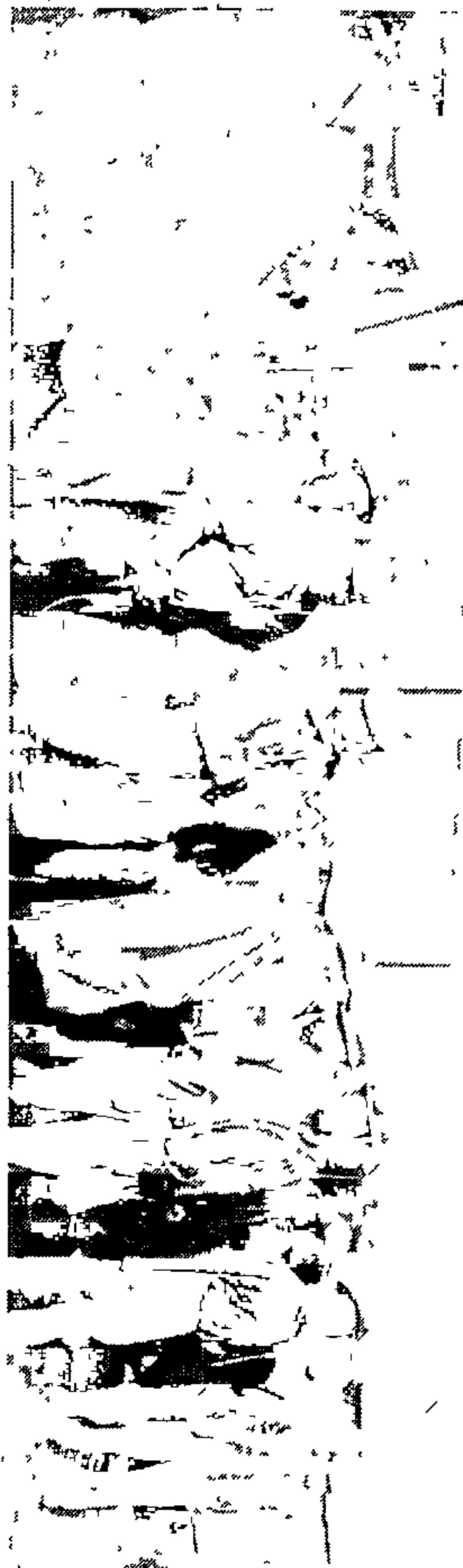
sion to the course offered by the Government Miners Training College. A student miner can later go on to become a shift boss or a mine overseer.

The administration of the mines and their personnel is a complex business which calls for a wide variety of accountants, statisticians, economists, and personnel managers.

Salaries and wages offered in the industry compare favourably with other occupations, but there are additional benefits, such as housing. Many of the unskilled workers are black migratory labourers who are provided with free housing, food and transport costs to and from the mines.

Mining is where it is all happening today. It is an exciting, expanding world of huge new projects, mines and plants — some of which will be the biggest of their kind anywhere. And there is a job in it for you.

For further information on careers in the mining industry write to Mr Chris de Willem, Chamber of Mines of South Africa, PO Box 809, Johannesburg, 2000.



A team of mineworkers prepare to go underground.

(DN 21/9/80)
**'New wage deal
for black miners'** *(21)*

By IAN THOMAS
Mining Editor

BLACK gold miners have seen an average yearly income growth of about 21% since 1970, says the Chamber of Mines

The wage rises, starting at a low level have only been made possible by the continued strength of the gold price and its rise to historically high levels

Before gold was released from the fixed official \$35 an ounce structure in the late 60s the gold mining industry was unable to raise wages to any meaningful degree, the Chamber says in its latest bulletin

At that stage about half of South Africa's gold mines were kept working by State aid

The motivation to increase wages significantly has been largely moral, with the gold industry realising its need to move away from what was clearly an unacceptably low wage structure, and the need to become more competitive with other industries' wage structures, says the Chamber

After last month's pay award, black gold miners' wages now average more than R195 monthly and more than R135 monthly for surface workers

The industry has been spending millions of rands yearly to improve black miners' living conditions, and on providing better job opportunities so as to eventually close the "skills gap"

Mining to ⁽²¹⁾
spend R1m
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on recruiting
campaign

By IAN THOMAS
Mining Editor

SOUTH Africa's mining industry expects to spend more than R1-million on advertising locally and overseas this year to narrow its chronic skilled labour shortage

Recruiting campaigns in Europe and North America by the Chamber of Mines and the top mining houses have met with little success, mainly because of mining expansion programmes, particularly of coal in Britain and the United States

Even South Africa's relatively high salaries and low cost of living have been unable to entice enough applicants, with the political situation and the possibility of military service being negative factors, a Chamber spokesman said

The gold mining industry alone is short of about 1 600 skilled men — enough to staff two medium sized mines employing 20 000 people, says the Chamber's immediate past president, Mr Dennis Etheredge

The Chamber sees the advertising campaigns as temporary measures designed to fill the gap while more South Africans are trained to fill the jobs

Between last October and March this year, the shortage in all categories of skilled jobs increased by more than 50% to about 1 600 and the shortage is expected to increase as major capital projects, particularly in the coal sector, gather momentum

Plea for training of mine blacks

DURBAN — Blacks would have to be trained to fill widening gaps in the ranks of skilled mineworkers and their wages would have to be increased if the mining sector was to make a significant contribution to reducing unemployment in South Africa, said Mr G Langton, managing director of the gold and uranium division of the Anglo American Corporation.

He said at the "Work for the future" conference in Durban that little progress had been made in getting acceptance by the white workforce of the necessity to use the total population for skilled positions.

Unions would have to be convinced that management's motive for accelerating the training of blacks was not to cause an oversupply of people in any job category, but to create the necessary supervision for increases in the unskilled labour force

"It takes three to five years to train an artisan, and we cannot afford to wait that long to see our strength grow

"This is the reason all industries in the country have been forced to resort to immigration, a policy which is really unacceptable but is unfortunately unavoidable," he said

Black miners' wages would have to rise in spite of drops in productivity

Mine chief tells how employment can be boosted

Southern Africa Bureau

DURBAN — Changes in gold mine taxation laws would allow the exploitation of more low-grade ore deposits and lead to the creation of thousands of jobs in the industry, the managing director and chief executive of Anglo American's gold and uranium division, Mr G Langton, said yesterday

Speaking at the "Work For The Future" conference at the University of Natal, Mr Langton said the changes required could be specifically related to exploitation of low-grade ore bodies

"The industry will have to persuade governments that in the interest of the country's long-term gold production and foreign exchange earnings, it is imperative that these low-grade deposits be brought into account

"They must also be persuaded that the cost of doing this should be borne while the high-grade mines are still making large profits and making very large tax payments," he said

Mr Langton envisaged tax law changes which would allow new low-grade mines, not contiguous to existing operations, to be developed under the umbrella of an existing high-grade mine

"If I am right in my assessment of the potential ore reserves that could be proved at four grammes per ton recovered, then undoubtedly more new mines would be considered in the fairly near future, and together these could signifi-

cantly increase employment opportunities," he said

On other aspects of employment in mining, Mr Langton said there had been little progress in getting acceptance by the white work force of the necessity of using fully the potential skills of all workers

"It is absolutely essential that the trade unions and officials' association in the industry fully accept that blacks will have to be trained to fill widening gaps in our skilled ranks," he said

The unions would have to be convinced that managements' motives for accelerating the training of blacks were not to create an over-supply of people in any job category to create pressure on wages by competition for jobs

Mr Langton said it was his belief that wages in the mining industry would have to be increased further, firstly to ensure that families of the lower paid workers could at least enjoy a minimum living standard, and secondly to close the black/white wage gap

"The current black wage bill for the gold mining industry is approximately R1 000-million per annum and the sort of adjustment which I feel should be made in the next two years would add another R200-million to this wage bill in 1980 money," he said

Mr Langton said he believed that if his reasoning had any validity, such a wage increase, over a period of time, would create another 19 000 jobs

Zimbabwe may check on police

West Africa Bureau

SALISBURY -- The Zimbabwean Government is considering establishing an impartial body to investigate complaints by the public about the behaviour of the police.

Senator Tawona Ziyambi, the Deputy Minister of Home Affairs, said it might be necessary to establish such a body because of many complaints that were pouring in alleging ill-treatment of the public by the police.

He added: "I personally have received a lot of these complaints and the Prime Minister met similar indications when he was addressing a meeting in Mtoko. I urge all the people who have been ill-treated, harassed or manhandled to make a report to us at the Ministry."

At a public rally in Mtoko last week, the Prime Minister, Mr Robert Mugabe, received

complaints about police harassment. He threatened to take action against any police officers found guilty of treating members of the public in an arbitrary manner.

Mr Mugabe said he was aware of reports that certain members of the force had harassed Zanu (PF) supporters.

The tension between the police and Zanu (PF) supporters has been aggravated by the fact that Mr Joshua Nkomo, leader of the Patriotic Front party, is as Minister of Home Affairs in charge of the maintenance of law and order.

This has led to political motives being attributed to the alleged harassment by the police of Zanu (PF) members.

Both Mr Nkomo and Mr Mugabe have stated that the police should not be impeded by political activists in their efforts to apprehend criminals.

Rising costs

Argus

(211)

worry mines

18/9/80

THE continued rise in working costs is one of the most worrying problems confronting the mining industry, says the chairman of Blyvooruitzicht and Harmony gold mines, Mr D T Watt.

Higher production at Harmony limited unit costs to only a 16 percent rise to R28,81 from R24,82 a ton. Black labour, however, cost 26 percent more and stores and materials rose by 19 percent.

At Blyvoor the unit cost rise was also 16 percent to R37,17 from R32,10 a ton.

The number of artisan vacancies on the two mines is already a source of concern and this position will undoubtedly deteriorate as competition for this type of labour increases, says Mr Watt.

Gold Fields' retiring chairman, Mr A Louw, says the economic boom has aggravated the skilled and professional manpower shortage. Immigration, resulting from active recruitment drives overseas by the private sector and by the Government has alleviated the skilled manpower shortage to some extent but a major effort is needed to speed up the processing of immigration applications.

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Mines deal for black artisans on the cards

By STEVEN FRIEDMAN
Labour Reporter

A "PACKAGE deal" which will allow blacks to work as artisans on the mines for the first time is being discussed by the Chamber of Mines and mine artisan unions

Although it should take some time before final agreement is reached, informed sources say it is "highly likely" that an agreement allowing blacks into skilled mining jobs will result from the talks

It is understood that the two parties are discussing several proposals which will allow the unions to agree that artisan jobs on the mines can be thrown open to all races

Chief among these is a "security of employment" document which will protect white artisans from being dismissed simply to make way for black workers

The two parties are also working on proposals for machinery to safeguard the job

security of white artisans, who fear that they would be replaced by "cheap black labour" if skilled jobs were opened to all races

Although they have not taken the same tough stand against job changes as the Mine Workers' Union, the artisan unions have always been unwilling to allow blacks into skilled jobs unless their members were assured that they would not lose their jobs as a result

In addition, the mines are willing to agree to artisan union demands for an "11-shift fortnight" which would give artisans every second Saturday off and which is seen as a precursor to the five-day week miners have been demanding for more than three decades

Artisan unions have been demanding this change for some years now, but have previously withdrawn their demand, arguing that the chamber was asking "too high a price" It had asked the unions to agree to job

changes in exchange for the 11-shift fortnight

Other long-standing 'bread and butter' demands raised by mine artisan unions may also form part of the package deal, according to sources close to the negotiations

A Chamber of Mines spokesman yesterday declined to comment, saying that to do so "could prejudice negotiations" However, he confirmed that a 'package deal' was being discussed with artisan unions

The negotiations are being conducted between the Chamber of Mines and the Federation of Mining Unions, which represents mine artisans The Mine Workers' Union is not a member of the federation

They are being conducted amid increasing calls from mining employers for union agreement to the training of black artisans Employers have argued that the industry has a skilled manpower shortage which can only be solved if black workers are trained

Blacks as artisans ^{STAR} 1/10/80 on mines 211

Labour Editor

Conditions under which blacks will be admitted into artisan jobs on the mines are being discussed as part of a package deal which could give mine artisans an 11-shift fortnight

This was confirmed today by Mr J E "Tubby" Faure, one of the leaders of the artisan unions in the Federation of Mining Unions

"Change is inevitable and blacks are going to be brought into positions throughout all industries where there is a shortage of whites," said Mr Faure, who is national chairman of the Amalgamated Engineering Union

"We are trying to ensure that this change will be orderly and to nobody's detriment

This includes specific precautions against any form of exploitation, including cheap labour

If the present discussions were successful, artisans in the mining industry stood to gain an 11-shift fortnight and a double cheque — benefits previously attained in similar trade-offs by other unions

The paid occasional leave which other unions had lost earlier was also at stake in the negotiations, Mr Faure said

"A security of employment document is a key issue in the discussions," he said

New deal for black artisans

JOHANNESBURG — Conditions under which blacks will be admitted into artisan jobs on the mines are being difused as part of a package deal which could give mine artisans an 11-shift fortnight.

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STAR 2/10/80 (21)

Anglo training apprentices 'flat out'

Labour Editor
Only 500 of the Anglo American Corporation's 5 000 black team leaders have a Standard 6 education or better, Mr Phil Nathan of Anglo American has revealed.

This couldn't really constitute a threat to skilled white workers, he told a manpower planning conference of the National Development and Manage-

ment Foundation in Johannesburg this week.

He said Anglo American was operating its mines with only 60 percent of the rockbreakers it had 10 years ago.

The reason was that fewer whites were coming forward while blacks were not admitted to these jobs.

The country had only one apprentice for every

five artisans, while a normal ratio would be one apprentice for every three artisans.

Anglo American was "overtraining like hell" by training one apprentice for every 2,2 artisans in its employment. Last year it had to turn away about 500 white youngsters who wanted to become apprenticed.

The only cure for this problem was the proposed

training levy for apprentices, Mr Nathan said.

The director of the National Manpower Commission, Dr P J van Aswegen, said it would definitely not benefit South African shareholders in the long run if they refused to vote more money for training and education.

It was easy to argue for higher dividends and against more money for the housing of workers. But share prices would drop if there were stones flying.

He said companies should not expect the Government to do their manpower planning for them. The Government could help with indirect measures such as levies

Free enterprise must involve blacks

By MARJATUET

BLACKS must be involved in the private enterprise system — or they will choose socialism, Mr Dennis Etheredge, chairman of Vaal Reef Consolidation and Mining Company, said on Monday.

He was speaking at the opening of a new shopping complex, at Vaal Reef No 5 Shaft, designed to serve the nearby hostel's 5 000 black mineworkers.

Mr Etheredge said there had been a spectacular growth of the mining industry, and "although there still remains a lot to be done, there has been a great improvement in the quality of life of black employees in the last 10 years".

Referring to the migrant labour system, he said the mines would remain "stuck with it".

It had its bad aspects, such as the ban on social visits and the idea of separating families, but gold mines are where they are, and cannot be moved.

But the migrant labour system was not "all evil".

It has been an important factor in increasing the wealth of the mines to other countries.

There had been an improvement in wages and also accommodation, and "we have also managed to stabilise our work force, which has brought about a close association of loyalty between man and mine", said Mr Etheredge.

The mines were concerned about the leisure time and amenities of their employees, and because of the increasing interest in shopping facilities, a new concept of shopping had

been established to take the place of the old concession stores, which were "definitely out of date and unimpressive".

Mr Etheredge said both Fraser — the company which built and runs the new centre — and Vaal Reef represent capitalism, and private enterprise is the only way a developing country can progress.

It was important to involve blacks in the capitalist system.

The worry was that private enterprise had been the white man's privilege.

"If blacks do not become involved, we face the possibility that capitalism will be overthrown here in the years ahead."

Blacks should see themselves as part of the system.

"It is important that we turn our minds to these matters as quickly as possible."

By ANDREW McNULTY

INDUSTRIAL relations in the mining industry — the relationships and collective bargaining processes between employers and the organised unions — are highly centralised.

All union negotiations on conditions of employment take place at the Chamber of Mines, which acts on behalf of the mining houses.

Industrial relations are highly centralised

Some mining houses have moved recently towards developing a second-tier negotiating process of their own, but this remains consultation rather than collective bargaining.

White mining industry employees are represented

by 11 employee organisations, all registered as trade unions in terms of the Industrial Conciliation Act.

Three of these organisations are officials' associations, namely, the Underground Officials' Association, the Mine Sur-

face Officials' Association and the South Africa Technical Officials' Association.

The remaining eight unions are drawn together under an umbrella organisation called the Council of Mining Unions under the chairmanship of Arrie

Paulus

Six of these unions are craft unions and are also members of the Federation of Mining Unions under the chairmanship of Ben Nicholson. Two of the eight unions are non-craft and are members of the Federation of

Mine Production Workers.

The Chamber's policy decisions are taken by the Executive Committee, the Gold Producers' Committee and the Collieries Committee, where each member of the committees has a specific portfolio.

Willie Malan, vice-president of the Chamber and technical director of Anglovaal, holds the labour portfolio on the executive committee and the Gold Producers' Committee. Mr R A Lee, a director of Lonrho, has this task on the Colliery Committee. They are supported by the Chamber's Industrial Relations Department

New spirit augurs Well for mining



Johan Liebenberg

By ANDREW McNULTY

NEW attitudes on the part of employers, employees and Government are transforming industrial relations and the labour scene in the South African mining industry to an extent that few would have foreseen two years ago.

A new spirit of co-operation has come about. Mixed unions have arrived, and negotiations are under way that could eventually resolve much of the industry's critical skills shortages.

There are major hurdles to overcome. But what happens during this melting-pot period will determine the future of the industry for many years ahead.

This became clear from a wide-ranging interview with Johan Liebenberg, industrial relations adviser to the Chamber of Mines of South Africa.

As in most industries, the industrial relations scenario in the mining industry has undergone some sweeping changes during the past five years. How extensive are the changes?

Change is best illustrated by the relationships that now exist between the employers, the employees through their representative bodies and the State.

Five years ago it would have been out of the question even to discuss with the white trade unions the possibility of moving black employees into positions that were previously held by

whites only. Today we are negotiating with a number of unions on issues that will improve the conditions of employment of these members and at the same time lead to a fuller utilisation of all the human resources at the industry's disposal.

We are meeting once a week where previously there would be a meeting only in a crisis or when employers were refusing to accede to a demand made by the unions. Both sides have shown their sincerity and willingness to talk.

In the past it often happened that settlements were reached only in the Conciliation Board. During the past two years we have managed to reach agreement internally on wage review and conditions of employment in a relatively short period of time.

Is that because the industry is in a better position today to grant higher wage increases and improve conditions?

I don't think so. Consultation and co-operation are better than ever before and both parties start negotiations from a more informed base. For our part we can praise the unions in general for their sense of responsibility and understanding.

Clearly industrial relations in mining has become a far more sophisticated subject to practise?

It is becoming more complex, especially in the post-Wiehahn era. So much so that the status quo is being questioned in all areas. Nothing is taken for



Pneumatic drilling at Harmony gold mine in the Free State

granted. Everything is being turned upside down and rethought.

What are the causes underlying these developments?

Employers have been arguing for many years that there are just not enough whites in the country to do the jobs that must be done. If South Africa is to sustain a reasonable economic growth rate, which is absolutely essential, then all races must be drawn into the economically active population and participate.

The response from most of the trade union leaders has been acceptance of this situation.

The Government, by acceptance of the Wiehahn and Riekert reports, has indicated its awareness of the problem. All three parties in the tripartite relationship are actively doing something, and all are progressing at least in a relative sense.

We have got to acknowledge that it takes time for major changes to be accepted fully and for people to change their basic thinking. Although they may have changed the logic of their thinking it takes time for them to implement new attitudes.

Could you attempt some crystal-ball gazing into what the mining labour scene might look like in 1985?

A lot of people are saying that it all depends on what Wiehahn comes up with.

But the whole thrust of Wiehahn is really self-governance by employer and employee. The year 1985 will look the way the industry, employers and

employees collectively decide what they want, and the relationships that develop from that point on. It will depend not on anything the employers want but on the amount of trust that exists between all the parties.

If the parties are honest, negotiate in good faith and implement what they agree on, then by 1985 you could have a situation where there is full utilisation of the human resources at the disposal of the industry without jeopardising the employment opportunities for any particular group and without diminishing opportunities for any existing workers.

How well are the bodies concerned keeping pace with developments in this field?

Sometimes the pace may be a little too fast for all of us to practically implement change timeously. Both sides are trying their best to keep pace, but there must be a time lag between accepting change and implementing change.

In this regard it is a bit disappointing to hear senior people in Government say the law was changed last year yet only 52 black apprentices have been indentured.

The implied criticism is that employers have shouted for years that they want black apprentices and now the door is

open they are slow to go through it.

One must remember there is another party in the process, namely the unions, and the best way to go about these things is to negotiate orderly change.

Do you find that figure disappointing or entirely reasonable in the circumstances?

I don't find it disappointing or even surprising.

When the law was changed last year, all the white trade unions were constitutionally unable to accept other races. Their constitutions had to be changed and a climate for this had to be created over many meetings.

You cannot really talk to these people about acceptance of other races unless they have changed their own circumstances. It isn't surprising, therefore, that there has been no sudden rush to indenture black apprentices. Remember also that when the law changed South Africa was at the tail-end of a serious recession. Hundreds of white youngsters were being turned away from apprenticeship training centres.

In that climate it is difficult to talk to a union leader about the need to register other races.

The boom has started, then next year we could find we don't have enough apprentices registered for training. We

can't wait until that situation arises.

Are you happy that the best possible systems of communication between workers and management have been adopted in the mining industry?

At this point, given the circumstances, they are. The main route as far as the white employees are concerned is through the unions. That is the official line of communication, but a lot of two-way consultation also takes place unofficially.

And for blacks? It seems that at present there are still few or no structures for elected representation of black workers on the mines. Isn't this unhealthy?

There are complicating factors as regards black trade unions in this industry because of the large migrant labour force.

The gold and platinum mines alone employ about 460 000 black workers recruited from 10 territories in Southern Africa, of which only 56% would qualify for trade union rights. In terms of the law, the remainder would not, irrespective of the position they hold on the mine or length of service.

Some black employees are regarded as permanent, industrialised workers. Others are considered temporary, casual labour. The way the law reads now, permanent men who have made mining a career could find themselves excluded whereas many of those regarded as casual, temporary employees who have been employed for less than one contract would have trade union rights.

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son committees although not compelled by law to do so.

Anything that the employer artificially creates could well turn out to be useless in a crisis.

It's only worth something if it has credibility with the workers, and we've done our best to give them consultative machinery. We can't go and create the structure using our norms as to what we believe is right for them.

What kind of mechanism would you prefer to see? What would you find most optimistic, based on research you have done?

We have had several committees studying this question and to us it appears at this stage that workers with similar interests, regardless of race, should be represented in the collective bargaining process by a trade union.

If we have different races doing the same skilled or semi-skilled work, then we prefer them to be represented by one union. Which means we prefer mixed unions.

However, we don't believe that as employers we can compel unions to become mixed. This is something they must decide for themselves.

If the white unions decide they don't want to cater for blacks then the blacks might have to form unions on their own. But then we still see an umbrella body developing to represent the collective interests of the different unions.

How optimistic are you that things are moving in the direction of mixed unions?

I am optimistic if I take into account that right now, out of 11 unions in the mining industry, four have already approached the Minister to become mixed. Three have already been granted authority to become mixed.

Considering that they have had less than a year to think about mixed unions, that's progress.

2-1/10/82

Towards a labour Opec?



211 FM 17/10/80

Attempts by seven African states to sever their economic links with SA by reducing — and ultimately stopping — the migrant labour flow across their borders could have unexpected local benefits. For one thing, mining houses appear confident that recruitment in SA could fill any gaps.

The countries involved in setting up the commission to investigate the migrants situation are Mozambique, Zimbabwe, Lesotho, Swaziland, Botswana, Malawi and Zambia. This development is merely an extension of the declaration drawn up at the conference in Arusha, Tanzania, last year where a nine-nation southern Africa economic summit pledged to "combine measures to co-ordinate development projects with steps to reduce economic ties with Pretoria."

In the long term, the states clearly wish to force change in SA. The feeling against apartheid within black Africa still runs very high indeed. Although many realities suggest their economic battle may prove fruitless, they will not abandon the fight. They are doubtless fully aware that it is in SA's political interests to keep them as economic dependants.

The greatest irony about a policy banning migrant labour to SA would be that the labour suppliers would have greater "re-adjustment" problems than the mining houses themselves. Says a mining house spokesman: "Mining houses would have little to worry about. There is no doubt that there is the availability of labour in SA and that foreign labour could be recruited locally. The greatest loss would be that of expertise if experienced workers no longer returned."

The spokesman points out that the situation cannot "change overnight" and that, over a period of time, mining houses would be able to adjust. Clearly recruiting exclusively within SA's borders would incur greater costs — initially — but the Chamber of Mines agrees that the mining industry could successfully "survive without foreign labour." Severe unemployment — particularly in the homelands — will mean no shortage of recruits even if, as is often argued, SA blacks have a "traditional" dislike of mine work.

SA's mining industry has virtually 100% reliance on migrants for its black labour force. 55% were recruited internally (including the homelands) last year compared with 33% in 1975.

Whether the seven states could survive without the income from selling their labour is a moot point. Last year, the Chamber of Mines' recruiting arm, The

Employment Bureau of Africa (Teba), paid out R133m in deferred pay and remittances to the families and relatives of migrant workers, some 19% of their total earnings. Lesotho, Mozambique, and Zimbabwe benefit particularly as they insist that 60% of the wages earned by their citizens be paid out in their home countries.

Lesotho, for one, could not lower its reliance on SA mining — which employs 113 000 Basothos, according to the Chamber of Mines — as it has scant resources other than labour. Although it is committed to doing so in theory, a government official has noted that "it would be impossible to break all links with our neighbour."

Similarly Mozambique, Zimbabwe, Botswana and Swaziland would also find it extremely difficult to end their employment dependency on SA. They are faced with grave unemployment problems, as well as soaring energy costs and falling world prices for their primary export commodities.

In this light, a "counter-constellation" of states appears to be some distance away. Until they operate as healthy eco-

On the one hand, it is argued, the mining industry ought to be concentrating on local recruitment to ease SA's own unemployment problem. On the other, eliminating the migrant labour system and its devastating effects, if only on one front, would be a welcome development.

During the last five years, the Chamber of Mines has concentrated on recruiting locally — reducing foreign labour from 67% of the total labour force in 1975 to 45% last year. Part of this has been due to reduced labour supplies from neighbouring states — such as Malawi's total, a temporary, ban in 1974. It appears more extensive local recruitment plans may be the best safeguard against future developments and possible shortages.

Very probably, the mining houses are already drawing up contingency plans.



Migrant miners . . . withdrawing?

nomie states, their hopes of regional co-operation and determination to bring pressure to bear on the "skunk of the south" are bound to remain unfulfilled.

Despite this, political observers feel the labour commission plan, although a difficult one, does make sense — not only for the foreign countries, but for SA as well.

The issues:

By CHRIS FREIMOND
Southern Africa Bureau

EFFORTS to achieve an internationally acceptable settlement in South West Africa/Namibia reach another high today when talks open in Pretoria between the Government and a United Nations delegation.

The talks may prove to be the major turning point in the crisis — either to a peaceful future, or to an escalation of violence and outside pressure.

The UN team is the most high-powered ever sent by the organisation to deal on SWA and includes Under-Secretary-General, Mr Brian Urquhart, the designated commander of the UN forces in the territory, General Prem Chand, and the designated UN Administrator, Mr Martti Ahtisaari.

Representatives of SWA's internal parties will also be present at the talks.

The major issue will be the current deadlock over the implementation of UN resolution 435 providing for UN-supervised elections leading to internationally acceptable independence.

The Government and the Swapo guerrilla movement have accepted the resolution in principle. Only the finer points of its implementation have to be worked out.

The other significant issue is the proposed 100km-wide demilitarised zone (DMZ) which would be established along the SWA-Angola border before and during the proposed elections.

Although the Government's demand for 20 bases in the DMZ (as opposed to Swapo's seven) was agreed to by the UN, the Government still has a number of reservations about the DMZ including the monitoring of it by UN troops.

It also wants a firm assurance that plans to control Swapo infiltration and attacks during the election period will work.

The Government delegation will probably once again raise its allegation of UN bias in recognising Swapo as the only legitimate representative of the people of SWA.

In this matter the Government is supported by the West's negotiators (Britain, the US, West Germany, France and Canada) who brought about acceptance of Resolution 435.

The UN delegation is expected to question the Government's sincerity in seeking peace because of its two-pronged initiative in pushing ahead with an "internal settlement" while also negotiating for UN supervised elections.

The major obstacle in the way of Government agreement to UN supervised elections seems to be the real possibility of a Swapo victory which would upset Government interests.

Rightwing Afrikaners are already rejecting outright even suggestions of all-party talks and UN-supervised elections. A Swapo win at the polls will inevitably lead to charges that the Government threw SWA to the "Marxists".

Observers believe a way out of the deadlock is a Lancaster House-type conference at which the Government will ease itself out of the limelight and push the internal political leaders, headed by Mr Dirk Mudge, into the prime negotiating position.

Hanging over the Government's head will be the growing threat of sanctions, leading to a complete breakdown of negotiations, escalating war and finally, the forced acceptance — as happened in pre-independence Zimbabwe — of a far less attractive settlement deal than that being offered now.

If the current negotiations follow the familiar path to deadlock, it is believed unlikely that the Government will choose the "UDI option" even if faced with the inevitability of a Swapo election victory.

UDI, with Mr Mudge at the head of the administration backed by Government forces, would probably lead to immediate sanctions and a stepped up Swapo military effort.

LOOKING at the present dispensation in Namibia, South Africa still remains the supreme controller. It retains control over foreign affairs, overall defence and security of the territory, post and telecommunications, railways, the Supreme Court and for the time being the position of the chief interloctor in international deliberations concerning the future of Namibia.

South Africa is represented by the Administrator-General who heads the executive authority and the government service and acts through the South African State President. He retains certain powers such as certain legislative and constitutional authority. In terms of Proclamation A G 26 the Administrator-General can detain people without trial and effectively ban them. The Administrator-General can also act as an arbitrator between the different levels of government. He controls the civil service.

The Administrator-General is not in a position to alter decisions made by the Ministerial Council, the National Assembly and Representative Councils, but can refer them back for reconsideration. As intended by South Africa, the role of the Administrator-General is on the decline to increase the status of the National Assembly and the Ministerial Council.

On the lower level the Ministerial Council has been instituted with executive powers. It is composed of a chairman and 11 members elected from the 11 population groups represented in the National Assembly. The Ministerial Council operates on a "communal" or "collective" basis and not on an individual "portfolio" basis. One reason could have been that the National Assembly cannot provide the knowledgeable men to head Ministers.

It is argued that the intelligentsia of the black population in Namibia is not duly and proportionally represented in the National Assembly and that the majority of its members belong to opposition groups not being represented in the National Assembly, such as the NNF and Swapo. Both refuse to acknowledge the National Assembly as a duly elected and representative body. The members of the various ethnic groups in the DTA, constituting the main component of the National Assembly, are not seen as legitimate representatives of the total population. The DTA cannot escape the accusation by opposition forces that it is

SWA's choices narrow down

By Professor GERHARD TÖTMEYER,
noted authority on South West African affairs

linked to divisive ethnicity politics. The DTA is furthermore accused of being a prolonged arm of South African economic and political interests in Namibia, in other words being a collaborator of predominantly white interests. The black DTA leaders also have to meet the accusation of being African traitors and quislings.

South Africa has to face the fact that as long as South African military forces and administrative officials continue to stay and operate in Namibia, that as long as no international supervised elections have taken place, that as long as South Africa remains responsible for any aspect of Namibian affairs, and that as long as the National Assembly continues to exist in its present composition and function, no real independence for Namibia can be achieved.

So far the National Assembly, which together with the Ministerial Council and the central administration forms the first tier of government, has not brought about any real fundamental changes to be convincing or to enhance its credibility. What the National Assembly, which is composed of 50 members, is deliberating and what it has achieved thus far can be catalogued mainly as symbolic. Certain laws which are still applicable in South Africa have been repealed to defuse existing and potential conflict areas, but they remain symbolic acts.

It must, however, be conceded that the repeal of discriminatory laws such as the Immorality Act, the Group Areas Act and alike, has theoretically created a situation which is different from that of South Africa where every white, whether he supports or opposes the South African Government, cannot escape the situation from still being part

of the "white" system. The National Assembly has legislative powers in most matters of national concern as well as executive powers which it exercises through the Ministerial Council. Since the inauguration of the National Assembly, Namibians are now urged to seek redress from this body. The question, however, remains whether instrumental laws, those that directly serve the economy and maintain security, will significantly be changed to neutralise or even replace exploiting elements in the economy and polity, and to bring about a new socioeconomic order.

According to the Namibian liberation movements the economic and political conceptions and actions of the National Assembly have too many shortcomings to be acceptable. Although the National Assembly initiated the removal of discriminatory measures from the statute book, this has not changed the existing relationships much, especially on the social level, between black and white. Respect for human dignity is still undeveloped in the Namibian society. This situation will remain unaltered till the white population in Namibia realises and accepts it as a fact that it cannot continue to be the dominant group in Namibia, not even primus inter pares.

Most of the whites in Namibia actually fear the implementation of UN resolution 435 (1978) and it seems that as long as true independence according to this resolution has not been achieved in Namibia, the whites seemingly have the intention to live in a "protected and privileged atmosphere". This situation of imagined security can, however, not last indefinitely. It is a false hope that South Africa will and can continue to look after the interests of the whites indefinitely.

It is therefore understandable, but not acceptable, that most of the whites and the National Assembly have no immediate interests to participate in the execution of resolution 435 which, if applied, will change the political and socio-economic scenery in Namibia substantially. The application of resolution 435 will undoubtedly endanger the existence of the present National Assembly. It will most probably bring it to an end.

The present political development in Namibia has continuously to meet cries of expectations. Can this sufficiently and credibly be done by the National Assembly? Can the National Assembly bring about peace, can it end the military struggle on the borders and strife inside the country, is it in a position to de-radicalise present political developments and attitudes (reactionary and radical attitudes), can it make more "white" land available to the most disadvantaged group in the Namibian society, the peasantry, and can it bring international recognition and internal harmony? Can it meet all these expectations?

Against the background of earlier comments the answer must be in the negative. The DTA is deceiving itself when and if it believes that it can presently muster the majority support in the population. It is fighting a desperate struggle of political survival. It cannot afford to acknowledge that it operates in an atmosphere of false hopes and insecurity. It has to reassess itself continuously of its representativeness and credibility to justify its actions. If it wants to win it has to prove that its driving force is stronger and more dynamic than those of the liberation movements. This is doubtful.

As a general assessment it can with far accuracy be said that if resolution 435 is not implemented in due course, the process of polarisation and radicalisation will intensify. It may be the strategy of South Africa to prolong the process of total and international acceptance of total and international withdrawal of South Africa from internal politics and the administration of Namibia completely and to request the established Namibian army, which came into being on August 1, to be host to the South African military forces or alternatively to be invited by the Namibian Military Forces South Africa may then argue — since it established a Namibian Police Force on September 1 — that it has technically withdrawn itself completely from Namibian affairs and that all the power is now in the hands of the National Assembly.

This could eventually imply that South Africa is also withdrawing as a direct negotiator in the international deliberation process about the future of Namibia by informing the United Nations that all negotiations should now be directly with the "legitimate" government in Namibia with South Africa only as an observer.

If resolution 435 is not applied soon, and hopes are fading that South Africa and the United Nations will reach agreement in the immediate future of the implementation of the said resolution, the National Assembly may try to impose its will, most probably, if necessary, by force. The impression prevails that the DTA and the National Assembly are bargaining for time and that this can best be done by delaying the application of resolution 435. Both may hope that another 15-18 months may be sufficient to strengthen their position and convince the population of the tightness of their cause.

If that is the attitude of the two bodies, this strategy will eventually be proved ineffective. Whatever the DTA and the National Assembly intend to do, it will not show the expected results. The fear prevails that in the short run the political situation will deteriorate, that a policy of appeasement will not succeed and that ultimately the National Assembly will be forced to follow a militant policy, which could force the opposition parties to go underground. If that should be the run of developments in the immediate future of Namibia, then the future looks rather bleak and desperate and will definitely not contribute to a state of stability.

White parties pitch into bitter ethnic election fight for power

By PETER KENNY, Mail Africa Bureau

WINDHOEK. — As the United Nations team starts today to try breaking the deadlock on a settlement on South West Africa, about half of the inhabitants of the territory are preparing to elect ethnic authorities to represent them in the second tier of government.

On November 11, 12 and 13 eight of SWA's 11 official ethnic groups will be going to the polls. Because of the fierce hush war in northern SWA, the Ovambos — who constitute 47% of the population — will not be going to the polls. The Bushmen, who have not indicated any interest in having governing authorities and the Rehoboth Basters, who elected new ethnic authorities last year, will also not be voting.

The former Administrator-General, Dr Gerrit Viljoen, said the result of the elections would have as much impact nationally in SWA as the election of a church council or a school committee. But the outcome of the elections will be of great importance to the South African Government, and is a make or break political battle for Mr Dirk Mudge, chairman of the SWA Minister's Council and leader of the Democratic Turnhalle Alliance

The first tier of government — which was elected on a one-man-one-vote basis in 1978 — is the National Assembly which elects the Minister's Council.

Mr Mudge's DTA has the majority of seats in the National Assembly. The second tier of government is equivalent to a regional government, organised along ethnic rather than geographic lines.

The DTA is not in control of all the second tier government's and it is among the whites that the fiercest fight is being fought.

The party representing the whites in the DTA, the Republican Party, is trying to wrest power from the National Party of SWA. The DTA is being strongly challenged in the Damara ethnic elections by Chief Justus Garob's Damara Council, a former constituent party of the Namibia National Front, and Mr Adolf Klopper's Liberal Party in the coloured ethnic election. Both have a good chance of victory. Mr Mudge can afford to lose these ethnic authorities, but he feels it absolutely essential to have support from the whites to be able to effectively implement changes and constitutional development desired by the DTA.

He probably would have preferred not to have had ethnic elections, but Dr Viljoen promised it to Akur (centred on National Party in SWA) when he persuaded them to stop boycotting the National Assembly.

Mr Mudge's party has to wrest power from the NP which controls the white Legislative Assembly, formerly the provincial government, whose main powers have been ceded to the Administrator-General under the new dispensation for the territory.

If the RP loses the white election it will show the whites of SWA reject any attempts at power-sharing with blacks.

The National Party says it wants to return to the commonness and racism are the two greatest dangers to the future of SWA. The National Party rejects the one-man-one-vote election. Although it has already accepted the United Nations Resolution 435 for a settlement, the party's provision for one-man-one-vote election makes provision for one-man-one-vote elections. And the Herstigte Nasionale Party simply wants SWA to be a fifth province of South Africa and totally rejects any negotiations with the UN

Both the NP and the HNP accuse the DTA of discriminating against whites by forcing integration.

The RP, the NP and the HNP are fiercely contesting all 18 seats and some observers have described the election as the bitterest "broedertwist" in decades.

At the moment the elections appear to be a neck and neck race between the RP and the NP. The HNP hopes to snatch between one and three seats, but this is not very likely unless the NP collapses badly towards the end of the race. But HNP support at the expense of NP support has grown strongly in the past five years and the HNP is expected to record a record number of votes. For South Africa one of the key points of the white election will be its role as a parameter for the NP and his National Party. Mr Botha will know the can probably afford to take the risk of trying to move in a more vertigal direction more quickly. If the NP wins it may force Mr Botha to put the brakes on the pace of change in South Africa for fear of also losing to a threatening Rightwing

RDM 28/10/80

Six preparing for migrant labour cuts

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By CHRIS FREIMOND
Southern Africa Bureau

THE possibility that South African mining houses might, at some time in the future, reduce their recruitment of labour in neighbouring black states, prompted the formation of a commission to investigate alternative employment opportunities within the states

This was explained by the deputy Prime Minister of Swaziland, Senator Ben Nsibandze, in an interview with the Rand Daily Mail

Representatives of Swaziland, Zambia, Zimbabwe, Mozambique, Botswana, Angola and Lesotho met in Mbabane earlier this month to discuss common problems related to migrant labourers working in South Africa

The countries — excluding Zambia which prohibits labour migration to the Republic — supply more than 250 000 workers a year to South Africa who

generate at least R60-million in deferred payments and family remittances sent home

Shortly after the Mbabane conference, Zambian Labour Minister Mr Joshua Lumina was reported to have said the states wanted to end the migrant labour system altogether

Sen Nsibandze said he believed the Zambian Minister had been misquoted

"There was probably a misunderstanding. The commission will look at alternative job opportunities for our peoples within our own countries in case employment for our workers in South Africa is reduced or ended at a future date," he said.

Six of the seven states were heavily dependent on jobs in the Republic to help curb serious unemployment problems at home. There was no question of cutting off such a valuable source of work and income, he said

Migrants whose contracts were not renewed or who no longer wanted to work in South Africa, had to be trained and absorbed into the local work force, and this would be also considered by the commission, he said

It would also aim for the co-ordination of recruiting procedures in the different states, he said, as at present various regulations and practices applied which, it was hoped, would be standardised for the benefit of the migrant workers.

One of Swaziland's most serious unemployment problems was 5 000-6 000 school leavers flooding the job market each year, and in many cases, young men with fairly good educations, had to accept jobs as miners in South Africa because no other work was available

Women school leavers, who could not go to the Republic as migrant workers, were even worse off, Sen Nsibandze said

Rand Mines 'quality of life' plan RPM 26/1/80

Staff Reporter

THE Rand Mines group plans to spend R256-million by 1984 in a programme to improve the quality of life of its black workers

This was revealed in the annual report of Transvaal Consolidated Land and Exploration Company, the Barlow Rand mining finance company managed by Rand Mines

The programme, which be-

gan this year, will provide modern housing for both single and married workers, upgrade existing accommodation and provide and improve schools and recreational facilities

Mr Tony Peterson, a Rand Mines director, said in the report "It has been found that if these workers are housed with their families in good modern homes, they form a strong and influential core of stability

which helps in maintaining good industrial relations on the mines"

According to the report, 437 of a projected 877 houses have already been built, and are occupied by black families on the Rietspruit coal mine

The group intends to continue efforts to close the wage gap and to substantially uplift the earnings of the lower income group

More than R7-million will be spent on two major training centres, one of which will be a multiracial training college at Crown Mines for management, supervisory and advanced technical development

An adult education programme for the illiterate and semi-illiterate is under way. Efforts are being made to provide mines with teachers and sufficient facilities for this

FR 28/11/80
QUALITY OF LIFE



R256m boost

Employers committed to improving the quality of life for employees could well follow the example of Transvaal Consolidated Land and Exploration Company (TCL), a Barlow Rand subsidiary

According to the latest company report, the Rand Mines group — which manages TCL subsidiaries, and some associated ones — has committed a massive R256m for the period 1980-1984 to this end. This is in line with the company's commitment to the "removal of discrimination in pay and benefits," and the principles embodied in Barlow Rand's group code of employment practice

The company will be embarking on extensive housing, training and literacy programmes. Work is underway on a projected 877 houses for black married employees on the Bietsspruit coal mine and considerable progress is being made on the mines to upgrade existing single and married accommodation, schooling, recreation and various other facilities. Particular attention is being given to reduce

the numbers of persons in rooms in hostels and to improving the privacy of single employees."

In addition to sustained efforts by the group to improve existing in-house training, plans for the establishment of two major training facilities at an estimated cost of R7m are being pursued — a new technical training centre to be located near Virginia and a multiracial training college at Crown Mines. The college will offer tuition in subjects such as metallurgy, engineering, mining, surveying, administration, accounting, computer science and personnel management

A recent survey on the mines revealed a very low level of educational attainment, so the company has committed itself to an adult education programme specifically directed at illiterate and semi-literate employees

However, most fundamental to the success of any programme directed towards improving employees' quality of life is an improved wage structure. According to the report, the group is continuing attempts to close the wage gap, substantially uplift the earnings of the lower-paid, and integrate the remuneration structure

Used extensive legal and administrative controls over the migration and stabilisation of black (though not of white) workers, whether they are foreigners from outside its borders or "internal" migrants moving from one region to another within the country.

South Africa has long exercised extensive legal and administrative controls over the migration and stabilisation of black (though not of white) workers, whether they are foreigners from outside its borders or "internal" migrants moving from one region to another within the country.

The effect of the controls has been to retard the process of stabilisation among blacks. This accounts for the high proportion of workers — given South Africa's relatively advanced industrial state — who continue to circulate between work place and home in the rural "native reserves."

By limiting stabilisation, most South African governments, particularly that of the present National Party, have tried to keep down black numbers in the "white" areas and instead have encouraged blacks to remain close links with the native reserves, or Bantustans

Recently, the Government even defined as "foreign" and offered independence to each of the nine Bantustans.

As this dispute over the status of these territories makes clear, migrancy within South Africa is inextricably bound up with the fundamental question of whether blacks have any claim to citizenship, or whether indeed they are South Africans

The Government's attempt to define them as foreigners has led to confusion, and a distinction must be made between South African migrants and truly foreign migrants or *gastarbeiter* such as those from the Republic's customs unions partners, Botswana, Lesotho and Swaziland, and from Malawi, Mozambique and Zimbabwe

Officially, the number of black migrant workers in "white" South Africa in 1976 was 1.4 million

This accounted for one-third of the black work force of 4.3 million

Slightly more than one million of these migrants were South African, almost a quarter of black South African workers

The 400 000 foreign migrants constituted 8-10 percent of the black work force in the "white" areas. Unofficial estimates of the number of migrants have usually been higher

In 1977, 322 000 migrants lived in single-sex hostels registered with the Bantu Area Administration Boards (B A A B S). Another 370 000 lived in hostels on the gold mines, and there were also many hostel-dwellers among the 225 000 blacks employed on other mines (and apparently not included in

MEMS OF TWO WORLDS

The migrant labourer: What is he, where is he, where is he going?

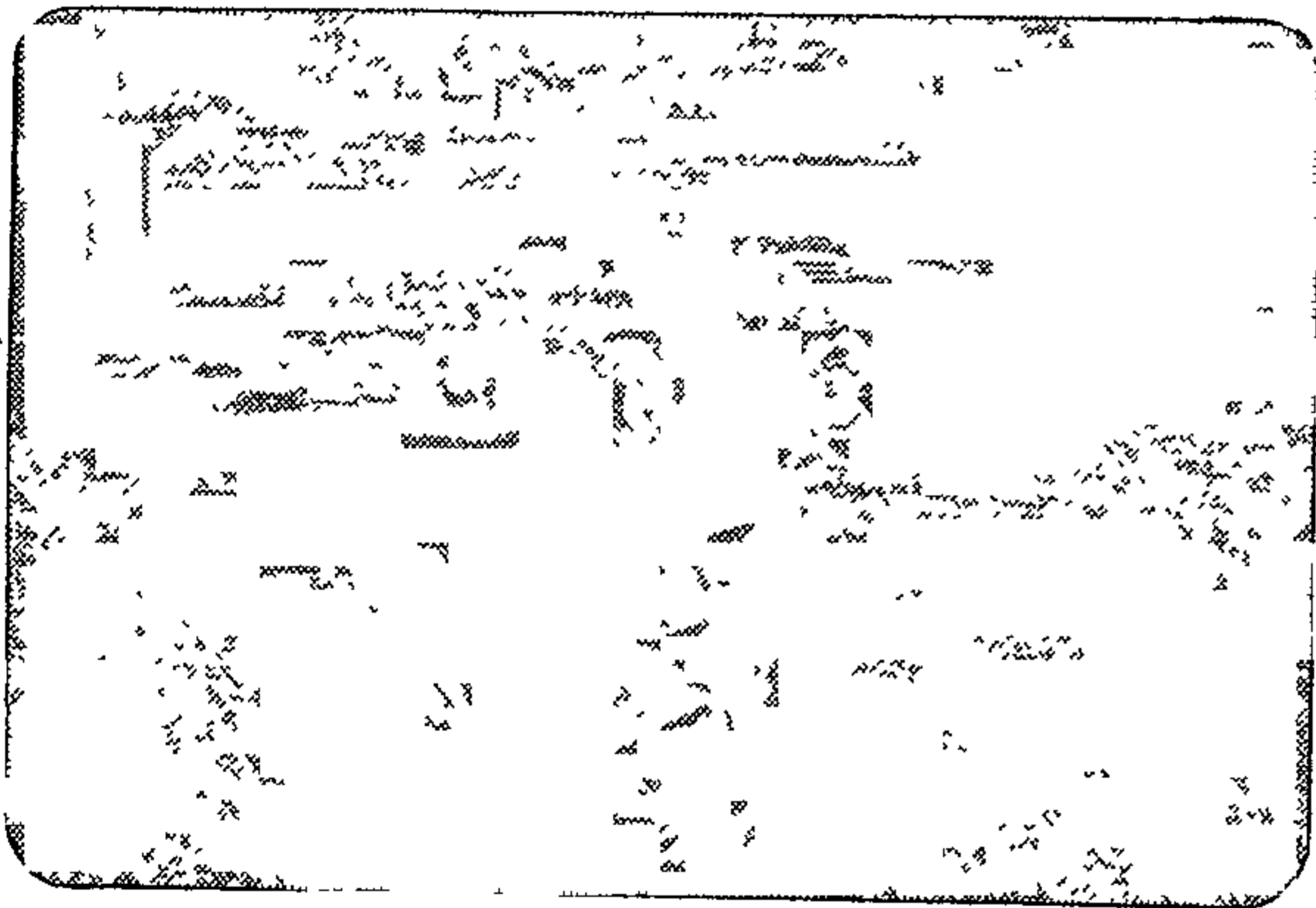
By Merle Lipton

SOUTH AFRICA, like many other Western countries, makes extensive use of migrant labour in mining, industry and agriculture. However the maze of intricate legal and administrative controls over the migration of black (though not of white) workers has only served to retard the stabilisation of these workers.

Successive governments — especially the Nationalist Government — have tried to keep down the number of blacks in "white" areas and have encouraged them to live in "Native Reserves" and "Bantustans". So today these people are living in a sort of third dimension — not accepted as South African citizens nor really part of the rural homelands.

Today we examine some of the aspects of migrant labour in South Africa as compiled by Optima, which is published by Anglo American Corporation, De Beers Consolidated Mines and Charter Consolidated groups of companies.

More relaxed — but white labour is still wary of 'kaffirboetie' attitudes



Faced with replacement by lower-wage black workers, white miners initiated strikes and in 1922 resorted to armed rebellion. The rebellion was crushed by Smuts Government troops

IN THE early decades of this century, there was widespread poverty and unemployment among whites, especially Afrikaners, many of whom moved off the land and into the towns where they came into competition for jobs with skilled white immigrants from Europe and with unskilled blacks and coloureds.

The major concern of white labour, especially on the gold mines, was to establish and then retain a job colour bar, which would reserve for them the skilled and semi-skilled jobs, and secure higher wage rates for whites than for blacks in unskilled jobs

Faced with ruthless cost-cutting by the Chamber of Mines, which wanted to replace them with cheaper blacks, white workers resorted to frequent strikes and, in 1922, to armed rebellion.

This was crushed but in the general election two years later the government of General Smuts was defeated by the Nationalist-Labour Pact (an alliance of Afrikaans farmers and Afrikaans- and English-speaking workers), which entrenched the job colour bar and extended it to other sectors of the economy, thus creating one of the vital factors that perpetuated migrancy.

Residential segregation also protected white labour from many of the adverse effects of rapid urbanisation, to which they were much more exposed than white capital.

Since the 1960s, however, rising income, skills and education have increased the economic security and confidence of white workers, and many of them now have more relaxed attitudes about the job colour bar, resulting in some acquiescence in its erosion.

The failure of a strike by the Mine Workers' Union in March 1970 over the relaxation of job reservation at a mine in the north-western Cape suggests that the job bar will not remain intact even in mining.

With job reservation — their major concern — crumbling, how will white workers react to black stabilisation?

In interviews in 1978, white miners — the men directly in charge of production underground — confirmed that high black labour turnover created severe problems of safety and reduced productivity and output, to which their bonuses are now linked.

Although they had not thought much about stabilisation, they agreed that it would reduce turnover and was therefore desirable.

They adhered to this view even when reminded of the political implications — the entrenchment of blacks in the "white" areas.

They remained opposed to the relaxation of the job colour bar and to the recognition of black unions, and they were openly critical of what they regarded as the "kaffirboetie" (liberal) attitudes of some of the mining companies.

But, like the production managers, they accepted the argument that stabilisation would lead to improvements at work, from which they themselves would benefit.

Their amenability to the idea of stabilisation was not, however, shared by the general secretary of the MWU, Arrie Paulus, who said that the political principle that blacks were foreigners, who should not be allowed to settle in South Africa, was of paramount importance.

the Administration Board (figure).

So at least 700 000 blacks, about half the migrants, lived in hostels

Probably the best guide to how many blacks live legally with their families is the number of family houses in

the townships — 467 956 in 1977.

To this should be added an unknown number on the properties of mines, large companies and private employers

It would appear that, in the "white" urban areas, there are at least 500 000 black families,

probably, about three million people, living together legally.

There is no information on the number in the "white" rural areas but except in western Cape and on Natal sugar farms, the proportion in family housing is likely to be greater

Recently, a third group of blacks has emerged — commuters who live in townships within the Bantustans close enough to "white" industrial centres to travel daily to work.

The Government has encouraged decentralisation of industry to the borders of the

Bantustans and the growth within them of townships such as Ga-Rankua near Pretoria, Mdantsani near East London, and Umlazi near Durban

Commuters have neither Section 10 rights, nor the greater job security that goes with them. But they can own houses and live with their families, in the new townships, or in the mushrooming squatter towns such as Winterveld near Pretoria (with about 250 000 people) and in the areas of KwaZulu, adjoining Durban, and Pietermaritzburg (with about 600 000 people).

In agriculture, migrant labour is found mostly among seasonal workers during harvesting in the maize triangle of the Orange Free State and Transvaal, and among sheep shearers of the Karoo in the Cape

Province.

Migrancy is also extensive in Namibia where the economy is still dominated by agriculture and mining

The treatment of foreign black workers in South Africa compares unfavourably with that of white immigrants who, in addition to being able to bring their families and buy houses, can acquire citizenship and the vote — rights denied lifelong black migrants from the Republic's partners in the southern African customs union, not to mention South African-born blacks

Nevertheless, there have always been whites, including some employers, who opposed migrant labour on grounds of both efficiency and welfare. Even in National Party circles, there is concern about black resentment and international outrage

and some readiness to consider modifications.

What might be done? The white oligarchy appears to have three options

• The first is the continuation of the present system of minimal stabilisation, with no extension of the number or rights of Section 10 blacks.

• The second option is stabilisation permitting and aiding normal settlement of workers and their families near their work place.

• The third option is ameliorism — a limited shift towards stabilisation of "essential" or semi-skilled workers only, combined with improvements in the migrant labour system to make it less costly for employers and less onerous for workers

OVER the years the workability of the system—at least for South African blacks—was undermined, as the economic balance tilted steadily from the rural to the industrial areas.

Studies from the 1930s onwards have shown that the earnings of migrants have formed an ever-increasing proportion of total family income.

The growing reliance on migration, not as a supplement ("pocket money" as it was called by those rationalising low wages), but as the main source of family income, is shown by the increasing number migrating and also by the proportion of national income derived from migrants—which has recently increased dramatically with the rise in mine wages.

The workability of the system has been further eroded by a fundamental change in the labour supply situation, connected with, but not caused solely by, the momentous events of the 1970s.

The labour shortages of the early decades of the century have given way to surpluses, to increasing landlessness in Lesotho and the Bantustans, and to growing mainland ratios in source areas generally.

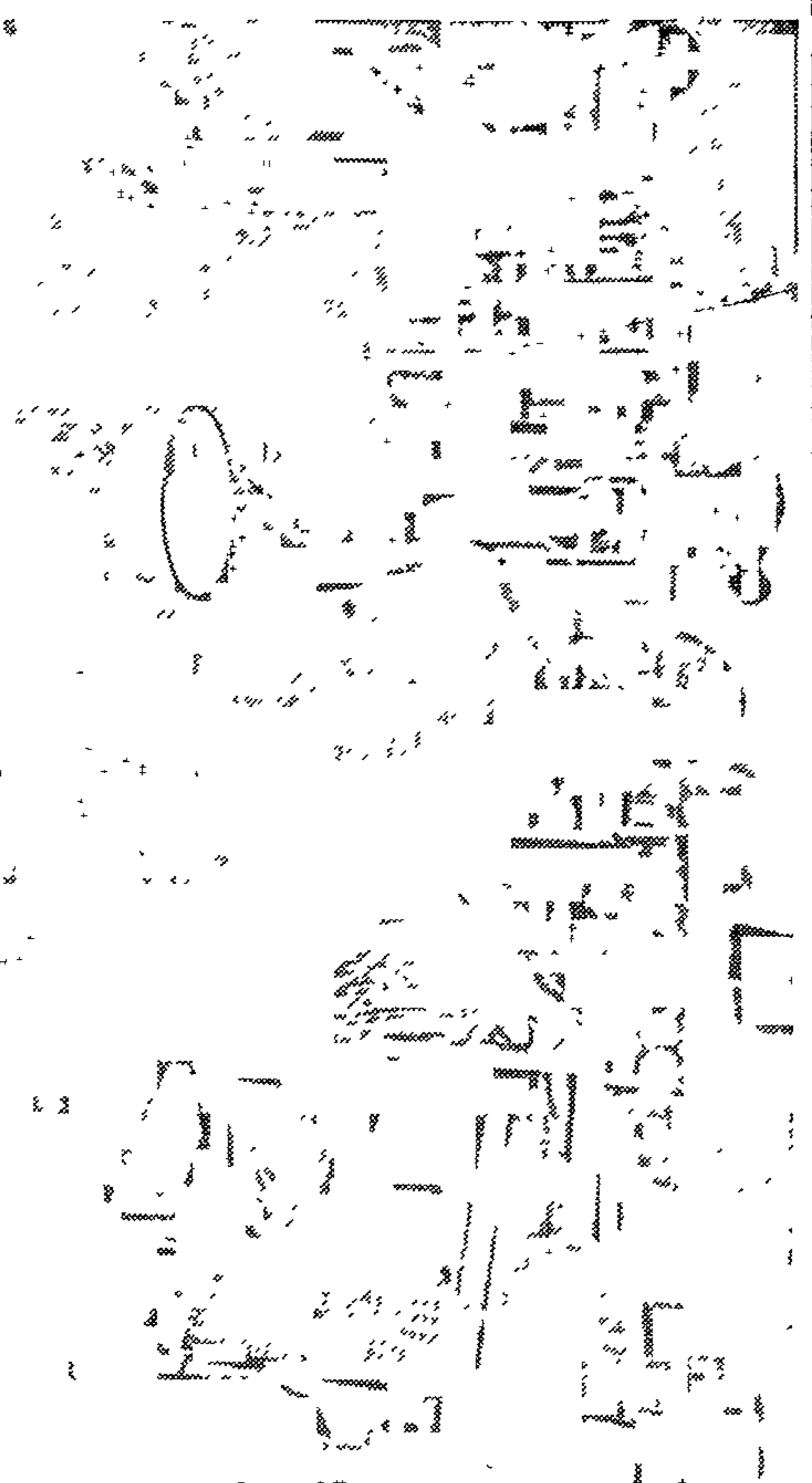
These factors are bringing about the long-delayed polarisation into committed full-time miners, many with a minimal interest in their agricultural holdings, and an increasing number of young men who, as a result of both population growth and mechanisation, will no longer be able to obtain migrant jobs and therefore will be available for full-time working farming—indeed they will have no other options.

Furthermore, this development will be optimal for human welfare, as it is a strain and deprivation for people to be forced to live for long periods without their families.

But polarisation must be accompanied by stabilisation of the econ-

Back opposition is becoming explosive

'We must have the right —like the whites have'



Many mines and industries adopted the compound system as a convenient and economical way of housing and controlling a huge work force but this system contributed to the violence during 1973-75 and the resentment grows daily

mitted full-time workers, who otherwise will be forced to migrate more intensively, and by the creation of alternative jobs—otherwise there will be tensions within families whose men have often taken it in turns to migrate.

Families in "white" areas, there is little information on which to base an objective judgment.

"What would happen," they said, "if we lost our jobs, or the mine closed down?" There are no other jobs in the area and we would lose both job and house. What we want is the right—as whites have—to bring our families here if we wish, or to buy a house in Windhoek, or a farm nearer the mine, where we can leave our families, and where we can continue to rear children.

to move permanently to our work place. But others would not; they are attached to the land where they were born and where their relatives still live.

There has been much exposure of the problems of compound life, both as the result of recent widely-publicised research and because of explosive events within the compounds themselves.

But in South Africa the lengthy family separation cycle seems designed to encourage them and to give migrants little chance of escape if they want urban work.

In South Africa, black miners are not yet as overtly politicised but there can be little doubt about the resentment, especially among more educated, younger miners, against a policy that denies them (but not whites) the right to have their families with

lems such as increased alcoholism and in outbreaks of violence, which sometimes took an

"The increase in alcoholism in the compounds contributed to the outbreaks of violence during 1973-75, some of which took an ethnic form."

A recent study of Soweto hostels shows that many men are fearful of the "temptations" of their situation and of involvement with town women because of the financial drain and the threat to family life.

There have also been reports of homosexuality within the compounds, said to be widespread among the long-serving and influential indunas who use their position to demand favours from younger men.

These social diseases are found, of course, among all groups and within all societies. Voluntary migration, being usually very selective, intensifies

Ironically, the ill-effects of compound life were exacerbated, or at least highlighted, by the changes and improvements of the 1970s.

These generated uncertainty and tensions which were reflected in prob-

lems of migrancy, and their opposition to it is becoming more articulate and more explosive.

But there is a long history of protest against the system.

In the 1880s, black workers noted when compounds were introduced at Kimberley; in 1914 the Native Economic Commission recorded the "growing wish" among blacks to bring their families with them to the mine.

Recent surveys confirm their hostility: when blacks were asked what they liked about the compounds, more than two-thirds replied: "Nothing" and described the visit home as "a month of happiness".

Even farm workers, supposedly a docile unpolarised group, have expressed "strong resentment" against migrancy.

Namibia have most explicitly rejected the migrant labour system. Swapo had its origin in the Ovambo People's Organisation, formed specifically to oppose the system, and migrants still form the core of Swapo's support.

In South Africa, black miners are not yet as overtly politicised but there can be little doubt about the resentment, especially among more educated, younger miners, against a policy that denies them (but not whites) the right to have their families with

The great red tape trap — How

Out of work, out of place...

THE implementation of recent labour concessions lies in the hands of the powerful and cumbersome bureaucracy, which remains wedded to the old ideas and policies and is able to dilute and even block reforms.

Its crucial role is illustrated by the fate of some of the changes envisaged in the Bantu Affairs Administration Act of 1971, which replaced the confined municipal areas within which black

workers could live and work by 22 larger Bantu Area Administrations Boards (BAABs), each with its own labour bureau, within the whole of which blacks would be able to move freely.

Many businessmen and blacks have vehemently denied that it has had this effect, and the Riekert Report now confirms their claim. In fact it records with alarm an unintended consequence of the pass

laws — the immobilising of blacks with Section 10 rights who, "possibly out of ignorance or out of uncertainty" about the law, dare not move even when they are unemployed, for fear of losing their rights.

Officials have an extraordinary hierarchy in accordance with which jobs and housing are allocated — preference is given first to local (that is, Kimberley, Bloemfontein or Pleters-

maritzburg) labour, then to workers from the immediate environs, and then to those from elsewhere within the BAAB. Legally all these groups should have equal access. Only after these preferences have been met is consideration given to labour from outside the BAAB. This also follows an elaborate hierarchy of preferences between source areas or "zones".

the Bantustans have first preference, followed by Botswana, Lesotho and Swaziland, then by labour from other external sources. The rigid and inflexible way in which many BAAAs implemented this policy — arguably exceeding their (already excessive) legal rights — made it difficult for blacks to move legally within, let alone between BAAAs; and in order to retain their

it dilutes, even blocks, reform

"preference for local labour" continues to be enforced, this is unlikely to be the effect.

Recently, Louis Fouché, the Secretary for the Department of Community Development, reflected the upgrading of squatter housing and site-and-service schemes and insisted on the maintenance of high standards, declaring:

"South Africa is still prepared to pay the price of proper housing. It is not prepared to accept inferior housing standards."

This is reminiscent of the declaration by Vyshegorski, the Finance Minister of Czechoslovakia, that "we may starve but we shall export."

What he really meant was: they (the peasants) may starve, but we (the ruling group) shall export.

Likewise, what Mr Fouché means is that blacks will continue to pay the price of split families and rural slums, because the Government will not accept the alternative of squatter housing in the "white" areas.

An indication of the effect of these obstructive attitudes is that, since the recent housing concessions were made, only a few dozen leaseholds have been granted to blacks. The object of the Riekert recommendations is not to curb the bureaucracy but to streamline it in order to make it more acceptable to employers and to public opinion.

The frequent attacks on employers in the Riekert Report are part of a counter-offensive against capital by the bureaucracy — defending its powers against further erosion by economic forces.

Officials who for the last three decades have whittled away the rights of blacks with Section 10

them out of the towns now constantly invoke "the interests of the established" black communities" who, they claim, want the retention of the controls to keep out "the others".

The fact that opposition to the pass laws has been a feature of every programme of every significant black political movement since Union

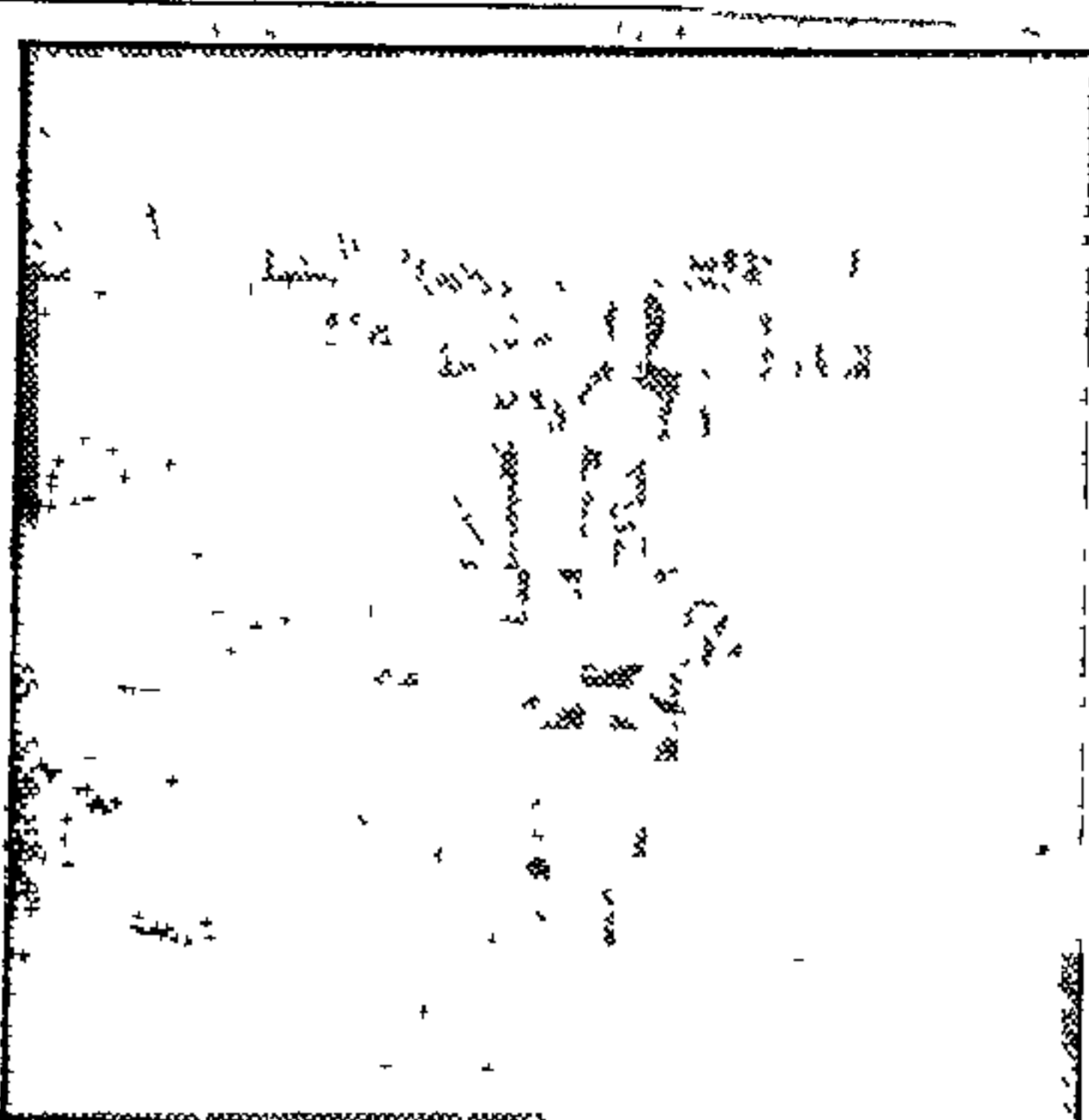
suggests that — if they were asked — the majority of blacks would vote for the ending of this dubious protection and with it, the abolition of the pass laws rather than for its retention and passes.

But urban blacks, of course, are no more entitled to special privileges in relation to rural blacks than are urban

vis-a-vis rural whites.

Would not whites think it absurd if they were subjected to a policy that protected say, "our Stellenbosch people" from encroachment by Capetownians?

Yet this doctrine involving a degree of control over mobility surely unequalled since the feudal controls in pre-revolutionary France is forced on blacks.



A happy family scene but soon dad must go back to the mines and mom is left to cope with family and all the other problems



It's hell... recent surveys showed that most blacks detest the compound system

SUNDAY TIMES 30/11/50
211

We're SORRY say Anglo

By DAVID JACKSON

THE giant Anglo American Corporation is today publishing a red-faced retraction of comments about rival mining houses made in a special issue of its prestige magazine, Optima.

The retraction was hastily bound into the magazine at the last minute after both the Gold Fields group and Union Corporation had disputed the accuracy of criticisms of them which were included in a major study of migrant labour commissioned by Optima.

The study was done by South African-born Mrs Merle Lipton, formerly of the Royal Institute of International Affairs in Britain, and the latest issue of Optima is entirely devoted to her findings.

Decision

The decision to bind a retraction into each copy of the magazine was taken, it is understood, after both Gold Fields and the publishers (the Anglo American, De Beers and Charter groups) had taken legal advice after advance copies of the magazine had been sent out.

The retraction said Gold Fields and its associated companies had taken exception to certain of Mrs Lipton's statements on the grounds that they were untrue.

"The publishers greatly regret these statements," the retraction said.

The publishers acknowledged and accepted a statement by Gold Fields that the mining companies in its group had implemented "significant

publishers of Optima accepted — that the maximum rates of pay to all categories of black employees on the gold mines of the group were, without exception, above the lowest minimum rates in the industry.

Gold Fields also denied the implication in Mrs Lipton's report that the group's gold mines operated on the basis of maximising profits for the benefit of foreign shareholders.

"Gold Fields' policy is that its associated mining companies should operate in the long-term interests of their own respect, employees and shareholders," the statement said.

Obvious

Referring to the third giant mining house, Optima's retraction said: "Union Corporation has also pointed out that its policy is to continuously improve the living conditions of and amenities provided for black employees, that significant programmes have been implemented and are in hand, and that the reference to Union Corporation in this context is therefore incorrect."

A spokesman for Gold Fields' public relations department told the Sunday Times: "The additional statement pretty well represents our point of view. It is obvious Anglo American would not have issued such a statement unless there had been an official complaint of some sort."

The Anglo American Corporation refused to comment any further but even the companies that commissioned the study seem not entirely happy with Mrs Lipton's findings.

The chairman of Anglo American and De Beers, Mr Harry Oppenheimer, says in a preface that Mrs Lipton was commissioned to undertake the study "to bring independent and critical thought" to the migrant labour situation. While the corporations did not agree with all of her conclusions, "nor for that matter with some of her observations", they considered her work to be a major contribution to social research.

(See Pages 38 and 39. "Scrap this awful migrant labour system.")

HARRY OPPENHEIMER
"Major contribution"

programmes to upgrade accommodation and amenities for their black employees and that further major programmes were in hand. Gold Fields also said — and the

NEW
STUDY
SAYS

Scrap this awful

THE migrant labour system — which brings well over a million blacks temporarily into “white” South Africa to sell their labour — should be replaced by a policy of allowing workers to settle with their families close to their places of work, according to a new study on the subject.

The study was commissioned by the Anglo American Corporation, probably the largest single employer of migrant labour. It was written by Merle Lipton, a British student on Southern Africa, and formerly with the Royal Institute of International Affairs. It is published in the latest issue of Anglo American's quarterly, Optima.

Mr Harry Oppenheimer, chairman of the corporation, says in an introduction to the study that his company believes that, as far as possible, “all employees should be able to live with their families at or near their place of work if they so choose.”

He pointed out that the AAC did not agree “with all the observations and conclusions” made by Mrs Lipton.

By IVOR WILKINS
Political Correspondent

According to Mrs Lipton, the migrant system is becoming politically untenable and will have to be changed fundamentally.

“A viable long-term solution requires the polarisation of the large pool of black migrants into permanent residents at

their work places, and full-time farmers provided with enough land and investment to facilitate farming at adequate incomes along labour-intensive lines,” she says.

“There also has to be an end to the controls over mobility, which have discriminated se-

verely against blacks, distorted the relative prices of capital and labour, and led to the growth of a huge, authoritarian bureaucracy whose role and power rests on the control of black labour, and which today is probably the main barrier to the removal of restrictions on black mobility and stabilisation.”

In her study, Mrs Lipton has looked at what is happening to apartheid, what policies are in the interests of mining capital, and what is morally right.

All three seem to coincide, she believes, and suggests that capital should underpin and even accelerate moves towards free mobility, free settlement and free employment choice for workers of all colours.

She says this does not, however, imply advocacy of unrestricted free-market capitalism.

“On the contrary, while a bold reformist programme requires the ‘withering away’ of the labour control functions of the State, it also requires massive State aid to redistribute resources, particularly in housing, education and agriculture, towards blacks.”

According to official figures, there are 1.4-million migrant labourers in South Africa — although the real figure is reckoned to be higher — the bulk of them coming from Lesotho and Transkei.

Mrs Lipton's report points out that large-scale migrancy is not unique and that in many countries the migrant labourers are less well treated than established residents.

“Where South African policy is probably unique,” she contends, “is in specifically prohibiting many ‘internal’ (South

African) migrants from settling with their families at their work places.”

Directing the bulk of her report at the mining industry — which employs more than 500 000 migrant workers — Mrs Lipton says there is an acceptance by some mine owners that the present system cannot and should not be sustained.

The question is whether to bring about palliative changes through a policy of ameliorating some of the hardships and injustices of the system, or fundamentally changing course and aiming for a stabilisation programme to settle migrants and their families at their work places.

She argues that melioration offers no long-term solution and that stabilisation is the answer.

But, she concedes, the cost of a massive stabilisation programme would be very high — on the gold mines alone it would cost R1,300-million — enough to wipe out four years' profit.

Mrs Lipton argues, however, that there are ways around this, and says the alternative is to pay miners an all-in wage (at present a portion of their earnings is “in kind”), let them live where they choose, and pay or rent what accommodation they please.

“Some housing could be provided by companies and some by workers themselves, with or without company loans and technical aid,” she writes.

'Immoral'

Joining the growing lobby advocating the development of “informal” site and service housing schemes, Mrs Lipton answers the assertion that it is “immoral” to accommodate people in huts and shanties.

“It seems much more immoral to inflict on a man, because of a dubious paternalistic definition of ‘suitable’ housing, the double miseries of enforced separation from his family and the evils of compound life.”

“He should be allowed to choose.”

“The inconvenience and irritation which eyesores and squalid housing cause the more privileged company staff cannot justify denial of the fundamental right of less well-off workers to live with their families.”

Mrs Lipton disputes the common argument that blacks like living in compounds and do not want to bring their families with them.

Recent attitude surveys suggest that the number of blacks

How the bureaucrats stymie reforms

IMPLEMENTATION of the recent (labour) concessions lies in the hands of the powerful and cumbersome bureaucracy, which remains wedded to the old ideas and policies and is able to dilute and even block reforms.

Its crucial role is illustrated by the fate of some of the changes envisaged in the Bantu Affairs Administration Act of 1971.

This replaced the confined municipal areas within which black workers could live and work, with 22 larger Bantu

Area Administration Boards (BAABs).

Each board has its own labour bureau and area, within which the blacks would be able to move freely.

Many businessmen and blacks have vehemently denied that it has had this effect, and the Riekert report now confirms their claim.

In fact, it records with alarm an unintended consequence of the pass laws — the immobilisation

of blacks with Section 10 rights who, “possibly out of ignorance or out of uncertainty” about the law, dare not move even when they are unemployed, for fear of losing their rights.

“This problem affects mainly the established inhabitants of urban black residential areas rather than contract workers who are taken into employment only for the duration of the contract.

The centre of gravity of black unemployment has shifted in recent years from the black states to the prescribed areas.

“In spite of this, secondary industry alone imports more than 200 000 contract labourers annually.”

This is one of the most interesting findings of the Riekert report. It has been widely observed that unemployment in the urban areas was increasing: this was attributed mainly to the weakening of influx control.

But the report now provides an additional explanation — the immobilisation of blacks with Section 10 rights, who dare not move for fear of losing their rights.

But this is not as irrational as is claimed, because such blacks have not been allowed to transfer their rights freely within the board areas, as the Act provides.

This is partly because of the housing shortage and partly, I



believe, because in many areas officials were already implementing the “preference for local labour” policy — the ominous third principle recommended by the Riekert report.

Resistance by officials to attempts by employers to bring workers into an area has been based not only on the grounds that there were no jobs or housing which the employer could often supply, but also on the grounds of “preference for local labour”.

This provision is being narrowly interpreted. Officials have an extraordinary hierarchy in accordance with which jobs and housing are allocated.

Preference is given first to local labour, then to workers from the immediate environs, and then to those from elsewhere in the BAAB.

Only after these preferences have been met is consideration given to labour from outside the BAAB.

The rigid and inflexible way in which many BAABs implemented this policy — arguably exceeding their, already excessive, legal rights — made it difficult for blacks to move within, let alone between, BAABs.

And in order to retain their rights, the blacks with Section 10 rights can only move legally.

Ironically therefore the mi-

grants had somewhat more mobility since they literally had nothing to lose by taking a job elsewhere. They were also more willing to run the gauntlet of illegal employment.

South West Africa provides another example of the decisive role of the bureaucracy in checkmating reform.

In accordance with the policy of removing discrimination, the pass laws were abolished in late 1977.

But blacks I interviewed in 1978 insisted that they were still not free to move, say, to Windhoek in search of a job “as the whites can” nor did they believe this would happen.

Discussions with officials in Windhoek confirmed this.

They agreed that blacks “without suitable housing” were not being allowed to remain longer than two weeks.

They openly referred to blueprints they had drawn up for replacing the pass laws with anti-squatting and anti-vagrancy measures which would serve the same purpose.

This illustrates how, even in a sensitive situation such as South West Africa the bureaucracy is adept at thwarting changes it opposes.

And, further, why many whites believe, on the basis of policy declarations and legal enactments, that changes have been made.

But many blacks, on the basis of their everyday experience, view such declarations and legal amendments as cosmetic.

MERLE LIPTON
(Excerpt from Optima)



HOSTEL

The scene inside a migrant worker hostel . . .

Migrant labour system!

Alcoholism and social diseases go with higher pay

who wish to stabilise exceeds those now allowed to or provided for in the modest plans for future stabilisation (at present the government allows three percent of the work force to stabilise while the Chamber of Mines has asked for 10 percent).

Indeed, she points out, the same white elite personnel who deny that blacks want to bring their families, warn in the next breath of a 'flood' into the towns if they are allowed to do so.

Mrs Lipton agrees, however, that rapid stabilisation would undoubtedly create obstacles which should not be underestimated.

For example, the Vaal Reef's gold mine has a work force of 40,000 blacks. To stabilise them would cause a township of almost 200,000 people to mushroom in an area where there is no infrastructure.

"This alarming (though purely speculative) possibility is the direct outcome of policies that have severely limited the land available to blacks restricted their agricultural development forcibly prevented their gradual settlement in the towns and left the banthustans to stagnate economically while wages exploded in the urban areas.

Backlog

"Consequently there now is a backlog of people who would rapidly move into the towns if they could," she said.

Their number concedes Mrs Lipton would probably tempt even a non-racial government to use the existing influx controls to solve the problem in an 'orderly' way.

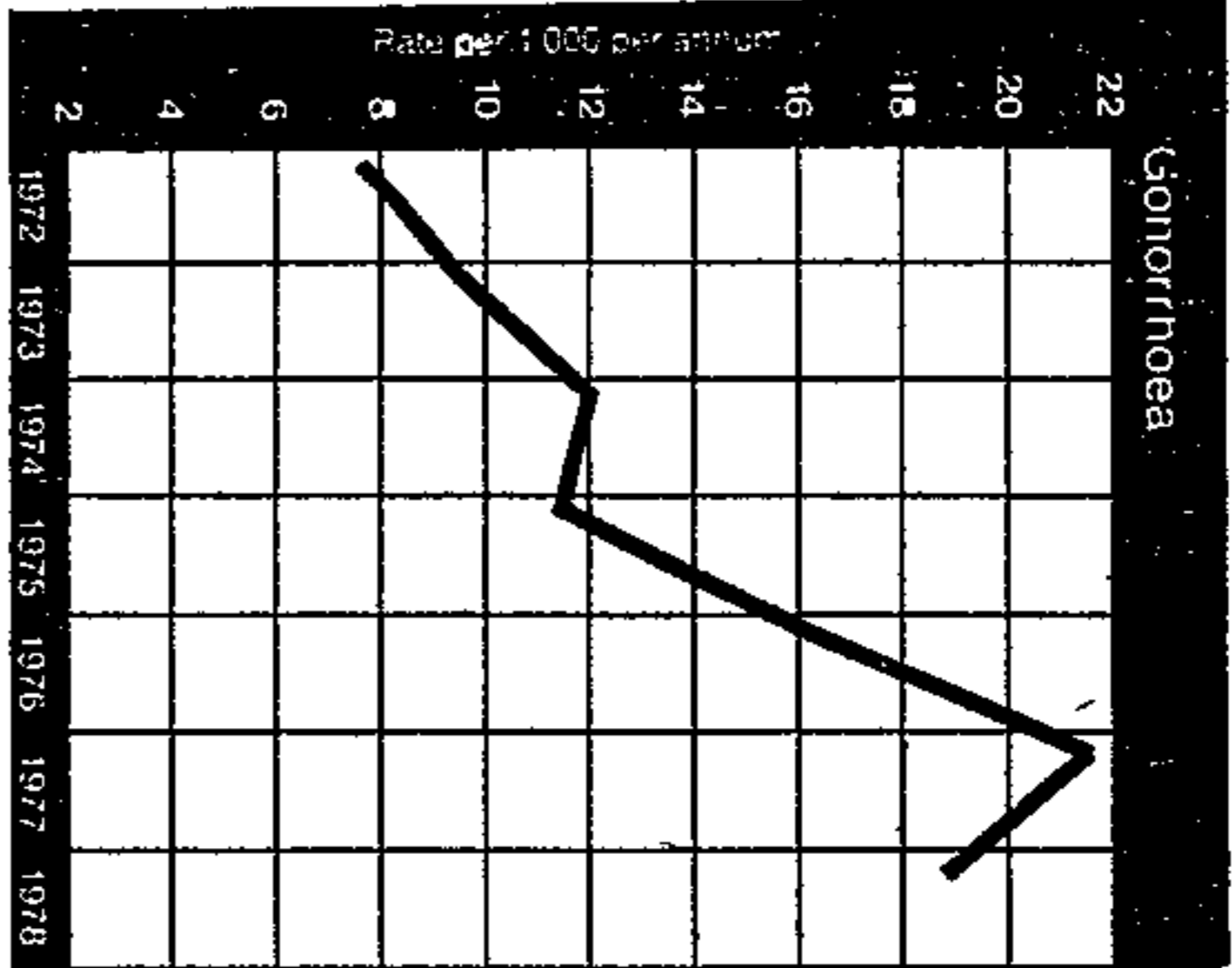
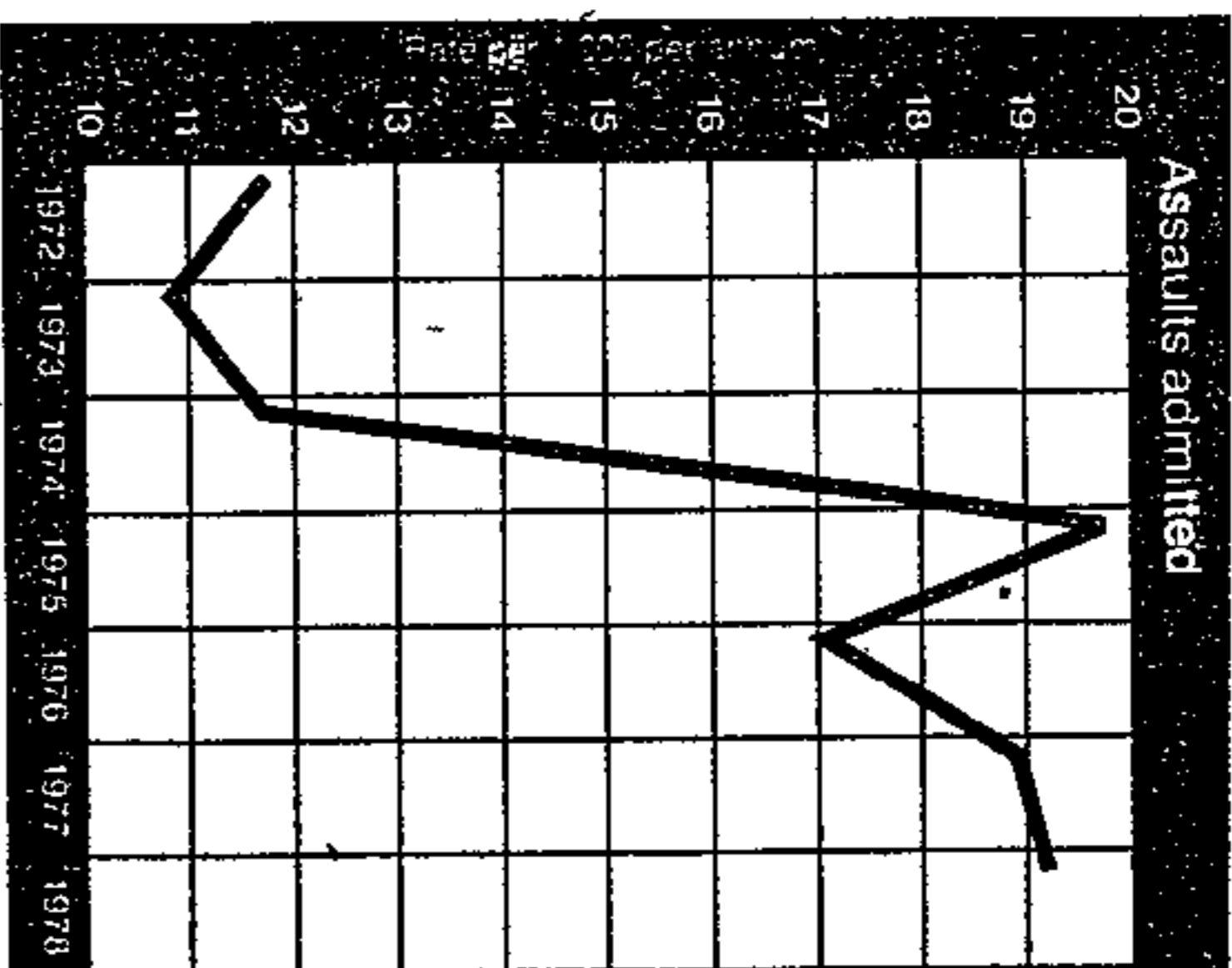
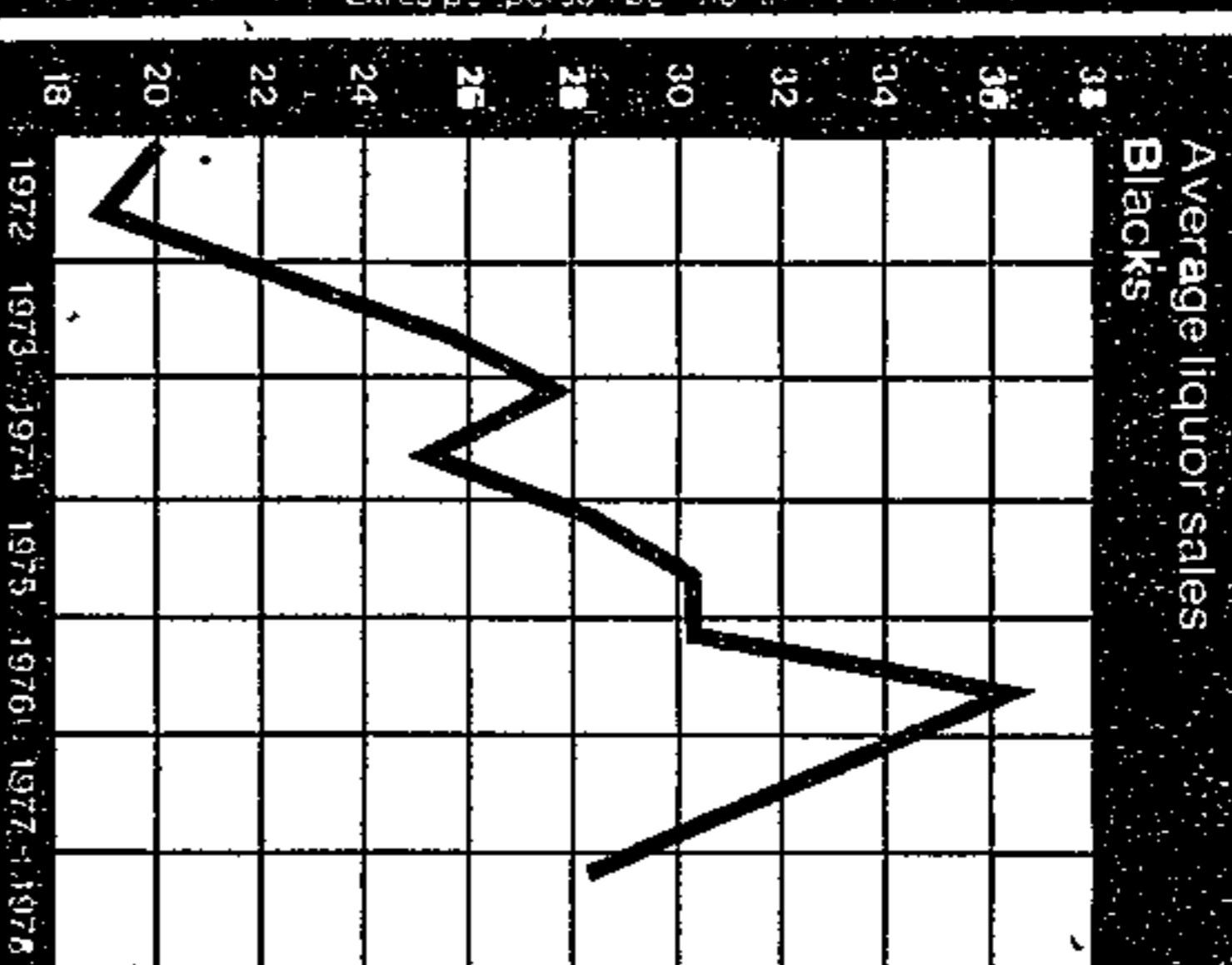
But she says the Nationalist government is not even adopting this second-best strategy.

It is against stabilisation and if it gets its way the alarming shortage of housing in the towns and the number of people damned up in the banthustans will continue to grow.

Apart from cost and logistics, stabilisation — because of its connection with mechanisation — could have some adverse effects unless it takes place in the context of broader social and political reforms.

Mechanisation by raising skill levels and reducing the size of the work force promotes job advancement and stabilisation of the black van-guard, but can also lead to unemployment unless accompanied by the creation of alternative jobs for example in the manufacturing and repairing of machinery.

Mrs Lipton says stabilisation must take place in the context of changes in related spheres in particular those which gov-



RAISING wages at South African mines have brought a massive increase in alcohol abuse, giving rise to related social problems.

While improvements in conditions have lowered the death and accident rates, and dropped the incidence of pneumonia, meningitis, typhoid and tropical diseases, there has been a recent increase in alcoholism, venereal diseases, mental illness, cardiovascular (heart illness associated with heavy drinking and stress), as well as injury and death from assaults and road accidents.

A major cause of these problems is alcohol.

There is a striking correlation between rising trends in wages and alcohol consumption, and in the number of hospital admissions for alcohol-

ism, cardiovascular, assault, mental illness, venereal diseases and road accidents.

Reasons for drinking in confined, depressing compounds are not difficult to find.

As the men themselves say, after work "there is nothing else to do."

The sudden increase in wages encouraged this, and the problem was exacerbated by a switch from traditional sorghum beer — which is nutritious, has a low alcohol content and is drunk in large quantities — to more expensive, potent and less nutritious "European" spirits, which were drunk in similarly large quantities.

In the view of a leading medical mines superintendent, the rise in admissions for men under the influence of alcohol

from just over one in every 1,000 in 1973 to more than 10 on every 1,000 in 1977 is merely the "tip of the iceberg".

He linked the increase in social diseases directly with rising alcohol consumption and said they were reaching "epidemic proportions".

He believes the migratory labour system is largely responsible, and recommends "increasing the proportion of permanent staff housed with their families in villages or townships," and then housing — to more expensive, potent and less nutritious "European" spirits, which were drunk in similarly large quantities.

The view of a leading medical mines superintendent, the rise in admissions for men under the influence of alcohol



HOME

... and a mine worker in his own home

Mr Oppenheimer says in his introductory comments that it would be no easy task to bring the migrant system in its present form to an end.

"Nor is it in the power of the employer acting alone to do so, since a number of constraints inherent in existing South African policy and practice would need to be altered so as to allow blacks to migrate from rural areas to a permanent base at or near their work," he says.

Nor should the contribution which the workers themselves should make be overlooked if new or extended urban settle-

ments were to become self-sustaining communities.

Black wages, have risen rapidly and on the gold mines must certainly rise further with the result that if unaltered home ownership rights were available many black workers like white workers would be able to accept financial responsibility for their own housing.

Mr Oppenheimer says, "In a policy statement accompanying Mrs Lipton's report — we do not agree with all of her conclusions nor for that matter with some of her observations — Mr Oppenheimer appears to favour the option of

ameliorating the lot of the migrants.

He lists three factors against permanent stabilisation:

● New urban communities should have the prospect of long term viability and it would be wrong to encourage permanent settlement dependent on a short life expectancy in on those which constitute the only form of economic activity in remote areas.

● About 40 percent of migrants on the mines come from independent neighbouring states such as Lesotho, Mozambique and Malawi and which-

er they should be permitted to settle permanently in South Africa, four has the interests not only of South Africa itself but of their countries of origin.

● Some migrants still wish to remain a rural base. We do not accept that the removal of the present constraints preventing permanent settlement near the mines where our black employees work would involve the mining industry from the obligation which is now generally accepted to employ as far as possible the conditions applicable to migrant workers.

fundamental restructuring is required.

"This does not mean that the changes cannot be gradual or incremental but they must be part of a coherent plan, the implications and inter-relationships of which have been thought through.

"Measures adopted ad hoc in response to a series of ever-worsening crises cannot provide solutions.

"The cost-benefit ratio of South African-style migrancy is deteriorating for black workers and white employers alike," says Mrs Lipton.

"Neither the requirements of production nor the economic and psychological needs of the workers can be reconciled with the present system."

Another problem she highlights is that black migrant workers cling to their rural land as their only security, however little use they make of it.

Only if migrants are given security elsewhere — by stabilisation — will they become amenable to releasing their land to others who might make better use of it.

"The whole strategy hangs together," argues Mrs Lipton. "The phasing out of migrancy and security for blacks in the urban areas are essential for the emergence of a committed industrial work force with greater skills and for the development of black agriculture."

Neither of these problems can be solved by palliatives.

from just over one in every 1,000 in 1973 to more than 10 on every 1,000 in 1977 is merely the "tip of the iceberg".

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He believes the migratory labour system is largely responsible, and recommends "increasing the proportion of permanent staff housed with their families in villages or townships," and then housing — to more expensive, potent and less nutritious "European" spirits, which were drunk in similarly large quantities.

Sunday Times
20 November 1978

British expert urges more liberalism for Black workers

EMPLOYERS should un-
derpin and even accelerate
liberalising tendencies
shown by the present South
African Government, says a
renowned British expert in
a survey published today.

This is coupled with a warn-
ing to mining houses and other
large employers of Black la-
bour to stabilise Black work-
ing and living conditions or face a
radical backlash.

Unless they give Blacks the
right to sell their labour freely
and to live with their families
at the place of their choice,
they deserve to be "outbid by
exponents of more radical doc-
trines", says Merle Lipton, for-
merly of the Royal Institute of
International Affairs, in an ar-
ticle in the latest issue of
Anglo American Corporation's
journal "Optima", published
today.

"The survey is concerned
with what is happening to
apartheid, what policies are in
the interests of White capital,
and what policies are morally
right," says Mrs Lipton.
"At this moment, all three
seem to coincide and to suggest
that capital should underpin
and even accelerate the inher-
ent systematic tendencies to-
wards free mobility, free set-
tlement and free employment
choice for all

**By JEAN LE MAY
Political Reporter**

In the lengthy survey of mi-
grant labour, Mrs Lipton identi-
fies three possible choices fac-
ing the employers

- Maintenance of the status quo
- Stabilisation by allowing per-
manent settlement on or near
the mines
- Improving conditions for
Black workers, plus a con-
trolled shift towards stabilisa-
tion of the more skilled work-
ers only

Mr Harry Oppenheimer
Chairman of the Anglo Ameri-
can Corporation and De Beers
Consolidated Diamond Mines,
commented in the publication
that it was inevitable that mi-
grants would continue to make
up the bulk of the mines' work-
force for a long time, "perhaps
permanently."

However, it was the firm
belief of Anglo American and
De Beers that all workers
should have the right to live
where they liked with their
families, so that whatever the
progress towards stabilisation,
every effort should be made to
improve the career security
and living conditions of
migrants

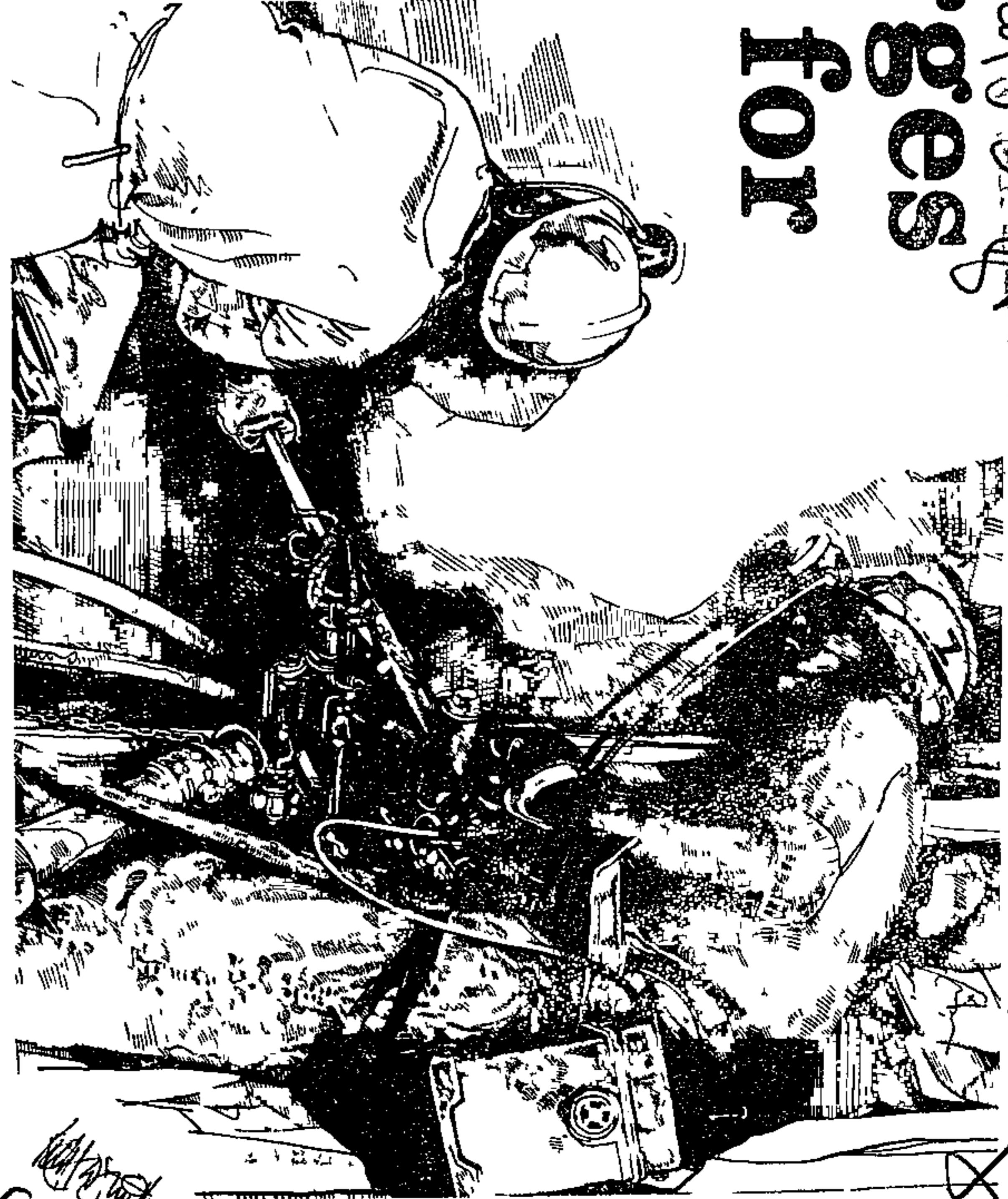
Mr Oppenheimer also stated
that "while we do not agree
with all of her conclusions, nor
for that matter with some of
her observations, we consider
the work a major contribution
of social research."

Although there has been
some significant stabilisation
by other employers, migrant
labour has become entrenched
on the gold mines, says Mrs
Lipton

The reasons for this are that
until fairly recently, with the
price of gold pegged at \$35 an
ounce, the mines could only be
profitable if worked by cheap
labour. Meanwhile, after a bit-
ter struggle in the early days of
the century, White workers se-
cured the highly paid jobs for
themselves through colour bar
legislation

Mrs Lipton says that this
suited the mining houses very
well. While the pass laws pre-
vented uncontrolled Black set-
tlement, the recruitment sys-
tem and "compound" housing
solved the problem of manag-
ing the huge influx of Black
labour on the mines.

"The compounds were a con-
venient and economical way of
housing and controlling the
huge work force they virtu-
ally eliminated absenteeism,
ensured that workers clocked



An illustration, from the issue of Optima, of two black miners at work underground

in and out on time, that work
teams were up to strength, and
that a relatively large propor-
tion of labour costs were char-
nelled into feeding the worker
rather than his family.

"Working conditions were
bleak and de-humanising. The
compounds were run by White
men assisted by mine police and
indunas. On the job, workers
were subjected to strict and
often aggressive supervision by
White miners and Black boss
boys and the men described
as 'ukur ut'wa' —

driven like a team of oxen.
"Family-splitting, enclosed
living, hierarchical control and
discipline added up to a total
institution, like a prison, hospi-
tal or barracks."

CONT

Statements in survey violently rejected

GIANT mining house Gold Fields of South Africa, which owns some of the richest gold-mines in the world and has a strong British connection, has taken violent exception to statements made by Mrs Lipton in the survey, including the allegation that it is generally regarded as "the laggard" in implementing significant upgrading programmes

It has insisted on a correction being inserted in all issues of "Optima", which is published by a rival mining house, the powerful Anglo American Corporation

Union Corporation, which has vast interests in shipping, paper and manufacturing, as well as mining, has also insisted on a disclaimer

This is the context in which objections were made

After describing improvements in living and working conditions for Black miners, Mrs Lipton specifies sums spent on upliftment programmes since 1973 Anglo American R80-million, Anglovaal R34-million (including work in progress), Rand Mines almost R45-million, Johannesburg Consolidated Investment R10.8-million and General Mining R50-million



● Merle Lipton article "corrected"

Then she goes on to say "Unfortunately almost one-third of gold miners are employed by Union Corporation and Gold Fields of South Africa, which do not appear to be implementing significant upgrading programmes. Differences in policy cannot be accounted for in terms of their economic interests. Gold Fields of South Africa, generally regarded as the laggard, owns some of the richest and newest mines"

The correction to be inserted in the journal says the publishers greatly regretted these

statements

The mining companies in the Gold Fields group had implemented significant programmes for the upliftment of Blacks, it went on, and more were in hand. Minimum rates of pay were without exception above the minimum for the industry

Union Corporation in turn stated that its policy was continuously to improve living conditions and amenities for Black workers

Mrs Lipton, while welcoming their assertion that they had implemented significant programmes to uplift Blacks, was in turn affronted by Anglo American's acceptance of the corrections without reference to her

She said she heard about the correction — which is to be inserted in all copies of the journal — for the first time when she was phoned for comment by the Sunday Express

The allegations made in the survey had been confirmed to her "by senior mining management men", she told the Sunday Express, adding that when she last visited South Africa, in January, Gold Fields, alone of the mining houses refused access to their mines and would not answer queries put to it

Allegations regarding Gold Fields as the "laggard" in implementing upgrading programmes had frequently been made by the Press and by independent organisations in both Britain and South Africa, she said, and that as far as she was aware Gold Fields had not challenged them

She cited critical reports on Gold Fields published in London in 1975 and 1976 by Christian Concern for Southern Africa, and the statement by Cardinal Hume and other Roman Catholic bishops in London at a conference in July, 1977, as well as South African Press reports

Mr J J Moller, public relations director of Gold Fields, refused to divulge particulars of the group's upgrading programmes to the Sunday Express, saying it was not policy to discuss labour policy with the public, academics or the Press since they were "a private matter"

Shareholders interested in the group's labour policies would be given the information if they especially requested it, he added

This system, which paid the mines so well, began to change only very recently, Mrs Lipton added

Then three things happened which spurred change in labour policy on the mines, Mrs Lipton said — in the early 1970s the flow of labour from Mozambique and Malawi diminished, and for the first time the mines had to compete with industry which paid higher wages

So mine labour became more expensive, rising in proportion to total working costs from 14% in 1969 to 27% in 1978

The Chamber of Mines finally embarked on a R150-million programme of research in the field of mechanisation

Mrs Lipton says major advances in mechanisation and the removal of the job colour bar still lay in the future, but would increase the cost of migrancy and had already prompted discussions about stabilisation

However, psychological and political factors are making the retention of migrant labour less tenable, coupled with the rising expectations of Black labour, she adds

Politically strict control of labour became less tenable, says Mrs Lipton after large widespread mine riots in the early 1970s research found that the mines had a very bad image among Blacks

"They disliked the hard physical work and the unnatural life in the compounds and feared the aggressive supervision (including physical assaults) and risk of injury and death. They preferred to work in industry"

To counter this, mining houses began to press for improvements in compound conditions and the treatment of the men

The rise of mine wages in the mid-Seventies from their abysmally low levels reflected the desire of mine owners to escape from the stigma brought about by low wages, plus the belief that a stable future for South Africa depended on better wages and living conditions for Blacks

The mining houses now agree, with different degrees of conviction, that stabilisation is essential for the top 10% of Blacks

However, Mrs Lipton concluded that this was not enough and that there must be a clear acceptance of the right for all South Africans to sell their labour freely without restrictions and to settle with their families at their workplaces.

ACCOMMODATION CRUNCH

Scramble for cover

(211)

FM

5/12/80

Hard-pressed families looking for roofs over their heads are facing tough new competition. Government corporations and major industrial companies are pouring millions into private property purchases in a bid to accommodate employees.

The search for skilled staff overseas is compounding the problem. Without guaranteed housing they won't come. And the shortage, already serious, is now critical.

Rand Mines has set the pace with a R4,5m outlay on seven blocks of flats and a number of houses in Boksburg. Existing tenants have been, or will be, moved out.

The properties were bought to house additional employees needed to service the R300m expansion programme at ERPM. A spokesman says it was far cheaper to buy than build and without accommodation to offer. "We found we were not competitive in the labour market.

ERPM's move has raised the inevitable storm. Some 200 tenants are involved and, to soften the blow, they have been given until the end of January to vacate. The company has also undertaken to consider special cases.

Gencor confirms that it also has out feelers. Artisans are already difficult to come by, says property manager Noel Edkins, and unless there is something to offer in the way of housing they won't sign up.

But the approach will be different. Without the immediate problem faced by ERPM, Gencor feels it can buy flats and wait for the space to fall vacant through effluxion of time. "We certainly won't buy and then insist that tenants vacate," he says.

All mining groups are probably looking at similar propositions, and the industrial sector too, is climbing into the private residential market.

Just one of them is electrical group LH Marthinusen (LHM) which is looking for about 15 flats to house specialist workers. It is hoping to recruit from overseas. A company executive tells the *FM* the local employees are still expected to look after themselves.

But immigrant workers, he says, are usually offered at least a month's free accommodation on arrival. And with the present crush in hotels and boarding houses, flats look like the only answer.

LHM he says has been looking at possibilities but finds little value for non-shed stock. But like other companies will have to take what is available

or fail in its recruiting campaign.

And the problem isn't confined to the Reef. Marthinusen is looking for accommodation for branch personnel as far afield as Welkom and Witbank. Apart from five houses it has managed to pick up in Welkom, it has had no luck.

The confusion in the sectional title conversion market, the spokesman points out, has done nothing to help. Until the dust settles, buyers in many blocks won't even know if or when transfer will be given - even if the flats are uncontrolled.

General Electric is yet another contender for flats. But there are many others, not least Government departments.

The Post Office (Sapo) has just bought a R500 000 block in the southern suburbs to add to properties it already holds in Robindale and Parkview. Sapo's Joe de Jager says the scale of buying is small, but it is essential to have housing on hand for transferred employees and newcomers from overseas.

The Defence Force is another major customer and its needs are being serviced by the Department of Community Development.

In saner times such high-powered interest in the private residential sector would be welcome. In present circumstances it's no more than a drain on a critical national resource.

'Black mining reforms lagging'

211
STAR
BLACK

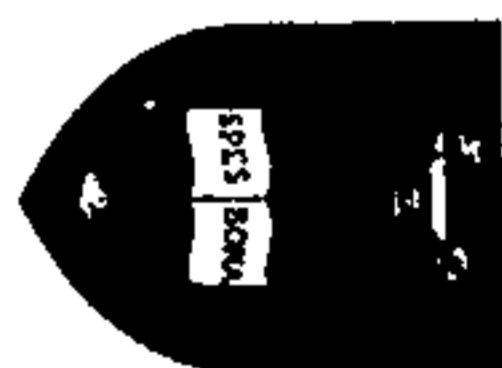
The Star Bureau
LONDON — South Africa's R15 000-million mining boom this year is giving the Government surplus funds to invest in improving social conditions for blacks.

But, according to a six-page special report on South African mining published in The Times today. "While mining (industry) leaders have been to the fore in calling for a better deal for blacks, their own industry has often seemed to lag behind other sectors in implementing such changes"

The report says strong resistance from white mine workers to black advancement has delayed major reforms — though the 20 percent annual increase in black mine wages over the last 10 years has "appreciably narrowed" the earnings gap.

In addition, some progress has been made on mixed trade unions and certain skilled jobs were now open to blacks while a forthcoming Wiehahn report on the mining industry could produce further changes.

UNIVERSITY OF CAPE TOWN
(WITH WHICH IS INCORPORATED THE 'OUTH AFRICAN COLLEGE)



DEPARTMENT OF ENGLISH

ENGLISH III SYLLABUS

1981

INTRODUCTION
INDEX
COURSE DESCRIPTION & BOOK LISTS
TIME-TABLE

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A limited number is printed and you will need it THROUGHOUT 1981

Labour challenge for the mines

RDM 24/12/80 211

By SIMON WILLSON
Industrial Reporter

PEOPLE of all races will have to be trained and retrained on a far greater scale than hitherto to meet the labour demand next year from the mines, says Mr Bill Lawrence, president of the Chamber of Mines.

He writes in Mining News that an exciting year lies ahead for the South African mining industry and for everybody who works in it, but expansion will mean extra employment vacancies.

"The further expansion which will take place in 1981 and in the succeeding years will mean thousands of additional job opportunities in mining and in industries which service the mines.

"Because there are not enough skilled people to fill all these jobs, we will have to train and retrain people of all races on a far greater scale in order to meet our future requirements."

"High skills mean higher rewards and as the level of skills in the mining industry as a whole increases, so will standards of living improve.

"Unquestionably, therefore, we are entering an era of expanding opportunities for all."

The mining industry experienced exceptional growth in the past decade, with earnings from minerals increasing from R1 563-million in 1970 to an estimated total of between R14 000-

million and R15 000-million in 1980.

"Huge developments are being projected and plans have been announced that will entail a capital outlay of R6 000-million over the next five years. About half this sum will probably be used in the year ahead."

SWA/NAMIBIA 17/11 22/12/80
Job bars go

In a significant but oddly unpublished move the interim government of SWA has eliminated the last remaining piece of statutory job apartheid in the mining industry. Discriminatory work reservation

and other racial exclusions in the territory's Mines and Works Ordinance of 1968 have been repealed by administrative fiat in Proclamation 179 80.

Although SWA has been 'governed' by a political grouping committed to statutory desegregation for nearly two years, the removal of apartheid provisions in the mines and works law was treated gingerly because of fears that their repeal could have repercussions among white mineworkers. For a long time therefore, SWA mine owners were allowed to operate under a system of exemptions, applied somewhat arbitrarily according to some owners.

The 1968 ordinance contained a number of provisions which effectively blocked black job advancement in the mining industry. By employing a familiar 'Catch 22' device, vertical advancement was blocked by a number of clauses with a preamble to the effect that, if the owner of a mine was a "European," holders of key posts all the way down the line would also have to be "Europeans."

The range of job exclusions described in the ordinance started with manager and ran to underground and section manager, shift boss and mine overseer, ganger, engineer, surveyor, winding-engine driver and signaller. Blacks were also barred from mining because they were prevented from obtaining blasting certificates.

Workplace apartheid was also enforced by regulations forcing owners to provide

separate toilet and changeroom facilities, while security regulations exempted whites from body searches (presumably where precious stones, stores and equipment were concerned). Blacks were also discriminated against in respect of employees' records, time tickets and first aid instruction (now all workers have to attend first aid classes).

The exclusion of blacks from key posts had long gone unnoticed because the mining industry's labour force was based on the recruitment of migrants from the northern regions. There was not a great deal of job continuity, or security for that matter, so the scope for advancement was limited. Although exemptions were granted in many cases, it was done in such an arbitrary manner that it inhibited owners from introducing formal training schemes for black workers.

Since 1973, however, when RTZ began to develop its uranium prospect at Rossing, owners appear to have been honouring job apartheid in the breach. There are no records of owners having been prosecuted. Progressive owners introduced formal training schemes to equip blacks with skills for top jobs. This they did without unseating a single white.

Earlier this year, owners petitioned the DTA, the majority party in the National Assembly, to repeal discriminatory provisions in the Mines Ordinance, cautioning that public exposure of their existence on the statutes could be highly embarrassing

not only for the DTA, but also for multinationals operating in the territory.

If white mineworkers and officials are aware of the scrapping of their job protection, they have not protested against it. The repeal notice (AG 179 80) was published a week after the recent white elections.

MINING - LABOUR

14 JAN, 1981 — 17 DEC, 1981

Plan aims to ditch job bars on mines

By Craig Charney

The Government has been presented with a detailed plan to wipe out job reservation in the mining industry.

The proposals envisage allowing blacks to move immediately into skilled jobs the industry cannot fill, while protecting its existing white workers. Later the plan is to allow some responsibilities of white miners to pass to lower-paid, semi-skilled black workers.

Sources within the industry say the plan involves repealing legislation which excludes blacks from certain mine jobs and negotiating an end to closed shop agreements with white trade unions.

It also involves an overhaul of the mining industry's labour relations structure to recognise the possibility of trade unions for black miners.

Details of the plans have apparently not yet reached any of the white unions in the industry, some of which are powerfully opposed to giving blacks more responsibility.

Although informed sources indicate the plans have influential support, a final decision will not be taken until after the publication of the last two parts of the Wiehahn report which is expected later this year.

Safety

They are likely to attract strenuous opposition from the white Mine Workers' Union which regards black advancement as a threat to the position of its members.

Advocates of the new deal argue that there is already a shortage of about five percent of the artisans and miners needed and predict the position will worsen.

In consequence, they say, safety regulations are often violated as un-

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 In consequence, they say, safety regulations are often violated as un-
 Black unions would pose insoluble problems under the present system of mine labour relations, the reformists say.
 There is now no negotiating machinery for black miners, who are expected to accept the uniform wage offered them by all mine companies.
 ● Page 17 — From ally to pawn.

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5

4.2.3

57

BACKGROUND

White miners fought long and hard for job reservation — but the Nationalist Government which gave it to them is now seriously considering abolishing it. **CRANG** CHARNEY examines the background and the implications.

From ally to pawn: The role of the white miner

211
CRANG
CHARNEY

In the past, Government and mineworkers have been dead against black mineworkers' unions, brutally smashing the strikes black workers attempted in 1920 and 1946. But now it appears they recognize that black unions could play an important part in promoting the changes they desire.

In the Industrial Council envisioned by the reform, black unions would provide a stronger counter to white unions, pushing for expanded responsibility for their members and the higher pay it would bring.

At the same time, council procedures would offer controls to minimise the likelihood that they would strike.

Even to consider proposals along these lines is an indication of how far the Nationalist Government has come from the days when it regarded mine owners as fat, rapacious Hoggensheimers. Enmity has given way to alliance.

But the proposals under study would provide a plethora of safeguards against the wholesale firing of whites.

But in the long run, the proposals could lead to a substantial restructuring of the industry's labour force, with a major impact on wages and profits.

Eventually, white miners' jobs could be "fragmented" away, with portions given to lower-paid blacks.

At the same time, a substantially larger percentage of the latter would become settled, non-migrant workers.

But what would the proposed changes mean? In the short term, relatively little.

Blacks could be allowed to fill vacancies, and presumably the proportion of non-migrant black mineworkers would edge up from its present three percent.

The first Wiehahn report set the powerful white mineworkers safely

aside, inveighing instead against job reservation elsewhere.

Now that all the other white unions have been forced to accept its ending, the stage is set for the Government to turn on the isolated mineworkers.

Strikes pushed wages up elsewhere, while political considerations diminished the flow of foreign grants and tightened the labour market.

But while the background was favourable the actual politics of the move against job reservation was a masterpiece of the "divide and rule" tactic so often used against blacks.

The first Wiehahn report set the powerful white mineworkers safely

possible wage increases for black miners, while changing conditions in the labour market necessitated them.

Stellenbosch his-torian Hermann Gilhorne has noted, the Government has dropped the white workers, moving closer to business and mining interests.

Doing so here has been made easier by the fact that mining is now largely controlled by two groups — and one of them is in Afrikaans hands.

At the same time, soaring gold prices made

The plans now under discussion to abandon job reservation altogether provide further evidence of the reversal of alliances

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The reservation of skilled job for whites has been the most sensitive labour issue in the mining industry for 75 years. Fears that cheap black labour would undercut highly-paid white workers led to strikes in 1907, 1913 and 1914.

They also provoked the bloody Rand Rebellion of 1922.

National Party governments came to power in 1924 and 1948 with crucial aid from white miners, promising them improved protection in return.

They guarded the *modus vivendi* which emerged in the aftermath of the rebellion — that black advance would occur only with the consent of white miners.

The miners' strike of 1979 — again over the same issue — gave a clear indication that the Nationalist Government's position had changed.

The crucial expression of support from the Government was never forthcoming and the strike collapsed.

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Year	Percentage of the labour force in mining	Percentage of the labour force in other industries	Percentage of the labour force in agriculture	Percentage of the labour force in services
1920	15	65	15	5
1946	18	62	14	6
1970	22	58	12	8
1979	25	55	10	10

At the same time, soaring gold prices made

Cautious reaction to end of job curbs

210/211
177 STAR 15/1/51

By Bob Davis

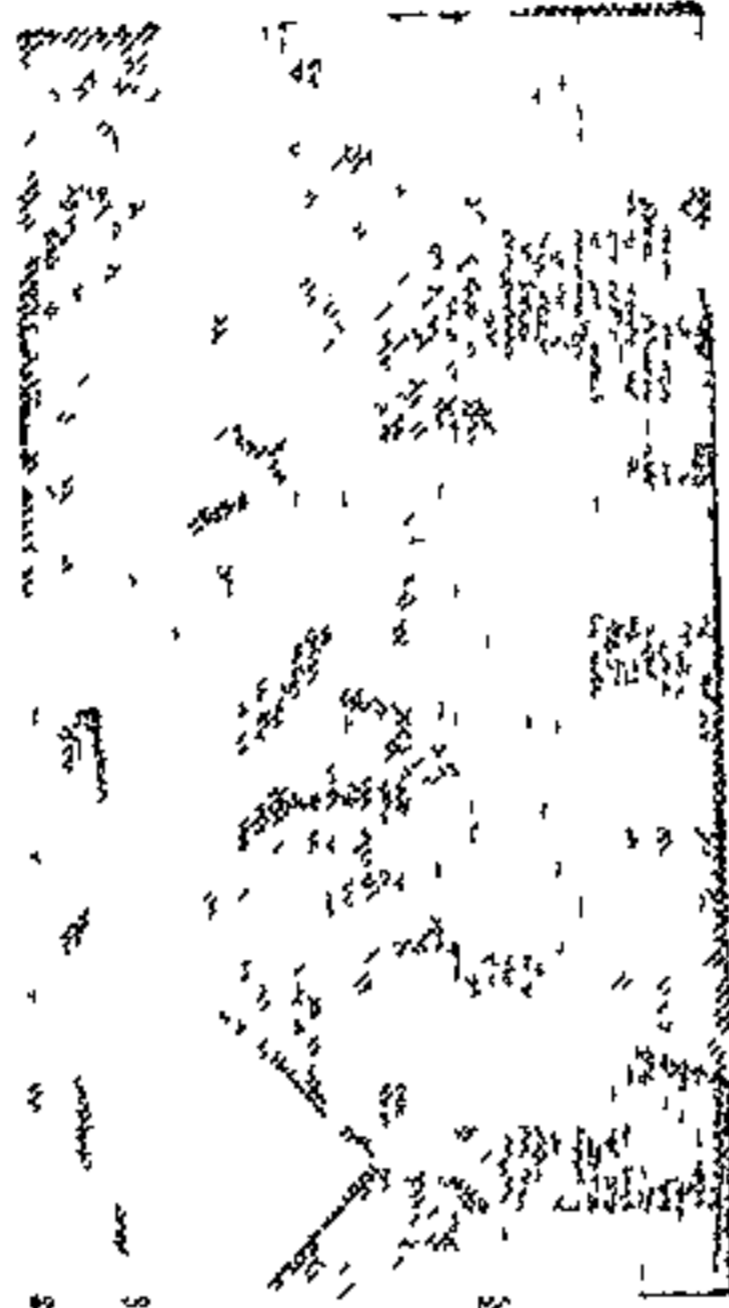
Mining companies and unions have reacted cautiously to The Star's disclosure that job reservation is to be scrapped in the industry.

A spokesman for the Transvaal and Free State Chamber of Mines said negotiations with the representatives of mine workers were at a delicate stage and could not be finalised until parts five and six of the Wiehahn Report had been published.

"Even then ongoing negotiations will be affected by the attitude of both Government and white workers to the Wiehahn Report."

The general secretary of the Mine Workers Union, Mr Arrie Paulus, said his union was not in favour of trade unions for black workers in any industry in South Africa.

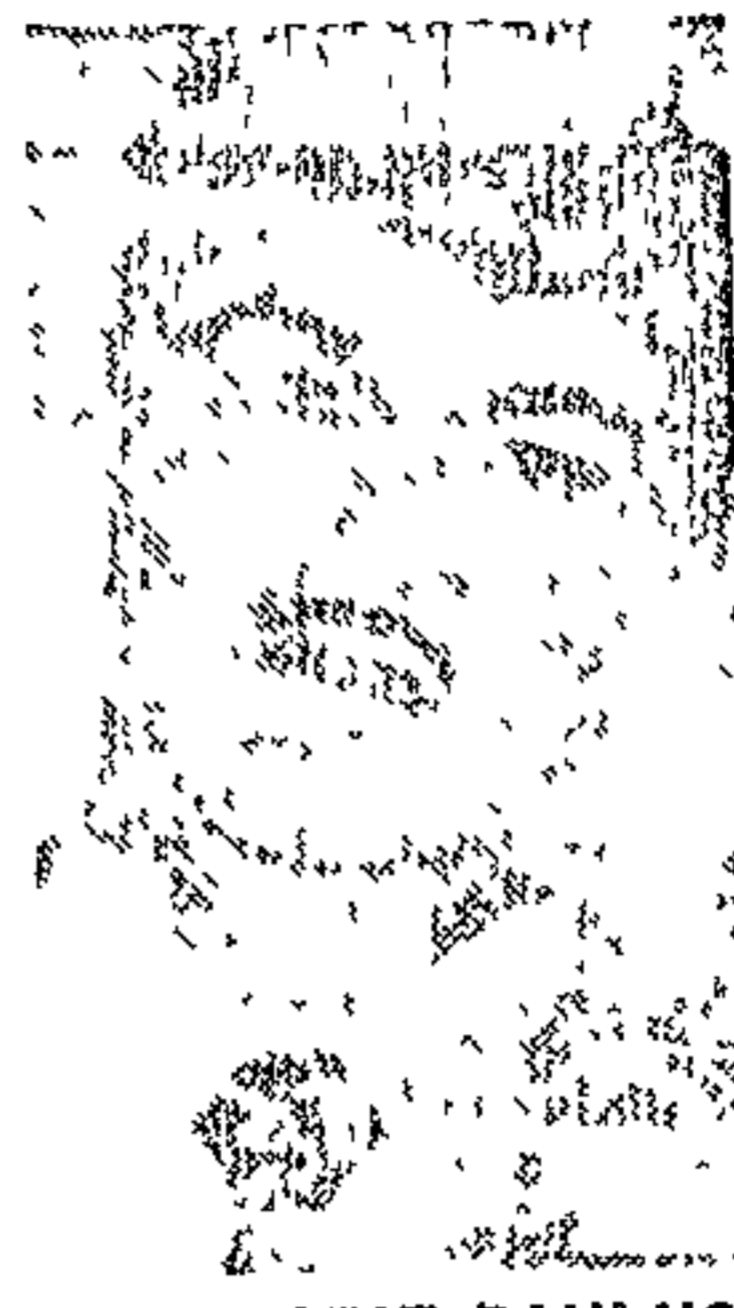
He also did not see eye-to-eye with industry



PROFESSOR NIC WIEHANN

sources who wanted to do away with job reservation on South African mines as had been the case in certain other industries.

Mr Paulus also disputed allegations that there was a shortage of white artisans or miners anywhere in the country.



MR ARRIE PAULUS

He rejected a statement that safety regulations had been violated in the mines because of job pressure on white miners.

He said while his union did not favour the scrapping of job reservation on the mines, he found an industry statement that

blacks were excluded from "certain mine jobs" to be too vague for specific comment until the final report of the Wiehahn Commission of Inquiry into labour legislation had been published.

But regarding safety regulations, Mr Paulus said South African mines had the best safety record in the world.

"And the people to thank for that are the white mineworkers."

He said there were enough white miners presently employed and in training to do all the jobs that had always been done by white mineworkers.

Mr Paulus said it was the function of his union to represent white miners in all facets of employment.

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YOUR REF

OUR REF

16th January, 1981

RE: OPTIMA article on MIGRANT LABOUR IN SOUTH AFRICA by Merle Lipton

The following statement was issued today by Mr. Michael Rubinstein on behalf of his Client, Mrs. Merle Lipton. Mrs. Lipton is author of the special issue of OPTIMA (Vol 29 no 2/3) on MIGRANT LABOUR IN SOUTH AFRICA. OPTIMA is the quarterly journal published by the Anglo American Corporation of South Africa Limited and associated companies.

The publishers inserted into this recent issue of OPTIMA a statement by Gold Fields of South Africa Limited (GFSA) which claims that Merle Lipton's article contains "untrue statements" about their labour policies on the gold mines. Mrs. Lipton rejects this allegation, which casts a slur on her professional reputation. A settlement has now been reached between Mrs. Lipton and the publishers (the Anglo American Corporation, de Beers Consolidated Diamond Mines and Charter Consolidated group of companies).

In the context of this settlement, the publishers of OPTIMA, in an open letter to Mrs. Lipton, record that:

"We have never doubted and do not doubt your integrity and competence as a researcher; nothing in the Statement by the Publishers in the special migrant labour edition of OPTIMA should be otherwise construed. Your study represents a major contribution to social research and the fact of its publication is evidence of our commitment to its significance."

Merle Lipton adds the following comments:

1. The three specific points made in GFSA's statement do not, separately or together, support the serious allegation that I made "untrue statements" about them.
2. GFSA's first two assertions - that they pay their black miners "above the lowest minimum rates" and that they have implemented "significant programmes to upgrade accommodation and amenities" - do not contradict the relevant sections of my article. As I recorded, GFSA was the only gold mining company in South Africa which refused to disclose information to me. It is their general rule not to discuss their labour policies with researchers and press. I therefore could not, and did not, make any statements about their actual wage rates, nor about their expenditure on accommodation and amenities. I merely stated, as have many previous studies (some cited in footnote 31, page 144 of OPTIMA) that, in informed circles in the mining industry and among labour experts, GFSA is believed to lag behind the more progressive companies in these matters. This widely-held belief can be tested only if GFSA discloses the relevant data and permits confirming interviews with its mine managers and workers.
3. GFSA also denies my suggestion, made when discussing the differences in policy among mining companies (on page 133 of OPTIMA), that "GFSA with its strong foreign connection, possibly takes a shorter term

view, preferring to maximise its profits now." Obviously this is not a statement of fact, but a hypothesis. It is not moreover derogatory: given normal respect for the rights of workers - whatever their colour - a company can, quite properly, choose among alternative views about the balance between short-run and long-run gain.

4. The main issue in my article is not meliorist measures to improve wages and conditions of migrants, although I welcome these, but the migrant labour system itself. This compels 99% of 400,000 blacks on the gold mines, as a condition of employment, to live in single-sex compounds, separated from their families. My article stresses that the labour policies of all the mining companies fall far short of granting black workers their normal human and family rights. However, some companies are now seeking to improve this, e.g. by increasing the number of workers in family houses, and they are usually ready to open their mines and records to observers, as can be seen from the (highly critical) case-study of de Beers' Kimberley diamond mines that OPTIMA enabled me to make (p.119). GFSAs defence of their record contains no reference to this central question of family rights for black migrants.
5. I have, on balance, supported "constructive engagement" - the use of foreign investment to encourage basic change in apartheid-labour policies. Hence I was particularly interested in this large and profitable company, 47% British-owned, which employs more black workers (over 62,000) than any other British company in South Africa. It is regrettable that GFSAs should have threatened to stop publication of my article, warned the South African press (already heavily circumscribed by political and libel laws) not to refer to sections of it, and issued unfounded allegations and threats against me.
6. The way for GFSAs to settle these disagreements is by disclosing more information and permitting verification of it by researchers and press. I would be prepared to visit any compounds and mines, to examine any information made available, and to record any evidence of progress, as I have done in the case of other employers. But discussion must be carried out on the basis of reasoned, scholarly argument about the evidence, not against a background of hostility to research and public debate.

Black mine apprentices go-ahead

In the wake of recent mining industry recommendations that job reservation in the industry be scrapped, the Department of Manpower Utilisation said today that the first indenture of black apprentices on a South African mine for 1981 had been approved.

Two black trainee welders, Mr Raphael Sehona and Mr William Mguni, are to work near Ogies for Rietspruit Opencast Services and another nine trainees are waiting for final approval before starting work for Tobatse Ferrochrome at Steelport.

Four of them are indentured as boilermakers and the other five as fitters.

MERIT

The approval for Mr Sehona and Mr Mguni was given after Rand Mines had satisfied the Department of Manpower Utilisation that a qualified welder had undertaken to train them.

The director of personnel for Rand Mines, Mr D King, said today there were more applications for black apprentices in the pipeline.

"But we don't want to ruffle the feathers of the mining unions so I must add that applicants are selected purely on merit. That's company policy."

The next meeting of the Mines Apprenticeship Committee is on January 27, the same day the general council of the Mine Workers' Union meets in Johannesburg.

ARCHITECTURE
(Continued)

Mrs. Thornton White Prize

For the best work in

first year.

Miss M F J Sandilands

S A Brick Association Prize

For the student who has made

best use of bricks in his

design work.

J G Kirkman

R Stubbs Award

For the best project in

structure and design.

M R I Ness

National Development Fund

for the Building Industry

Book Prizes

For the best student in each

year of study of the degree

course.

First Year

J A L Chapman

Second Year

C S Jones

Third Year

B de Jong

Fourth Year

R W Kohne

George Strachan Prize

For the best final year

student of the degree course.

R W Kohne

LTA Prize

For the best student obtaining

a first class pass for a

dissertation in Building

Management.

S F Richardson

321572 (21) (21) 177

MWU to tackle job reservation

By Bob Davis *2/18/51*

The highly contentious issue of job reservation on South Africa's gold mines features prominently on the agenda of the general council of the Mine Workers' Union which meets in congress in Johannesburg on January 27 and 28.

Former Transport Minister Mr Louwrens Mulder will deliver the opening address.

The general secretary of the MWU, Mr Arrie Paulus, has expressed regret that the Wiehahn Commission's sixth report, which deals with labour on the mines, will apparently not be available to the congress because it will not have been tabled in Parliament.

"If the report had been available to us the Minister (of Mineral and Energy Affairs, Mr de Klerk) would have known at

once what the highest authority of the Mine Workers' Union has to say about it"

In addition to the Wiehahn Commission's report, the congress agenda features the retention of white miners in Bophuthatswana, pensions, salary increases and "other contentious matters, including the future of white workers in general and what the Mine Workers' Union should do to counter the Government's policy of promoting blacks to the detriment of whites"

In a message to union members, Mr Paulus said many retired miners had not contributed to a pension scheme for a large portion of their working lives but that the Government should provide them with pensions because of the vast income it enjoys from taxing the mining companies

RDM 28/1/81

Rightwing unions warn Govt of 'new 1922 revolt'

By ARNOLD GEYER

RIGHTWING white trade unions have warned the Government that there will be a repeat of the 1922 Rand Revolt if more rights are granted to blacks during the present Parliamentary session

Yesterday they told the Government any further "tampering" with white workers' rights in favour of blacks, and the scrapping of apartheid on any level, would be strongly resisted and would force them to resort to a general strike

These attacks emerged from the Mineworkers' Union annual general council meeting in Johannesburg yesterday

Officially opening the meeting, Mr Louwrens Muller, former Minister of Transport and Leader of the House of Assembly, said political power over South Africa, as well as the

Southern African sub-continent, should remain firmly in the hands of the Afrikaner and be defended "at all costs"

He also said Afrikaners had to be prepared for the day when negotiations, reasonableness and honesty no longer achieved this political goal

"The Afrikaner seems to have lost the desire to carry on the fight for that which is dear to him," he said

The acceptance by Mr Muller — an arch-enemy of the Prime Minister — to open the extreme Rightwing unions meeting has raised speculation as to his present political loyalties

The most fiery and outspoken address yesterday came from Dominee H B Senekal, the controversial Nederduitse Gereformeerde Kerk (NGK) minister from Bronkhorstspuit

In his speech which was enthusiastically received and is bound to cause an uproar in the NGK, Ds Senekal urged all Afrikaners to 'fight to the bitter end' to resist integration in the labour, church, sport, cultural and public spheres

He added that any changes to present influx control and job reservation legislation would lead to the downfall of the Afrikaner, who had 'shed precious blood for the country'

Warnings of the far Right's collision course against the Government were made by

● Mr P C C de Jager, president of the Mineworkers Union, who urged all whites in the industry to join a general strike if blacks were granted blasting certificates, if mixed unions were forced on whites, and if more rights were grant-

ed to black workers as a result of amendments to the Mines & Works Act and further Wiehahn Commission reports

● Mr Attie Nieuwoudt, president of the South African Association of Municipal Employees (Saame) who told the meeting mixed unions would always be "strongly and actively" opposed. He urged all whites — not only the workers — to join all-white unions to fight for the "survival of the Afrikaner".

● Mr B S J Reinecke, vice-president of the South African Confederation of Labour, which represents 18 all-white unions, who urged white workers to engage in an "all-out battle" against any further "integrationist" legislation passed by Parliament, particularly any further "betrayals" coming from such commissions as the Riekert and Wiehahn ones

11 die as train falls into river

STAR
29/1/81

~~219~~ 211
~~241~~

Transport Reporter

At least 11 people were killed and 45 injured when three SAR passenger coaches derailed near a bridge and fell into a tributary of the Kei River on the Transkei-Cape border early this morning.

According to a spokesman for the Railways in Johannesburg, the accident happened at 2 am when the train was travelling between Umtata and Queenstown.

He said it was possible more bodies might be discovered in the tributary, where the coaches lay on their sides only partly submerged in water. The passengers were understood to be mineworkers on their way to the Reef.

Injured passengers were taken to hospitals in Konga and Butterworth in Transkei.

A board of inquiry has been appointed to investigate. The spokesman could not say when the line would re-open to rail traffic.

S A Read

For the best final year student.
General J B M Hertzog Prize

D H Pryce Lewis

For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

David Haddon Prize

Miss C Tredgold

For the best woman student
in third year.
Molly Gohl Memorial Prize

P A Rappoport

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
Helen Gardner Travel Prize

P F Dunckley

Sixth Year

For the best student in :-
of Architects' Prize
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

Stand on blasting certificates for blacks

White miners threaten strike

211
~~211~~
 Wm J. ...
 18/1/31

Mercury Correspondent

JOHANNESBURG—The Mineworkers' Union will go on strike if blasting certificates are granted to blacks in terms of the Government's labour reform programme.

This decision was unanimously taken by the 52-member general council of the Right-wing union during its annual congress held in Johannesburg over the past two days.

It was announced by Mr Arrie Paulus, militant general secretary of the 18 000-strong union, at a Press conference yesterday afternoon.

Mr Paulus told journalists the sixth report of the Wiehahn Commission, dealing with the mining industry, was due to be tabled soon and the union had 'reliable information which led it to believe it would recommend the granting of blasting certificates to blacks.

'If this happens, and the Government accepts the recommendation...

entrenched in the Mines and Works Act since the 1920s — is the cornerstone of white miners' resistance to black advancement.

A strike over this issue could be the decisive battle in the long-standing conflict between the union, the mining companies and lately the Government over black advancement.

With its latest decision the union seems to have set itself up for a final, 'do or die' confrontation.

'We are more united than ever before and I am convinced that, when their futures are threatened, all miners will fight to the end.'

Asked whether the union would strike legally in terms of the procedures of the Industrial Conciliation Act, Mr Paulus said: 'When your future is in danger, you don't care what means you apply to protect yourself. We won't care whether the strike will be legal or illegal.'

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Resign

Questioned on the union's attitude to unions for blacks, he said he could 'paralyse the Government and the country' by recruiting black mine-workers but they would soon dominate the union.

'Every night, the Government can say 'thank God for the verkrampte Arrie Paulus'', he said.

The union had never discussed the possibility of opening its ranks to blacks and he would resign if this happened, he said.

Mr Paulus said he was hopeful that the Government would respond to the union's appeals — but if this failed, miners would fight with everything in their power and the clash could be 'worse than in 1922'.

He added 'I hope it won't be an NP Government this time which will trample the MWU into the mud'.

In terms of another council decision, the union will intensify its efforts to recruit all white workers who shared its ideals.

● The council also expressed its sympathy to the next-of-kin of victims of the Cape floods and voted for a contribution of R1 000 to flood relief funds.

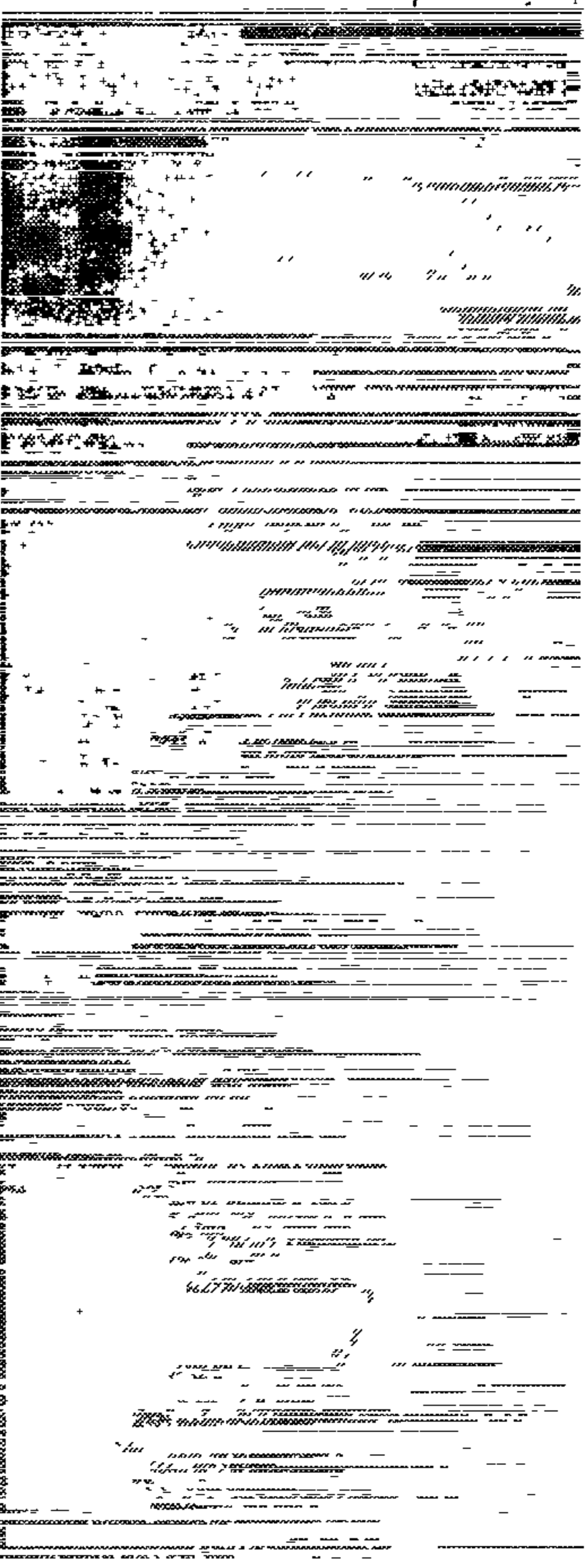
'If this happens, and the Government accepts the recommendation, we will do everything in our power to persuade the Government by peaceful means to desist.

'But if we fail, we will immediately go on a full-scale strike'.

He added the blame 'for this would rest 'squarely on the Government's shoulders'.

The restriction of blasting certificates to whites —

est student obtaining
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Tommie Liebenberg has completed more than 200 training shifts but by June this year he could be earning as much as a member of Parliament.



College Principal Ben van der Merwe at Welkom — has successfully trained more than 3 000 miners

Go down — it's the quickest way to the top

STAR 29/1/81

(21)

A former pupil of the Henneman Hoerskool, Tommie is one of 500 trainee miners who will be completing the training period of 312 shifts at one of the nine Chamber of Mines training colleges this year.

He has less than 100 shifts to go before he starts earning big money. Joubert Strydom (20) has completed only 30 shifts but he says he has made up his mind to stay on at the college.

Kiddo Munnik (25) comes from Cape Town and he admits frankly he doesn't like routine — which is why he wasn't able to settle down in previous jobs.

"But I like the challenge and the variety of mining. I've completed 60 training shifts and I'm staying."

Kiddo Munnik (25) tried man of the three but there are 12 other married men at the Welkom college and all have comfortable rooms at the college hostel.

The mining industry attributes much of its success to the training colleges at Winkelsaak, West Rand Consolidated, Blyvooruitzicht, Kloof, Stilfontein, Buffelsfontein, Vaal Reefs, Harmony and at Western Holdings in Welkom where The Star called on Principal Mr Ben van der Merwe.

Mr van der Merwe says training is programmed so that a student can join on any day of the year because each of the six phases are in constant operation.

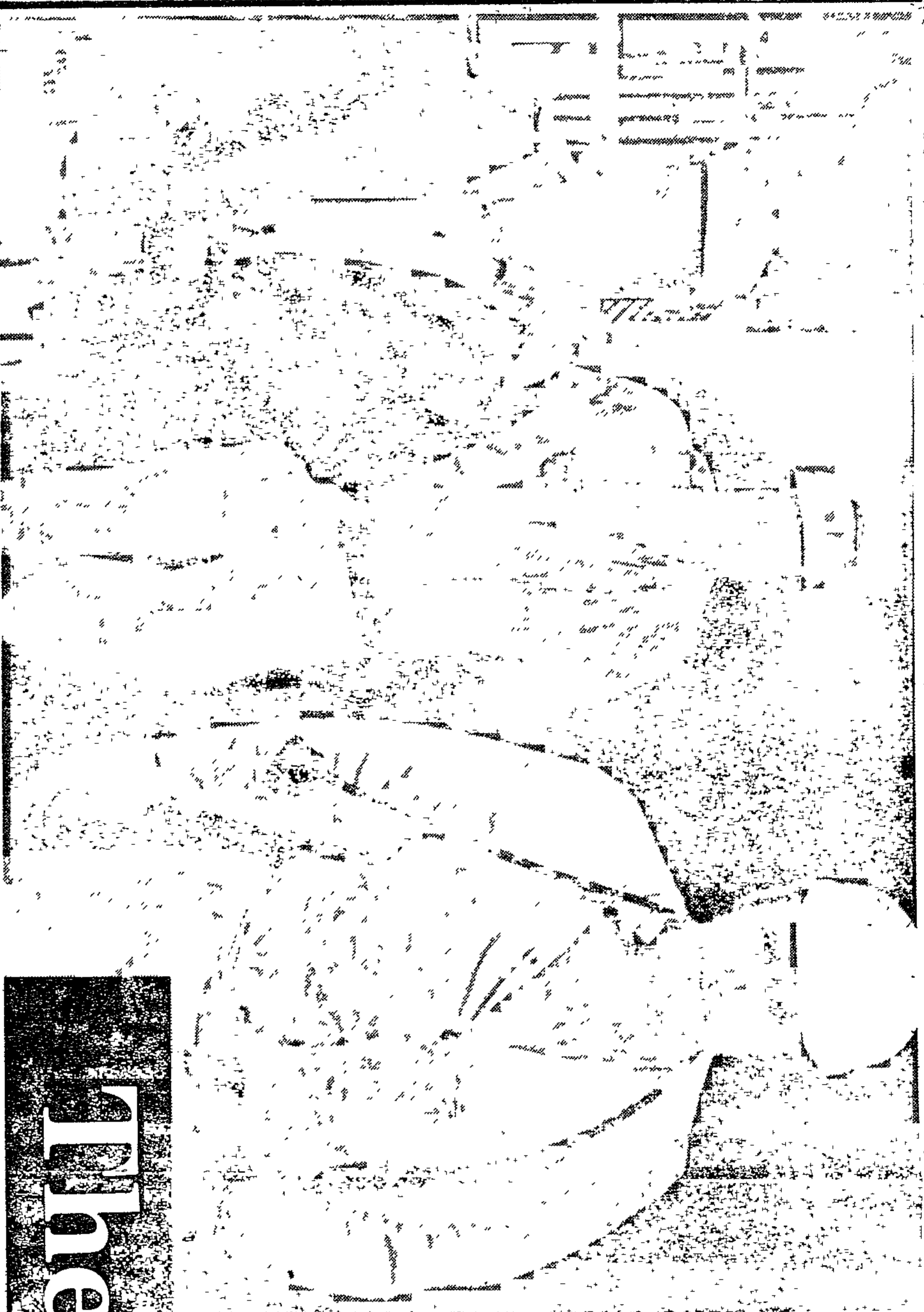
Initially the work is hard because college personnel believe a white miner should be able to perform every function expected of a black miner. This includes shovelling, rock breaking, erecting supports, laying tracks and pipes and ensuring safety.

The first pay increase (they start on R400 a month) takes place at 110 shifts and the trainee takes charge of a number

Fun in the pool follows a hard day's work.

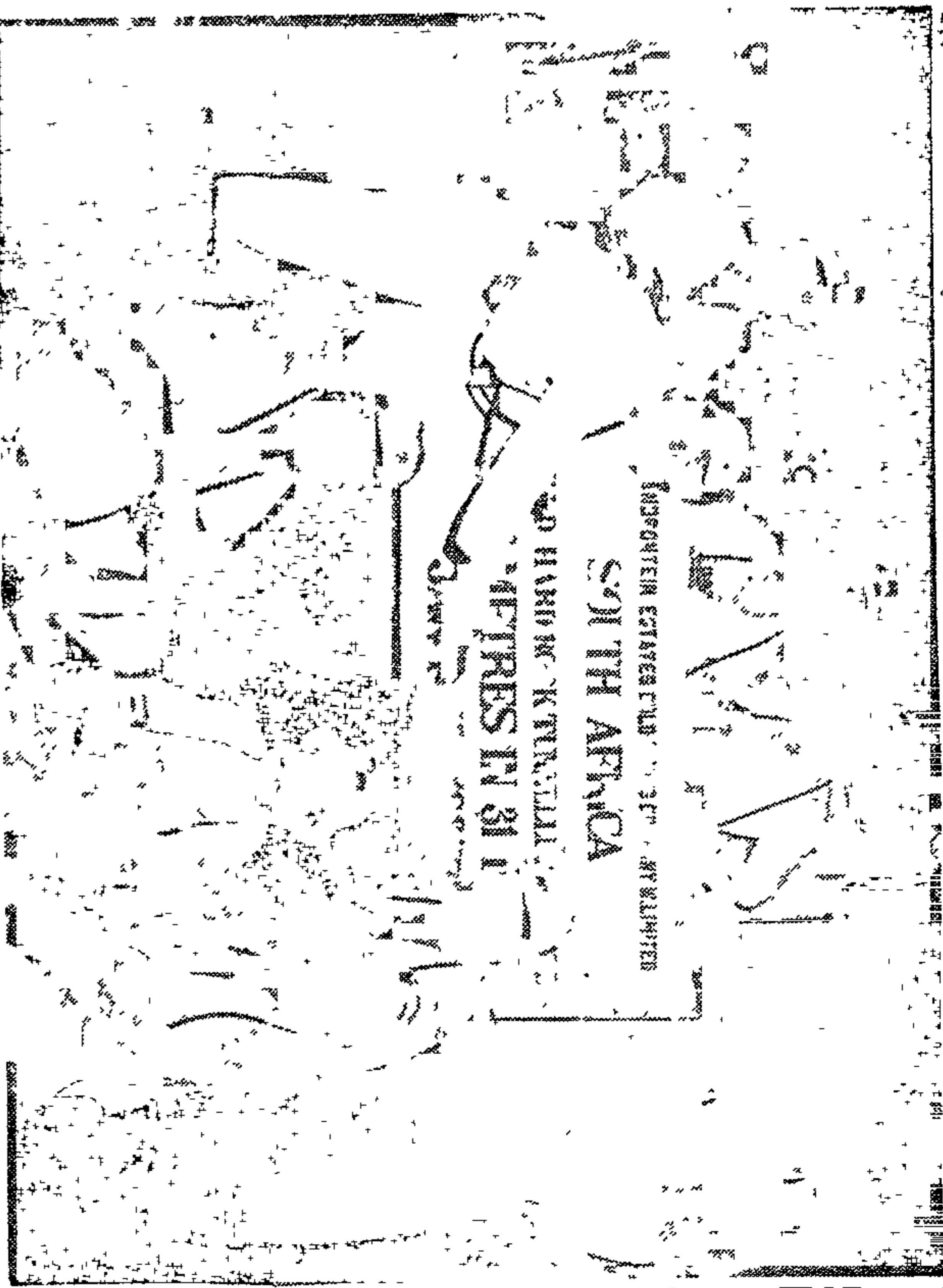
By Bob Davis
Photographs by
Alf Chapman

Tommie Liebenberg is just 19 years old but by June this year he could be earning as much as a member of Parliament and he says he wouldn't swap his future prospects with many men in South



Working around the clock for 31 days, the record-breaking team advanced 1 101 metres in parallel tunnels through hard rock.

In the usual order, underground manager Filip Veldman, mine captain Driekus Lamprecht and mining manager John Wilson Driekus Lamprecht is team leader of the 252 white and black miners who have just bettered their own world record at hard rock tunnelling.



A new world record in hard-rock tunnelling was established on January 17 and the champagne corks popped to mark the occasion at the East Rand gold mine. These men form part of a team which is now recognised as being the world's best in their profession.

STAR 29/1/81 (211)

The Superminers!

South Africa's top mining team — now recognised as the best in the world — comprises of 13 white and 229 black "ordinary" miners who have just bettered a world record which had stood for 20 years in the mining world.

Working around the clock for 31 days in eight-hour shifts, the men advanced 1 101,4 metres in parallel tunnels through hard rock on the Randfontein Estate gold mine near Randfontein, commencing on January 17.

The same team broke

the 20-year-old record for tunnelling held by Lorraine gold mine for the first time last October. But the man who led the successful attempt, Driekus Lamprecht, says there is little hope of a further attempt in the next few months.

Knowledge

The reason is that there is a bad dyke ahead (a vertical break in the strata) and it is going to require all the mining skill available to him and his immediate superiors to get the tunnel through without serious and time-consuming mishaps.

The dyke could open a fissure to millions of litres of water held above

a layer of dolomite some 400 metres above the tunnel.

Mining manager John Wilson said the record-breaking team had been working with full knowledge of the water above them ever since starting the tunnel which now reaches more than three kilometres from the mother shaft towards a planned new shaft area.

Great care was exercised all along to pump cement into any fissures. Underground manager Filip Veldman said the first holes drilled after a blast were always exploratory to make sure that there wasn't a volume of water somewhere ahead.

John Wilson said the record-breaking attempts

had proved that conventional mining — "the way we've done it for 20 years and more" — was still the best way to mine successfully.

"None of the men we picked had previously been associated with record-breaking attempts or with outstanding achievements.

"They were just ordinary miners and in the beginning we had no idea that they would establish world records in their profession."

He said a feasibility study had been done before the tunnel was started and prospective progress was plotted on a chart.

Achievements

"We plotted the world record on the same chart and took a point between the two as being a reasonable target."

Team leader Driekus Lamprecht says in the beginning the team worked below target but soon each man became acquainted with his particular task and a team spirit began to develop.

"Frankly, we were motivated by the prospective high earnings but once we had that world record in sight, money became a secondary consideration. We were motivated by personal achievement and job satisfaction."

The world record went by the board last October and towards the beginning of December they decided to have a go at bettering it.

The mine management obtained papers written on previous record attempts, made a study of equipment, conditions

and support work and gave the team the green light.

Study

Filip Veldman said after that it became a matter of shaving off not minutes but seconds from the various functions, which the shift changed,

those coming on duty literally took tools out of the hands of the team completing duty and carried on with the work.

Absenteeism became an unknown occurrence and spare equipment was always at hand just in case anything should break down and cause a

delay.

"But we did not sacrifice safety standards," Driekus Lamprecht said. "We also kept accidents down to a minimum and it is a tribute to my team that there were only four minor injuries."

On January 12, the 25-

day record was bettered and five days later there was triumph when the tunnel was measured and it was found that they had done it again.

John Wilson was full of praise for his men but pointed out that much of the credit was due to the planning done by Mr L S

Halasz, the former mine manager who is now at Head Office in Johannesburg pending promotion to general manager on another mine.

There was champagne all round and hilarity when the world record distance was announced, but when The Star visited

the men underground, it was business as usual.

There is after all, the dyke ahead and then there is also a well-founded rumour that a team on a certain other mine are also beginning to get that world-record feeling for a tunnel they are working on.

Keeping the dust down and making the working place safe is the first function after the blast.

Miners see MWU as obstacle—survey

30/1/81 Star
 210
 120

By Bob Davies

Most of South Africa's white miners do not want their sons to work on the mines and accept that blacks will have blasting certificates although the miners say safety standards may suffer as a result

This is the consensus of opinions of white miners with blasting certificates and white trainee-miners in the Transvaal and Free State on both gold and coal mines

They told The Star in a series of informal interviews that they had accepted what they regarded as being the inevitable — that the tide could not be turned

Interviews were conducted in change-rooms, working places underground, at meals and social gatherings in the past 14 days in anticipation of a decision which has now been announced by the Mine Workers' Union after its General Council Congress which ended in Johannesburg yesterday

Not one miner, with the notable exception of General Council delegates, said he believed blacks would not have blasting certificates.

All the miners asked not to be identified.

At its Press conference yesterday, the Mineworkers' Union announced it would go on strike if

blasting certificates were granted to blacks in terms of the Government's labour reform programme

The strike decision was unanimous by the 52 General Council members who were told by MWU president Mf P de Jager that white miners would look to them for leadership if the Wiehahn Commission's sixth report should recommend that job reservation be scrapped on the mines

It was assumed at the conference that the commission's report would be tabled in Parliament in the near future

However, in view of the April General Election,

the NWU yesterday urged the Government to release the report at once, "so that white miners know where they stand"

Mr Arrie Paulus, general secretary of MWU said if the Government accepted a recommendation that blacks be granted blasting certificates, "we will do everything in our power by peaceful means to persuade the Government to desist.

"But if we fail, we will immediately go on full strike"

In its interviews with white miners, The Star asked

● Do you think black miners will ever have blasting certificates in South Africa

● If so, will it be during your working life

● If so, would the safety standards of mines be affected

● Who or what is the obstacle preventing blacks from qualifying for blasting certificates in the near future

● Would you let your son work on the mines.

The consensus of opinion was that blacks would, sooner or later have blasting certificates

Many miners admitted in some mines blacks were already doing many jobs actually reserved for whites while the white miner spent most of his time at his "box."

Many said the cream of the black workers now employed on the mines would be able to qualify for the certificates

And the obstacle to blacks qualifying was seen by all to be the MWU "Arrie (Paulus) won't let it happen," they said

Second Year

J A L Chapman

First Year

course.

For the best student in each year of study of the degree

Book Prizes

for the Building Industry
 National Development Fund

M R I Ness

structure and design.

For the best project in

R Stubbs Award

J G Kirkman

design work.

best use of bricks in his

For the student who has made

S A Brick Association Prize

Miss M F J Sandilands

first year.

For the best work in

Mrs. Thornton White Prize

(Continued)

ARCHITECTURE

FINE ART & ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
For the best student in :-

Sixth Year

P F Dunkley

Helen Gardner Travel Prize
For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize
For the best woman student
in third year.

Miss C Tredgold

David Haddon Prize
For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.

S A Read

Osbourn Prize
For the best work in fourth
year.

D H Pryce Lewis

John Perry Prize
For the best work in
third year.

R A van Rosenfeld.

ARCHITECTURE

Muller
denies
remark to
miners

THE former Minister of Transport Mr Louwens Muller has denied that he said Afrikaners must retain power at all costs when he addressed the General Council of the Mineworkers' Union in Johannesburg this week.

Mr Muller said in Cape Town that he had specifically not used the word 'Afrikaners' but the word 'ons'.

By using the word 'ons' he had meant all South Africans, Afrikaans and English-speaking, who supported the principles of the National Party.

Mr Muller was widely reported in the English and Afrikaans Press as having said that Afrikaners must cling to political power.

But his notes showed that the word 'ons' was used and not 'Afrikaners'.

I also specifically refrained from referring to job reservation as I was not sufficiently informed about the merits of the mineworkers' case, he said.

APCWS 3/2/81
Black gold miners 'in'

~~307~~ 211

IN TERMS of an amendment to the Unemployment Insurance Act approved in all its stages in the Assembly, black gold miners and colliers will in future contribute to and benefit from the Unemployment Fund.

The Unemployment Insurance Amendment Bill scrapes from the principal Act all reference to the word 'black' and re-defines the qualifications for certain benefits after a broken period of service.

In introducing the amendment, the Minister of Manpower Utilisation, Mr Fanie Botha, said changes had become essential as the position was being reached where the value of a worker was fully realised—Sapa

Unemployment benefits for black miners

RDM 3/2/81
~~30~~ 211

THE Assembly — In terms of an amendment to the Unemployment Insurance Act, approved in all its stages by Parliament yesterday, black gold miners and colliers will in future contribute to and benefit from the Unemployment Insurance Fund

The Unemployment Insurance Amendment Bill scraps from the principal Act all reference to the word "black" and redefines the qualifications for certain benefits after a broken period of service

In introducing the amendment, the Minister of Manpower Utilisation, Mr Fanie Botha, said changes had become essential as the position was being reached where the value of a worker was fully realised

It was therefore desirable that all mine workers were equally covered by the Unemployment Insurance Act

The Bill was supported by Dr Alex Boraine (PFP Pinelands) on behalf of the Opposition

Because of the regularity of employment of black workers in collieries and gold mines,

they could no longer be defined as migrant workers, and the fact they could now receive unemployment benefits in terms of the Act, was a step forward

Mr Ron Miller (NRP Durban North) supported the Bill on behalf of his party

The amendment was an improvement and showed the change in the Government's attitude towards the worker corps, he said.

He asked the Minister to take another look at the exclusion in terms of the Act, of labourers in the agricultural sector.

Replying to the second reading debate, Mr Botha said that such a step would not be taken without prior consultation with the agricultural sector.

In terms of the amendment, there would be an additional 141 000 mine workers who would contribute to the unemployment fund and it was not anticipated that payouts would adversely affect its reserve

With the support of all parties, the Bill was taken through all its stages — Sapa

'Fanakalo' may be used to aid training

STAR 3/2/81 (211) (181) (165)

The National Manpower Commission is looking into the possibility of extending the use of "fanakalo", the lingua franca on South Africa's mines — into other industries.

At a Press conference held after its first triannual meeting in Pretoria last night, NMC chairman Dr Henrie Reynders said the dialect could be used in commercial and industrial enterprises to improve the training and productivity of workers.

The NMC was set up on the recommendation of the Wiehahn Commission to advise the Government on labour issues.

Another topic discussed by the commission yesterday was the use of television for training purposes, Dr Reynders said. The matter would be thrashed out in talks with the SABC over the next few months.

CHEMICAL

L Mengaldo

Drawing.

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering

J H Rens

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

B F McClelland

J H Rens

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

FACULTY OF ENGINEERING

Miners to

get new ^{STAR} 3/2/81

deal from ⁽²¹¹⁾

UI Fund ⁽³⁸⁷⁾

HOUSE OF ASSEMBLY

— In terms of an amendment to the Unemployment Insurance Act, approved in all its stages by Parliament yesterday, black gold miners and colliers will, in future, contribute to and benefit from the Unemployment Fund.

The Unemployment Insurance Amendment Bill scraps from the principal Act all reference to the word "black" and redefines the qualifications for certain benefits after a period of broken service.

In introducing the amendment, the Minister of Manpower Utilisation, Mr Fanie Botha, said changes had become essential as the value of a worker was becoming fully realised.

It was therefore desirable that all mine workers were equally covered by the Unemployment Insurance Act.

The Bill was supported by Dr Alex Boraine (PFP, Pinelands) on behalf of the official Opposition.

Because of the regularity of employment of black workers in collieries and gold mines, they could no longer be defined as migrant workers, and their being able to receive unemployment benefits in terms of the Act was a step forward.

Mr Ron Miller (NRP, Durban North) supported the Bill on behalf of his party — Sapa.

Although the law does not specifically deny teachers, nurses and police the right to join trade unions, it has been the custom in the past for them to belong to associations. Labour observers say that the difference between the two is one of semantics — no more.

Paulus refuses to comment, however, on whether he has started recruiting members from these areas.

White unionists are also speculating that Paulus may de-register the MWU and form a breakaway union outside the government's official industrial relations structure. This would allow him greater movement as he would then not be limited to one area of recruitment.

But Paulus vehemently denies this. On his own home front he has launched

jobs "

He goes on to invite "those unhappy members to approach us. We want to help you to break away without endangering your present jobs."

One of only two remaining job reservation clauses on the statute-books bars anybody but a white from doing work connected with sampling, surveying and ventilation. But, says Doc Coertze, general secretary of the UOA, companies may apply to the Minister of Manpower Utilisation for exemption from these job reservations. "If employers are certain that there are no whites to carry out the jobs, they may apply for exemption. Any union or association can object to these exemptions if they feel there are whites to fill the posts."

There is clearly a broader ideological battle being fought between the UOA and the MWU. Paulus accuses the association of failing to protect the jobs of the white workers because it is a "mixed union." He says he has had a good response from dissatisfied UOA members, and adds, "We don't see why blacks should be brought into jobs for whites. There are enough whites and why when we have used blacks as labourers all along do we have to use them as anything else now?"

Coertze, however, says "Any sensible man accepts that change must come and that the mining industry cannot survive on white labour alone." He says the members of his association, with a few exceptions, accept this reality.

WHITE WORKERS

Solidarity?

FM 6/2/81

211

Aric Paulus, general secretary of the militant white Mine Workers Union (MWU), has called on "all whites to join one union." Paulus tells the FM that this is the only way "we can protect our jobs" and he says he intends organising teachers, police and nurses.

Paulus's call was issued in the same week as the MWU's threat to government that white miners will strike if all discriminatory legislation is removed from the laws affecting the mining industry, and the week in which he directly attacked the Underground Officials Association (UOA) for failing to protect its white workers.

Paulus faces certain constitutional problems should he try to break new ground in union organisation. According to the registration procedure, he may only sign up members in different areas of interest, other than the industry he is registered for — in this case the mining industry — if he applies for an extension of scope.

This, he says, he will do. "Once we have 75% representation in any of the areas we will apply to the registrar for extension of scope. If no objections are placed and if no other union proves that it has greater representation, the registrar will have to accept the MWU as the representative of these people."

Paulus says he will approach white teachers, nurses and police because the law discriminates against them. "There are whites in this country who cannot join a union but government is going to extend trade union rights to migrant workers — black workers who come from communist states. If this isn't discrimination, we don't know what is," thunders Paulus.



Paulus . . . white workers of SA unite

a full-scale membership war for white mineworkers. Although it has been an ongoing battle in the industry, Paulus issued a direct threat to the UOA — one of three associations organising mineworkers — in the MWU's mouthpiece, *The Mineworker*, this week.

He was once more objecting to the threat black workers pose to whites on the mines. In the lead article he referred to a recent notice issued at Western Deep Levels Ltd which states that "It has been decided by management in collaboration with the UOA to introduce Black Ventilation Recorders to work underground . . . It is anticipated to use these trained recorders with effect from January 8, 1981."

He says: "The time has come for the white members of the UOA to wake up. It must have dawned on them by now that their association will not protect their

commodation functional for only 10-15 years, have historically scrimped on expenditure for their black labour force. Now things are starting to change.

All Barlows group subsidiary and associated companies are committed to a programme aimed at improving the quality of life of black employees. Total expenditure is estimated to amount to R256m in escalated terms over the period 1980-1984 and a large percentage of this will be devoted to housing.

So Rand Mines, which employs 90 000 migrants nationally, has embarked on an active programme of upgrading hostel accommodation and providing new housing at a much higher standard than previously. Particular attention is being directed towards reducing the number of persons in hostel rooms and improving privacy.

No cost has been spared at Rietspruit. The housing, designed in Sardinian style, is virtually indistinguishable from that provided for white workers — consistent with the group employment code which stipulates an attempt to do away with all discriminatory practices.

The new Rietspruit development is typical of, or better than, any "suburban

211
EMPLOYERS' HOUSING

Sardinian Rietspruit

FM 6/2/81
Housing provided by Rand Mines, a Barlow Rand subsidiary, for black employees at Rietspruit should set a precedent for what can be done by large employers.

Mines generally have a limited lifespan. So mining groups, faced with the unique problem of housing large numbers of "single" men, as well as providing ac-

commodation functional for only 10-15 years, have historically scrimped on expenditure for their black labour force. Now things are starting to change.

dream" package. It has its own school, community facilities, and shopping centre. The 26 Sardinian cottages housing 600 contract workers are typical of modern well-equipped youth hostels. Each cottage consists of eight rooms and at present they house four workers per room. However, in future each worker will have his own room — an unprecedented step on the mines where an average of 20 men per room has long been the order of the day.

Each cottage has its own ablution facilities and a common lounge area with TV.

Planning and developing a healthy, but sexually segregated, community is impossible, but government policy which restricts the quota of married accommodation on the mines to 3% has enforced this. Rietspruit is the exception to the rule as 75% of its labour force is married, and married employees already occupy 311 of the projected 877 two- and three-bedroomed houses for which they pay a nominal rental of R5/month.

Says David Morgan, group labour consultant for Rand Mines: "Although our housing standards are dynamic and will be continually improved, no new housing will be developed at a lower standard than this, which is our minimum."

RDM. 7/2/81 (2/1) (138) (124)

Mine unions reject black artisans deal

By RIAAN DE VILLIERS
Labour Correspondent

ARTISAN unions yesterday officially rejected employer proposals for introducing black artisans in the giant mining industry for the first time.

The proposals were contained in a "productivity package deal" submitted to the unions by the Chamber of Mines about a year ago.

The unions informed the chamber of their rejection of the "package" at a meeting yesterday morning.

However, it is believed that there is some possibility that discussions on some aspects of the "package" may continue.

Unionists have been reluctant to comment fully on the reasons for the breakdown in the talks.

But it seems a major cause was the way in which the proposals were structured.

As in the past, the chamber combined proposals for black job advancement with the concession of certain fringe benefits to white artisans.

Unionists say they have rejected this as they refuse to "trade off black job advancement for increased benefits".

They demand that negotiations on benefits and working conditions be handled separately from those on black job advancement.

One senior unionist involved in the talks said yesterday

ZIMBABWE's Minister of Labour, Mr Kumbirai Kangai, announced yesterday that the Employment Bureau of Africa Limited (Wenela division), will not have its licence renewed to recruit labour in Zimbabwe.

In a statement, the Minister said: "While Wenela's recruiting operations will cease forthwith, the company's depots will not close until such time as the 5 000 Zimbabwean imneworkers in South Africa have been repatriated when their present contracts expire"

"We told them that package deals, in which we are expected to trade off concessions along racial lines in exchange for benefits, are not on

"We won't indulge in horse-trading with our members' future"

He said the unions would continue to demand improvements in benefits "in the normal manner" during the forthcoming annual wage talks with the chamber, and added

"It is now up to the chamber to negotiate with us on the other issues on a separate basis"

Earlier this week, unionists also said their members rejected the package because it contained proposals for the introduction of semi-skilled "operatives" in mine artisan work

This would lead to job fragmentation and a resultant weakening of artisans' positions

Other senior artisan unionists said another major stumbling

block was the chamber's attitude to union rights

One unionist claimed the chamber refused to extend stop-order facilities to skilled black, coloured and Asian workers, enabling their recruitment by the artisan unions

"We don't object to blacks becoming artisans but we cannot agree to this if we can't enrol them as members," he said

He claimed the underlying reason for the chamber's attitude was a reluctance to extend the present "closed shop" clause in its agreement with mining unions to blacks, which would imply immediate unionisation of all black miners

His impression was that the chamber was trying to avoid having black miners in one or two large unions and was envisaging up to 10 in-company-type unions for them

Chamber representatives would not comment on the breakdown in the talks yesterday

How about a bike ride.....

9/2/81
STAR
211



Matt van der Merwe and Stewie Turnbull of the Collieries Training College at Witbank on bicycles in a coalmine.

...down a coal mine

Report by BOB DAVIS

Photographs by FRANK BLACK

Coalminers ride bicycles underground, overalls remain clean for eight hours and mechanisation is the name of the game

Billed as South Africa's fastest growing industry and now second only to gold as an income producer, the coal mines are out to get trainees for both mining and technical operations.

The actual mining operations are a lot less strenuous than those on a gold mine, but then the potential earnings are also a lot less

Having been down a number of gold mines in recent weeks, photographer Frank Black and I accepted an invitation to visit the training school at the New Clydesdale Colliery. I was given a brand new white overall to wear. The fact that it was only slightly soiled after we had gone through four kilometres of undercoal passages was just one of the surprises

The ventilation system and ample water sprayed on the coal after each blast kept dust to a minimum. The coal seam at New Clydesdale is more than two metres thick so walking upright was easy and riding a bicycle underground was no problem

Most of the miners keep bicycles on hand because of the long distances back to the entrance shaft, which is a steep incline. And no skips. You walk in and it's a steep climb out.

Training takes nine months to complete. The first three months are the most difficult, because the work is genuinely hard thanks to the philosophy that a white miner must learn to do every function expected from a black

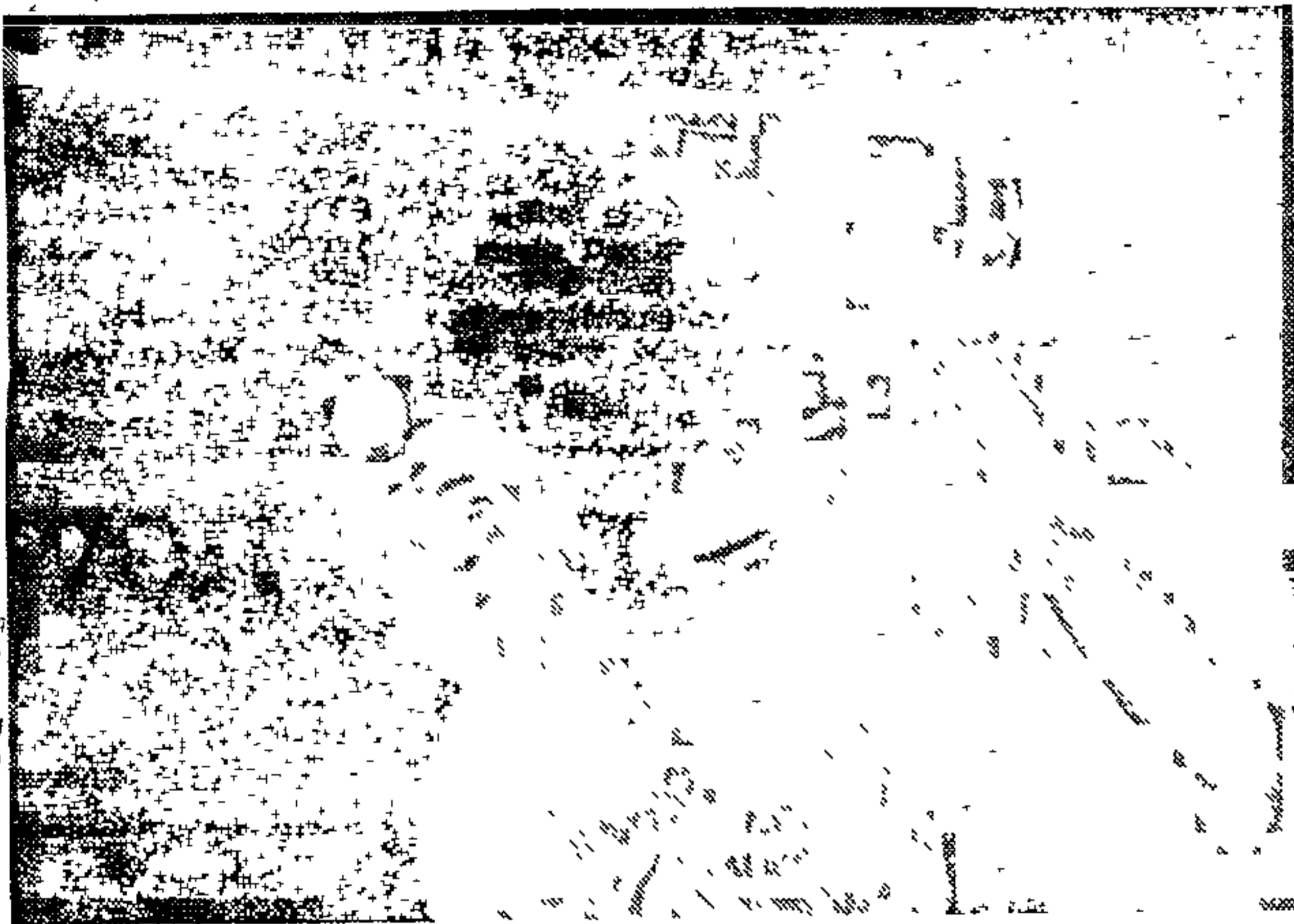
But a gentle attitude towards trainees was evident. College Superintendent Matt van der Merwe said: "I know some of the older shiftbosses think the best way to introduce a man to coalmining is to get him into the dirtiest job straight away, but our approach at the college is that induction is slow and easy, enabling a man to become accustomed to conditions underground."

Provisional blasting certificates are earned after about six months and because of the shortage of men, mining work on full pay is undertaken from then on

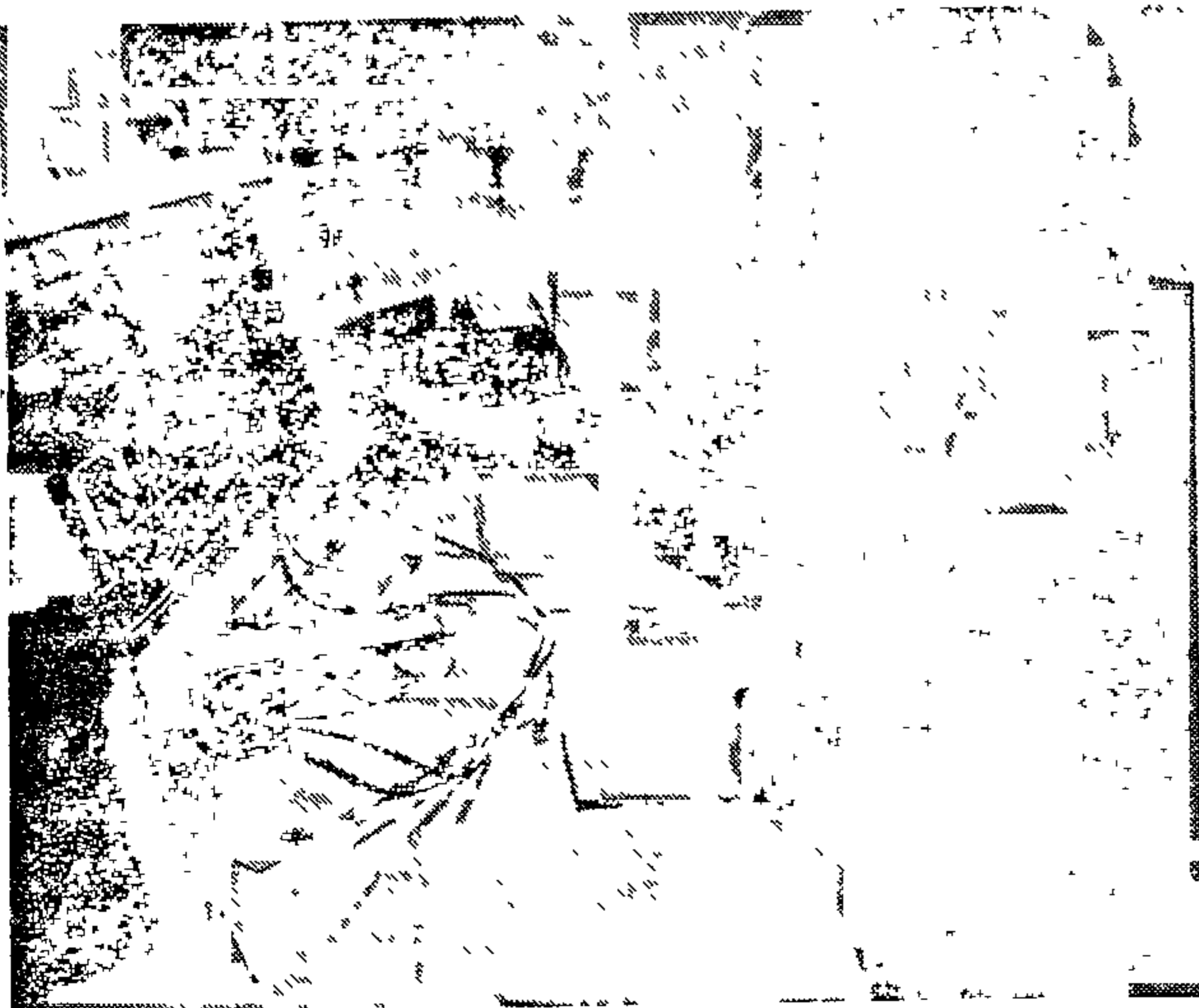
Trade apprenticeships take longer, but thanks to a new instruction method apprentices can complete their training in as little as two years.

Coalmining uses highly sophisticated electronic systems, hydraulic equipment and other mechanised work methods involving a wide variety of trades. There are more than 900 apprentices and 200 trainee miners at the training college, but more are needed because by 1985 the mines aim to export up to 44-million tons of coal a year

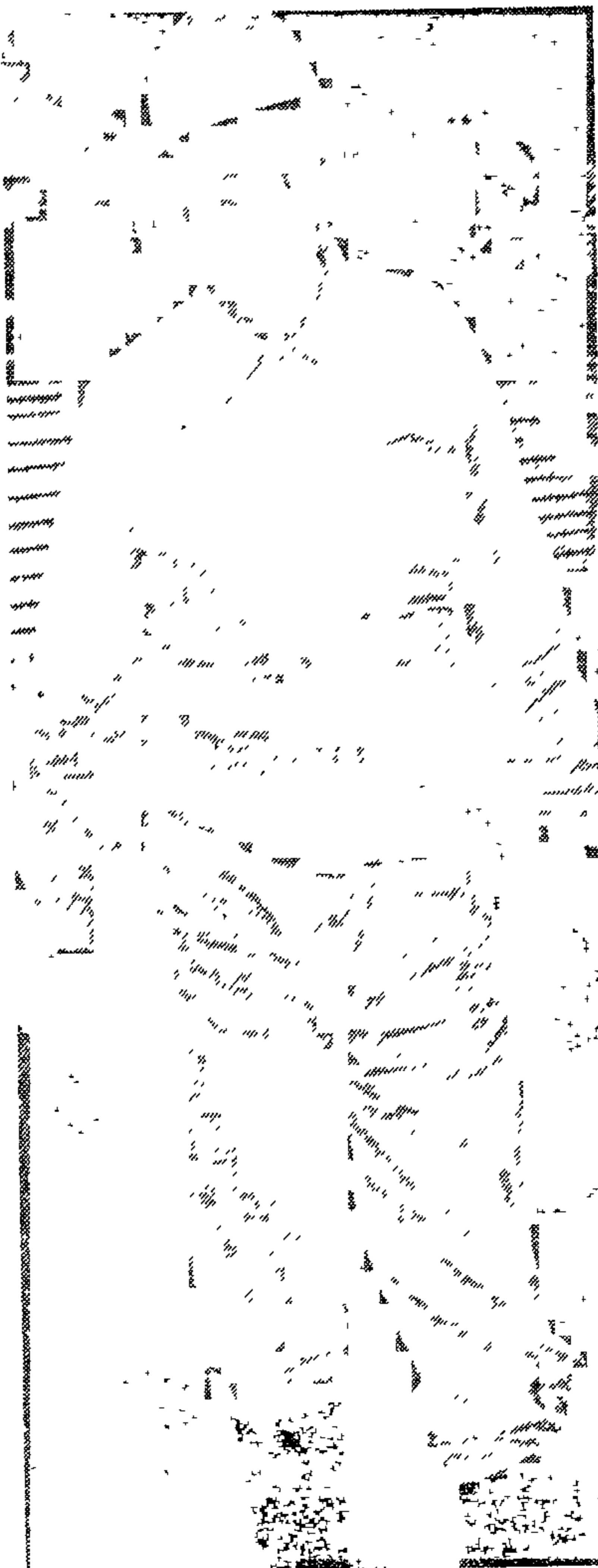
For an industry that was in the doldrums only a few years ago, that's not bad going. Perhaps even the bicycles will make way for scooters some day!



Initial training sorts out the men from the boys. The entire mining operation is done by whites because they have to know how much to expect from a black miner when training is completed.



Training equipment for electronics apprentices is the best available and the new instruction method enables each man to progress and complete the training period at his own pace



A brand-new white overall was only slightly soiled after several hours underground in a coal mine.

RDM 10/2/81
 R6m (273)
 cost of (211)
 labour (200)
 cutback

By STEVEN FRIEDMAN
 Labour Reporter

ZIMBABWE'S decision to cut off mine labour to South Africa could cost it about R6-million a year in foreign exchange, according to local estimates — although Zimbabwean sources say the figure is considerably lower than that.

Yesterday mining industry spokesmen, while expressing regret at the decision — the result of a declared commitment by Southern African countries to lessen their dependence on migrant labour — conceded that it is likely to make little difference to the Zimbabwean economy.

And, while the cutback is likely to make little difference to the supply of labour on local mines, Mi Tony Fleisher, the head of the Chamber of Mines' recruiting arm, Teba, yesterday said the mines were "disappointed" because "we like to maintain links with all Southern African countries".

It would also mean, he said, that the mines would be unable to honour their obligations to Zimbabwean miners who wished to return.

Late last week the Zimbabwean Government announced that the chamber would no longer be able to recruit miners from Zimbabwe. Those miners already on the mines will, however, be allowed to complete their contracts.

About 5 000 Zimbabweans work on South African mines and Mr Fleisher said yesterday that the mines had paid out about R6-million to Zimbabwean miners in "deferred pay" last year.

"Deferred pay" is the proportion of miners' pay which is held on their behalf in Zimbabwe until they return.

The Zimbabwean decision to cut off labour has been expected for some time.

Southern African countries have said that they plan to reduce their dependence on migrant labour to South African mines and Zimbabwean officials had hinted strongly that a cut-off was imminent.

With a relatively small complement of workers on South African mines, Zimbabwe is least dependant on this source of income and stands to lose least by cutting it off.

Mr Fleisher said yesterday that the mines had not been actively recruiting new miners in Zimbabwe or other Southern African countries for some months.

Almost all Zimbabwean miners are those who have worked on the mines before.

CHEM

OF ENGINEERING

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
 Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
 Awarded to the student with the best classwork in Engineering Drawing.

L Mengaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

CT 13/2/81
 211
**Blacks earn 60%
 of SA mine wages**

Political Staff

HOUSE OF ASSEMBLY — Salaries paid to miners on South African gold mines jumped over the billion rand mark for the first time in 1979 — and black miners earned nearly 60 percent of the wage bill.

During 1979, black miners earned R703,2 million of a total wage bill of R1 178 108 406 — 59,6 percent.

Wages for all miners on the gold mines increased by R197,6 million over 1978 and by R946 million over the 1969 wage bill of R231 million

This means that the total wage bill on the gold mines has increased by almost 500 percent in the last 10 years

The total wage bill on all South African mines, including gold, was R2 441 630 795 in 1969

With a total of R1 183,8 million of the total, white miners had a higher share than on the gold mines — 48,5 percent of the total wage bill.

Salaries paid on all South African mines increased by R372,6 million in 1979 compared to the previous year.

These statistics, contained in the Department of Mines' statistics which were tabled in parliament yesterday, mean that the 414 063 black workers on the gold mines earned an average of R1 698 a year — R141,50 a month

The 41 492 white miners on the gold mines earned an average of R11 446,80 a year, an average of R953,90 a month, making the wage gap of R812,40 a month

In 1979, there was a total of 803 259 people on South African mines

CHEMICAL

Corporation Medals
 For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
 Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

the ring

age

Summary

FACULTY OF ENGINEERING

Corporation Medals
 For the best student in each
 of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

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A E & C I Prize

For the first year student
 obtaining the highest average
 mark.

G L Cragg

Umito like
 Poles' he h/x
 tells mine
 workers

By Bob Davis

White workers of South
 Africa, take note of a lot
 was achieved by workers
 who stood together in Poland
 and, in 1938, in the
 the M... ..

In the M... ..

And then

The

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competency

13.

Of prime importance was their conviction that the cause of silicosis was dust in microscopic particles (the exact size of which had not yet been investigated) inhaled continuously. This point was emphasised again and again by all the doctors who gave evidence. They were convinced of the gravity of the disease, and the toll it took of young men's lives. Impressively they were also able to convince the commissioners that, although rock-drillers were the most severely affected, other mining occupations, such as blasting, tramping and lashing - in fact, all underground occupations where there were any dust concentrations - could expose miners to the disease. (78) Even when the commissioners tried to underplay dust as the exciting cause, the doctors remained unconvinced. (79) The doctors were correct in their assessment of the cause of the disease. But their assumptions about the damaging mechanism of the dust particles in the lung tissue were totally inaccurate, because they attributed the toxicity of the silica particles to their angularity, hardness and sharpness. (80)

The doctors, ^{did not in any way} attempt to play down the gravity of the situation or, ^{to} underestimate the mortality figures, and in every possible way they indicated the necessity for introducing preventive measures in mining techniques. Doctors saw the need for effective ventilation. As early as 1902 they realised that exposure to certain gases - nitrous oxide had not yet been isolated as the sole one - could inhibit the defence mechanisms of the upper respiratory tract. (81)

On the basis of the evidence no attempt was made by the RMPC 1903 to minimise the alarming situation, and strong measures were advocated - but in general terms - for the improvement of mining conditions, especially with regard to the allaying of dust. Probably in response to the commissioners' report, new mining regulations were issued in 1904 and 1905, requiring the use of water sprays or jets in conjunction with drills and the blasting regulation taken over from the South African Republic's law of 1898 (already mentioned), the damping of broken ground and the wearing of respirators. (82) On the whole these regulations remained a dead letter. They were ignored by miners and mine management alike, and concerned people considered them 'perfunctory'. (83) The reports of experiments and surveys in connection with ventilation, undertaken under the auspices

14.

of the Transvaal Chamber of Mines, indicated that ventilation was poor. This consideration was held by the Transvaal Miners' Association (TMA) which went to great lengths to present a petition to the Colonial Secretary himself. (85) But the recommendation that mechanical aids should be introduced were not adopted by the

half the mines had 'Speeding up' remedies were rarely observed to attempts by mine wages. (88)

Mineowners private introduction of 'economics' preference natural means became Samuel Evans, Chamber worked for 'bl' of the mineowners strike in 1907 and Regulations Commission silicosis, and government and measures of dust prevention Regulations Commission figures from silicosis (included in the immediate danger was presented in the role of the costs and efficiency was not entirely a competition for a water device of the Wolhuter

been one of those aware of the silicosis hazard before 1899, won the first prize of £500 for his atomiser. (92) Ironically, the atomiser was later to be replaced by a more effective water-fed drill, the design for which had been awarded second prize in the same competition. In judging the winning design the judges had not been swayed by the maintenance costs of the as certain writers have suggested. (93) Rather, conceded

About 18000 Escom and Iscor employees are expected to join the all-white Mineworkers' Union because their jobs are open to all races

Mr Arrle Paulus, general secretary of the Mineworkers' Union, said yesterday the Industrial Registrar of Trade Unions had given permission for the MWU to receive members who were not miners

White workers from the Grootvlei, Arnot, Hendrina, Komati,

Highveld, Taabos and Vaal power stations and from Iscor, Vanderbijlpark, had approached the MWU for membership after their own unions had agreed with employers in the engineering industry to scrap race differentiation in apprentice training

Permission for Iscor workers to join the union had not yet been granted, but Mr Paulus expected soon to be able to announce the authorities had given consent

Mr Paulus said "no comment" when asked whether his union would try to have job reservation restored in the engineering industry

"We now have official permission to extend the scope of our union which means all white workers in Balfour, Sasolburg and Middelburg, Transvaal can now join the MWU."

Requests had also been received from other power stations

Job bars scrapped, so some apply to join all-white union

Asbestos mines *(210/21)*
Mr N B WOOD asked the Minister
of Mineral and Energy Affairs
*How many persons are employed in
asbestos mines in the Republic?*
18/2/81

FEBRUARY 1981

150

The MINISTER OF MINERAL AND
ENERGY AFFAIRS

12 399

Corporation Medals

For the best student in each of the 2nd, 3rd and 4th years

16 die as tragedy strikes two mines

RDM 20/2/81

~~137~~

~~211~~

By JAYNE LA MONT

SIXTEEN miners have been killed in accidents which occurred within 20 hours of each other at two Transvaal gold mines.

Twelve were killed and another seriously injured yesterday morning when a runaway trailer jumped the tracks more than 1 700m underground and crushed them at the Winkelhaak mine in Evander, Eastern Transvaal.

Four died earlier in a rockfall at the Buffelsfontein mine, near Orkney, Western Transvaal.

The names of the dead are being withheld until next-of-kin have been informed

Verreug

In the Winkelhaak tragedy the only victim named so far is Mr Willem Gross, of Alberta Road, Evander, who was treated for shock at the Evander Hospital and discharged.

The name of the man seriously hurt was not disclosed.

The accident happened at 6 30am — 20 hours after a rockfall at the Buffelsfontein mine claimed the lives of four miners and injured 22 others — all blacks.

The tremor which caused the rockfall registered 4,8 on the Richter scale and caused a rockfall at the Haartebesfontein Gold Mine a few kilometres away which injured two men

of con-

...sulting engineer for Union Corporation, which owns the Winkelhaak mine, said the trailer broke away from a skip at the No 2 sub-incline shaft

The skip and trailer, used to transport timber and other materials underground, were being wound up the 25-degree slope by a winding engine at working level, 1 240m underground. The vehicles were empty at the time.

"The trailer must have broken away near the winding station. These vehicles run on tracks down the various shafts, but instead of turning on to the tracks leading to the lowest operating level — at a depth of 1 740m — the trailer jumped the tracks," Mr Netscher said.

The miners were working "some way" below the last operating level.

The trailer careered down the 1 84m shaft, jumped the tracks and crashed through a protective barrier. The miners were crushed by the impact.

Mr Netscher explained that the skip and trailer were normally wound up and down on special ropes to the level at which operations were being carried out.

An investigation at the mine is expected to be completed tonight.

Production was expected to return to normal late last night.

Mr Gross, the miner treated for shock, was not available for comment. His wife said they had been told by "mine bosses" not to speak about the accident. Meanwhile production at the Buffelsfontein and Haartebesfontein mines has returned to normal after the rockfalls shortly after 10 30am on Wednesday.

At Buffelsfontein, eight miners were trapped for more than 13 hours while proto teams battled to free them.

A "Mail" team was refused permission to speak to the injured men, who were admitted to the mine hospital in Stilfontein.

A spokesman for the Buffelsfontein parent company, General Mining, said the rockfall occurred at the 19 level of the Pioneer Shaft, about 2 500m underground.

The tremor shattered windows at the mine and power was knocked out.

A spokesman for Anglo Transvaal, owners of the Haartebesfontein mine, said both miners injured in the rockfall there were in a satisfactory condition in hospital.

● Graphic — Page 2

New mining pact in trouble

(212) (212) STM
4/3/51

Labour Reporter

This week's agreement between the Chamber of Mines and the Federation of Mining Unions over working hours appears to have been soured already with workers complaining of new shift times.

The agreement had reduced the number of working hours for most mine artisans from 96 to 92 for each 11-shift fortnight.

This meant a five day work week and alternate Saturday duty for white-

miners.

However Mr Ben Nicholson, secretary of the Electrical and Allied Workers' Association which is part of the mining federation, said today the agreement could be spoiled by management attempts to "manipulate" working hours.

"In less than 24 hours of the agreement we have found management changing times without consulting the workers. This could lead to trouble."

Mr Nicholson said the Federation feared that lunch hours would be increased and as a result Saturday's current half-shifts turned into full-day shifts.

"Managements must implement the new working hours through consultation with the workers."

"If they do not we have instructed workers to call for talks, and as another resort, to have the Federation take action," Mr Nicholson said.

11-shift fortnight for mine artisans

Own Correspondent

JOHANNESBURG — Mine-artisan unions made a major breakthrough in their 50-year-old quest for a five-day working week yesterday when the Chamber of Mines agreed to the introduction of an 11-shift fortnight for mine artisans

The 11-shift fortnight, which is already enjoyed by members of the Mineworkers' Union, entitles workers to take alternate Saturdays off

The shorter working week was announced in a joint state-

ment by the chamber and the unions after agreement was reached on a range of improvements in working conditions

The improvements, effective from the March pay month, affect about 14 000 white artisans on gold and coal mines who are members of six unions which form the Federation of Mining Unions

Yesterday's agreement follows the recent failure of a "productivity package" proposed by the chamber which also included proposals for introducing black artisans on the mines

The unions rejected this on the grounds that they refused to "trade off" material benefits for changes in job practices and demanded that the issues be separated in negotiations

According to the statement, the 11-shift fortnight will not apply to workers engaged in multi-shift production and development and shaft sinking, who will continue to work a six-day week

The 11-shift fortnight will reduce normal working hours from 96 to 92 hours a fortnight

Other improvements include an increase in holiday leave allowances and an increase of maximum bonuses to R90 a month

RDM
6/3/81
2/11
1/17
1/18

Mine group opens to blacks

By RIAAN DE VILLIERS.
Labour Correspondent

The 14 000-strong Mine Surface Officials' Association yesterday formally announced that it had opened its ranks to blacks.

The announcement was made at its annual meeting in Johannesburg yesterday.

In its annual report, the executive committee said following a MSOA council decision last September, the MSOA had applied to the Minister of Manpower Utilisation for exemption to open its ranks.

The permission had been granted and the MSOA was now entitled to recruit "non-white" members. Once it had enrolled sufficient numbers, it would apply to the industrial registrar for an extension of scope to represent them.

Only when this was granted would the MSOA be recognised in law as being competent to represent a multiracial membership, and be enabled to conclude a recognition agreement with the Chamber of Mines entitling it to negotiate on behalf of "non-white" members.

At a Press conference, Mr Robbie Botha, secretary of the MSOA, said there was no clarity yet on which posts for monthly-paid blacks on the mines would eventually be granted official status.

He confirmed the chamber had presented the association with a proposed list of occupations which would qualify for official status and thus become eligible for MSOA membership.

The list is still under discussion, and at this stage we cannot say how many blacks will eventually qualify. It may be less than 6 000 or more than 12 000, he said.

Mr Botha added that the MSOA had started recruiting members of other races on January 29 and so far there had been a "favourable reaction".

He said the association had been granted full nonracial status.

The Underground Officials' Association has also opened its ranks to workers of all races, and the third association, the Technical Officials' Association, has opened its membership to coloureds.

51/11/60
6/1/60
DIL
3/3

Mine union opens doors to blacks

Labour Reporter

The Mine Surface Officials' Association of South Africa announced yesterday that it has opened its membership to all races.

The association, a member of the Trade Union Council of South Africa (Tucsa), follows the Boilermakers' Society and several other mining unions in opening its membership.

The main "whites-only" stronghold in the mining industry is still the Mineworkers Union.

The decision to open membership was taken because the association had to "justify" its existence by its trade union activities and service to its members, it was said.

The association had applied to the Minister of Manpower Utilisation for exemption from provisions of the Industrial Conciliation Act to enable it to obtain multiracial membership and to allow multiracial meetings.

Membership in the association affects mine surface officials on the clerical metallurgical, engineering, hospital and general administrative staffs.

Blacks being trained to take over, says Paulus

177
211 136
5/18
9/3/81

By Bob Davis

Black team leaders are being groomed by Anglo American Corporation for jobs from which they can be promoted to take over responsibilities from whites

This claim has been made by the Mineworkers' Union, which says the move is under way at the President Steyn gold mine and is being undertaken "in preparation for the recommendations of the sixth Wichahn Commission report."

Anglo American chair-

man, Mr H Oppenheimer, is on record as saying no white jobs would be taken over by blacks on any of the corporation's mines

MWU general secretary Mr Arrie Paulus says selected black team leaders are to be placed in positions from which they are to help white miners increase production

He says the union was alerted to the situation by members at President Steyn gold mine who were invited to help grade team leaders with a poten-

tial for mining operations

Selections were made on the basis of question-and-answer sessions. White miners quizzed blacks on what they would do in given circumstances

The questions included theoretical problems on increasing production

The MWU claims it learnt that black team leaders selected by white miners were to be placed with miners who had poor production records

The mine manager said no one was better quali-

fied than white miners to select promising black team leaders, Mr Paulus says

"It is certain that if production is increased, the honour will go to black team leaders. The black worker will then be regarded as some sort of expert on increasing production"

Mr Paulus says there are situations in which even the most competent miners cannot produce well. He claims mine management is using a ploy to place blacks with the most competent whites so that blacks may benefit from the experience

"This will open the way to using blacks in place of white miners -- in the very place where they were trained," he said

"Mine management will put it to us that one of our own MWU members declared the black to be competent"

Mr Paulus warned miners to be on the alert for attempts by mine managements to prepare for black advancement after the sixth Wichahn Commission report had been tabled

Blacks 'for white jobs in mining'

Agus 9/3/81 ~~175~~ (211)

JOHANNESBURG — Black mining team leaders are being groomed by Anglo American for jobs from which they can be promoted to take over responsibilities from whites, according to the Mineworkers Union.

The union says the move is under way at the President Steyn gold mine and is being undertaken in preparation for the recommendations of the sixth Wiehahn Commission report.

The general secretary of the MWU, Mr Arrie Paulus, said union members at the President Steyn had been invited to help select black team leaders with a potential for mining operations.

The selections were made at questions and answers sessions in which the white miners quizzed blacks on what they would do in given circumstances or crises in actual mining operations.

INVESTIGATION

The questions included theoretical problems on increasing production.

On investigation, says the MWU, it was learnt that black team leaders selected by white miners were to be placed with miners who had poor production records.

The mine manager pointed out that no one was better qualified than white miners to select promising black team leaders, Mr Paulus said.

However, it is certain that if production is increased, the honour will go to the black team leader.

Furthermore, the black workers will then be regarded as some sort of an expert on increasing production, he said.

Anglo American chairman, Mr H Oppenheimer, is on record as saying that no white jobs would be taken over by blacks on any of the corporation's mines.

Mr Paulus said he respected Mr Oppenheimer's right to his own point of view as stated, but he remained convinced that the management at the President Steyn mine were preparing for black advancement.

WIEHahn rumours fly
in mine votes battle

14/3/51

By Bob Davis

The unpublished sixth report of the Wiehahn Commission into labour matters is rapidly becoming a National Party hot potato in 14 mining constituencies where HNP supporters are presenting their version of it.

The Minister of Manpower Utilisation, Mr Fanie Botha, is on record as saying that anyone who

leaked the contents of the report was committing an offence under the Commissions Act

But the NP parliamentary candidate for Rustenburg, Dr M Veldman said prosecutions were not envisaged

The Attorney General stated that the HNP pamphlet had not been brought to his notice and the Director General of

Manpower Utilisation, Professor van der Merwe, said all he could do was to draw attention to the Minister's statement on the matter

A Westonia business man, Mr Baardman Muller, confirmed recently that 70 000 of the pamphlets had been printed by the HNP. He said not only were they on public display, but in addition a

copy would be shown to the Prime Minister, Mr P W Botha, when he addresses a National Party meeting in Rustenburg on March 17

"We want the Prime Minister to tell us whether blacks are to be allowed to have blasting certificates on the mines," Mr Muller said.

He said two policemen had come to his shop and had seen the pamphlet but had not done anything about it.

"The pamphlet quotes from the sixth Wiehahn Commission report," he claimed

Dr Veldman said the National Party position was that there would be no changes to the working conditions of white miners until discussions had taken place with their authorised union representatives

He said it was Government policy to maintain peace and stability in the labour field

(Report by R D Davis, 47 Sauer St., Johannesburg)

(211) 10/3/87

'It's a black takeover'

BLACK team leaders are being groomed by the Anglo American corporation for jobs from which they can be promoted to take over responsibilities from whites.

This claim is made by the Mineworkers Union, which says the move is underway at the President Steyn Gold Mine and is being undertaken "in preparation for the recommendations of the sixth Wiehahn Commission report."

Anglo-American chairman, Mr H Oppenheimer, is on record as saying that no white jobs would be taken over by blacks on any of the corporation's mines but MWU General Secretary, Mr Arrie Paulus says selected black team leaders are to be placed in positions from which they are to help white miners increase production.

He says the union was alerted of the situation by members of the President Steyn Gold Mine who were invited to help

select team leaders with a potential for mining operations.

The selections were made on the basis of questions and answers sessions in which the white miners quizzed blacks on what they would do in given circumstances or crises in actual mining operations.

The questions include theoretical problems on increasing production

On investigation, the MWU claims it learnt that the black team leaders selected by white

miners were to be placed with miners who had poor production records.

The mine manager pointed out that no one was better qualified than white miners to select promising black team leaders, Mr Paulus says.

Mr Paulus said yesterday he respected Mr Oppenheimer's right to his own point of view as stated, but he remained convinced that the management at the President Steyn Mine were preparing for black advancement.

Anger over new shifts in gold mines

By Drew Forrest

The simmering dissatisfaction of white workers over the introduction of new shift systems on many mines is threatening to disrupt industrial peace in the gold mining industry.

The situation has become so serious that the Federation of Mining Unions has requested an urgent meeting with the Chamber of Mines, the federation's chairman, Mr Ben Nicholson, said yesterday.

Six trade unions are affiliated to the federation, representing more than 10 000 white engineering workers employed in mining.

The trouble was sparked a fortnight ago after an agreement between the Chamber of Mines and the federation over working hours. The agreement reduced the number of hours worked by most mine artisans from 96 to 92 for an 11-shift fortnight.

But the agreement soured almost at once, with the unionists accusing mine managements of "manipulating" shift systems without consulting workers.

A major bone of contention has been attempts by some managements to turn Saturday's current half-shifts into full seven-hour shifts, Mr Nicholson said.

The matter was currently being pursued through the grievance procedures on individual goldmines. But because of the unrest throughout the industry, the federation had decided at a meeting yesterday to "draw the attention of the chamber to the seriousness of the situation".

Failing all else, Mr Nicholson said, the federation would recommend to union members "certain forms of action which could be embarrassing for the mining industry."

Note : Cash and kind sub-totals do not add up to total

SOURCE: Report of the Commission of Enquiry into Matters affecting the Coloured Population Group (Theron Commission Report), R.P. 38/1976, p. 138

	Cash	Kind	Total
Area 3	6,85	4,56	11,40
Area 4	4,61	9,35	13,96

Payment to Coloured farm workers in two areas, cash, kind and total, January-February, 1975 (R per week)

TABLE 20

payment by area, broken down into cash and kind:

8/11/61 15/3/61

Sport wins the compound battle

By Bob Davis

There has been no accompanying fanfare, but mining groups in South Africa are in the process of winning the battle against some of the ugliest scenes associated with mining compounds.

Although compound managers are reluctant to admit to tribal riots, faction fights and "gumbumba" dances in which men dressed as women dance with other men into the small hours of the night, they do confirm that these incidents are on the decline.

The positive side of the coin is multi-million-rand sport and recreation programmes involving chess, draughts, debating clubs, film and TV shows, boxing, cycling, cricket, soccer and athletics.

One spectacular result has been that a mining group, Gold Fields, gave the country a world boxing champion, Peter Mathebula, but there are also other outstanding sportsmen and athletes on the mines.

And some of them have competed in major international events such as the New Zealand Games, the Pan American Masters and various European events, returning with gold and silver medals.

The entries were, invariably, as individuals and in order to avoid problems, some of the athletes have openly lied about their country of origin.

Group sports coordinators like Raubie Raubenheimer of Gold Fields and Lionel Andrews of Anglo-American say their philosophy is that men who play together are less likely to fight each other.

But when did they last have a riot on an Anglo-American mining compound? Lionel Andrews couldn't remember. "I'd have to look it up somewhere," he said. "We don't really keep records of negative events, any more."

b's research in Kenya which members of a co-operative society but and that while co-operatives prosper those who have not the poorer. Thus the wealth of the topping area of Tanzania is of the landlessness of growing tion." 42

We have seen how, for a number of reasons, projects, and technological improvement, etc., benefit the richer rather than the poorer. There is evidence to suggest furthermore, that in the areas where most technological improvements and aid are being introduced the gap between rich and poor grows more quickly than in less "developed"

7

Summary of Main Trends Discussed in Part I

1 Because of the way in which the reserves have become incorporated into the wider South African economy, they have few resources. The majority of people are very poor, although there are important class differences.

Due to this poverty, there is an extremely limited market at the village level. Imported goods from South Africa and other countries supply the towns and trading stores. These goods are well advertised, efficiently distributed and regularly supplied. Any small local production enterprise is faced with competition from them, and has no protected period in which to establish itself. Lack of marketing channels is a crucial brake on

production when they have decided to produce for home consumption only.

3 The ideal behind co-operatives, such as the dairy, is firstly that they should provide collective services at a lower cost per person than would be possible individually. Secondly, by marketing

Mining unions wage war of words on race issue

211 (135) (136)
S. M. R.
18/1/51

By Drew Forrest

The war of words between two powerful mining unions over the organisation of black and coloured workers has become more heated, with acrimonious statements from both sides.

Simmering conflict between the multi-racial SA Boilermakers' Society and the all-white Mine Workers' Union broke into the open in January, following an editorial in the Boilermakers' journal, *The Crucible*

It accused the MWU of "excluding all but whites from the good life our country can offer," and of "peddling ideological clap-trap".

Responding in the latest edition of *Die Mynwerker*, controversial MWU general secretary Mr Arrie Paulus suggested that white members of the Boilermakers' Society were unhappy with its mixed status

He challenged the society to scrap the "allocation according to occupation" rule, which required workers on the

mines to belong to the appropriate craft or industrial union

"Why must unhappy workers be forced to remain members of the Boilermakers' Union?" he asked

He also asserted that "it is only a matter of time" before the Boilermakers' Society was taken over by black members

The challenge was taken up in a statement released yesterday by the Boilermakers' general secretary Mr A J "Ike" van der Watt

The union would agree, to the scrapping of the "closed shop" on the mines, he said as long as it was replaced by an industrial council system representing the interests

of all workers, regardless of race

He warned the MWU that its policy of racial fragmentation was in the interests of employers alone

"Mr Paulus's statement can only bring the established union movement of which the MWU forms part, into disrepute," he said

Tension erupts as trade unions clash

DB 19/3/81

(21)

(13)

(13)

JOHANNESBURG — Growing tensions between white and mixed unions came into the open this week as two of the country's most influential registered trade unions clashed publicly.

The general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers' Union that white boiler-makers wanted to leave the union because it had opened its doors to black workers.

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that white workers are becoming increasingly unhappy with other established unions.

The Boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union of telling Boilermakers' members that "the union no longer interested in white members and that it concentrating exclusively on blacks."

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, The Mineworker, by its

general secretary, Mr Arrie Paulus

Mr Paulus asked whether all the Boilermakers' white members were happy to belong to a mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines.

This agreement gives registered unions in the mining industry a "closed shop" — workers in specific jobs must belong to one union

Mr Paulus said this would make it possible for "unhappy" members of the union to join another, all-white, union.

Mr Van der Watt replied that the Boilermakers were "perfectly prepared to accept Mr Paulus's challenge" if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race"

But Mr Paulus rejected this "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said

The statement by Mr Van der Watt is the latest salvo in a battle between the Boilermakers and all-white unions in which it has said that the heads of its right-wing opponents "seem to have been screwed on with a left-handed monkey-wrench."

The union has said that non-racialism is the only "realistic" union policy.

Last week, Mr Paulus said that it was "merely a matter of time" before black workers "take over" mixed unions.

He challenged the Boilermakers to let their members "decide for themselves."

He also attacked the union for calling him "Brother Paulus." He said he was thankful he was not called "Comrade Paulus" and added: "I would like to know if the writer uses the word 'brother' when he talks to other races?"

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system"

— DDC

for not moving to a town, 16 said they had brought

Seventeen out of 44 workers gave these as their reasons

2) that towns are dangerous places, with 'rough' people.

paid for, and

1) that it is more expensive - cash wages may be higher but everything, from houses to meat and even firewood, must be

workers' perceptions of town life were:

thought of moving to a town? If so, why don't you? that

It seems, from answers to questions like 'Have you ever

Many workers are probably not attracted to the towns.

for agricultural labour in the area and will be discussed below.

White, mixed unions clash

CT 19/3/21

138 211 126 129

Own Correspondent

JOHANNESBURG — Growing tensions between white and mixed unions came into the open yesterday as two of the country's most influential registered trade unions clashed publicly.

Yesterday, the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers' Union that white boilermakers wanted to leave the union because it had opened its doors to black workers.

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that white workers are becoming increasingly unhappy with other established unions.

The boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union, of telling boilermakers' members that "the union is no longer interested in white members" and that it is concentrating exclusively on blacks.

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, the *Mineworker*, by its general secretary, Mr Arrie Paulus.

Allocations

Mr Paulus asked whether all the boilermakers' white members were happy to belong to a mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines.

This agreement gives registered unions in the mining in-

dustry a "closed shop" — workers in specific jobs must belong to one union.

Mr Paulus said this would make it possible for "unhappy" members of the union to join another — all-white — union.

Mr Van der Watt replied yesterday that the boilermakers were "perfectly prepared to accept Mr Paulus's challenge" if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race."

He also accused Mr Paulus of using "belittling language about some population groups" which "must arouse the resentment, not only of members of our union, but of all South Africans."

Hiding

But Mr Paulus rejected this yesterday. "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said.

Yesterday's statement by Mr Van der Watt is the latest salvo in a battle between the all-white unions and the boilermakers in which it has said that the heads of its right-wing opponents "seem to have been screwed on with a left-handed monkey-wrench."

The union has said that non-racialism is the only "realistic" union policy. It said other unions were "worried" by "our stand against a couple of compromises (offered by employers) which they were prepared to accept."

Last week, Mr Paulus responded by saying that it was

"merely a matter of time" before black workers "take over" mixed unions. "They will become the majority and black domination will simply be a matter of time."

He challenged the boilermakers to let their members "decide for themselves whether they like fruit salad."

'Brother Paulus'

He also attacked the union for calling him "Brother Paulus". He said he was thankful he was not called "Comrade Paulus" and added, "I would like to know if the writer uses the word 'brother' when he talks to other races?"

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system."

He also demanded that "Mr Paulus state unequivocally what his objectives are in organizing an exclusively white union." Such a union "cannot be a trade union" and members could not derive benefits from it, he added.

He also attacked the MWU's stated goal of representing "all white workers in whatever industry they may be employed" asking how this could be reconciled with "the special interests of each industry."

Mr Van der Watt warned that "the course being advocated by Mr Paulus can only seriously harm the position of all workers at a time when unity is of the utmost importance irrespective of race."

ET. 19/3/81.
128 211

Miners expected to be uneasy at HNP 'leaks'

Own Correspondent

JOHANNESBURG — The Herstigte Nasionale Party (HNP) has again openly defied the government by publishing what it says, are details of the Wiehahn Commission's report on the mining industry

This is expected to raise the political temperature in mining constituencies, where the HNP is making a major election effort

The purported leaks could also increase tensions on the mines, where many white miners fear the government and employers are moving to scrap the protection against competition by black workers which white miners enjoy

Report not released

The government has not yet released the Wiehahn mining report, which it received last year.

The HNP and the Mine Workers' Union claim it is holding the report back because it is "frightened of the effect it would have on white miners"

The latest issue of the HNP newspaper Die Afrikaner contains a report which purports to detail the Wiehahn recommendations on job reservation and

black bargaining rights on the mines

It gives particular attention to the commission's claimed recommendations on blasting certificates. No one may become a fully-fledged miner without these certificates and they have been barred to blacks for several decades

Many white miners fear access to these certificates will be opened to blacks and say they believe they would be replaced by blacks as a result. The MWU has said that it will call a strike on the mines if blasting certificates are extended to black workers

Die Afrikaner report is headlined "Wiehahn Commission recommends All jobs in mines open to blacks"

This follows a recent HNP pamphlet, distributed widely in mining areas, headed "All job reservation in the mines is to be abolished"

This also purportedly "leaked" details of the Wiehahn report but the report in Die Afrikaner is more detailed

Both the pamphlet and report openly defy the Minister of Manpower Utilisation, Mr S'P Botha, who warned recently that people who released details of the report before it was ta-

bled in Parliament could be prosecuted

The government maintains that it constitutes contempt of commission to publish details of the report before it is tabled in Parliament

However, it is understood from sources close to the government that it does not intend to prosecute the HNP for the "leaks"

The article in Die Afrikaner says Mr Botha's warnings show that "The government is very worried about the effects the commission's recommendations will have among white mine workers if they are made known"

Quoting reported statements by the MWU's general secretary, Mr Arrie Paulus, and its president, Mr Cor de Jager (HNP candidate), Die Afrikaner says "It is clear that the recommendations will lead to great unrest among white mine workers"

It also quotes a recent article in the MWU journal, The Mine Worker, in which Mr Paulus charged that management at the President Steyn mine were planning to ease black "boss boys" into more skilled jobs

(Report by Steven Friedman, 171 Main Street, Johannesburg)

Unemployed 'foreign' miners not covered

SCIA
21
23/3/81

By Drew Forrest

More than 100 000 black workers on South Africa's gold mines have been excluded from unemployment insurance cover because of the Government's Bantustan policy, a study by the SA Institute of Race Relations has revealed.

The study examines the implications of the Unemployment Insurance

Amendment Act, which was passed during the recent session of Parliament. This abolished a section of the main Act, which had excluded black workers on the coal and gold mines from the benefits of unemployment insurance.

Although the Amendment Act would admit a further 128 000 workers to the unemployment insur-

ance fund, the study states, a large segment of the workforce on the gold and coal mines would still be without cover.

This was because a further section of the Act excludes from its ambit all contract workers who must leave South Africa once their contracts expire

According to 1979 figures quoted by the study, black migrant workers and "frontier commuters" on South Africa's gold mines totalled 20 741 from Bophuthatswana, 104 181 from Transkei and 2 243 from Venda. Of the three territories, only the first operates its own UIF.

The UIF Commissioner, Mr A Dreyer, said that workers from these territories could not expect South Africa to cater for their needs while unemployed

GENERAL NEWS

32/3/81

Miner risked life to save workmate

5/10/81

By Bob Davis

A miner who disregarded the dangers of falling rock, explosive gas and heat to save the life of one of his colleagues received an award for bravery at the Rustenburg Platinum Mines last week.

Mr Hannes du Toit, a charge hand at the mine, was on duty on August 4 last year when he learned that Mr Shadrack Mokebe, had fallen some 35 metres down an orepass.

Disregarding the danger of rockfalls and the possibility of gas,

Mr du Toit then slithered down the orepass to comfort Mr Mokebe and to prevent him from sliding further down to almost certain death.

Asked why he had volunteered for the mission, Mr du Toit said: "I was the smallest. It was easier for me to get into and out of the orepass."

Mr G H Grange, technical adviser to the Chamber of Mines who made the award, said that the brave deed was an example to all miners.

ROM
24/3/81

Mine blacks pollute suburb

By JOHAN BUYS

A PETITION signed by 268 Springs residents complaining about the presence of black mineworkers in the suburb, is to be presented to the Prime Minister's secretariat.

The petition, in which worried mothers of Strubenvale voiced their concern over the overcrowding of the mine workers at shops near the Grootvlei Mine, bordering their suburb, was at first submitted to the Town Council.

The petitioners complained that the presence of the black miners had lowered their property values as miners crowded round the shops and polluted their suburb with empty milk cartons and other rubbish.

One resident, Mrs E M Fourie, appealed to the chairman of the Springs Town Council management committee, Mr Tonk Meter, to do something about the problem.

She said "When we bought property in Strubenvale about five years ago, it was one of the finest suburbs in Springs.

"With the closing of the Grootvlei Mine Compound, homes were built up to the compound area because we understood the compound would not be re-opened.

"Now the compound has been opened again and the overcrowding of black mineworkers is a source of great annoyance to us.

"Up to 150 blacks are crowding round the shops and the area looks like Ellis Park after a rugby match with all the rubbish lying round."

The petitioners have asked the Town Council to have pedestrian crossings over the railway lines separating the compound area from Strubenvale closed.

The council's management committee has decided that copies of the petitions be sent to the Prime Minister's office, the Grootvlei Mine Management, the Railways and the South African Police. The council will withhold action pending replies from these offices.

100,00
96,33
69,72
49,54
34,86
11,01
0,92

Cumulative %

ing hours (weekly):

throughout the year)

when the working day, ends later, but with considerably between

of the day he may be

The farm worker, on the other hand, walks perhaps 500 metres restricted in his choice of both working and living place. part of working hours, especially where the worker is

second or third farm their own hours' (some) (One worker did 11

Unknown TOTAL

> 56
54,1 - 56
52,1 - 54
50,1 - 52
48,1 - 50
46,1 - 48
0 - 46

Hours worked per week

Distribution of workers

working hours. of workers according

The following tab

and the break, are sh

a long break in the m

summer, when the day

Working hours on

required to walk much

to start work - although

Settlement of miners' dispute over shifts likely

By Drew Forrest

Prospects for a settlement of the dispute over new shift times for white artisans in the mining industry brightened yesterday after a meeting between the Federation of Mining Unions and the Chamber of Mines.

Leaders of the six unions affiliated to the FMU had made "good progress" towards persuading the chamber of the need for consultation with workers over changes, said the federation's chairman, Mr Ben Nicholson.

Yesterday's meeting was requested by the FMU to draw the chamber's attention to the mounting unrest among white engineering workers employed mainly on the gold mines.

The dispute was sparked three weeks ago after an agreement between the unions and the chamber

which provided for a reduced working week. The subsequent reorganisation of shift times prompted an outcry from the unionists, who claimed mine managements were "manipulating" hours without consulting workers.

A major flash-point, according to unionists, has been attempts by managements to extend the current Saturday half-shift into the afternoon.

Some mine managements have also been called on to consult workers on the implementation of an "additional" bonus scheme, offered by the chamber as an incentive to accept the new 11-shift fortnight.

The unions' proposals would now be forwarded to the Gold Producers' and Collieries' Committees — the supreme executive bodies for both sections of the mining industry — Mr Nicholson said.

THERE are two kinds of dynamite in the mining industry nowadays the kind they blast with, and another kind lying in the top drawers of senior mining employers

The second is a document setting out the Chamber of Mines's new criteria for recognising trade unions

The criteria affect the recognition of unions who may seek to represent the half-a-million black workers in the industry — seen as possibly the most crucial issue in industrial relations in South Africa

The confidential document — "A summary of criteria for recognition of trade unions" — has come into the possession of the Rand Daily Mail, and is believed to be the first of its kind ever drafted by the Chamber

The document does provide for the recognition by the Chamber of unions representing black mineworkers

This may come as a relief to those who recall that the Chamber, in evidence before the Wiehahn Commission, opposed unions for blacks on the mines, with Anglo American being the only one of the six mining houses which argued in a separate submission that unions for blacks on the mines should be allowed

However, there is scant comfort in this

The criteria are the toughest ever drawn up by any employer grouping in the post-Wiehahn era. The conditions for formal recognition by the Chamber are so strict that they seem virtually impossible to attain

If they are applied in their present form, it seems unlikely that the Chamber will recognise any unions representing blacks in the foreseeable future

Key features of the new policy include

● The Chamber or mine managements will under no circumstances negotiate with unregistered unions

● Even if unions attain registration for workers in the mining industry, they will not be recognised until they comply with further stringent criteria

Unions:

Mines

may ^{RDM} 27/3/81

have lit

a short

fuse . . .

The Chamber of Mines has drawn up a policy for the unionisation of blacks on the mines — but the conditions to be met by unions are the toughest set out by any employer group since the Wiehahn reforms were launched. Labour Correspondent RIAAN DE VILLIERS reports.

Respective of the consequences, the Chamber and mine managements will not negotiate conditions of employment with them (our italics)

A traumatic time may be ahead, but the representatives of new unions must learn that industrial relations are subject to certain rules and that they can only succeed in improving the lot of their members if the game is played according to these rules

These rules may as well be established and made clear to the participants in the game right at the beginning. *Eisewherer, the document,*

for recognition, mine managements should be advised and the union should be denied access to employees in the hostel

The document says nothing would be gained by refusing "point blank" to grant representatives of unregistered unions a hearing, and adds there are "now sufficient examples of the folly of simply ignoring a union because it is not registered"

But it should be made "very clear" that there will be no negotiations until they are registered and formally recognised by the industry

In view of the "delicate nature" of such discussions they should take place at Chamber level and mine managements should refer representatives of unregistered unions to the Chamber's industrial relations adviser

"Under no circumstances" should check-off facilities be given to unregistered trade unions, and they should never be granted recognition by the industry or mine managements

Dealing with "registrable" unions, the document draws a further distinction between

● Unions which are registrable but which refuse to register "for political reasons, because there is a lack of internal democracy or because of foreign funding", and

● Registrable unions which have expressed a desire to register and "can prove a commitment in this regard"

Unions in the first category should be dealt with on "exactly the same basis as unregistrable unions," the document says

Access to management and the Chamber should be easier for unions which can prove a commitment to register

"But again it will be necessary to emphasise to the representatives of this class of union that neither the Chamber nor mine managements will enter into negotiations with them

"Dialogue and consultation only would be entertained until the union is registered and has met the industry's recognition criteria"

The document qualifies this by saying it could be necessary to recognise a second union for the same class of workers if it gains 30% representation and meets all the other criteria

However, it is claimed that the Chamber has expressed reluctance to allow this in practice

If this is true, it means probably the vast majority of black mineworkers will remain ununionsed

Sources close to the mining industry say the document is "tentative" and under review, and that there is no "final clarity" in the industry on future industrial relations

They also say most of the industry's problems centre around the present closed shop agreement for whites, which, if it were to be extended, would mean that all black mineworkers would have to be unionsed "overnight"

While this is generally seen as a legitimate problem, the Chamber seems to have a long way to go before it finds a solution

Indeed, some observers and unionists are likely to feel that the Chamber has not so much drawn up an industrial relations policy as it has issued a declaration of war — and that the criteria, as they stand, are a recipe for disaster in South Africa's most important and most sensitive industry

Three of South Africa's half-a-million black mineworkers when will a union represent them?



Three of South Africa's half-a-million black mineworkers when will a union represent them?

● Unions will have to prove they have recruited at least 30% of a certain class of employee throughout the entire mining industry — an unprecedented condition which unionists say is almost impossible to meet

This will not only apply to new unions but also to existing unions recognised by the Chamber which may seek to represent blacks

● The Chamber will also refuse to recognise a union seeking to represent workers in classes or occupations already represented by another recognised union

This may mean that some black workers may never be unionised if an existing white union recognised for those occupations is not interested in opening its ranks to blacks

● Unions wishing to recruit mineworkers will be investigated by the Chamber to establish whether they are "non-subversive" and "registerable"

● Unregisterable and registerable unions who refuse to register will be denied all access to mineworkers

● "Closed shop" facilities will not be extended to any new unions, but no final decision has been taken on the extension of the "closed shop" to Indians, coloureds and blacks who become members of existing unions recognised by the Chamber

The document seems imbued with a hardline attitude towards unions, seemingly based on a philosophy that mine employers would rather risk industrial conflict than deal with representative unions who may not gain formal registration

Thus, in dealing with what it terms "unregisterable" unions, the document states

"Unregisterable unions should never be granted recognition by the industry or mine managements and if and when necessary, the representatives of such unions should be advised at Chamber level that

Unregisterable unions should never be granted recognition by the industry and if and when necessary, representatives of such unions should be advised at Chamber level that irrespective of the consequences, the Chamber and mine managements will not negotiate conditions of employment with them

says "The chamber does not subscribe to the view that unions should be compelled by legislation to register

"Employers should, however, create the necessary carrots and sticks which make registration the only 'viable' alternative"

It is believed the document is not a final statement of policy and that certain aspects of it are under review

However, as it stands, it has far-reaching ramifications

Many unionists are likely to feel the Chamber's tough line can only lead to severe conflict between labour and management in the country's most important and sensitive industry

Also, the criteria conflict sharply with other, more enlightened guidelines on recognition of black unions to which some members of the Chamber are also committed

Thus, several mining houses are members of the Federated Chamber of Industries, which last year published guidelines advising employers to recognise representative unions even if they were unregistered

Also, Rand Mines is a member of the Barlow Rand group which recently committed itself to similar guidelines

The Chamber's criteria are probably also in conflict with policies followed by the Anglo American Corporation, seen by some as the most progressive of the mining houses

The Chamber's criteria bear some resemblance to the guidelines adopted by the Steel and

unions — unions which have not been registered and are unlikely to gain registration

● Unions which have not been registered but comply with registration requirements and could accordingly gain registration

● Registered unions, including existing unions recognised by the Chamber, opening their ranks to workers of other races

The document then sets out rules for dealing with these categories of unions approaching mining industry employers

Dealing with "unregisterable" unions, the document says before union organisers are given access to mine property for recruitment, mine management should interview them, obtain as much information as possible about them and their union and also obtain the union's constitution.

This information should be immediately forwarded to the group head office as well as the Chamber's industrial relations adviser for "scrutiny and appraisal as to whether the new union meets certain criteria, eg that it is not primarily a politically orientated organisation, is registerable as a trade union in terms of the Industrial Conciliation Act and in fact has the desire to register"

If the particular mine's head office specialist and the Chamber's industrial relations adviser are of the view that the union is not registerable, and consequently will not qualify

such unions may be given access to mine employees on mine property — but only for the purposes of recruitment — and the holding of meetings in the hostels would not be allowed "under any circumstances"

Unions which have submitted proof of their commitment to register may be granted stop order facilities — but provided it also submits proof that it has recruited at least 30% of the class of employees in the industry eligible to join it

Explaining this, the document adds

"The mining industry will not give support to company or mine unions, or unions based on race.

"If at all possible, the industry will recognise new unions only if they are non-racial and seek to represent all employees in the industry engaged in clearly specified classes of work"

Stop order facilities will be granted for six months and will be withdrawn if the industrial registrar refuses final registration

These conditions will also apply to existing unions which have applied for an extension of their scope of registration to include workers of other races.

Unlike the situation in the rest of industry, gaining Government registration to represent mineworkers will not alter the status of new or existing unions

Full recognition, entitling unions to represent mineworkers in negotiations, will only be given if

● The union is registered
● Its scope of registration applies to workers in the whole industry and not only one or two companies or one or two geographical areas

● The union can prove a paid-up membership of 30% of a certain class or classes (not race) throughout the industry

● No other union is recognised by the Chamber as representing the same class or classes of workers

● The union signs a recognition agreement setting out the "procedural rules" for the regulation of the relations between the union, managements and the Chamber

Finally, the document says, while no final decision has been taken on the extension of closed shop agreements to Indians, blacks and Coloureds, they will not be extended to new unions

These conditions seem to have several far-reaching implications

Firstly, the conditions regarding industry-wide scope and membership are far stricter than any other known and are probably almost impossible to meet

How unions will be able to attain the required percentage countrywide, with limited access to workers and without being allowed to hold meetings in workers' living areas, is a moot point

Secondly, mine managements may not negotiate with unions which may represent the vast majority of their workers — even if they are registered

The third concerns the stipulation that a union will not be recognised for classes of workers for which another union is already recognised

At present, white workers on the mines are allocated to specified unions according to their jobs, and the document indicates that this concept will be extended to include jobs filled by blacks

It thus seems that the Chamber may not recognise a union which organises blacks in certain jobs if the existing white union in that field does not open its ranks to blacks

Mines' black unions policy 'not yet final'

RDM 28/3/81

211 137 139

By RIAAN DE VILLIERS
Labour Correspondent

THE Chamber of Mines said yesterday that it had "not reached a final decision" on criteria for recognising trade unions which may seek to represent black mineworkers.

The chamber said this in a statement issued in response to a report in the Rand Daily Mail yesterday giving details of a confidential chamber document spelling out new criteria for dealing with unions, including unions representing blacks.

The criteria set out in the document were described as the toughest ever devised by any employer group since the Wiehahn labour reforms.

Yesterday the chamber said that after talks last November last with a number of unions representing mine employees, a document had been drafted for their consideration.

Since then the chamber had received representations from some of the unions seeking amendments to certain of the

proposed criteria.

"No doubt, further suggestions will be made by other unions which are considering the opening of their ranks to black workers," the statement said.

It added that the chamber itself had made "certain revisions" in the four months since the proposals were sent to the unions.

The article in the "Mail", based on a copy of the initial draft proposals drawn up last year, should not, therefore, be regarded as the chamber's "final attitude" on the issue, the statement said.

It added: "It is to be regretted that the newspaper, which itself refers to the recognition of unions for black people in the industry as a sensitive and crucial issue, should have seen fit to publish a confidential document which it acknowledges as being 'not a final statement of policy'."

According to the document the chamber will not recognise

or negotiate with unregistered unions. It will also not recognise registered unions before they meet certain further stringent conditions.

Among these are that they prove paid-up membership of at least 30% of workers in certain occupations throughout the whole mining industry — a condition believed to almost impossible to meet.

In terms of the document, this condition will also apply to existing unions recognised by the industry who open their ranks to blacks.

One implication of these proposed conditions is that individual mines may not negotiate with registered unions which may represent the vast majority of their black workers.

The document proposes that unregistered unions should be scrutinised to ascertain whether they are "non-subversive".

"Unregisterable" unions, and unions which refuse to register, are to be denied all access to mineworkers.

Critical scarcity of skilled

CT 31/3/81

mineworkers

211
S/75

Own Correspondent

JOHANNESBURG. — Western Deep Levels this year expects to produce less gold than last year, and as the price is likely to be lower, unless there is a strong upwards spurt, profits will decline.

Mr Gerald Langton, chairman, says in his annual review that planned production for the year is 43 646 kg compared with 45 621 kg last year — a fall of 4,4 percent

The mine plans to mill 3 233 000 tons (3 329 000 tons) — a fall of 96 000 tons. The average recovery grade this year is estimated at 13,5 g/t (13,7 g/t)

The mine expects to mill less tonnage because reef hoisting capacity may be marginally restricted as a result of the increased tonnage of rock arising from development towards the new No 1 shaft area

Additional skip capacity has been made available and experiments will be carried out to develop effective means of waste rock disposal

A new uranium plant having been commissioned in the middle of last year uranium production is expected to be higher at 284 tons (212 tons)

Mr Langton says the proportion of the after-tax capital spending on No 1 shaft to be funded by transfers from current profits will be determined during the year and will depend to a large extent on the gold price

Progress with the establishment of the No 1 shaft system is on schedule. Of a total of R715m, in 1980 money terms, expected to be spent on the project, spending in 1980 amounted to R28 400 000

Full-scale sinking of the service shaft is expected to start in the fourth quarter this year.

Capital spending for 1980 at R71 900 000 exceeded the estimate by R12 900 000, mainly because of progress on the No 1

shaft project

Estimated capital spending for 1981 is R137 600 000, of which R73 600 000 is forecast to be spent on the No 1 shaft project

A significant proportion of surface infrastructure is planned to be completed this year

Mr Langton describes the shortage of skilled workers as critical. Far from diminishing since last year, this scarcity has been aggravated by increased activity in the industrial and construction sectors of the economy.

He hopes that recruiting campaigns initiated locally and overseas towards the end of last year will help to ease the situation.

He says, "It is important that all those concerned with the industry should recognize that any lessening of the shortage of skilled manpower by the

recruitment of trained artisans can only be a temporary measure, and that in the long term the only acceptable solution is the proper training and utilization of South Africa's total manpower resources

"The period of initial training of apprentices will have to be reduced further, without in any way changing the accepted standards, by giving apprentices the basic skills which will be consolidated and enhanced by continuous training programmes throughout the early years of their careers"

A new centre devoted to apprentice training in Carltonville to service mines in the area will be built

Mr Langton says the black-white wage gap in the mining industry is closing slowly, but there will have to be further substantial increases in the real earnings of the lowest-paid workers to raise them to the rates paid in heavy industry and provide an acceptable standard of living for their families.

Miners get increased benefits

Improved compensation and allowance benefits for miners suffering from occupational diseases come into effect tomorrow.

The increase, recently announced by Mr F W de Klerk, Minister of Mines, total 12 percent of monthly allowances. In addition, miners who are certified as having an occupational disease after April 1 will receive a larger lump sum payment.

In terms of the improved benefits, persons suffering 40 percent disability from an occupational disease — mostly pneumoconiosis — will receive a lump sum of R17 888.

Those with more than 40 percent disability will receive R26 832 and a person who has already been certified at 40 percent but who is found to have above 40 percent disability after April 1 will receive an additional R8 644.

Monthly disability allowances will range from R98 to R250.

In the event of death, dependents will receive a single payment of R13 415 and monthly payments will stop.

The Mineworkers' Union has expressed satisfaction with the improved benefits but general secretary, Mr Arrie Paulus, notes it may have something to do with the election campaign.

$$n = 124$$

$$\bar{x} = 38,5$$

$$\bar{y} = R8,6$$

$$r_{xy} = 0,06$$

(unknown : 6)

WAGE (R)	AGE (YEARS)			TOTAL NO. OF WORKERS				
	0-2,50	2,51-5,01	5,01-7,50					
0-20	3	2	4	12				
2,01-25	6	1	5	13				
25,1-30	2	9	3	21				
30,1-35			4	18				
35,1-40	1			9				
40,1-45				15				
45,1-50	1			3				
50,1-55	1			13				
55,1-60			2	10				
60,1-65	1			6				
>65	1			4				
TOTAL NO. OF WORKERS	0-2,50	2,51-5,01	5,01-7,50	7,51-10,00	10,01-12,50	12,51-15,00	>15	124

Distribution of workers by Age (x) and cash wage (y)

TABLE 35

The figures for the State were R1,90 and R1,18 respectively. The latter figure excludes the cost of special investigations. The mean cost to the patient of a clinic delivery worked out at R 6,9 while that of a hospital delivery cost R6,50 (including ambulance fee). For the State a clinic delivery cost on average R5,57 whereas a hospital delivery cost R23,39 excluding care of the infant. The total average length of stay in the clinic was 1,1 days and in the hospital 3,85 days (excluding convalescence). The cost of bed occupancy subsequent to delivery, have not been included in the cost of delivery.

Witbank miners go back underground

Most of the 200 black mineworkers who staged a work-stoppage at the Phoenix Colliery in Witbank on Tuesday are back at work, and all shifts are operating normally.

Only the Basotho section of the 700-strong workforce was affected, said public relations officer for Johannesburg Consolidated Investments, Mr David Rowe.

Except for 25 employees, who indicated a desire to return home, all workers were back on the job yesterday.

Mr Rowe said the workers appeared to have reacted to the introduction of a new system of payment, whereby coalminers throughout the country received their pay-packets every 31 days, rather than after 30 shifts.

The new system had been explained to workers before its introduction and it had seemed acceptable to them, he said.

Future of SA mining in balance

2/11

S. Times
5/4/81

By Andrew McNulty

NEGOTIATIONS that could change the face of the mining industry — the nerve centre of the country's increasingly crucial industrial relations scenario — will be completed within weeks

The talks relate to both wage increases and the industry's industrial relations structure

Increases granted will be vital to the profitability of the industry in 1981

Gold mines are faced with working costs rising viciously — faster than the CPI — and a gold price so far well below the average of 1980

In annual wage and salary talks new agreements will be negotiated between the Chamber of Mines and 12 trade unions representing whites

Average increases proposed by unions appear to be 16% to 20%. Biggest impact of wages is shown in the September quarter

But far-reaching change has crept into the system in the past year

For the first time, the annual talks will include participation of multi-racial unions — although the contentious issue of criteria for recognition by the Chamber is unresolved

"There could be tremendous developments in the labour scene in mining in the next month or two," says Ike van der Watt, general secretary of the SA Boilermakers, Iron and Steelworkers, Shipbuilders and Welders' Society.

Leaders of several trade unions told Business Times that, unless the issue of recognition is resolved "very soon", they may attempt to bypass the Chamber in negotiations and deal with individual mining houses — some of whom, apparently, are prepared to talk on this basis.

Two officials' associations — the Mine Surface Officials' Association and the Underground Officials' Association — have elected to go fully multiracial, and a third, the South African Technical Officials' Association, has opened the door to coloured membership

Mr Van der Watt's Boiler-

makers' Union, which has 42 000 members of whom 2 000 work in the mining industry, opened to all races late last year

For about 10 years this union has represented coloureds via the Federated Mining Explosives and Chemicals Union

Since the decision to become multiracial, it has applied for registration as a single, amalgamated union

However, the Chamber of Mines has indicated that it may not recognise new unions such as these even after registration

A refusal would be in accordance with a complex — though not yet final — list of criteria for union recognition which the Chamber has circulated to unions

Meetings between the Chamber and unions on the issue of criteria for recognition are due in the next fortnight

A highly contentious issue is continuation of closed-shop agreements

The principle of "freedom of association", entitling employees to choose the union they belong to appears favoured by the Chamber — and the Government

The Chamber apparently, wants the closed-shop agreements discontinued when unions become multiracial

However, Roelof Coertze, general secretary of the 14 000-man Underground Officials' Association, says: "We sold the change to multiracial status to our members on the promise of equal benefits for equal work. Without a closed shop, credibility of this promise will evaporate, and there will be trouble"

Although four unions are open to all races, none appears yet to have recruited blacks from mining

Mr Van der Watt says: "We could recruit large numbers of blacks quite quickly, but we do not yet have the infrastructure and trained black unionists to service them. We must be careful not to promise what we can't deliver"

used less frequently by farm labourers than by residents of the location. Instead, if the illness is severe enough, labourers take members of their family to the farmer, who would decide whether to arrange for medical care or to try some home medicine. The 'madam' was frequently mentioned as possessing pills and medicine which were sometimes effective in relieving pain.

3. The indigenous healer

Few people admitted so healers were apparently doctor' who threw bones once lived in the Tiersdorp clients would interviewed had a certified by the Free State said that this herb...

Some information on TB is available from the work of SANTA volunteers. 27 new cases of TB were notified between March and December 1976. Thus about 4,5 per cent of the black population were found to be suffering from TB, excluding any cases already found by other means. Of the 2 826 preschool and school children who were given the new test, 68 were significant reactors (grade 3 + 4), a rate of 5,6%. (Other Free State districts had rates varying from 2,0 to 26,8). These children run a risk of developing TB in later life if not treated.

The volunteer reported the interesting fact that the largest number of positive reactors was usually found on farms where there was no farmer, i.e. labouring families would be living alone on farms rented or leased by the owner of arrier property. Many such families had no cattle or land of their own to cultivate and would not be given the milk, vegetables and fruit often made available to labourers on the farm. Untreated diseases of of Kwasibitorer.

2. Free State

1. The farm

The basic part of the who, by the social and have a profound influence. Their ability in this respect is limited as well as by their ability to rescue. One elderly black painter remarked that his only health problem was to find worry. The family also provided curative medicine as a first resource, using home remedies or pills from the shops.

2. The farm

Files are available in the shops seen to be

Miner killed as 700 go on rampage

By Mike Cohen
Crime Reporter

One black mineworker was shot dead and eight others injured last night when white residents of the small mine town of Penge in the Eastern Transvaal opened fire when 700

people began destroying their property

Brigadier J Smith, Divisional CID officer for the Eastern Transvaal, said today the trouble began yesterday afternoon when the mineworkers complained about the long hours and low wages

Negotiations between mine management and the workers began underground

Brigadier Smith said that at 7 pm yesterday, a group of 700 mineworkers moved towards the white residential area and began stoning cars and houses

The residents, mostly mine officials, opened fire with their private weapons, killing one man and wounding eight others

Riot police arrived and the men were driven back towards their quarters. On the way they stoned buildings and set fire to mine offices, the kitchen and a beerhall. The beerhall was looted

Teargas was fired into the crowd as police tried to quell the rioters

Brigadier Smith said the scene at the mine today was quiet but the men had still refused to resume work

Senior mine officials from Rand Mines have gone to the area to discuss the position

Police are present at the mine in force but no incidents have been reported today. Brigadier Smith said police only fired once last night wounding one man believed to be a ring-leader

The district

If other things to rioters resulted at Tiersdorp. 971 time are done. Cr... actor... in a few years after... the... to local res... he... to... re, a... the... to their families. Another local doctor came out of treatment for some... but never undertook District... This, for...

Vertical text on the right edge of the page, possibly bleed-through or a separate column of text.

27/3 211 212 SWE 7m 15/4/81

Mineworkers on rampage: 1 killed

Mineworkers at the small Eastern Transvaal town of Penge were still refusing to return to work yesterday after a rampage on Monday night in which one black worker was shot dead by white residents and eight others were injured.

The trouble began when the workers at the asbestos mine became dissatisfied with their long hours and low wages, accord-

SOWETAN REPORTER

ing to Brigadier J Smith, divisional CID officer for the Eastern Transvaal

Negotiations between mine management and the workers began underground when the workers refused to continue work

Brig Smith said that at 7 pm on Monday, a group of 700 mineworkers moved towards the white residential area and began stoning cars and houses

The residents, mostly mine officials, opened fire with private weapons, killing one man and wounding eight others

Riot police arrived and the men were driven back towards their quarters. On

the way, they stoned buildings and set fire to mine offices, the kitchen and a beerhall, which they looted

Teargas was fired into the crowd as police tried to quell the rioters

Brig Smith said the scene at the mine yesterday was quiet, although the workers

had still refused to continue working

Senior mine officials from Rand Mines have gone to the area to discuss the opposition

Brig Smith said police only fired once last night wounding one man believed to be a ringleader

He said so far no arrests had been made but police are still at the scene keeping watch

22

SECTION A (contd.)

15. For any hospital which has recently been taken over by the Department of Health, please state if available the valuation of the hospital for purposes of compensation and the year it was taken over. Separate hospitals and clinics if possible.

Year amount

Hospitals
Clinics

16. Outpatients. At what times is the outpatients department open?

What is the normal total complement of staff in OPD?

day

- a) nurses
- b) other staff
- c) dispensary

For how many hours per week is there an O.P.D.

- a) no doctor
- b) one doctor
- c) two doctors

State if any of these are normally medical students.

17. Are any extra unpaid staff available, e.g. medical students, army doctors, village voluntary workers? If so, state:

Type of staff Role Period present (1976)

18. How much powdered milk do you distribute per annum:

- a) at market prices kg
- price: R pcr kg
- b) at subsidized priceskg
- price R pcr kg
- c) free

State any proportion of these costs borne by the state in list of hospital income, and, with total cost of dried milk distribution, in expenditure account. If in no other category, list under 'other nonlabour expenditure'.

SA to get its first black mine captain

RDM
16/4/81
211
177
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By STEVEN FRIEDMAN
Labour Reporter

A SOUTH African mine is to appoint the country's first black mine captain, according to the Mine Workers Union

The Rightwing MWU seems set to make a major political issue of the appointment — at a time when intense election battles are being fought in mining constituencies

It says the black man is to take the place of a white mine captain who has been promoted at Bank Colliery, a Witbank mine owned by the Anglo American Corporation

The MWU claims the appointment demonstrates that black job advancement threatens white miners' jobs, because a white did not get the post

The MWU bases its information on a news item in the Witbank News, which says that Mr Frans Zungusa, a Bank Colliery black worker, is completing his practical training for a Mine Captain's Certificate and will soon be promoted to mine captain

The report says he will take the place of Mr Frik Bezudenhout, who is to be promoted to a higher position

The post of mine captain is a senior official's job which has hitherto been closed to blacks

In the latest issue of its journal, The Mineworker, the MWU publishes a picture of Mr Zungusa. And the MWU general-secretary, Mr Arrie Paulus, writes "Now you can see for yourself what Mr Zungusa looks like."

"Look again at the photo and you can see (probably) the first senior black member of the Underground Officials Associations" (The UOA recently opened its doors to black members.)

Mr Paulus adds. "And if you look again, you can perhaps see the first black member (in the future) of the Collieries Committee of the Chamber of Mines."

Labelling Anglo American the "African Advancement Corporation", Mr Paulus asks his members to "note well that a white has not been promoted to

take Mr Bezudenhout's place"

He adds "If there are still men in the mining industry who doubt that blacks will also replace other whites, my sympathies lie with them"

According to Mr Paulus, the promotion of Mr Zungusa contrasts with assurances given to white miners by the Minister of Mineral and Energy Affairs, Mr F W de Klerk, and the Minister of Manpower Utilisation, Mr Fanie Botha

He says the MWU has asked Mr De Klerk to give it written assurance that blacks will not get the same job advancement concessions in "white" South Africa as they have recently been granted at the Impala Platinum Mine in BophuthaTswana

The MWU, according to Mr Paulus, has also asked Mr Botha for an assurance that blacks will not be given blasting certificates on the mines

● Spokesmen for Anglo American could not be reached for comment last night

(Report by Steven Friedman, 171 Main Street Johannesburg)

TABLE 4

THE COST OF MEDICINES

<p>Uncontrollable factors:</p>	<p>Initial research and development Raw materials Manufacture Costs of registration with Medicines Control Council Preclinical trials Early clinical trials</p>
<p>Controllable factors:</p>	<p>Government subsidies Promotion and advertising State and Provincial coding and tenders Doctors' prescribing habits Patient consumption</p>

Miner's prank sparks political storm

By STEVEN FRIEDMAN
Labour Reporter

A POLITICAL storm in mining constituencies has been prompted by what mining sources yesterday described as "a practical joke".

The storm has been occasioned by claims by the HNP and the Mine Workers Union that a black man has been appointed a mine captain — a senior officials' post — at Bank Collieries, a Witbank colliery owned by Anglo American.

HNP pamphlets on this claim have been distributed in key mining constituencies and the Rightwing MWU has published it prominently in its journal, The Mineworker, distributed to 17 000 members.

Both bodies are using the claim to back their assertion that Government labour policies threaten white jobs.

Union and employer sources said yesterday the union had been "hoaxed", pointing out that mine captains require blasting certificates which cannot be granted to blacks.

They say it originated from a practical joke played by two mine officials on a local Witbank paper.

However, Rightwing miners continue to claim there is a grain of truth in the assertions and at a meeting in Barberton on Wednesday night, a miner claimed two blacks were being trained for mine captains' jobs.

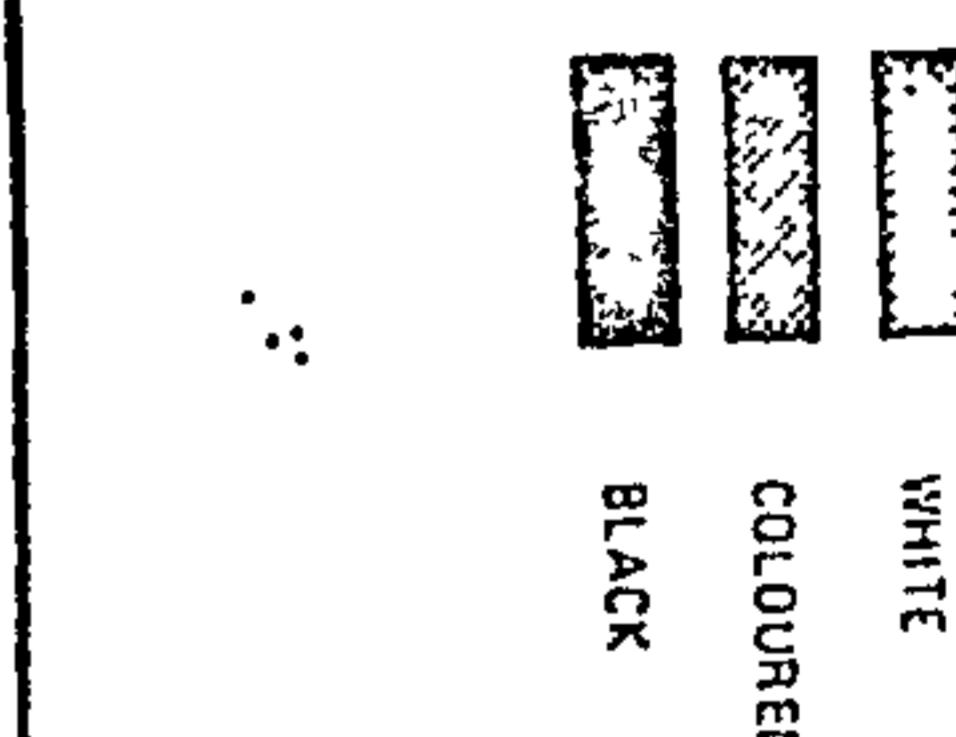
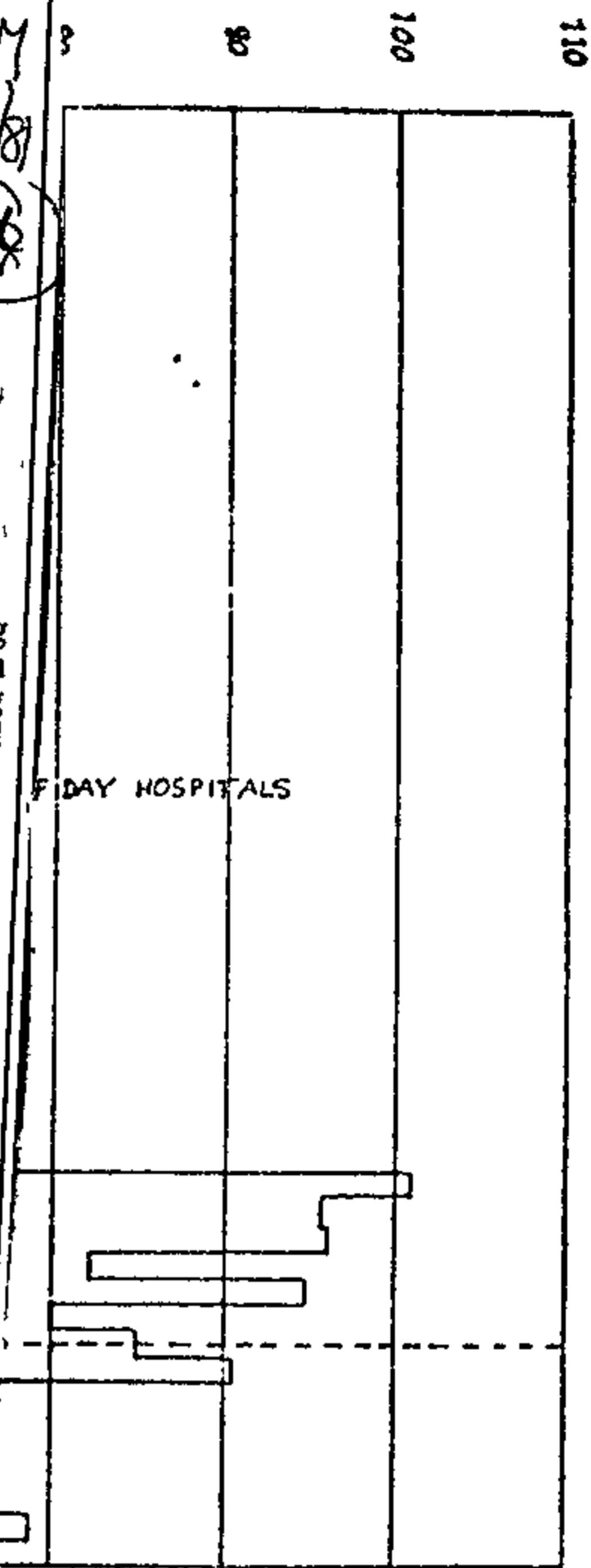
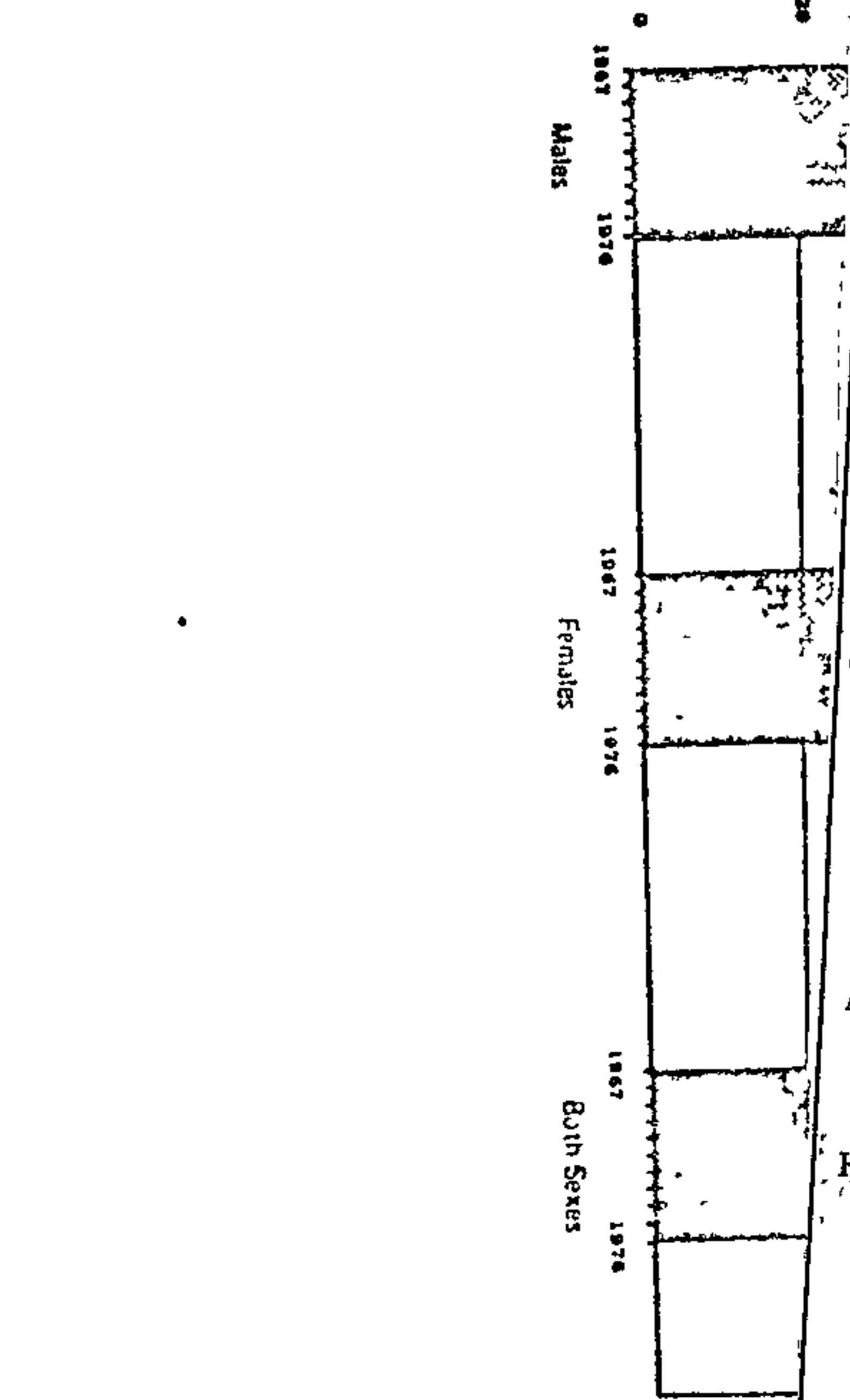
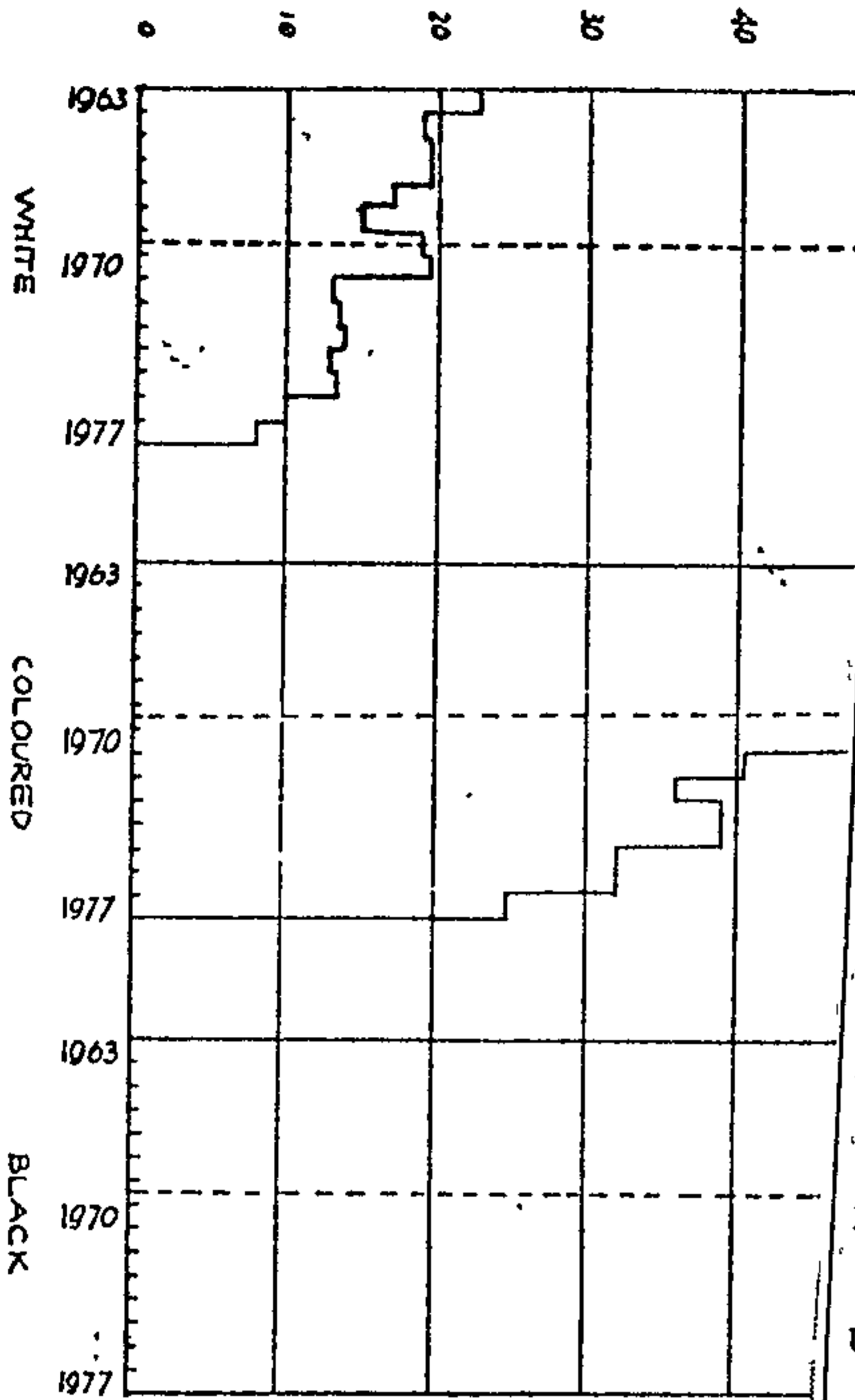
Yesterday both Anglo and the Underground Officials' Association, the mine union to which mine captains belong, said the claim was "absolutely untrue".

According to industry sources, two white mine officials at a first aid competition persuaded a reporter from a local paper, the Witbank News, that a black miner, Mr. Frans Zungusa, was to become a mine captain.

The reporter believed them, and the paper published a photo of Mr Zungusa, saying he was to become the country's first black mine captain. When the paper discovered it had been a victim of a prank, it published a correction.

A spokesman for Anglo American said yesterday that the corporation had one coloured mine captain on a De Beers' diamond mine.

He added: "We can categorically deny that any black workers are being trained as mine captains by us. Would we be silly enough to risk a major incident by taking a step like this without consulting the unions concerned?"



Mr. Doc Coertse, general secretary of the Underground Officials' Association, said the man responsible for the practical joke had been disciplined by Bank Collieries.

"A mine captain needs a blasting certificate. Why would they train a man who cannot hold a certificate? What would they do with him?" Mr Coertse asked.

Mr Arrie Paulus, general secretary of the MWU, declined to comment.

(Report by Steven Friedman 171 Main St Johannesburg)

4. INFANT MORTALITY RATES PER 1000 LIVE BIRTHS 1963-1977

5. LIFE EXPECTANCY AND CAUSES OF DEATH - CAPE TOWN 1967 to 1976

RDV 3
211
17/4/81
10/4/81

Paulus hits at promotion of black miner

CT 20/4/87
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Own Correspondent

JOHANNESBURG — A black man has become a mine captain on a South African mine for the first time, according to the Mine Workers' Union (MWU)

The union seems set to make a major political issue of his appointment at a time when an intense election battle is being fought in mining constituencies

It says he is to take the place of a white mine captain who has been promoted to a higher position at Bank Colliery, a Witbank mine owned by the Anglo American Corporation

The union claims his appointment demonstrates that black job advancement threatens white miners' jobs because a white miner has not been given the job

The MWU bases its information on a news item in the Witbank News which says that Mr Frans Zungusa, a Bank Colliery black worker, is completing his practical training for a Mine Captain's Certificate and will soon be promoted to mine captain, becoming the only black man in the country to hold this post

According to the report, he will take the place of a Mr Frik Bezuidenhout, who is to be promoted to a higher position

The post of mine captain is a senior official's job which has hitherto been closed to blacks

In the latest issue of its journal, The Mineworker, the MWU publishes a picture of Mr Zungusa which appeared in the Witbank News

Its general-secretary, Mr Arrie Paulus, writes in the journal "Now you can see for yourself what Mr Zungusa looks like

"Look again at the photo and you can see (probably) the first

senior black member of the Underground Officials Associations" — the UOA recently opened its doors to black members

Mr Paulus adds "And if you look again you can perhaps see the first black member (in the future) of the Collieries Committee of the Chamber of Mines"

Labelling Anglo American the "African Advancement Corporation", Mr Paulus asks his members to "note well that a white has not been promoted to take Mr Bezuidenhout's place"

He adds "If there are still men in the mining industry who doubt that blacks will also replace other whites, my sympathies lie with them"

According to Mr Paulus, the promotion of Mr Zungusa contrasts with assurances given to white miners by the Minister of Mineral and Energy Affairs, Mr F W de Klerk, and the Minister of Manpower Utilization, Mr Fanie Botha

Mr Paulus says the MWU has asked Mr De Klerk to give it written assurance that blacks would not get the same job advancement concessions in "white" South Africa as they have recently been granted at the Impala Platinum Mine in Bophuthatswana

It has also, according to Mr Paulus, asked Mr Botha for an assurance that blacks will not be given blasting certificates on the mines

"Election promises will not set miners at rest," Mr Paulus writes

● Spokesmen for Anglo American could not be reached for comment by the weekend

(Report by Steven Friedman, 171 Main Street, Johannesburg)

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Wage talks collapse: miners declare dispute

By Drew Forrest

Wage increases for about 22 000 white workers on the mines may be delayed by several weeks after the collapse of talks between their trade-unions and the Chamber of Mines Annual wage negotia-

tions were deadlocked last week and the eight trade union affiliates of the SA Council of Unions have declared a dispute, said CMU chairman Mr P J "Arrie" Paulus. The Chamber's final offer had been a 14.4

percent package effective from May — of which 1.6 percent would be in the form of improvements in pensions and death benefits — while the unions had held out for 16.6 percent. Mr Paulus said the cru-

cial question had been that of the Consumer Price Index for the year ending February 1981. The Chamber had insisted on basing its offer on the CPI for higher income groups which was unacceptable to the unions.

Mr Paulus expressed "disappointment" at the employers' unwillingness to meet the unions' terms, while the general secretary of the SA Electrical Workers Association, Mr Ben Nicholson, criticised the Chamber for "seeking to impose financial discipline at the expense of workers".

He said no attempt had been made to curb dividends to shareholders. These had leapt by a minimum of 50 percent last year.

The declaration of a dispute by the unions sets in motion a lengthy dispute procedure, centring on an enquiry by a statutory conciliation board. The most recent wage-dispute, in 1978, took nearly two months to settle.

Faculty of Accounting

Several changes took place in the Faculty during the year. Associate Professor G Everingham, Senior Lecturers T Scotcher, K van der Poel and J Loebenstein, Lecturers Mrs J Hume and Junior Lecturer C Kooyman left the Faculty. Promotions and appointments were made as follows:

Staff Changes

In 1981 the "structured" M Com degree in Business Data Processing will be offered for the first time while a new B Com curriculum enables students to choose one of seven streams of study as from the beginning of next year. A new one-year intensive conversion course preparing graduates from non-commerce disciplines for the final year of the Certificate in the Theory of Accountancy is another innovation for 1981. The GSB will offer new programmes in Corporate Financial Modelling and Pharmacy Management.

as Senior Lecturer: P Smith
Senior Lecturer: K Mattison, I Pihla, R Young
as Lecturer: M Eccles, A Greyling
Lecturer: A Mackenzie, M Wormald
of Business Science
to Lecturer: S B Minyuku
to Senior Lecturer: M Birt
ool of Business
to Senior Lecturer: Mr R Mackintosh and
onsultant: Mr J Miller

The terminology adopted here for the three main race groups will be 'white', 'coloured' and 'African', the term 'black' being used to refer to both 'coloured' and 'African'.

PAPT I. TIERSDORP*

Tiersdorp is a small Free State town serving a farming community of some 7 000 people, of whom about 1 000 are white and 6 000 black, mainly Tswana and Sotho speaking. (1)

PRIMARY HEALTH CARE IN TWO FARMING AREAS OF SOUTH AFRICA

Introduction

It seems that while the health problems of cities have been reported from year to year by Medical Officers of Health, and those in the Scheduled areas/homelands by magistrates and mission doctors stationed there, the extent to which health needs are being met in farming areas* has to my knowledge received very little systematic consideration.

During their exchange with the MWU, the boiler-makers accused the AEU of attempting to recruit white boiler-makers. It claimed AEU organisers were telling workers the boiler-makers were no longer interested in white workers since admitting black workers last year. In The Metalworker, Mr Tom Neethling, AEU general secretary, accused the boiler-makers of "playing a very dangerous game by dragging political and racial matters into the trade union arena". He also accused the union of launching an attack which was "totally unjustified, based on weak and fallacious arguments". Mr Neethling charges the boiler-makers with making "propaganda to recruit members". He said its attack was "detrimental to good race relations and to the brotherhood of trade unions". The AEU made no apologies for being a white union, it had been attacked for being "an elite, racist white union" but had also been accused of "handing over to the blacks". The general secretary of the boiler-makers, Mr Ike van der Watt, could not be reached for comment yesterday.

Racial tensions flare in trade unions

By STEVEN FRIEDMAN
Labour Reporter

TENSION between registered trade unions in the mining and metal industries on racial issues came out into the open again yesterday when the white Amalgamated Engineering Union sharply criticised the multiracial SA Boilermakers' Society.

The AEU's criticism, contained in the latest edition of its journal, The Metalworker, comes shortly after a heated row between the boiler-makers and the Mine Workers' Union — also over racial issues.

Both the AEU and the boiler-makers are members of the Federation of Mining Unions and the Confederation of Metal and Building Unions. The clash indicates tension in these bodies between the boiler-makers and white unions.

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It claimed AEU organisers were telling workers the boiler-makers were no longer interested in white workers since admitting black workers last year.

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The general secretary of the boiler-makers, Mr Ike van der Watt, could not be reached for comment yesterday.

for periods in recent years no doctor has been in the town. a district surgeon would then visit twice a week and hold surgeries for which there was usually a long queue.

A new doctor had just arrived in Tiersdorp and opened his surgery at the time the survey was being carried out, in his first 20 working days he had 600 consultations from district surgeon patients. Amongst them were 73 cases of V.D., two suspected T.B., and 12 cases of malnutrition among young children of whom 3 later died in hospital. All 12 had come from families with at least 8 children and one had 14 children. As this represented a 'backlog' it cannot be taken as representative of the spectrum of disease a doctor would normally see - still less of the disease pattern - but it gives some indication of prevalent complaints.

enforced) also leads to poor life-styles and problems with access to facilities such as schools, shops, etc.; many of these problems also having been experienced by white settlers in days gone by. (2)

Thus it may be valuable to look at farming areas as well as those whose needs are more dramatically obvious, to see whether health care resources are adequate in these areas and how effectively they are distributed and utilized.

The two areas studied here were chosen for no other reason than that the author had contacts there who could assist in the study, and no claim is made that they are statistically representative. They are merely examples of two different and widely prevalent types of health service which illustrate some aspects of the present methods of distributing resources in health care. Perhaps they will show where there is a need for more thorough investigation.

* Areas where farming is the main source of income.

C O N T E N T S

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Pay talks deadlock in mining industry

ROM 23/4/81

211

By STEVEN FRIEDMAN
Labour Reporter

PAY negotiations between the Chamber of Mines and all white trade unions in the giant mining industry have broken down

The unions have now declared a dispute on the issue. While a strike remains unlikely at this stage, union sources said yesterday that a "bitter battle" lay ahead.

"Our members are pretty cheesed off and they simply won't accept the chamber's offer," said one unionist.

The chamber refused to comment. A spokesman said the chamber did not comment on negotiations while they were in progress.

The break-down came after the unions, represented by the

Council of Mining Unions, rejected a 14.4% wage and fringe benefit offer from the chamber.

"This does not even cover the rate of inflation. The chamber seems to have set itself up as the saviour of the nation, imposing financial discipline on workers."

"But its member mining houses aren't subject to this discipline," a prominent unionist, Mr Ben Nicholson, said yesterday.

The unions are demanding a 20% wage increase and an employer agreement to contribute 2% more to the industry's pension fund.

The chamber has argued that the unions' claims in wages and fringe benefits amount to a 43% increase, but unionists say this

is "misleading" because it includes union claims which have already been dealt with and "long-standing claims which we have been introducing repeatedly".

Unionists say the chamber originally offered a 12.4% pay increase, an extra 1% employer contribution to the pension fund and a 0.6% contribution to the death benefit fund.

However, the unions would have had to agree that workers increased their contributions by the same amount.

Later the chamber increased its offer by another 0.4%.

"This too was obviously unacceptable. The inflation rate rose by 16% last year. Their offer would have meant that workers' real pay actually dropped," Mr Nicholson said.

Paulus will find 'ready ally' in Treurnicht

By Bob Davis

Mr Arrie Paulus would find him a ready ally, Dr Andries Treurnicht told about 200 people in the Carletonville town hall last night.

Addressing the town's first public meeting in the election campaign, Dr Treurnicht said his message to Mr Paulus was "If you want to protect the white miners, it makes two of us."

Dr Treurnicht, who was heckled throughout his hour and a half speech by four HNP reporters, said he was ready to sit at a conference table with Mr Paulus and other Mine Workers' Union representatives at any time.

"He will be here tomorrow night," a heckler shouted.

Dr Treurnicht ignored the remark and, to the applause, said he refused to accept that all miners were enemies of the National Party.

Dr Treurnicht said: "If you fear that a black man will get your job, you are protected by law. You have an autonomous union which has always had an open door to the Cabinet and that door is still open."

There had been regular meetings between Mine Workers' Union representatives and a Cabinet committee until recently.

But, he said, the miners should realise, there were not enough white workers on the mines to do all the work.

"Your union is there to fight for you but if blacks have to be employed to help you, then you must negotiate the conditions."

(Report by R. Davis, 47, Sauer Street, Johannesburg)

21 Mining unions in pay dispute

Own Correspondent

JOHANNESBURG — Pay negotiations between the Chamber of Mines and all-white trade unions in the giant mining industry have broken down.

The unions have now declared a dispute on the issue — a move which is the first step on the way to a strike in the industry.

While a strike remains unlikely at this stage, union sources said on Wednesday that a "bitter battle" lay ahead.

"Our members are pretty cheesed off and they simply won't accept the Chamber's offer," said one unionist.

The Chamber refused to comment. A spokesman said the Chamber did not comment on negotiations while they were in progress.

The breakdown came after the unions, represented by the Council of Mining Unions, rejected a 14.4 percent wage and fringe benefit offer from the Chamber.

"This does not even cover the rate of inflation. The Chamber seems to have set itself up as the saviour of the nation, imposing financial discipline on workers. But its member mining houses aren't subject to this discipline," Mr Ben Nicholson, a prominent unionist, said.

The unions are demanding a 20 percent wage increase, together with an employer agreement to contribute two percent more to the industry's pension fund.

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However, the unions would have had to agree that workers increased their contributions by the same amount. Later the Chamber increased its offer by another 0.4 percent.

"This, too, was obviously unacceptable. The inflation rate rose by 16 percent last year. Their offer would have meant that workers' real pay actually dropped," Mr Nicholson said.

In terms of labour law, the Minister of Manpower Utilization must now appoint a conciliation board to resolve the dispute. Only if that fails can a strike be called — and then only after 30 days.

800 pack hall to hear Paulus speak

211 Stron
24/4/81

HNP supporters packed the 750-seat Carletonville town hall last night with more than 50 having to stand to hear Mr Arrie Paulus's address.

Mr Paulus, who said he was speaking in his personal capacity and not as general secretary of the Mine Workers Union, was cheered several times.

He said he gladly accepted Dr Andries Treurnicht's invitation to discuss the future of white mine workers.

"But I want to remind the Minister we had a discussion on January 1st

and he promised to come back to me. I am still waiting."

Mr Paulus said Dr Treurnicht wanted to lead mine workers by the nose to win a few votes

"He must be honest and must not try to frighten us with a bogey man"

He said it was on the cards that black trade unions would operate on the mines in the foreseeable future

"They will want to join the club and live in beautiful houses."

Report by P D Davles, 47 Gains Street, Johannesburg

re of change
nts of both the conventional and the Whites
st emphasis on the role of the Whites
this may represent a realistic assess-

However, it cannot be left unargued
What is needed is a much more
of control other than the obvious
is includes an analysis of divisions
other factors such as socialisation
potence and cultural inferiority. In
be possible to give a more thorough
economic change will increase or
inge being brought about by Black
he most neglected research areas in
inary findings, see Schlemmer

and Africans with urban rights likely to perceive a conflict of interests? Related to the question of stratification within the Black working class is the question of the possible growth of Black entrepreneurial, bureaucratic and professional classes, as a result of economic growth within the context of separate development. If this happens, what will its significance be?

We have now attempted to specify a number of questions which we think are relevant to an understanding of the relation between economic growth and political change. (Obviously not all these questions will or can be attended to in the present volume). Most of these questions can be settled empirically, and can thereby at least clarify if not finally resolve, the conventional vs. the revisionist argument. The reason that these answers may not be able to resolve it completely is that while it may be possible to get some agreement on what kind of change is likely to take place, disagreement could exist on whether or not such change is significant or not. For example, it might be possible to agree that there will be a raising of the job colour-bar so as to enable Blacks to move up the social pyramid.

But one side might argue that this will improve the status and standard of living of some Blacks, and therefore is a significant change. The other side might reply to the effect that whenever the demarcation line is drawn, the pyramid would still have a Black base and a White apex, and the gap between incomes will still remain. The Whites will be increasing their standard of living even faster than will the Blacks and therefore this change is not significant.

To a certain extent this problem can be circumvented by distinguishing between changes which are likely to lead to other changes, and changes which are not. For example, while disagreeing on the significance, in the first sense, of a Black move up the job-pyramid, we may be able to agree on the further question as to whether or not such a change is likely to increase the potential organizational and bargaining power of Blacks, or change the perceptions and attitudes of Whites significantly. Also, a high rate of upward mobility among Blacks must increase the relative size of the status overlap between races. What will the implications be?

Here we can distinguish between possible changes of three types.

1 Change towards a more stable but nevertheless highly unequal society, in which Blacks and Whites continue to occupy roughly the same class positions as they do today, with somewhat greater overlap, but in which there is a sufficiently continuous improvement of material conditions for Blacks to prevent their sense of relative deprivation from rising to a threatening level. Such a model might or might not be seen as including greater political participation for Blacks. A question implicit in this type of change is whether or not the society outlined will be likely to generate an impetus for gradual reform towards increasing democratisation. How far could such change go?

2 Change towards a materially more prosperous society, but one in which class tensions increase in spite of improved standards of living, and in which the increasing preponderance of Black workers within the economy puts them in a position to force a radical restructuring of the society, possibly in a socialist direction, but, depending on the nature of Black leadership, possibly in a Black nationalist-capitalist direction.

3 A situation in which, owing to continuing White intransigence, there is relatively slow overall growth, little or no improvement or even a decline in the standard of living of the Blacks, leading to rapidly increasing social tension, and, perhaps with outside aid, a rapid restructuring of the society, either in the direction of socialism or of Black capitalism.

In considering the alternative models of a changed South African society, we have also to consider whether or not contradictions exist in the basic assumptions of the proponents of both the 'conventional' and 'revisionist' viewpoints. When Johnstone, for example, defends his position by arguing that Apartheid is 'bent' to allow growth and continued White supremacy, does he or does he not overlook the possibility that an extensive series of

White miners win a 13,9% ^{RDM 2/5/81} pay increase

Labour Correspondent

ALL white trade union members working on gold and coal mines will receive a 13,9% increase in standard rates of pay, in terms of an agreement reached between their unions and the Chamber of Mines yesterday

The increase affects all members of the eight unions affiliated to the Council of Mining Unions

The agreement has come after the council recently declared a wage dispute with the

chamber.

The pay increase will come into effect from the current pay month. Employer contributions to the mine employees' pension fund will increase by 1% from 9,5% to 10,5%, and employee contributions from 7,5% to 8,5%.

Employer and employee contributions to the death benefit scheme will be increased to make possible an increase in death benefits from the present R10 000 to an amount equal to 24 times the monthly pay

By Bob Davis

This is the story of the black mine captain who never was.

He made his debut in the Witbank News on March 20 complete with photograph.

His name, it was said, was Mr Frans Zungusa and he was supposed to be trained as a mine captain to take the place of Mr Frik Bezuidenhout, who was being promoted.

The place where all this was happening — rather, not happening — was the Bank Colliery near Witbank, an Anglo American Corporation-owned coal mine.

No doubt the non-existent Mr Zungusa would have had no further claim to fame, had not a miner alerted the Mineworkers' Union.

The union rocketed him to fame by placing him again complete with photograph, on the front page of its Mineworker publica-

tion for thousands to see.

The accompanying write-up said here was proof, if such were needed, that blacks would soon be occupying senior positions on many more mines and the Anglo American Corporation was at once dubbed the African Advancement Corporation.

A general election campaign being on at the time, HNP politicians were quick to snatch the story and to publicise it

Mr Frans Zungusa had it made, as it were, although he was still as far from being a reality as he had ever been.

In vain did Afrikaans newspapers attempt to assure the

mineworkers that Mr Zungusa was just a figment of the imagination; Mr Arrie Paulus, general secretary to the MWU, assured them that there was more to the story than just someone's imagination and the fictitious black mine captain continued to grow.

Belatedly, on April 10, the Witbank News tried to "bury" him by publishing a report stating that their earlier story had been "devoid of that fact."

The newspaper explained that the story (about Mr Zungusa) given to their reporter, "by white personnel at a recent first-aid competition was apparently invented by unauthorised persons with unknown motives."

Mr Paulus wasn't satisfied with the explanation, however, he said it sounded "funny" and pointed out that when his representative at the colliery made enquiries, the management denied that Mr Zungusa was to become a mine captain and said he was being trained as a team leader.

Mr Paulus is now demanding that the full facts be revealed.

He also established that the persons who invented Mr Zungusa have gone on leave.

The Star has been assured by an Anglo American source, however, that there is no Mr Frans Zungusa at the Bank Colliery and that there never was.

Black 'mine captain' story revealed as hoax

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1/5/81

CT 8/5/81

10 killed in mine explosion

MARITZBURG — Ten miners were killed when a pocket of methane gas exploded in an Elandslaagte mine shaft near Ladysmith.

The men were apparently working in a new shaft on the Platberg Colliery when the methane gas, which is exuded by coal, ignited and exploded. The bodies were strewn inside the shaft, and only seven could be removed by rescue teams on Wednesday.

The remaining three bodies were retrieved by a party yesterday morning.

Conflicting reports from the scene yesterday said that other miners may have been injured in the blast. No official comment could be obtained from local management, however, as they refused to comment.

A spokesman for the company's head office in Johannesburg said last night that a "flash ignition" of methane gas had occurred at "around lunchtime" on Wednesday, killing the 10 men.

An investigation was underway to try and determine the cause of the blast, he said.

AS a black mine worker I wish to reply to the article by Madelene van Biljon (Sunday Times April 26) on a speech by Mr Arrie Paulus, general secretary of the white Mineworkers' Union, in support of the HNP in Carletonville

Many insults have been hurled at the black people of South Africa with no regard for their feelings

It is, therefore, only fair that you should also publish this reply to Mr Paulus from a black mineworker

Mr Paulus believes the white miners are the pillars of the industry
He and the Chamber of Mines signed a so-called 'closed shop' agreement which he thinks protects the 'white man's jobs' from being done by blacks

That is only a paper agreement

I have been a team leader underground for 25 years, and can tell you that there has never been a white man's job in the underground work situation

White 'miners' are so lazy that they delegate all their duties and responsibilities to the blacks

The result is that the training in skills which is denied to blacks by officialdom is taught to them by the white miners

This exposes the stupidity of both the union and the Chamber of Mines in trying to maintain a "closed shop" deal

Today, black miners are well-skilled in blasting and virtually all aspects of mining

W e sweat,

W e bleed,

W e die

And soon we'll show Arrie Paulus

who produces South Africa's gold



The white miner today is the fellow who prefers to sit on top of his lunch tin at a stope entrance yawning the shift away and watching for unexpected visits by officials

All work operations nowadays can be planned, organised, supervised and performed by blacks

A black man sweats, bleeds and sometimes dies so that a white man can get a fat cheque and bonus for "good productivity" at the end of the month. But mining today is a black man's world

Going on shift

Mining today is a black

Talks on ⁽²¹⁾
STAR 27/5/31
protesting
gold miners

By Bob Davis

Urgent negotiations with labour representatives of the Buffelsfontein Gold Mine were under way at Gencor head office in Johannesburg today after 1 600 black workers refused to come off shift at the mine yesterday afternoon.

The workers were allegedly protesting work hours by refusing to leave the mine.

There was still confusion this morning about whether or not the workers had gone to the surface and whether mining operations were continuing.

A spokesman said relief teams were unable to go underground late yesterday afternoon because of action by the protesting workers.

New scheme will promote skills of all mine workers

By Drew Forrest

The Minister of Manpower Utilisation, Mr Fanie Botha, has announced two measures designed to promote the skills training of workers of all races on South Africa's mines.

He said in Pretoria yesterday that a training scheme for employees in the mining industry, regardless of race, would be established.

The scheme, drawn up between the Federation of Mining Unions (FMU) and the Chamber of Mines, had his approval and would be published in the Government Gazette tomorrow.

Its objectives, he said, would be to train apprentices and to raise the status of artisans in the industry. It would also provide for the "determination of training standards, the certification of trainers and other matters relating to the promotion of meaningful training."

FINANCE

The scheme was negotiated in terms of the Industrial Conciliation Act. It would apply to all employers in the mining industry who would finance it on a basis agreed upon with members of the FMU.

Sapa also reports in a speech in Nababeep, Namaqualand, that Mr Botha

stated tax concessions in regard to the costs of training employees would probably be extended to the mining industry later this year.

The draft Manpower Training Bill, published last December, had provided for the registration of training centres and schemes for tax concession — but the mining industry had been excluded.

But Mr Botha said he hoped to introduce the Bill during the next session of Parliament and would be "empowered to extend its provisions to mining, in consultation with the Minister of Mineral and Energy Affairs."

For publications obtainable from the Centre for Intergroup Studies, c/o Univer of South Africa, 77

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All-race mines training plan gets Govt go-ahead

Pretoria Bureau
THE Minister of Manpower Utilisation, Mr Fame Botha, has approved a scheme for training employees of all races in the mining industry, submitted to him by the Chamber of Mines and the Federation of Mining Unions.
Details of the scheme, which will be implemented throughout the mining industry, will be published in the Government Gazette tomorrow.
Employers will finance training under the scheme - negoti-

ated in terms of the Industrial Conciliation Act - on a basis agreed with the trade unions.
The mining industry will be responsible for the administration of a fund which will be used to finance training, and to provide financial aid to employers for awards and subsidies for the training.
Mr Botha said yesterday "One of the main objectives of the scheme is the training of apprentices and the raising of the status of artisans in the mining industry"

Provision was made for the determination of training standards, the certification of trainers and for other matters relating to the promotion of "meaningful" training, he said.
"The establishment of this scheme once again demonstrates what can be achieved within the framework of existing legislation by mutual co-operation between employers and employees.
"It is tangible proof of the mutual trust which exists between employer employee and the State

This mutual trust and co-operation is the cornerstone on which the Government's manpower policy rests. Mr Botha said

The scheme was the fourth of its kind established by a group or association of employers not subject to industrial council control

Last year about 11 000 people were trained under similar schemes in other industries.
The importance of training and retraining cannot be over-emphasised

As outlined in the White Paper on the second part of the recommendations of the commission of enquiry into labour legislation the Government is irrevocably committed to a policy of optimum development, utilisation and preservation of all our manpower. Mr Botha said

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PLEASE CIRCLE ITEMS REQUIRED

PLEASE CIRCLE ITEMS REQUIRED

General Mining fires 1 600 blacks

STAR
28/5/81

211

The 1 600 black mineworkers at the Buffelsfontein gold mine who refused to come off shift on Tuesday night have been dismissed and "sent home," a spokesman for General Mining said yesterday.

The action came after disturbances in which mine property was damaged, he said.

The workers emerged from the mine at 4 am yesterday after spending nearly 24 hours underground — reportedly in protest against long hours.

The spokesman said, however, that the workers had refused to communicate with management and their grievances were "still not known."

The station on the Orangia shaft where the

workers gathered was damaged, according to sources.

On returning to the hostels, workers stormed the kitchens.

Riot police with dogs and Security Police were on standby but had not intervened, the sources said.

There were no signs that the unrest was spreading to the rest of the 16 000-strong black workforce.

The General Mining spokesman said transport arrangements had been made for the return of workers to their homes.

Most of them are believed to be from Transkei and Lesotho and a small number from Botswana and Mozambique.

Stay away

call to white miners

STAR
29/5/31
211

By Bob Davis

White miners are being urged to refuse to work on Republic Day

In a message to 18 000 white miners whose presence vitally affect operations on gold, coal and base mineral mines, Mr Arre Paulus, general secretary of the Mine Workers' Union, said miners should stand together "and refuse to work on June 1, Republic Day"

He said on that day South Africa would celebrate its 20th anniversary of being a Republic, a treasured event and a day on which miners should be with their families

Mr Paulus said managers on a number of mines were trying to get workers to go on shift on Republic Day with the excuse that the mines lose too much if mining operations cease"

LURE

He said the lure of double pay was being offered to miners

"As far as the mines are concerned, it would appear that gold and money is more important than the founding of the Republic of South Africa"

Mr Paulus said it was time the Government looked into the matter because mine managements used the same tactics year after year

"We cannot imagine that it is good for our children's respect for our Republic if their fathers work on Republic Day as if it is just another working day"

He said existing legislation permitted employees to volunteer to work on Republic Day but no one could be forced to work on that day.

The Mine Workers' Union felt the law should be amended to forbid all but essential services to operate on Republic Day

A spokesman for the Chamber of Mines said the employer organisation had no comment to make on the MWU message to its members

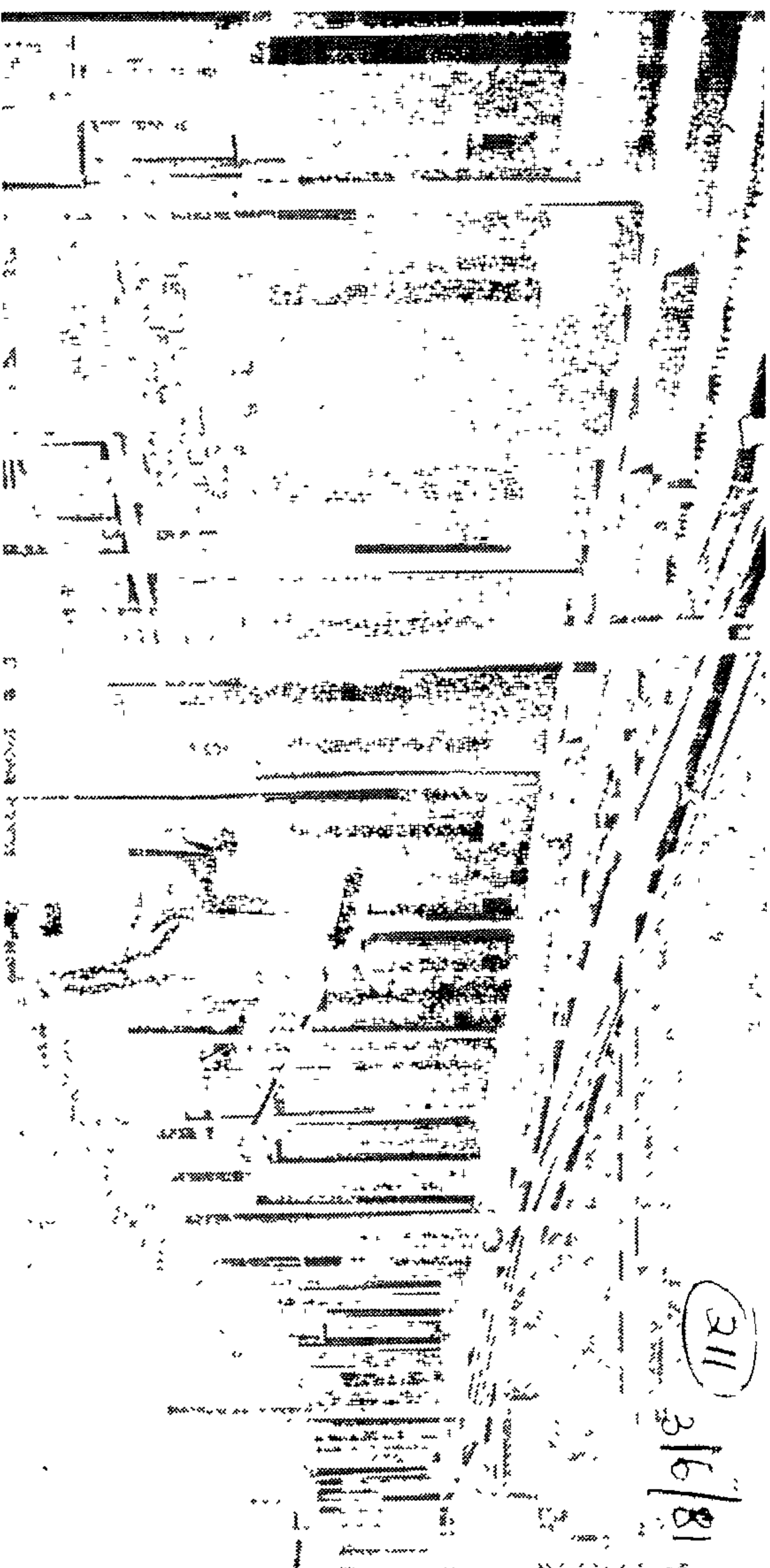
He said the Chamber's Labour Relations Department did not do its negotiating through newspapers



The interior of one of the oldest hostels still in use, at Welgedacht Collieries — the room is cramped, with sparse light provided by the small windows — an indication of the squalor miners had to live in previously

"IT IS our firm belief that so far as possible, all our employees should be able to live with their families at or near their place of work if they so choose."

— Mr. Harry Oppenheimer, chairman of Anglo American Corporation and De Beers. An admirable sentiment, but to what extent have mining companies actually attempted to improve the living standards of employees, and what proportion of married workers have their families in close proximity? Mining Editor JOHN MULCAHY examines what they have done



Barrack-style hostels, accommodating up to 16 men in one room, were accepted form in the early mining days. This example is at Crown Mines, where the rooms are being upgraded to modern standards

Some gold price benefits

IN THE early "gold rush" days, the emphasis by mining houses was on achieving maximum production as soon as possible, with scant regard given to home comforts in the "compounds".

At that time as many as 6 000 black workers were housed in one complex, all sharing catering and washing facilities, as well as limited recreational facilities.

But the evolution in ideas has produced startling improvements in the workers' lot, and today the trend is towards more spacious, comfortable and aesthetically pleasing accommodation, although due to the nature of the mining industry's requirements, mass housing remains a necessity.

reclamation scheme. There are presently 450 workers housed at the hostel, which is one of the oldest in use, but wheels are in motion to upgrade the hostel, "to the general Rand Mines standard".

The old Crown Mines hostel is primitive by any standards, and is a good indication of the squalor in which workers were forced to live in the early days on the Reef.

The new Crown Mines hostel will have a capacity of 620 workers, and employees at the plant, all "section 10" people — those with the right to live and work in an urban area — will have the option of living in single quarters on the property or in married quarters in

vide their own accommodation. It is argued that the mining industry is alone in its legal requirement to provide accommodation, and for this reason criticism of facilities is regarded by some as unjustified.

Mr van der Colff says Anglo American has a non-discriminatory housing policy, and the type of house goes with the position held by the employee. As blacks move into more senior positions they will be provided with accommodation similar to that provided to whites in the same jobs.

the turn of the century. It houses 800 workers, and is built in a "lagger" form, with only two openings. The logic behind the lagger system was that if there was any trouble in the compound the two openings could be closed and the troubled area sealed off.

The new building at Welgedacht has 12 people a unit, compared with 18 per room at the old hostel. The rooms are being upgraded, and will eventually have 10 to 12 workers in a room, with storage space for clothes in lockers, as well as a

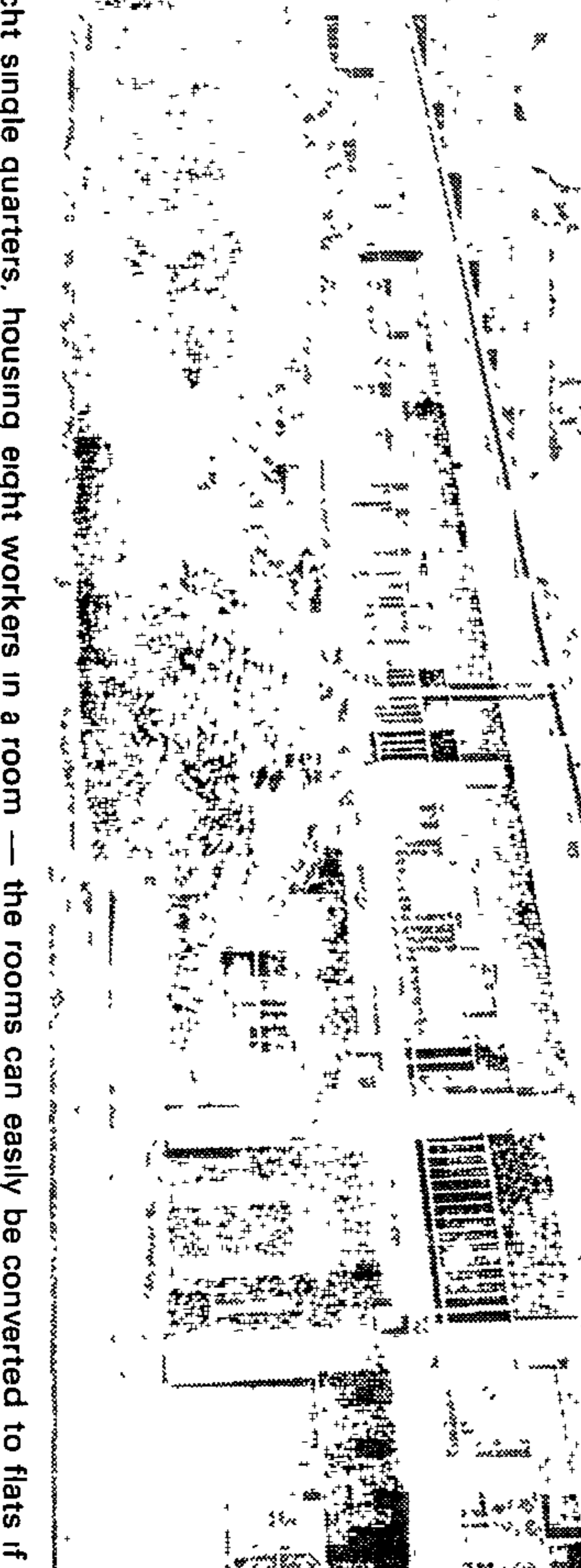
has a television set and a lounge area.

Rietsspruit has moved away from the beerhall form of recreation, and has a recreation club, which includes a men's and ladies' bar, snooker room, soccer fields, volley ball and badminton facilities, as well as a swimming pool — all in a single complex.

The new Anglo single units, as evidenced at Vaal Reefs, could at some stage be converted into married quarters, "but this is way ahead, as no-one knows what the Group Areas Act is going to do".

The hostel at Vaal Reefs. No 9 shaft presently houses 3 200 blacks, but is designed to accommodate 6 000. The hostel has been designed on a three leaf clover basis, with each leaf of the clover ultimately housing

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 RM 3/6/81



The new Blyvooruitzicht single quarters, housing eight workers in a room — the rooms can easily be converted to flats if required for married employees. Above is the Crown Mines hostel which is soon to receive identical new hostels

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ROM 3/16/81

The boom in mineral markets, and particularly gold, has allowed mining houses to divert more attention and money to the accommodation question. The majority of black workers are still housed in single quarters or hostels — previously compounds.

In terms of Group Areas legislation, no more than three percent of the black labour force at any mine may be housed in married accommodation on the property, and this "dispensation" applies only to "local workers" — those who are citizens of the Republic of South Africa or the adjacent homelands.

Until the early 1970s, only 25% of black workers on SA mines were "locals", the balance being derived from such countries as Lesotho, Mozambique and Malawi — migrant workers from these countries are not permitted to house their families in this country. Since 1974 the situation has changed, with the proportion of local to foreign blacks closer to balance.

From a practical, economic and, arguably, a self-interest point of view, quarters to accommodate married people does seem to lead to a more stable workforce.

Availability of capital is the single major restraining factor in upgrading living accommodation, and this is evident from the state of hostels at the so-called marginal mines compared with the low-cost, long-life producers.

Rand Mines, at its Crown Mines No 17 shaft, still has an old-style hostel in operation — established in the 1920s — and housing workers employed on the Rand Mine Properties and

Anglo American gold division personnel consultant Mr Kallie van der Colff says the old system, of housing 6 000 workers at a single hostel, all sharing catering and recreational facilities, created problems with personnel, administration and management.

Economy of size, especially when catering for huge workforces — in some cases as high as 35 000 — dictates a minimum of 2 500 to 3 000 workers which can be easily housed and controlled in a hostel, considering cooking and sporting facilities.

Employees are still housed on an ethnic basis in the older hostels, but the policy is to break up the tribal dividing lines in favour of residence on a working group basis.

Mr van der Colff feels that with the process of decentralisation in hostels splitting them

Employees are still housed on an ethnic basis in the older hostels, but the policy is to break up the tribal dividing lines in favour of residence on a working group basis.

into units of 650 to 700 workers, it became possible to house workers in work groups on a mine overseer's section basis rather than in terms of their tribal origins.

"This was such an obvious thing to do — they work together, so there is no reason why they should not live together."

At the time the mines originally built accommodation for workers, there was a desperate need for housing generally, but in theory the State — and workers themselves — should pro-

Blyvoorntzucht's old hostel complex, occupied since 1938, has 5 400 workers, with a centralised kitchen and dining area, but after renovations, currently in progress, the complex will house 4 800, with four different dining halls.

As part of the upgrading process, coal burners are being replaced with electric heaters, and individual room population is being reduced to 16 from 20. It is estimated that at current prices the cost of new single accommodation is around R5 000 a bed.

The new hostel at Blyvoorntzucht has 17 blocks with 120 workers in each, split up to 8 workers per room. It was built about three years ago, and houses around 2 300 workers. There is a public relations officer for each block, to deal with individual grievances at the first level.

The modules can be converted

ed into flats by opening "false" doors between rooms.

Winterveld Chrome mine, part of the Rand Mines group, has moved totally away from the block system, and its simple accommodation is in the form of small units, the same size as married quarters.

In spite of being one of the poorest companies in the group, with the downturn in the world steel industry having affected the chrome market seriously, it still places significant emphasis on accommodation, recreational and educational facilities.

small lounge area. Welgedacht has 59 houses for married workers at Utrecht, and also has a home ownership scheme at Osizweni, a township in nearby KwaZulu, about 20 kilometres from the mine. The mine assists workers with deposits, and houses are built by private contractors for the Corporation for Economic Development, which acts as a building society, with the mine acting as a third party.

The houses cost, on average, about R15 000 each, and there is a housing allowance, amounting to 1% a month of the total cost of the house, which in most cases more than covers the monthly bond repayments.

The mine also provides rations and free domestic coal, at a rate of two bags every 14 days.

Rietpspruit Colliery has a totally integrated wage system, and this has extended into housing and other fringe benefits.

Salary and accommodation are dependent solely on the job category, with scales of 1-15 on the Paterson Plan. The minimum wage is R185 plus a 15th cheque as leave pay, and the houses are also graded from 1 to 10, 1 being the lowest level and so on up to the manager's house, which is grade 10.

Single employees pay R45 a month for full board, while married employees pay R5 to R20 a month rent, depending on the standard of house. No rations are issued at this mine, and workers are taken on shopping expeditions — twice a week for blacks and once a week for whites.

At Rietpspruit the intention is

The individual wings are again divided into three sections, each having its own catering and recreational facilities, making nine sub-sections for the 6 000 workers.

There is food available from 11am to 6pm every day — meat, fish and chicken are rationed, but the workers are allowed to eat as much as they like of other food.

Vaal Reefs has a unique "food factory", which is fully automated and exceptionally hygienic. Food is cooked at the central kitchen, and transported to the various dining halls in sealed, heated trolleys.

The food factory has been designed to cater for 8 000 initially, but can be extended to a capacity of 16 000. The raw food, such as mealie meal, is automatically despatched from the dry goods store to huge pressure cookers, the quantities being controlled by a dietitian who sets the computerised system at the required level.

The Vaal Reefs married village will have 1 000 houses available for occupation by the end of this year. There are five basic designs for the houses, which are on average 65m² in size, and contain stoves, electric geysers and solar heating.

The complex will ultimately include schools, a church and a shopping centre, as well as spacious gardens.

On married accommodation, Anglo has never reached the three percent maximum, laid down by Government, and presently has around just over one

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EDM

The worker population is 1 300 at the village — the other workers living in their own homes in neighbouring areas

A striking feature of the Winterveld married village, which was completed three years ago, is the originality introduced to the largely similar buildings by the workers' initiative in developing gardens

Around 85% of Winterveld's black labour force are Lebowans, and this has helped tremendously in maintaining stability. According to the mine manager, Mr Karl Eich "If we have 5 absentees in a day out of 2 000 workers it is a lot"

When Winterveld began expansion in 1974 around 65% of the black labour force were "foreign" workers

Probably the oldest mine hostel still in use is at Welgedacht — the hostel was built at

The Du Rand commission on mine violence recommended no hostel should house more than 2 000 people, and Anglo had recognised the need for smaller units.

for 75% of the entire labour force to be housed in married accommodation on the mine property, and at this stage there are 8 single workers to a block, with each man having his own room

As Rietspruit is a joint venture between Rand Mines and BP, and the coal produced intended specifically for export, the mine was granted a special dispensation to house a large proportion of married workers on the property.

The single blocks are designed in such a way that they will be easily convertible into married quarters when the need arises. Each single block

percent of its staff on gold mines housed in married quarters

Resistance by married workers to moving their families to the work-place is not regarded as a restraining factor in providing accommodation — but available cash certainly is

At a unit cost of at least R16 000 for a house, mines are particularly sensitive to prevailing and projected commodity prices before embarking on housing schemes

Anglo is committed to a programme which will more than double the amount of married accommodation by 1985

Where possible, houses are built in existing townships, so people can become involved in the larger community. The Government has said that "key personnel" may be housed in existing townships, but there has never been a query on any of the moves by Anglo personnel into these locations.

There is little doubt that improved accommodation is high on the list of priorities of most mining houses; but a limiting factor in providing stable home lives to married workers and their families remains the Government control via the Group Areas Act

With a relaxation of the stipulations regarding the housing of married workers, there would be more possibility of achieving a fully integrated, satisfied and productive workforce

3

2 (b) (i) The government fiscal policy is regarded by Keynesians as a much stronger mechanism for closing the deflationary gap rather than the monetarists policy.

MINING INDUSTRY

211

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FM 5/6/81

Aggro over 'assistants'

More fuel has been added to the simmering row over government plans for labour reforms in the mining industry. Angry white mineworkers have again accused Anglo American Corporation of training blacks for posts which are presently reserved for whites only but which the government may open to blacks in the future.

Anglo American however strongly denies this is happening. We train blacks and whites but we have never ever trained any man to undertake a job to

which he is barred by law - says a spokesman for the corporation.

The row has its origins in white mineworkers' suspicions that the government intends abolishing job reservation on the mines. In March the Herstigte Nasionale Party issued pamphlets which claimed that a still secret Wichahn Commission report recommends just this. A major fear of white mineworkers is that the government will allow blacks to have blasting certificates - and the militant Mineworkers Union (MWU) has threat-

ened to call a general strike if this is permitted.

The latest development in the controversy arises from a report in the *Witbank News* in March that a black miner, Frans Zungusa, was being trained as a mine captain to replace a white miner on Anglo's Bank Colliery near Witbank. The newspaper later denied that there was any truth in the report which had apparently resulted from a hoax. Anglo also made a similar denial and says that the man had in fact been attending a first-aid course.

There the matter may have rested but in the latest edition of *The Mineworker*, official organ of the MWU, further allegations are made about Zungusa. Unnamed informants who are quoted by the publication claim they were informed by the Anglo public relations division that the statement that Mr Frans Zungusa was appointed as a mine captain was untrue; he was only being trained for such a position.

Claims *The Mineworker*. It is obvious that the Anglo American Corporation is in possession of information pertaining to the Wichahn report. That is why the corporation is training blacks for future developments. AAC is not going to be caught napping. When the whistle goes the corporation will be ready with trained blacks.

The Anglo PRO concerned tells the FM he was misquoted. He says he merely told *The Mineworker* informants that Zungusa was being trained and he definitely did not say the black miner was being

trained for the position of mine captain.

Despite all the emphatic denials from Anglo, MWU general secretary Arrie Paulus is still very suspicious. When asked by the FM if he had any other grounds for believing that blacks are being trained for white-held jobs, he said blacks were being trained to 'assist' white miners who are experiencing production problems at Anglo's President Steyn mine. Paulus fears a logical consequence of this will be that the 'assistants' will edge their way into jobs held by whites.

An Anglo spokesman replies: 'The training which team leaders are undergoing at President Steyn is part of the employee development programme (EIP) being introduced on all AAC mines and at all job levels. The programme is aimed at improving labour productivity in a period of severe skills shortage by making employees better at their jobs.'

'The team leaders are undergoing training which will develop them into better team leaders. It is not promotional training aimed at preparing them for jobs presently held by white miners. Training modules are being introduced for the engineering, mining, metallurgical, personnel and financial fields, all with the purpose of improving employee productivity and efficiency.'

'In the mining sector, for example, white stopers and developers will undergo training to make them better stopers and developers. The programme has received the support of the miners and the white stopers and developers who supervise the team leaders have helped select suitable team leaders for the course which is being run at President Steyn and other AAC mines.'

But the white mineworkers' suspicions are bound to continue and could influence the course which the white Right as a whole seems now set to follow (see next story).

BNP
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Miners' pay packets are swollen by R24-m rise

STARR
8/16/81
B

By Bob Davis

The total wage and salary bill for South Africa's mines has gone up a massive R24-million in the past two months.

The total earnings of white mineworkers will exceed the R100-million mark for the first time this month, after mining union men were given increases

last month Mining officials are to receive theirs this month.

The salary bill for officials goes up by 14 percent and that for Council of Mining Unions members went up by 15,6 percent in May

The total earnings of white workers on the mines will be about R105-million this month

Mining men were unwilling to comment on the negotiations this morning but a joint statement by workers' representatives and the Chamber of Mines said pension fund and death benefits had also been improved

Last year mining officials were given a 16 percent increase. In 1979 it was 10 percent, 6,5 percent in 1978 and 5 percent in 1977.

Council of Mining Unions members got 13,5 percent last year, 10 percent in 1979, 6 percent in 1978 and in 1977 an across-the-board increase of R25 per month

CT 8/6/81
Pay boost for SA
mine staff granted

JOHANNESBURG — The minimum salary scales of about 21 000 officials on gold and coal mines in South Africa are to be increased by 14 percent from this month. A joint statement issued in

Johannesburg by the Chamber of Mines, the Mine Surface Officials' Association, the Underground Officials' Association and the South African Technical Officials' Association said that in addition, certain other agreements had been reached after the annual review of wages and conditions of employment.

"The contributions made by employers to the mine officials' pension fund will be increased by 0,5 percent, thus bringing total contributions payable to the fund by employers and employees to 22 percent.

"The contributions paid by employers and employees to the mine officials' pension fund death benefit scheme will be increased from the current R4 payable by employees and R4,80 payable by employers to 1,4 percent of each employee's pensionable emoluments, and this amount will be payable by both employers and employees.

Death benefits

"As a consequence of the increased contributions, the death benefits will be increased as follows

"For working members the death benefit of R10 000 will be increased to 24 times the employee's monthly pensionable emoluments, with a minimum of R10 000

"For pensioner members, the death benefit of R2 200 will be increased to 24 times the pensioners monthly pension, with a minimum of R2 200

"As in the past, mining houses may grant merit increases in the discretion of mine managements

"The officials' associations and the Chamber have also agreed to examine jointly the feasibility of amending the rules of the mine officials' pension fund death benefit scheme to allow for a lump sum payment when an official goes on pension" — Sapa

New mine pay deal draws mixed response

9/6/81

211 STAR

By Bob Davis

Reaction from workers' associations on the mines to the new salary increases for officials range from extreme disappointment to fairly satisfied.

Two of the associations said they had asked for higher percentage increases and the third had asked for greater improvements in pension and death benefits.

Mr Robbie Botha, general secretary of the Mine Surface Officials Association, said the asked-for increase was 18,38 percent on actual earnings.

"We are extremely disappointed with the 14 percent increase on basic salary which was actually granted"

RESEARCH

Mr Botha said the 18,38 percent requested was based on research done by Professor Nieuwenhuyzen of Rand Afrikaans University involving a 15,2 percent price index figure from the Reserve Bank.

His association had asked for a greater percentage in order to

stay ahead of the Reserve Bank figure.

"The idea was to motivate workers in our industry and to achieve employee satisfaction."

Mr Botha said surface officials would not be satisfied with the increase, especially as it was based on basic salary because most workers actually earned much more than the basic.

"That means we have to rely on managements to give us merit increases which can be meaningless."

However, his association had accepted the offered increase because to have declared a dispute would have meant a delay of at least two months

The association had pointed out to the Chamber of Mines that too low an increase could result in employee losses but the chamber's attitude was that staff turnover in the mining industry was no greater than in other comparable industries, Mr Botha said.

Mr van den Berg, the organising secretary of the Technical Officials'

Association, said his association was "on the whole reasonably satisfied with the salary increase but we wanted an improvement in pension and death benefits"

He said the improvement sought in pension fund contributions was two percent from both employee and employer.

"It would have been anti-inflationary had it been granted," Mr van den Berg said.

CHOICE

His association had also insisted that an employee should have the choice of a lump-sum payment when going on pension and the matter would be taken up again with the Chamber of Mines.

Mr R J Coertze, general secretary of the Underground Workers Association, said his association had asked for an increase of 19 percent.

He expected underground workers to be dissatisfied with the 14 percent which was offered and accepted after weeks of negotiation.

(211)
Wide concessions
CT 13/4/81
in new labour deal

Own Correspondent

JOHANNESBURG — Important new features have been incorporated in a re-negotiated recognition agreement between the multi-national Kellogg company and the Sweet Food and Allied Workers' Union.

The agreement supercedes a preliminary agreement reached between the two parties in August 1979 when the Fosatu-affiliated union was still unregistered.

The new agreement allows shop stewards to attend to union and company business within working hours.

Retrenched workers are to receive increased benefits through redundancy pay as well as a system for preferential re-employment.

Maternity benefits have been introduced, described by Fosatu spokesmen as "totally novel".

The agreement provides for a senior shop steward to be elected by shop stewards, who will have access to workers throughout the company on approval of plant management.

He will be entitled to an

amount of company time to attend to his duties in the plant, also to be agreed to by plant management.

The company has undertaken to consider employing retrenched workers in other departments when possible.

Pregnant women leaving their jobs are to have priority whenever possible if they want to return after their confinement.

A mining trade union has agreed to relaxations in racial labour practices in exchange for a separate "package" improving benefits and service conditions.

Any relaxations will apparently depend on the inability of mines to find suitable white skilled labour.

This is the implication of a joint statement yesterday by the SA Engine Drivers' Firemen's and Operators' Association and the Chamber of Mines, announcing an agreement between the two parties.

This will only be done "after due consultation with the relevant mine or mines", the statement said.

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13/1/81 124

Union deals cut mine job curbs

By STEVEN FRIEDMAN
Labour Reporter

THE mining industry has now negotiated two "productivity packages" with trade unions which will mean a relaxation of racial labour practices in the industry

The Chamber of Mines' deal with the SA Engine Drivers', Firemen's and Operators' Association, announced late last week, follows a similar "package" agreed with artisan unions earlier this year

In both cases, the unions agreed to relaxations in existing labour practices and to scrap the paid occasional leave system in exchange for a "package of new benefits"

This means a wide range of mine unions have now agreed to relaxations in labour patterns opening the way to greater use of black labour

The deal between the artisans and the chamber has also

been followed by the announcement of a Government-approved training scheme for the industry backed by both parties

The changes in labour practices have been linked to the mines skilled manpower shortage and, at least in the engine drivers' case, it appears relaxations will only occur where insufficient white labour is available

The mines have argued for some time that existing racial practices have created an acute skills shortage and hampered the industry's productivity, and the new agreements are aimed at easing the problem

The chamber negotiates wages collectively with the Council of Mining Unions, representing all mine unions

However, non-wage issues can be negotiated separately with individual unions and groups of unions

Mines mum over union recognition

By Z B MOLEFE

THE Chamber of Mines yesterday refused to comment on a reported change to its controversial criteria for the recognition of trade unions because the newspaper which published the report got it "from a confidential document".

A chamber spokesman told the SOWETAN "That story is not very accurate. It comes from a confidential document. Unfortunately, we cannot discuss the matter further."

He admitted that the question has been under discussion with a number of unions, and that at some time in the future a formal document would be presented to the unions for comment. But he could not name these unions.

Details of the chamber's revised criteria, according to an afternoon newspaper, were likely to have far-reaching implications for labour relations on the mines.

The criteria would also give significant ground to registered mining unions and make it easier for them to win negotiating rights.

It was also reported that, according to mining sources, there had been no change in the chamber's attitude to unregistered unions with which, it has insisted, it will not negotiate.

The new guidelines reportedly lay down that to win recognition from the

chamber, registered unions will have to prove only a significant membership throughout the mining industry, rather than the 30 percent enrolment of eligible members previously required.

More than one registered union may now be recognised by the chamber as representing workers in a particular job category or occupation. Such unions, according to the reports, must jointly approach the chamber in negotiating basic wages and conditions of employment.

Under the previous guidelines, unions then recognised could have a negotiating monopoly for certain occupations even if — like the Mine Workers' Union — they were exclusively white. The new policy would mean that blacks in mining could belong to recognised bodies.

In another development, the chamber said that blacks have not been included in the massive R24-million bonanza offered miners early this month. This meant total earnings of white mine workers will exceed the R100-million mark for the first time this month.

A chamber spokesman said that black wages were still under review. "We normally review their wages this time of each year. An announcement will be coming fairly soon," he said.

DISEASES OF THE RESPIRATORY SYSTEM

	A		C		B	
	F	M	F	M	F	M
2019	0,97	1,22	0,79	2,87	2,22	1,37
2019	7,89	16,51	13,42	20,07	10,49	9,32
1,92	3,33	1,85	4,88	2,14	2,75	1,72
1,12	0,37	0,33	0,94	0,72	0,66	0,52
1,06	0,17	0,11	0,21	0,23	0,18	0,16
28	0,90	0,69	5,32	5,45	2,46	2,13
1,22	7,81	4,85	32,20	28,78	13,54	14,15
F	M	F	M	F	M	F

Mines hit by skilled manpower shortage

Argus Correspondent

JOHANNESBURG — "The mining industry plans to spend R1,000 million and create 100,000 new jobs over the next five years, but such plans could be hamstrung by the acute shortage of skilled labour.

Mr R S Lawrence, president of the Chamber of Mines said today the only solution to this dilemma was to teach technical skills to anyone requiring them — irrespective of race.

Mr Lawrence said it was clear that fears expressed a year ago by his predecessor, Mr Dennis Bineidge, were well founded.

Retarding

"It is difficult to see how expansion plans for the industry, involving envisaged expenditure of R12-billion over the period 1980 to 1985 can be implemented in the face of such a worsening skilled manpower situation, he said.

"To the extent that new projects in this programme are delayed, postponed or cancelled, so will the social and economic progress of the country as a whole be retarded."

The problem was that the relatively small white population could not supply all the skills needed to maintain a rapidly expanding economy.

"The number of vacancies for skilled workers on gold mines alone increased by more than 40 percent to 2,609 of which 1,008 were for artisans, mainly electricians, fitters and boilermakers and 684 for holders of blasting certificates," Mr Lawrence told the 81st annual meeting of the chamber.

The increased demand had occurred in the past nine months.

A change in the law alone, although that would remove an impediment to

the full and proper use of the country's manpower resources, would not solve the problem. The industry must do much more to train its own people, he said.

Mr Lawrence said in a white paper published this month on the report by the National Manpower Commission on High-level Manpower, the government accepted that South Africa would not be able to realise its development potential and offer all its people an acceptable standard of living if it persisted in attempting to secure its high level manpower requirements mainly from the whites.

"I believe that sound basic schooling for everyone in this country must be the starting point," he said.

"The subsequent teaching of technical skill to anyone requiring them regardless of race or colour must also be an essential element of the whole education system."

Dispensations

More than that, new dispensations permitting the employment of all suitably equipped employees would be necessary.

"The mining industry in South Africa is aware that the better utilisation of manpower is a sensitive issue. It accepts that the task is not only to provide itself with both the necessary skilled manpower but also to persuade organised labour that this can be done in a non-discriminatory fashion without jeopardising the employment opportunities in any racial group," Mr Lawrence said.

"Effective action in the field of training requires the full co-operation of the trade unions and other employee organisations if it is to succeed."

© See Page 28.

claims for silicosis, was not exaggerating when he claimed that ten to eleven miners were appearing daily before the board. Despite the fact that the number of daily applicants had dropped from six to eight in 1914, this did not necessarily indicate that the incidence of the disease had fallen; nor can this judgment be made on the basis of the falling off in numbers of new awards granted between 1913 and 1916, as certain present day writers contend. (128) In the first instance, miners were ever hopeful that the low introductory compensation scales - £96 and £100 for primary and secondary stage silicosis respectively, and usually paid in monthly instalments of £8 would be increased by new (129)

Mr W W Malan, executive director of Anglo Transvaal, was elected vice-president of the Chamber of Mines today. He has the distinction of introducing the raise-boring technique to the South African gold mining industry and, in 1975, after service with Gold Fields, joined Anglovaal as deputy technical director.

Also elected vice-president is Mr C T Fenton, executive director of Gold Fields. Mr Fenton was appointed consulting engineer of Gold Fields in 1975, general manager in 1979 and executive director in 1980. He heads the gold division of the group and is chairman of Deelkraal, Doornfontein and Kloof.

The notoriety of the Rand mines and silicosis had not diminished by 1915. An editorial in a non-labour newspaper, the Eastern Record, cynically stated that those who were in 'a hurry to get to Heaven, and by a more humane manner' should 'try the trenches in Europe,' (134) The sufferings of the silicotics was poignantly described by a nurse:

I've witnessed some terrible scenes. I've been a nurse for years, but I must confess all the awful things one sees in life are mere details to those we see on the Rand. I've known great strong men reduced to mere human skeletons, gasping, praying and begging of us to get them breath. (135)

Besides regulations for improvements in dust controls, one of the most important preventive measures was the appointment in 1916 of the Miners' Phthisis Medical Bureau, whose function was to examine all newcomers to

minework to see whether they were physically fit and of the correct physique and to determine whether or not they had tuberculosis. This innovation vindicated the Medical Commission's recommendations that there should be compulsory examinations of miners and that all tuberculous miners should be prohibited from working underground. (136) In addition, regular periodic checks of these miners became compulsory. As the bureau was obliged to keep all records, it was from 1916 to 1917, therefore, that incidence figures could be calculated accurately, but only in the

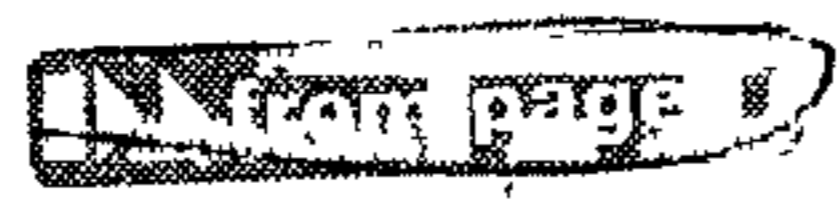
OUTSTANDING

Mr Lawrence said measured by any standards 1980 had been an outstanding year for the, South African mining industry and for the country as a whole.

The value of South African mineral sales in 1980, including gold, had increased by about 54 percent to a total of R14 994-million

Target: 100 000 new mine jobs

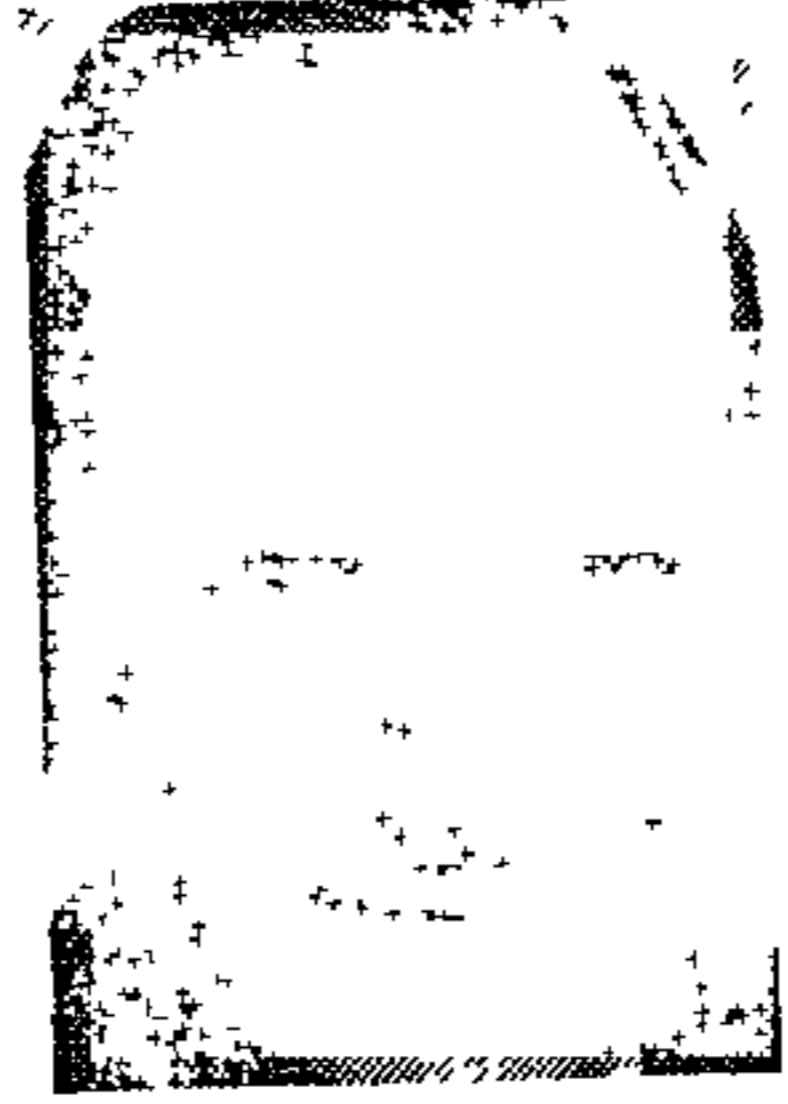
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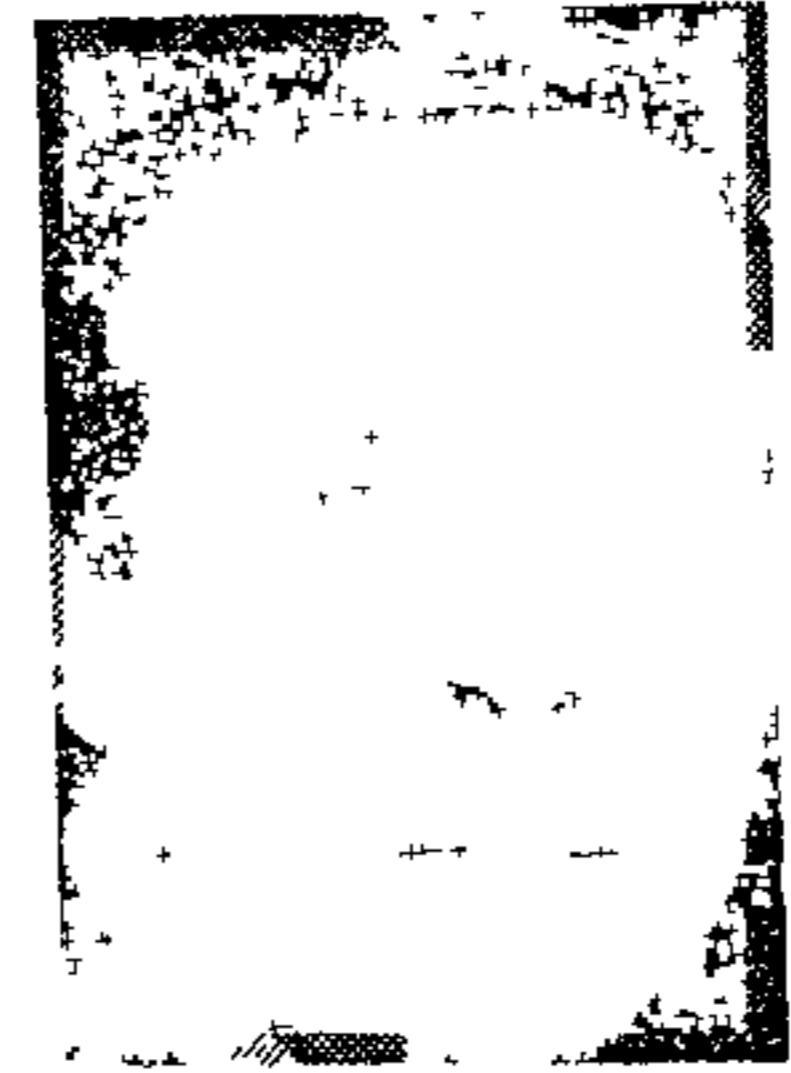
anyone requiring them regardless of race or colour must also be an essential element of the whole education system."

Mr Lawrence said the known expansion plans of the mining industry were expected to create nearly 100 000 additional jobs in mining, the overwhelming majority for unskilled workers

This would constitute a vital economic contribution to the territories of the southern African region which permitted their citizens to seek employment on South African mines



Mr L W P van den Bosch, executive director of Union Corporation, was today elected President of the Chamber of Mines at the Chamber's annual meeting in Johannesburg. He succeeds Rand Mines deputy chairman, Mr R S Lawrence. Mr van den Bosch was appointed consulting engineer of Union Corporation in 1965 and went on to become executive director as well as being appointed chairman of Bracken, Kinross, Leslie and Winkelhaak mines. He was president of the Chamber for the year 1977-78 and vice-president for the years 1975-76, 1976-77, 1979-80, and 1980-81.



paper, apart from those of the present day) therefore had to include an approximate figure for the Old Rand Miners as well as other variables during the period 1916 to 1929. These variables included four main factors: first, occupational and hygienic circumstances and increase in length of service before contracting the disease; second, the sharp rise in the incidence rate for New Rand Miners after 1918, when the ante-primary stage was added as an additional stage for compensation and also enabled the detection of the disease even before the primary stage had been reached; third, the possible importance of the initial examination which might have resulted in miners with improved physiques entering the profession and whose chances of contracting the disease, it was hoped, would be lessened; and fourth, the viewing of incidence as a function of duration of service. This means that when there is a settled mining population - and this had been a steadily occurring feature on the Wit-

ignorance, and la-
deciding criteria.

Target: 100 000

Sta 23/6/81 (211)

5-year multimillion plan for mines

The South African mining industry plans to spend R12 000-million and create 100 000 new jobs over the next five years.

But such plans could be hamstrung by the acute shortage of skilled labour in the country.

Mr R S Lawrence, president of the Chamber of Mines, said today the only solution to this dilemma was to teach technical skills to anyone requiring them — irrespective of race.

NEW jobs

... was received the MORE
... was recognised that not only drilling and
duced dust, but in fact all underground workers
its dangers. In addition, after the introduction
Chamber of Mines of routine dust sampling, the
of the Kotze Komimeter by the Government Mining
Nelson Kotze, and the practice of 'surprise'

Mr Lawrence said it was clear that fears expressed a year ago by his predecessor, Mr Dennis Etheredge were well founded.

"It is difficult to see how expansion plans for the industry, involving envisaged expenditure of R12-billion over the period 1980 to 1985, can be implemented in the face of such a worsening skilled manpower situation," he said.

"To the extent that new projects in this programme are delayed, postponed or cancelled, so will the social and economic progress of the country as a whole be retarded."

Mr Lawrence told the 91st annual meeting of the Chamber that the problem was that South Africa's relatively small white population could not supply all the skills necessary to maintain a rapidly expanding economy.

Accepted

"The number of vacancies for skilled workers on gold mines alone increased by more than 40 percent to 2 609 of which 1 008 were for artisans, mainly electricians, fitters and boilermakers and 684 for holders of blasting certificates," Mr Lawrence said.

The increased demand had occurred in the past nine months.

A change in the law alone, although that would remove an impediment to the full and proper use of the country's manpower resources, could not provide an instant panacea because large numbers of people in the country were sim-

just were neglected or ignored by certain members of
... Mining inspectors had so many extraneous
... at it was dis-
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mineowners. (97) A sl
appointed to gather e
Mining Regulations Com
Supervision by management improved,
by mine managers'. (98)

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could not work efficiently if incapacitated by silicosis.
Richard Barry, a mine manager and nephew of John X. Merriman
(and whose opinions were shared by Ambrose Pratt, the companion
of a former Prime Minister of Australia, Andrew Fisher, on his
visit to South Africa in 1910), stated:
We cannot entirely absolve the miner from blame, but we,
who are supposed to know better, should have started
upon a serious campaign of education [for miners] on
practical lines long ago. (102)
Inefficient miners, held responsible for the high accident rate,
were exonerated from blame by others who attributed their
'carelessness' to their diseased conditions. (103) Another
reason given for the alleged inefficiency of miners was that
inadequately trained local miners were replacing the skilled
overseas miners, many of whom had returned home after the 1907
strike, whilst others were so badly incapacitated that they
returned home to die. Overseas miners, who by 1910 still

How Treurnicht wooed miners during election

By RIAAN DE VILLIERS

DR ANDRIES Treurnicht, who sparked renewed Nationalist infighting after his recent attack on the Government's labour policy, made public overtures to the far-Rightwing Mineworkers' Union during the General Election campaign earlier this year.

At an election meeting in the mining town of Carletonville, Dr Treurnicht committed himself to protecting the interests of white mineworkers and offered to have round-table discussions with Mr Arrie Paulus, general secretary of the Mineworkers' Union.

Dr Treurnicht, Transvaal leader of the National Party,

told the meeting that the Government had not closed its doors to mineworkers.

"If Mr Paulus is prepared to work in the interests of his members he would find in me a ready ally (medestryder)," he said. He issued similar invitations for a meeting with MWU leaders at several other election meetings, mostly in mining communities.

However, Mr Paulus yesterday declined to confirm or deny whether meetings had in fact taken place.

Dr Treurnicht's conciliatory attitude was in marked contrast to the strained relations between the MWU and the Minister of Manpower Utilisation, Mr Fanie Botha, who is the architect of the Government's labour reforms.

Dr Treurnicht's past statements on labour have come to the fore after his controversial speech in Marble Hall last week.

Voicing criticisms in line with Rightwing opposition to reforms, Dr Treurnicht charged that "the loss of self-determination for the white in the labour field has been greater than in many other fields."

In his Carletonville speech, Dr Treurnicht told miners their union had protected them through negotiations with mining employers and they should not mistrust their organisation "which has served your interests well."

But, he added, there were too few whites to do skilled jobs and if workers of other races had to advance, the union should negotiate arrangements whereby it would determine the conditions for this, thereby warding off any threat to the position of white miners.

As members leave the dairy although they still consider themselves members the low and uneven production becomes even worse and so marketing problems increase. It is interesting to note that at Amathole many people have started to sell their milk locally after seeing dairy members do this, but only 2 people have joined the dairy since 1952. It seems from the above evidence that the others are making a logical decision in not joining

18.

3.32 VIABILITY OF CO-OPERATIVES

1. For people earning under R5,00 and R10,00 a month one must consider the inputs they have to pay to cover the costs of the co-operatives services. In some cases - particularly Amathole the profits do not cover the payments. This leads to the poorest members leaving or to the services being scrapped, often both happen.

In early 1977 the and a woman to w There were 12 par the salary The R4,00 a year subs more than 5 1/2 year his share in the to start realising

At Amathole 10% o month to cover th the equipment

17.

Note: 1. The distinction between off that better off than A Bukula & N I 1977 He says 1 O Mabusela (n locally but the 5. Most people do get nothing or transport with N M N M's brother's income has gone down since July 4. There is no paper accounting 4. IDA M- & F Mvimbi say that they tried to sell of poverty 6. Note that even when N M did take the milk 4 out 10 people got R10 or less per month

Name	Sources of Income		No. of Cattle	No. in milk		Current income from milk	Income when sold to hospital	Change to where present to milk	Where now
	Summer	Winter		Summer	Winter				
D. Gumundu (1)	Café owner		7	1 or 2	R15,50	R18,50		R3 less	DAIRY
A. Maghla (2)	Husband sends R40 per month		19	2	R4	R20	R57	R2,50	Home
N.M.'s brother (3)	Husband a teacher locally. Field lot of stock		11	4	R4-10	R20		R14 less	DAIRY
G. Bomenchini (4)	Headman. Children migrants. They send R72 per month	Farms field and stock	24	4	R36	R40		R4 less	DAIRY
A. Bukula (5)	One field. Dairy only income		5	2	R60	R30	R60	same	DAIRY
J. Guda (6)	One field and stock. Migrant son sends R17. 11 people in family		11	9	R30	R30		same	DAIRY
J. Sidzamba (7)	Small field lives by odd jobs	Very poor woman	5	2	R8	R6		R2 more	Home
IDA. M- (8)	Pensioner R12,3		1			R10		All income gone	Home
F. Mvimbi (9)	1 field but no		2			R6		No income now	DAIRY
O. Mabusela (10)	R12,33 pension	Family - 1 field				R5		little	

INCOME

Thousands could lose jobs, mine chief warns

Argus
24/6/81

~~214~~
211

Argus Correspondent

JOHANNESBURG. — Many thousands of black workers on South African mines could lose their jobs if the gold price remained at a sustained low level.

Dr Willie de Villiers, executive chairman of Gencor, said this at the Chamber of Mines annual meeting

He said the central role of black wage increases in the escalation of working costs on the mines had already come 'perilously close' to threatening the viability of marginal mines.

Some marginal mines were even threatened with closure in the present climate of declining metal and mineral prices

Compounding the problem was the fluctuation of the gold price

CLOSING GAP

He warned the industry against closing the wage gap between black and white workers by a mere mechanical adjustment in pursuit of an even remuneration curve.

'A serious distortion would result if the entire black wage curve from the lowest entry wages were to be adjusted in order to linkup evenly with the existing white curve'

Over the past decade there had been a determined effort by the mining industry to bring wages to acceptable levels, resulting in a ten-fold increase in average earnings a month between 1970 and 1980.

PRODUCTIVITY

'A point is, however, being reached where concern must be expressed at the fact that the increase in black labour productivity over this period has been negligible'

If the rate of wage escalation continued over the next few years, 'the marginal value of work done by many unskilled workers will be rapidly eroded and their employment threatened by mechanisation'

Higher margins of wage increases should be granted in the upper black job categories, while adjustments to starting wages should take into account only cost of living increases.

RAPID GROWTH

'This would serve the objective of not only closing the gap while to some extent containing the rapid growth in working costs but would have the desirable effect of steepening the wage curve'

Such a steepening would provide an incentive to the workers to advance into more skilled positions — an objective shared by all in the industry.

(93)

APPENDIX 3.

CLINIC COMMITTEE.

In 1977 a clinic committee was established at Ipoti in Umhlaba which has since been closed down. The problems in setting up and the reasons why it was closed down are typical. For the short period that it existed, the functions of the committee were as follows:

a) To advertise the clinic by going to families with sick people and convincing them that the clinic would help them. (Apparently within a few months more people understood about the clinic, and were coming than ever before.)

b) Let the nurses know the people's needs.

c) When the nurses had problems at the clinic to do with lack of resources they were to discuss them with the Area Health Board. When a particular issue came up for discussion (for example, that the water supply was dirty) it was the duty of the committee to hold meetings in each sub-headman's area to discuss the problem.

d) To raise money; the money was used for:

- 1) hiring an ambulance or paying a car owner's petrol when people needed to get to hospital in an emergency.
- ii) To pay the clinic sister's costs when she went to outlying areas to visit urgent cases.

iii) To pay the clinic fee of 20c for real people.

iv) To give milk powder on credit to real people.

e) The committee also fulfilled a social function, for example, two sisters were fighting and the one punched her sister's lip and punctured her ear-drum. She then walked several miles to the clinic by her own strength. The mother who had witnessed the fight not help the younger child to get to the clinic.

had been caused by the husband of the older sister raping the younger sister. The area is far from the police and nobody would have interfered. However the clinic committee

(94)

called a "trial" where they fined the mother and the rapist, and said that if they did not accept this they would send somebody into town to report them to the police.

Once it was established then, the clinic committee

100 000 jobs for mines planned

By RIAAN DE VILLIERS
Labour Correspondent

THE mining industry is expected to create nearly 100 000 additional jobs up to 1985 through expansion plans involving spending of R12-billion, the outgoing president of the Chamber of Mines, Mr Bill Lawrence, said yesterday.

But he warned that these plans could be jeopardised by the worsening shortage of skilled manpower.

Addressing the chamber's 91st annual meeting, Mr Lawrence said his predecessor had expressed "grave concern" at the serious shortage of skilled personnel and had warned the situation was liable to become critical.

Since then, in the nine months to March this year, the number of vacancies for skilled workers on gold mines alone had increased by more than 40% to 2 609.

Of these, 1 000 vacancies or

39% were for artisans, mainly electricians, fitters and boiler-makers, and 6 245 or 26% for holders of blasting certificates.

"To the extent that new projects in this programme are delayed, postponed or cancelled, so will social and economic progress of the country be retarded," he said.

The problem lay in the inability of South Africa's relatively small white population to supply all the skills to maintain a rapidly expanding economy.

But while changes in the laws which impeded full use of the country's manpower resources were a prerequisite to progress, they could not provide an "instant panacea" as many people were simply not educated enough to be trained for more skilled technical jobs.

The Government had accepted that people of all population groups should have equal opportunities to participate in the development processes.

"I believe sound basic schooling for everyone in this country should be the starting point," he said.

Subsequent teaching of technical skills should also be an essential element.

But the process of reform could not stop there and a new dispensation permitting the employment of all those suitably equipped was necessary.

The mining industry was aware that the better use of manpower was a "sensitive issue".

It accepted that its task was not only to provide itself with the necessary skilled manpower, but also to persuade organised labour that this could be done in a non-discriminatory way without jeopardising the employment opportunities of any racial group.

Mr Lawrence said the industry's expansion plans would constitute a "vital economic contribution" to Southern African territories which allowed their citizens to work on the mines.

The cash wage bill for migrant workers on gold and coal mines alone amounted to R1 108-million last year, and most of these earnings flowed back to the home territories.

He added that the wages of black workers on the mines had increased tenfold in the past 10 years and the intention was to develop a "common, non-racial wage structure, eliminating any wage differentiation based on race for any particular job category".

POLICE IN THE ...

When the hospital's decision was made public, a series of meetings was held in each area and the decision was taken to call the committee "The Area Health Committee" as opposed to "Clinic Committee" and that it should be answerable to the Tribal Authorities.

/ ...

Mangope to push mines on job bars

By PATRICK LAURENCE
Southern Africa Editor

PRESIDENT Lucas Mangope of BophuthaTswana has served notice that he intends to press South African mining companies into abolishing the colour bar in all their mining operations in BophuthaTswana

Renewed pressure against job reservation at this juncture could be awkward for Pretoria, because it might rekindle the controversy over labour policy which brought Dr Andries Treurnicht and Mr Fanie Botha to loggerheads last week

At present the South African Mines and Works Act, which makes possession of blasting certificates the preserve of whites and coloureds, still applies to BophuthaTswana, which became a nominally independent state in December 1977

Moves to scrap the Act in BophuthaTswana are certain to run into fierce opposition from the whites-only Mineworkers' Union and its hardline general secretary Mr Arrie Paulus

BophuthaTswana's main site of mining is near the South African town of Rustenburg, whose whites provide skilled workers for BophuthaTswana mines and where there has been an upsurge of white conservatism since the coming to power of Mr P W Botha in 1978

In a recent interview, President Mangope made plain his opposition to job reservation and his determination to have it expunged from BophuthaTswana's statute book

"We would like to honour both the provisions and the

spirit of our constitution, which does not allow any measure of discrimination, and we have pointed this out to the mining houses operating in BophuthaTswana

"I have on my table right now a letter from (the mining magnate) Mr Gordon Waddell, in which he reports to me on the progress they have made in their negotiations with Mr Paulus

"I was requested by the mining houses not to rush the issue but to allow them to negotiate the issue with the Mineworkers' Union. The request also came from Mr F W de Klerk, South Africa's Minister of Minerals and Energy Affairs

"We met Mr De Klerk at the beginning of this month and gave him to understand that we are now becoming impatient and that we would do something about it. He said he would be coming back to us early in August"

The section of the Wiehahn Report dealing with the mining industry is due to be tabled in Parliament next month. It is widely expected to deal with the contentious issue of whether blasting certificates should be issued to blacks

Neither Mr Waddell — chairman of Johannesburg Consolidated Investments, which controls Rustenburg Platinum's operations in BophuthaTswana — who is overseas, nor Mr Paulus could be contacted for comment yesterday

Dr Wessel van Wyk, deputy Director-General of the Department of Minerals and Energy Affairs, said "We are at present leaving it to the mining industry and the mining union to sort out. We hope they can sort it out"

POLITICAL comment in this issue by Tertius Myburgh. Ken Owen. Lin Menge. Newsbills by Peter Bunkell, headlines and sub editing by Paul Holroyd. Cartoons by Bob Connolly. All of 171 Main Street, Johannesburg

Mining 'brain Star 30/6/81, drain' to Australia

Own Correspondent

BRISBANE — A hard core of South African experience and technology is the key to the success of the R360-million Argyle diamond mine project in Western Australia.

The Ashton joint venture, soon to be known as Kimberley Diamond Mines, has engaged the consulting services of mining engineers with experience of the De Beers Consolidated Mines operation in South Africa.

The Australians have also begun a programme of poaching senior De Beers' technical staff

DESIGNERS

The Ashton partners have engaged the South African mining engineering company, Van Ecke and Lurie, to help design the mine.

Van Ecke and Lurie have worked on the design construction of many De Beers mines and are recognised diamond mining experts.

The South Africans are working closely with the highly respected Australian mining engineering group, Minenco, in Perth.

Six South Africans are already working on the design of the giant ore treatment plant, says Michael O'Leary, general manager of the Ashton

project.

But South African talent does not stop at the design stage — two months ago, South African John Mack appeared at the Ashton site.

He is Ashton's process planning superintendent, responsible for the treatment of the diamond-bearing Kimberlite ore from the first crushing to the final separation of gems and industrial diamonds from the waste, before the hand sorters move in.

The De Beers talent poaching drive is not over yet. The Ashton partners are advertising for skilled diamond miners in South African newspapers and magazines, inviting them to work on what is to be the biggest diamond mine in the world which is expected to produce an annual income of from R230 to R300-million.

High salaries are proving an attraction to South Africans. Some sources say top technical staff are being paid about R90 000 a year.

Pay increases for black miners

2014
1/7/81
(211)

By STEVEN FRIEDMAN
Labour Reporter

PAY INCREASES for nearly half a million black miners which will raise minimum pay by between 15% and 20% were announced by the Chamber of Mines yesterday.

According to a statement issued by the Chamber, the starting rate for underground workers will rise from today by 15% to R115 a month and that for surface workers by 20% to R90

a month

The increases will apply to gold mines, collieries and some platinum mines, the statement says

It adds that the percentage increase in the higher job categories "may not be the same" as those in the starting rates. Actual rates would be set by the mining houses themselves "depending on the responsibility and skill required, and on experience".

Earlier this year, white trade

union members negotiated a 18.9% increase with the Chamber and officials' associations a 14% rise. Fringe benefit improvements were also introduced.

Yesterday's Chamber statement says black miners receive "free board and lodging and other benefits estimated to be worth an additional R73 a month" in addition to their pay.

Mining house sources said yesterday that the average rise for all black mine workers would probably be in the region of 20%, although wages could differ markedly between the individual mining houses.

The sources said average surface pay is around R170 a month and underground pay around R200. The increases are thus expected to push average surface pay over the R200 mark and average underground salaries to around R240.

The starting salary applies only to novices on their recruitment and individual mines can increase black mine workers' pay shortly after they join the mines. They then have complete discretion in setting scales.

With the increasing stabilisation of the mine workforce, novices have become an increasingly small part of the mine labour force and the starting salary has become less important.

But informed sources said yesterday the starting salary increase would have a direct effect on the pay rates of all black mine workers on Chamber mines.

An internal survey in the mining industry some three years ago indicated that black miners' pay was lagging behind that in manufacturing by 108%.

The gap between black and white mine workers was recently estimated at about 7:1 although it has been narrowing

Student Planners Award
For the student who has shown greatest promise at the end

K Strong

For the second best student in the subject of Building Construction.

C W von During

For the best student in the subject of Building Construction.

S A Brick Association Prizes

III: No award

II: A R Low Ken

I: N D G Sessions

For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

LTA Prizes

P R Swift

For the student obtaining the highest marks in Professional Practice.

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

For the best all-round student in any year of study.

Bell-John Prize

URBAN
REGION
PLANNING

QUANTITY
SURVEYING
(Continued)

Star 1/7/81

Mine wages up today

Labour Reporter

Starting wages for black underground and surface mine workers went up today by an average 20 percent

The increases were announced yesterday by the Chamber of Mines and affect novices in the country's gold mines, collieries and some platinum mines.

The new minimum starting rate for novice underground workers will be R115 a month, plus free board and lodging.

The Chamber estimates these benefits are worth R73 a month extra

Novice surface workers will have a new minimum starting rate of R90 a month

Previous wages for novice underground workers were R100 a month and R75 a month for surface workers

Award who has shown at the end

best student in the Building Construction.

Building Construction.

S A Brick Association Prizes
For the best student in the

III: No award

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Cape Chapter of Quantity
The Committee of the Western

P C Key

For the best all-round student in any year of study.
Bell-John Prize

URBAN & REGIONAL PLANNING

QUANTITY SURVEYING (Continued)

Black miners' minimum pay rates rise today

LT 1/7/81

(211)

Own Correspondent

JOHANNESBURG — Pay increases for nearly 500 000 black miners which will raise minimum pay by between 15 and 20 percent were announced by the Chamber of Mines yesterday.

According to a statement issued by the chamber, the starting rate for underground workers will rise from today by 15 percent to R115 a month and that for surface workers by 20 percent to R90 a month.

The increases will apply to gold mines, collieries and some platinum mines, the statement says.

It adds that the percentage increase in the higher job categories "may not be the same" as those in the starting rates. Actual rates would be set by the mining houses themselves "depending on the responsibility and skill required, and on experience".

Earlier this year, white trade union members negotiated a 13,9 percent increase with the chamber and officials' associations a 14 percent rise. Fringe benefit improvements were also introduced.

Other benefits

Yesterday's chamber statement says black miners receive "free board and lodging and other benefits estimated to be worth an additional R73 a month" in addition to their pay.

Mining house sources said yesterday that the average rise for all black mine workers would probably be in the region of 20 percent, although wages could differ markedly between the indi-

vidual mining houses.

According to these sources, average surface pay is around R170 a month and underground pay around R200. The increases are thus expected to push average surface pay over the R200 mark and average underground wages to around R240.

The starting wage applies only to novices on their recruitment and individual mines can increase black mine workers' pay shortly after they join the mines.

All affected

With the increasing stabilization of the mine workforce, novices have become an increasingly small part of the mine labour force and the starting wage has become less important. But informed sources said yesterday the starting wage increase would have a direct effect on the wage rates of all black mine workers on chamber mines.

An internal survey in the mining industry some three years ago indicated that black miners' pay was lagging behind that in manufacturing by 108 percent.

The wage gap between black and white mine workers was recently estimated at about 7:1.

Although the wage gap has been narrowing, some mining houses are known to be unhappy with the pace of change as well as with the differential between mine and manufacturing pay, and also over whether priority should be given to improving skilled black workers' pay to narrow the racial gap or to the lower-paid workers.

PAY RISES ON THE ^{Surface} MINES ^{7/81} (21)

THE pay of all black workers on gold mines, collieries and some platinum mines, will be increased from today

The new Chamber of Mines minimum starting rate for novice underground workers will be R115 a month plus free board, lodging and other benefits estimated to be worth an additional R73 a month

This represents an increase of R15 a month or 15 percent on the previous novice starting rate of R100 a month

The new minimum starting rate for novice surface workers will be R90 a month. This represents an increase of R15 or 20 percent over the previous starting rate of R75 a month for novice surface workers

Actual rates will be set by the mining groups in a series of job categories depending on the responsibility and skill required and on experience

FM 3/7/81

MINERS' PAY

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The pay of all black workers on gold mines, collieries and some platinum mines has been increased on average by about 20%

The new Chamber of Mines minimum starting rate for novice underground workers has been raised by 15% to R115 a month. In addition, workers receive free board, lodging and other benefits worth R73 a month, says a Chamber spokesman. The new mini-

mum starting rate for novice surface workers will be R90 a month. This represents an increase of 20% over the previous starting rate of R75 a month.

Actual rates will be set by the mining groups in a series of job categories, depending on the responsibility and skill required, and on experience. The percentage increases in the higher categories may differ from the percentage increases in the starting rates.

Increases can also vary between different groups but, overall, the average monthly pay of black underground workers is expected to rise from nearly R200 a month to about R240.

According to the spokesman, the latest increases mean that the wages of blacks on gold mines are 13 times higher than they were 10 years ago. In real terms their pay has risen by 325% over the past decade.

FM 3/7/81

SKILLED LABOUR

Racial minefield

166
211
177

"South Africa will not be able to realise its developmental potential . . . if it persists in attempting to secure its high-level manpower requirements mainly from the white population group." This government view expressed in the white paper on the report of the National Manpower Commission on high-level labour is underlined in the recent presidential address of the Chamber of Mines.

Yet there must be reservations about the implied removal of certain racial barriers governing labour legislation in SA. These are suggested by the recent fracas over the issue between Manpower Minister, Fanie Botha, and his ultra-rightwing Cabinet colleague and Transvaal leader, Andries Treurnicht. The extent of government's promised, more liberal dispensation in the labour field could, therefore, have the brakes put on it despite industry leaders' calls to "open up" to meet the skilled labour shortage.

Outgoing Chamber of Mines President, Bill Lawrence, said in his address that "the problem . . . lies in the inability of SA's relatively small white population to supply all the skills necessary to maintain a rapidly expanding economy." Illustrating the skills shortage, Lawrence said that

in the nine months to March this year, skilled worker vacancies on the gold mines alone increased by more than 40% to 2 609 of which over a thousand were for artisans, mainly electricians, fitters and boilermakers. Vacancies for holders of blasting certificates amounted to 684.

"It is difficult to see how expansion plans for the industry, involving envisaged expenditure of R12 billion over the period 1980-1985, can be implemented in the face of such a worsening skilled manpower situation," said Lawrence. About 100 000 jobs, mainly unskilled, are expected to be created with the industry's known expansion plans. He warned, moreover, that "to the extent that new projects in this programme are delayed, postponed or cancelled, so will the social and economic progress of the country as a whole be retarded."

Significantly, Lawrence stated that the mining industry was aware that "the better utilisation of manpower is a sensitive issue" and, somewhat curiously, if diplomatically, accepted the task "to persuade organised labour that this can be done in a non-discriminatory fashion without jeopardising the employment opportunities of any racial group."

This can be taken to refer to the white Mineworkers Union (MWU), which has traditionally opposed the job advancement of blacks which they see as threatening

their positions. Asked to comment on the apparent intention of the Chamber of Mines to promote "full and equal opportunities" — as emphasised also in the White Paper — MWU president Arrie Paulus said he had "no comment" to make until he had studied the forthcoming Wiehahn Commission recommendations on labour legislation. The report, Wiehahn's sixth, deals with statutory discrimination in the mining industry enshrined in the Mines and Works Act. And judging from the tone of Lawrence's address, the Chamber would be disappointed — assuming Wiehahn does in fact advise more liberal practises — if government's reaction is then to stall.

This scenario can by no means be dismissed in view of extreme rightwing reac-

tion shown in the general election, when the right espoused the "interests" of the white mineworkers. The issue has apparently found a new champion in Treurnicht. And despite the PM's assurance that no differences of principle exist in the ruling party, Treurnicht's intervention in labour policy could open a can of worms that will gnaw away any progressive measures. Wiehahn is expected to recommend

Black pay rises on mines 'for racial peace'

Ho
16/7/81
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Labour Reporter

Increased black wages in the mining industry were necessary in the interests of justice and racial peace

This was said last night by the chairman of Anglo American, Mr Harry Oppenheimer, in his annual report for 1981

He said Anglo based its wages on a value system, not race or colour, and increases in black wages on the mines were not necessarily inflationary

Because of Anglo's social objectives there had been substantial wage advances for black workers and these were seen as "essential in the interests of justice and racial peace"

Mr Oppenheimer cited some of the increases in



MR OPPENHEIMER

black wages, such as in the gold mining industry, where the black-white wage gap had narrowed from 20-1 in 1970 to 6,5 to 1 in 1980

He also welcomed recent initiatives to develop small businesses, and said Anglo and De Beers had established the Labour

Intensive Industries Trust to increase black job opportunities

Mr Oppenheimer noted the educational racial gap in South Africa, and was critical of separate racially-segregated colleges, which "compounded" teacher shortages

"Economic growth and racial discrimination are in fundamental opposition to each other," he said

He called on the private sector to face up to its economic responsibilities in building a just and peaceful society

He also detailed Anglo's contributions towards black education, especially the new Isidingo technical college in Daveyton, built at a cost of more than R11-million

He was optimistic that South Africa had the opportunity to adjust to changes that were pressing

Anglo clashes with workers over pensions

Star 6/2/81 (211) (308)

By Drew Forrest
The summering pensions dispute at the Anglo American head office in Johannesburg is coming to the boil, with workers requesting the group's chairman, Mr Harry Oppenheimer, to sanction the suspension of their pensions contributions.

Anglo's 600-strong head office staff, say they are unhappy with the management of their funds. They fear also that impending legislation will prevent them from withdrawing their pension money on pr- ture, termination of service.

Officials of the unregistered General and Allied Workers Union said that on joining the scheme in 1975, workers had believed that they would receive a lump sum when they retired consisting of their and the company's contributions plus interest.

However, in a meeting last week with the workers' committee of six, Anglo management said the "lump sum" referred to was no more than a one-third commutation of the pensionable amount.

"The fact is that the maximum commutation by law is one third," an Anglo spokesman said today. "This has always been a rule of our scheme.

Workers wanting the reimbursement of their pension money were told earlier this year that in terms of pension scheme rules they would have to resign to achieve this. Management stated that those who took this step would not be guaranteed re-employment.

It would not be in the interests of employees to withdraw from the scheme before the details of the legislation were known, it said.

The union has called on the company, either to amend its pension fund rules or to allow employees to resign and be re-employed en bloc.

The workers, who claim to speak for the mass of

FACULTY OF MEDICINE

Bronte Stewart Research Prize
For the student (35 years or under) submitting the most meritorious thesis for the degree of MD, PhD, or ChM.

Dr D W Beatty

Forman Prize

For the undergraduate who is of adequate academic standard and has made a special contribution to student affairs.

J T Taylor

Barnard Fuller Prize

For the best student qualifying for MB ChB with first class honours

J M Cornell

Stanley Philip Neumann Memorial Award

For the overall outstanding student completing the courses prescribed for the 3rd year of the MB ChB course.

Miss C H Botha-Reid

University Gold Medal in Medicine

For the most distinguished student graduating with honours.

J M Cornell

Zwarenstein Prize

For the best student in the first year of the medical course.

C W Sperry

Prisman Prize

For the fourth year student submitting the best essay on a subject related to anaesthetics.

Miss S Dowdle

FM 17/7/81

BENEFITS

24 362
Communication gap

The problem of explaining the complexities of fringe-benefits to unskilled black workers was dramatically illustrated by worker unrest on two gold mines in the last fortnight

Rioting at Anglo's President Steyn resulted in the death of one employee and R1m damage to hostel buildings, kitchens and a liquor outlet, and there was a work stoppage last week at Rand Mines' Blyvooruitzicht mine

At issue was the introduction by the Chamber of Mines of a compulsory contributory death-benefit scheme for all new black employees. A Rand Mines spokesman concedes that discontent at Blyvooruitzicht was a result of poor communication by management in explaining the benefits of the scheme. However, an Anglo spokesman says communication channels were adequate at President Steyn and workers were fully informed about the scheme.

The scheme was introduced by the Chamber on July 1 as part of a move to equalise fringe benefits for mine employees of all races. Pension funds have a built in death benefit clause, but the mines run pension schemes for their monthly paid staff only. The new scheme would

extend benefits to unskilled workers

The scheme is voluntary for those already employed, but compulsory for all "new" employees. As all migrant labourers are on contract and effectively become new employees after the expiry of each contract, it is estimated that all will be covered within two years.

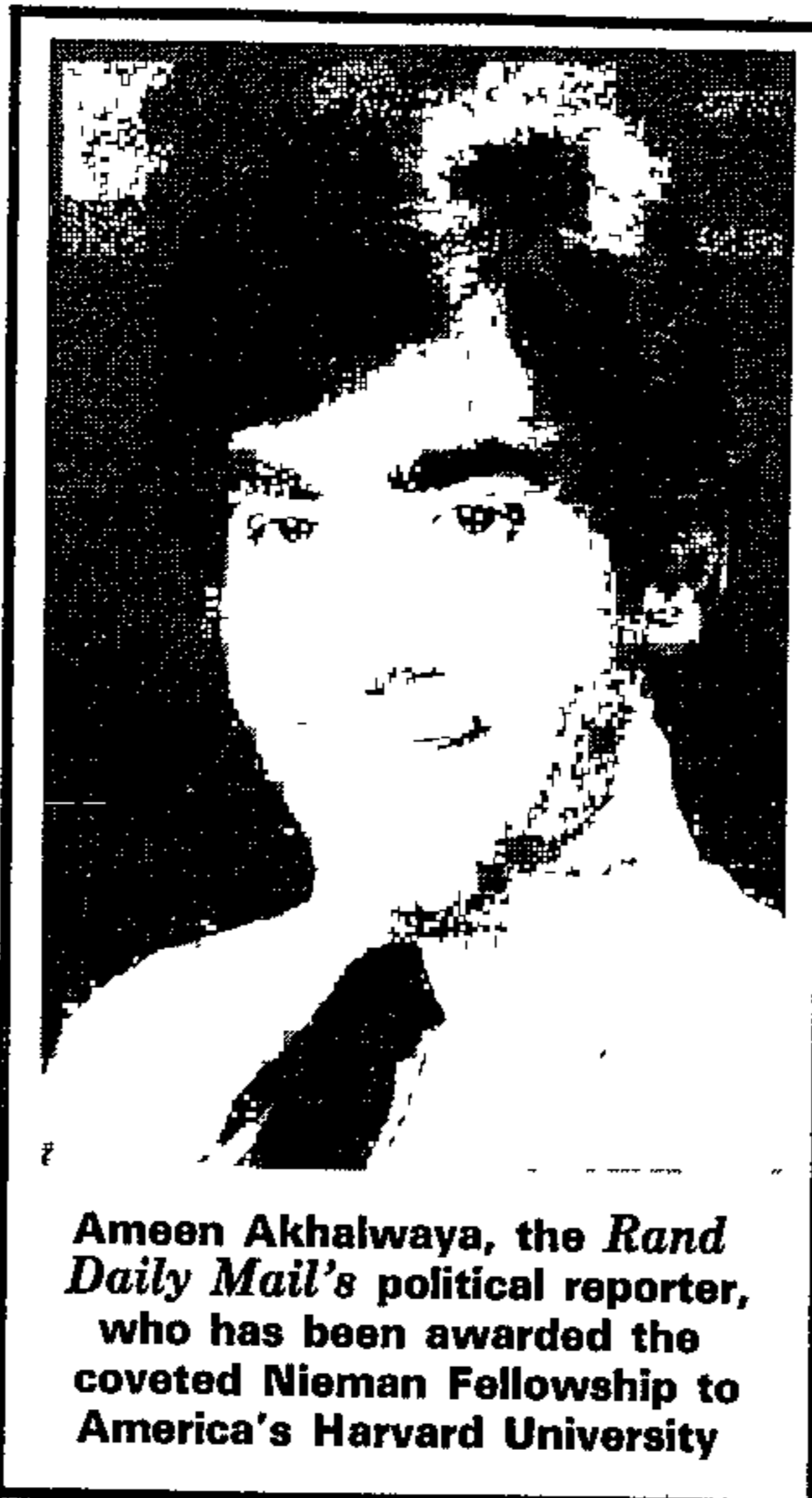
The new package replaces a non-contributory scheme which ensured ex-gratia lump sum death payments of R400. The new contributory scheme ensures that for monthly contributions of 27c (plus 45c for every R100 earned) death benefits equal to two years basic earnings and the value of two years food and accommodation will be paid.

Painful transition

Clearly this has advantages for the workers — yet they are unhappy with the Chamber's package, which suggests there may indeed have been a communications breakdown.

Says Anglo's Bobby Godsell "The move to equalise fringe-benefits has moved from non-contributory low benefit schemes to contributory high benefit schemes and that transition is painful. In addition, it is difficult to communicate abstract future benefits that require present sacrifices."

David Strauss, MD of Priceforbes Federale Volkskas' employees benefit divi-



Ameen Akhalwaya, the *Rand Daily Mail's* political reporter, who has been awarded the coveted Nieman Fellowship to America's Harvard University

sion, warns that companies must take great care to explain employee benefits if serious labour problems are to be avoided

He suggests a comprehensive "benefit communication programme"

Despite the jargon recent events suggest he may have a point

Black mineworkers get 25,7 pc yearly wage rise

Agus 18/7/81 211

IN the past 10 years black mineworkers had received an average 25,7 percent yearly increase compared with 11,9 percent for whites, Mr Harry Oppenheimer, chairman of Anglo American, said this week.

The gap between black and white mining workers' wages had been narrowed from whites earning 20 times as much as blacks in 1970 to 6,5 times as much in 1980

Mr Oppenheimer said in his annual statement the industry's wage bill would have been reduced by R600-million over the 10 years if wages had increased at the same rate for blacks and whites.

If the same principle were applied to all sectors besides farming, wages would have been reduced by R3 000-million over the period.

Mr Oppenheimer said he did not believe the huge wage increases were in any way excessive 'in the fight against inflation and they were essential for justice and racial peace'

It was the group's policy that wages should be at least as high as the 'minimum living level' determined by the University of South Africa, where this was economically possible

Dealing with the decreasing demand for unskilled labour resulting from increasing mechanisation, Mr Oppenheimer said the trend was 'rightly

towards a capital intensive structure'

However, the idea that supply and demand for labour could be equated if wages were kept low enough was hopelessly unrealistic in the South African situation.

SALDKU/SAMST

CONFERENCE ON THE ECONOMICS OF HEALTH CARE IN SOUTH AFRICA

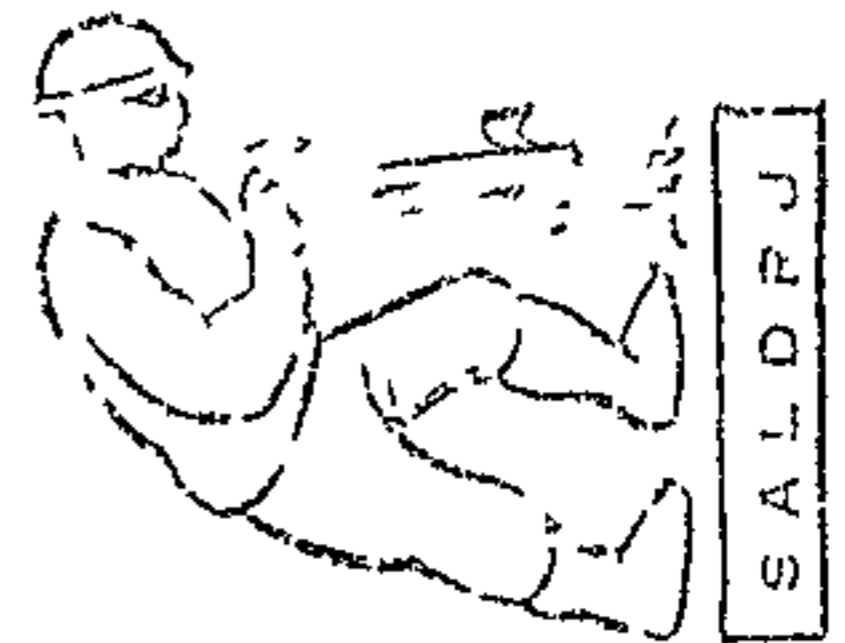
SEPTEMBER 1978

VOLUNTARY COMMUNITY HEALTH WORK

by

DR K.T. VAN WYK

Paper No. 13



WAGE GAP BIGGEST ON MINES

6/8/81
211

THE difference in earnings between black and white workers is biggest in mining, though this industry has narrowed the gap faster than any other major sector.

White mining workers earned 6,31 times as much as blacks in 1979 compared with 19,07 times as much in 1970, according to a study by Professor S M Swart of Stellenbosch University's Graduate School of Business.

A survey of the eight largest employment sectors show that, on average, the wage gap narrowed from a ratio of 6,68 to one in 1970 to 4,02 to one in 1979.

Viewed differently, this means that the wage gap in mining narrowed by 67 percent while the average narrowing was 40 percent. If mining is excluded, however, the average was only 25 percent over the past decade.

OTHER SECTORS

Besides mining, two other sectors had a wage gap wider than the average in 1979, while one was consistent with the average.

White construction workers earned 4,73 times as much as blacks, while manufacturing showed a figure of 4,03. The electricity sector was equal to the 1979 average.

The transport and communication sector paid white workers 3,85 times more than blacks, while blacks working for the Government were paid 3,41 times less than their white counterparts.

In trade and accommodation whites earned 3,29 times more than blacks and in finance and insurance the ratio was 2,5 to one.

Besides mining, the different sectors narrowed wage gaps over the past decade at the following pace: Government and services (34 percent), electricity (33), finance and insurance (31), transport and communication (27), manufacturing (22), trade and accommodation (16) and construction (nine).

so one saw these children playing in the streets. Lack of schooling, together with poverty and dagga, played, she felt, a big part in the eclipse of this section of the population. Harking backward to these days, Mrs Zurne spoke of doors no one needed to lock and streets that were safe for women and children. There seemed to be a "truthfulness" in people which later on diminished, she expressed the view that bioscopic "metamorphosis of a change" that introduction, people "would rat church", which undermined the g Needless to say, these sunny re within the context of other inf this century. They contrast od ing class existence which Don P his paper, 'From Argie boys to History of Cape Town Conference evolving comme to landlordism behind as the city. Without the kindness factors which to the detriment of the human stor

of workplace of working le ignorance of ear witness to parts of the unity left s. led at last whole, for the at the last e, described in facts of work- trict Six in e placed religion. pe than to a With their a part in this ly enough, she ess" in people

Extending the MWU

The potential for conflict in SA's white labour movement is growing as more white unions open their doors to black, coloured and Indian workers or accept some of the government's labour reforms. Leading the rightwing backlash is the Mineworkers' Union (MWU) which claims it is being inundated with applications for membership from dissatisfied white workers.

Not only is the MWU likely to provoke the ire of unions which have decided to become multiracial, but there is growing

friction between it and the SA Iron, Steel and Allied Industries Union, which, like the MWU, is affiliated to the SA Confederation of Labour (Sacla). Union leaders in the steel industry are angry about MWU efforts to represent Iscor workers.

MWU general secretary Arrie Paulus says bluntly that in the wake of the Wiehahn Commission recommendations (aimed at eliminating race barriers in labour) the MWU realised it had to take the lead in the fight on behalf of all white workers, irrespective of the unions to which they belong.

The union has now embarked on a campaign to extend the scope of its activities and has already obtained permission from the Industrial Registrar to allow Escom workers to join it. In an article in the MWU journal, the *Mineworker*, Paulus claims that hundreds of Escom workers have already joined his union and many more applications are being received.

Iscor workers

The MWU has also applied to the Registrar for extension of scope to include Iscor workers at Vanderbijlpark where, it claims, 1 600 white workers have applied for membership of the union. It is also planning to make similar applications to the Registrar for the Iscor Pretoria and Newcastle works.

"The MWU is determined to have as many white workers in its ranks as possible," says Paulus. "The stronger our union is, the better we will be able to protect the interests of white workers." He says it is obvious that many white workers are only now realising the implications of the Wiehahn recommendations and are complaining to their leaders, who are blaming the MWU for creating the discontent. Paulus emphasises that, unlike other unions in the engineering industry, the MWU has refused to agree to a clause in a recent wage agreement which places black workers on a more equal footing with whites. He is critical of union leaders who accepted this clause and says they have only themselves to blame if their members are unhappy.

The MWU has about 19 000 members and its organising secretary Peet Ungerer declines to reveal exactly how many applications have been received. He claims, however, that the union is struggling to cope with the vast number streaming in. He insists that the MWU is not actively recruiting new members. "They are coming to us without us ever having made an approach to them," he says.

All this indicates a danger of conflict

particularly concerned about the MWU. Henry Mallet-Veale, general secretary of the Technical Officials Association (TOA), and Ike van der Watt, general secretary of the SA Boilermakers' Iron and Steelworkers' Society, say they are not aware of any defections from their unions to the MWU.

Wessel Bornman, general secretary of the Iron, Steel and Allied Industries Union, is, however, perturbed by the MWU's expansion plans and says his union has opposed the MWU's application for extension of scope to represent white workers at Iscor's works. He tells the *FM* that the MWU's attempt to move into the steel industry "can only cause harm" and could also result in serious friction between "personalities" in Sacla. (Bornman is secretary of Sacla while Paulus is its vice-chairman.) Bornman says his union, which was established by Iscor workers 44 years ago, has remained a white union and has a proud record of guarding the interests of white workers. He feels aggrieved that the MWU is now recruiting its members.

Some observers believe the MWU's expansion efforts are due to the desire of its leaders to create a strong, centralised organisation which can oppose government labour reforms. Others say the MWU's motives for expanding are due to fears that future labour reforms could severely retard its growth within the mining industry and that it could even become a dying union.

Relations between the MWU and some unions threatened by it are deteriorating rapidly. Already there are some unionists

who are warning that they may begin to recruit members in the mining industry in retaliation against the MWU. Says an angry unionist: "In the past we have been approached by MWU members who are dissatisfied with their union. But we have not encouraged them to join us because we have not wanted to create divisions. We might change our minds about this in the future, but I hope it will not be necessary."

between the MWU and unions who are losing members to it. It is also likely to clash with craft unions which have negotiated closed shop agreements with employers.

Some union leaders whose unions have gone multiracial do not seem to be

Bellwether of change

In countless towns spread across SA's mining strongholds, the recently announced increase in miners' wages comes as more than mere news. It is a vital fact of life.

Carletonville, in the western Transvaal, is one such place. About 30 000 whites, mostly Afrikaners, live in the town, with about 20 000 blacks in the nearby township. More importantly, about 120 000 black miners work in the area's 11 mining facilities and live on their compounds.

And the town's commerce is dependent on those miners for its survival.

Last month, black miners' wages were increased by an average of about 18%, with the minimum raised 15% from R100 a month to R115. But the bulk of black miners make well above the minimum — though mining houses are loath to reveal the actual statistics.

One mining house reports that a few of its underground black workers earn as much as R1 249 a month.

Carletonville shopkeepers — whose livelihoods depend on black pay — say the average miner now makes between R200 and R220 a month.

Not all of that stays in Carletonville, of course. About 46% of all black miners in SA come from neighbouring countries, with about 26% from Transkei and 3% from Bophuthatswana. Most of those countries require that the Chamber of Mines' Employment Bureau of Africa send a stipulated share directly back to the

homeland Lesotho, for example, mandates that a reported 60% be remitted back.

Nevertheless, that leaves a lot of disposable income in Carletonville, and a casual stroll through the town's shopping district reveals just how crucial that purchasing power is. Shops blare American soul music, attractive black women pose seductively outside, windows are full of clothes, luggage and African blankets — all to lure the miners.

And just as the black miners' wages have crept upward, so has the town's reliance on them for its vitality. President of the local Chamber of Commerce, Mike Rautenbach, who runs a hardware store, says that "black expectations have increased" as wages have risen. Local merchants, in turn, are stocking higher quality goods.

That may be an understatement. Some shops carry R400 stereos, others sell motorcycles. Still others capture the foreign miner's purchases of food and household staples not available to him at home.

"When I first came 23 years ago, this town was small. Where these buildings are now," Rautenbach says with an expansive wave of his hand, "that was just veld. Now look at it."

Indeed. A massive shopping centre was recently erected. Banks have opened branches, stores with glaring signs crowd each other for attention. The downtown area shouts growth and newness.

The boom has attracted the entrepreneur. One of them, 22-year-old Paul Barendse, set up his Induna shop about three months ago with the express purpose of going after black custom.

Before that, he parked his van near the town's black bus station and sold directly from there. He even tried selling at the compounds until, he says, "security threw me off."

He is not reticent about his motives. He says that "this is where the future is and I want to be part of it."

Now his shop has a turnover of about R12 000 a month and he expects it to be up to R30 000 a month next year. Both to keep costs down and because white housing is in short supply, Barendse lives in the shop and sleeps behind the counter.

His experiences appear typical of many of the local merchants. He says the miners insist on high quality, but can be lured into buying more than they might have planned for. Because many are from rural backgrounds in the neighbouring states, they often lack knowledge of cash transactions and the value of currency.

Indian traders are also busy in the town. About five years ago, they started to sell in Carletonville, circumventing restrictions by working through nominees. Now, at least half of the Carletonville shops are Indian-run.

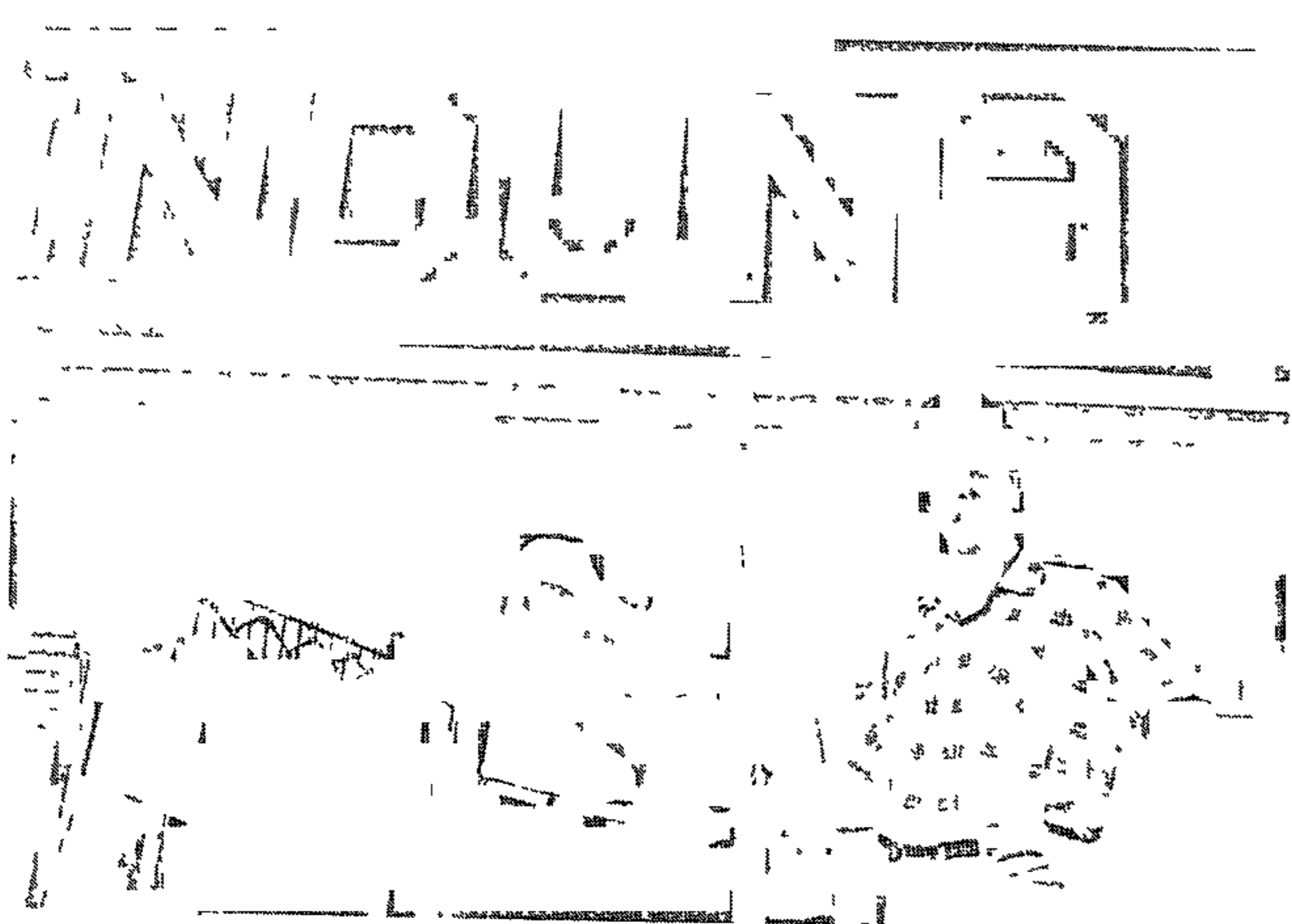
Despite resistance from the white mining unions, it seems inevitable that blacks will increasingly fill more and more skilled positions at SA's mines. One reason, no doubt, is that the supply of foreign labour may dwindle if Zimbabwe, for example, carries out its pledge to reduce migrant workers in SA.

Meanwhile, most of the mines around Carletonville are generally expected to keep producing for years to come. Gold Fields' massive merger of the existing East and West Driefontein and the inclusion of the new North Driefontein are in the area.

New townships are being built to house coloureds, blacks and Indians. White housing remains under-supplied. Extensions to schools in the present black township, and talk of building a hospital there, are all indicative of the by-products of wealth.

For Carletonville, that means more black purchasing power. Says a Portuguese cafe owner, with a touch of hyperbole, "Without the blacks, this town would dry up. And in a few years, they'll do all the spending."

Carletonville, a mining town like countless others, is gearing up for the changes that seem to be sweeping across SA.



Induna's Barendse and friend . . . "where the future is"

Safeguarding white rights



The FM spoke to Arrie Paulus, general secretary of the 18 000 - member (white) Mineworkers' Union. The extremely conservative Paulus is a controversial figure,

but is also acknowledged to be one of the most effective trade union leaders in SA

FM: In general, how do you view government's approach towards labour in SA?

Paulus: My personal opinion is that the government is going to commit suicide through the direction in which it is moving in labour. There will be more and more demands from blacks and now that they have trade union rights I cannot see that political rights in white SA will not be granted to them. If the government continues on the present road it makes a mockery of separate development. You cannot develop separately on one terrain and together on another.

Do you still hold to the warning that there could be a general strike if government accepts a recommendation that black mineworkers be given blasting certificates?

I want to make it clear that it is not my warning. My general council discussed the matter with their congress at the beginning of this year and it was then decided that they would do everything to prevent a black obtaining a blasting certificate in white SA.

What is the MWU's motivation for making applications for extension of scope to enable it to represent workers in some other industries?

We feel that there are so few unions remaining in SA which are prepared to fight for the white workers that the time has arrived for a union to come to the fore and form a white force to care for the interests of whites. Most unions are now going multiracial and we feel there must be a home for the whites.

Such extension of scope applications can lead to friction between unions. For example, the SA Iron and Steel and Allied Industries Union is unhappy that the MWU is trying to represent steelworkers.

I don't know why they are unhappy. All through the years they were a trade union for Iscor and other white workers and there were always other unions which had members there. There was always a fight among them to get members and during this infighting the interests of the members were not cared for. It is now too late for them to be unhappy. I feel it must be left to the white workers to decide for themselves what trade union can best look after their interests in the future.

Is there not a danger that all this can lead to tensions within the SA Confederation of Labour?

I don't think that it will lead to problems in the confederation. It is there to look after the interests of white workers — it is a co-ordinating body. I am convinced in my own heart that if we get extension of scope and if the MWU and the Iron and Steel Union pursue the same policy, they can reach agreement on how to protect the interests of the white worker together, regardless of how many members we have or they have.

There are claims that the MWU is applying for extension of scope because there is a ceiling to its growth in the mining industry and that government's labour law changes could result in the union having a declining membership in future.

I am convinced in my own mind that the membership of the MWU in the mining industry will not decline in the future. There is so much expansion in the industry that we are continuing to grow. I don't know what the government's point of view is concerning the mining industry, but I am convinced that the MWU's past will show that it is one of the white unions which will survive. I also want to make it clear that the MWU is not approaching any

person and asking him to join. These requests come spontaneously from workers in other industries.

During the last election you spoke at a Herstigte Nasionale Party (HNP) meeting. What sort of relationship will there be between the MWU and the HNP in the future?

There is no relationship between the MWU and the HNP. My executive decided that during the election campaign I could put the MWU's point of view on labour matters at any political gathering. Our president put out a press statement and it was open for any political party to approach me. The HNP was the only one which accepted the invitation and that was why I went to spell out the white mineworkers' case at their meetings.

Fairly recently you accepted an invitation from Transvaal National Party leader Dr Andries Treurnicht to attend a meeting at which the future of the white worker would be discussed. Has a date for the meeting been arranged?

I have not yet heard anything from Dr Treurnicht.

Are you still hoping that such a meeting will take place?

Well, I think the ball is in his court. He must make the move to approach the MWU. I am prepared to have talks with him at any time over the future of the white worker in SA.

Are you also willing to have such talks with Manpower Minister Fanie Botha?

I am prepared to talk to anyone about the future of the white worker. **What is your reaction to claims that conservative white unions are retarding SA's economic growth through opposition to measures such as the scrapping of job reservation?**

It is only the liberal and the capitalist who thinks like this. We, the whites, kept SA upright until now. We have been one of the most stable countries in the world. The past year is proof that we are on the same road as England is. One strike has followed another and I cannot see how this can promote economic growth in SA in the future.

THE BASIS THAT THE QUESTIONS

ILLUSTRATIVE EXAMPLES

TUTORIALS

F.1319
T.1409
F.1411

16.10
F.1051 (b)
and (c)
T.1401

T.1424, T.1425
T.1431, T.1432
T.1525, 14.5
16.7, 16.9

RDM
9/9/81
211
Black wages effect

The following to be considered in discretion:-

NAME OF RESPONDENT: .. on mines

By JOHN MULCAHY

NAME OF COMPANY: THE gold-price forecast places a high probability — 0,75 — on labour developments in SA which would cause black miners' wages to rise at a high annual average rate

J.S.E. SECTOR:

A complementary 0,25 probability is given to a conservative assumption of a low annual increase in black wages.

Does your company follow at all?

Dr. Brock forecasts that in the event of a high rate of wage increases certain higher-cost, marginal gold mines might be forced to stop production

interest capitalisation

Would you object to be

The odds are 50-50 that SA gold production in 1987 will be at the "comparatively low levels" of 700 tons or 680 tons, while at "low" rates of wage growth the same probabilities are estimated to apply to the higher levels of production of 750 tons and 730 tons.

in my Thesis?

The study assumes that at a price of \$375 (in current terms) the Reserve Bank would necessarily sell SA's entire output, with sales and production levels coinciding in the low price case

At a price of \$750, levels of production would change, according to Dr Brock, enabling the processing of lower-grade ore in those mines where downgrading is possible

There is also the possibility that the Reserve Bank would buy a small fraction of production, so allowance is made for 10% of production to be withheld in this way

The probability of this is estimated at 0,20 if production is not curtailed by rapid growth of wages. The probability drops to 0,10 at the lower production levels when there would be less gold for SA to sell to meet foreign exchange requirements

Dr Brock says the reason for including an "official sales policy" factor at a \$750 gold price is that the Reserve Bank could reasonably only afford the luxury of withholding gold when the price was high

It could, however, be argued that the Reserve Bank would withhold sales when the price was low and sell when the price was high. In a very short term sense that is correct, and there is some evidence that this practice does take place

Dr Brock reasons that if the gold price looked weak in the long term there would be no "tomorrow" to await before selling, but even if the price was high it was unlikely the Reserve Bank would hold back much output as SA would presumably still need as much foreign exchange as possible to help finance its fast-growing economy

Rapid work on George Goch

Star 22/9/81 (211)
hostels

sampling error
4. Quota sa
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stratified (viewer told to
from, say, higher income
The danger interviews is
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The Murray & Roberts group is renowned for its "fast track" jobs these days — the Sol Kerzner Entertainment Centre at Sun City is a splendid example of record scheduling — and in housing too, there is no room for delay.

Through its Systems Building Division, the company built a hostel complex in just five months for more than 600 Rand Mines workers who were displaced by the decision to close down City Deep hostel.

DEELKRAAL

"The new hostels in the George Goch Area should initiate a new era in housing for migratory labourers on the Reef," says Mr Peter Vos, manager of Building Systems.

And at Deelkraal mine M & R has signed a R8-million contract for 163 houses for white

miners and staff over a contract time of 14 months.

Not only is this a fast operation, but high quality is combined Mr David Thomas, manager of M & R's Housing Division says. "These homes would sell for about R60 000 each in today's market"

In the industrial and commercial area too, the group wastes no time in construction

Two new Checkers stores in the Transvaal-Witbank, and Klerksdorp — have been handed

over, representing a total R16-million contract being completed in about 40 weeks.

Down at Richards Bay, M & R in association with Grimaker is on a round-the-clock work schedule to complete the harbour-extensions operation — a contract which originally began at R10-million but now stands, through escalation, at R20-million

Another prestige M & R contract along with LTA which has been boosted by a further R15-million is the building of the KwaZulu Legislative Assembly Another administration block has been added

The advance which is nationwide as Gallup and Harris on the whole achieve fairly good results in this way.

rights by also be given by the different strata and sub-

Sampling is its speed of operation on polls needing quick, perhaps Reputable pollsters such

Probability Sampling

In further sections we shall look more closely at S.R.S., stratified sampling, cluster, systematic and multi-stage sampling, ratio and regression sampling. The principles will be explained and some of the theory outlined.

Definitions

A population is made up of elements or elementary units.

A group of elementary units is called a cluster (e.g. a household of people, a carton of light bulbs).

A list is an inventory of units (cluster or elementary) in a population

ROM 22/9/81
Deelkraal (211)
housing (A-27)

company at a higher
paid. The subsid
construction of a
interest charge.

A HOUSING contract at Deelkraal mine worth R8-million has been signed by the housing division of Murray & Roberts Buildings (Tvl)
The 14-month contract will be for 163 houses for white miners and staff. The houses would sell for R60 000 each if placed on the market.
Murray & Roberts has bought a major share of the Wadeville-based Wadekor-Vertroubou group, increasing its stake in instant housing and light industrialised building

lding company itself
s money to finance the
and capitalise the

For example: The H borrows R10 000 from a finance house at, say, 10% p.a., and lends to its Subsidiary Company, S, at 15% p.a., who spends the money on a qualifying asset which takes one year to complete. S capitalises the interest of R1 500, which it has paid to H, and therefore has no expense in its books. H then pays the 10% interest (R1 000) it has incurred, and has made a profit of R500. A further benefit upon consolidation arises in that the asset base of the group has been artificially increased by R500.

Artificial situations like this must not be allowed to occur, and FASB 34 has in fact set down guidelines for consolidated AFS. The board imposes a limitation on the amount of interest cost that may be capitalised to the

"total amount of interest cost incurred by the parent company and consolidated subsidiaries on a consolidated basis." 54

i.e. the total amount of interest cost incurred by all members of the consolidated group, based on the theory that the consolidated entity is a "single reporting entity" 55 In other words, all the profits arising through inter-group transactions must be eliminated on consolidation.

Mines accused over black status

By RIAAN DE VILLIERS

A PROMINENT mine industry trade unionist has accused the Chamber of Mines of being 'reluctant' to grant formal official status to blacks doing officials' jobs on the mines.

The allegation has come from Mr "Doc" Coertze, general secretary of the 12 500-strong Underground Officials' Association — one of three associations representing employees with official status on the mines.

In view of the chamber's stance, the UOA is making its own decisions on which blacks should have official status and is signing them up as members, according to Mr Coertze.

Members of the UOA are covered by one of the only two job reservation determinations still in force.

Following recommendations by the Wiehahn Commission that all such determinations be scrapped, the UOA said it would only agree to this on condition that blacks promoted to officials' jobs were subject to the same working conditions and were allowed to join the association.

Status

But writing in the latest issue of The Underground Official, Mr Coertze said the UOA had tried "unsuccessfully" to reach agreement with the chamber on the issue of black mine officials since 1979.

The UOA had wanted to reach agreement with the chamber on the stage at which a recruit would reach official status, entitling him to membership of the UOA and privileges pertaining to the rank of official.

Since the chamber seemed unable to "make up its collective mind", the UOA had resolved to decide itself which blacks were employed in occupations reserved for whites in the past, and recruit them as members.

The UOA already had nine black members, he said.

Mr Coertze claimed there were mines operating illegally by using blacks in jobs still reserved for whites.

The UOA was aware of blacks having obtained ventilation certificates and black surveyors doing normal survey work.

"The only reason why we have not yet taken action against these mines is because we are prepared to abolish this reservation," he said.

Defending the UOA's conditions for scrapping the reservation, Mr Coertze said it did not intend to resist black advancement.

"We believe that by resisting exploitation of the non-white we will also be resisting the undercutting of our present members and future white members."

The chamber has declined comment on Mr Coertze's claims.

rom
211
29/11/79

Paulus assaulted me, says ex-miners' boss

211

A FORMER president of the Mineworkers' Union (MWU) yesterday told a court that Mr Arrie Paulus, secretary of the union, and a group of miners assaulted him after a meeting in Rustenburg.

Mr Maurice Meiring was giving evidence in the Pretoria Supreme Court in a R10 000 defamation action brought against him by Mr Paulus.

Mr Paulus claims he did not assault Mr Meiring and that allegations of assault which Mr Meiring made to various newspapers had defamed him.

Mr Meiring said in evidence he attended a mineworkers' meeting in the Rustenburg town hall in May 1979.

The meeting was addressed by Mr Paulus, who had sharply cri-

Mail Reporter

ticised Mr Fanie Botha, the Minister of Manpower Utilisation.

At the end of the meeting Mr Meiring asked a question from the floor, which was disallowed by Mr Cor de Jager, the MWU president.

Mr Meiring left the hall after Mr Paulus allegedly described him as "the man who stabbed the miners in the back" — apparently because he had called off a miners' strike in Rustenburg at the time.

He told the court a large group of miners had come running after him as he left, one of whom had struck him to the ground.

Another allegedly said: "Leave him alone so that Arrie can fix him."

According to Mr Meiring, Mr Paulus arrived at the scene and assaulted and swore at him.

Mr Meiring denied a suggestion by Mr S Reyneke, for Mr Paulus, that he had a grudge against Mr Paulus because the miners had rejected him.

"The miners did not reject me — only Mr Paulus and his committee did," he said.

4/9/81 pom
He denied that he had falsely accused Mr Paulus of assaulting him, and said Mr Paulus had instigated the miners to attack him.

Mr J Van Niekerk, a Rustenburg businessman, said he had seen a mob of mineworkers manhandling Mr Meiring outside the town hall.

Mr Meiring had suddenly screamed: "Arrie, what are you doing now?" and, Mr Van Niekerk said, he saw Mr Paulus hit Mr Meiring.

Mr Justice D A Melamet is on the bench and Mr M De Klerk is appearing for Mr Meiring. The hearing continues today.

840 30/9/87 (21) (17/8)

Govt favours blasting certificates for blacks

By Peter Sullivan
Political Correspondent

CAPE TOWN — The Government has accepted the principle that blasting certificates should be granted to black and white miners.

In a White Paper tabled in Parliament this afternoon the Government accepted a recommendation in the Sixth Wiehahn Commission Report stripping the Mines and Works Act

of discriminatory phraseology.

In effect this allows blacks to get blasting certificates, but the recommendation and Government viewpoint carry the rider that no law should be changed before white workers' fears have been allayed.

The commission lists seven conditions to be met before the discrimination is scrapped.

Witchamlin Urges End to Job Reservation

Approved 1/10/51

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Parliamentary Staff

THE Witchamlin Commission into labour legislation has rejected arguments against scrapping statutory and non-statutory job reservation in the mining industry.

And despite threats of massive industrial action from the all-white miners' union, the commission felt that scrapping discriminatory measures could be achieved with the factor co-operation and concurrence of the white unions concerned.

But in its sixth and final report tabled in Parliament yesterday it made clear that a number of preconditions would have to be met before this could be achieved.

However, the commissioner said there can be no deviating from the fundamental principle that there should be equal access to job opportunities

for all regardless of colour.

Questions such as whether or not enough whites are available to fill all skilled positions in the mining industry are therefore irrelevant.

Whether or not adverse reaction from the white unions is a real likelihood the commission is firmly of the opinion that it would be in the interests of orderly and peaceful industrial relations reform if adequate provision were made for feelings of insecurity evidently being expressed by white workers.

The commission also warned that frustration of black career ambitions could pose as much a threat to industrial peace as the prospect of a white backlash.

The commission lists five reasons why the scrapping of job reservation

was being met with opposition.

1. Claims that there were sufficient skilled whites for the present.

2. Available white skills were under-utilised.

3. The need for safety on the mines.

4. The consideration of State security from the point of view of access to explosives.

5. The fear that if statutory protection of whites were removed there would be a negative reaction from certain existing unions.

The commission argues that one of these reasons is valid.

There was already a shortage of qualified workers in the industry which cannot be met from the ranks of available

whites' and demand would increase.

Conceding that available white skills were under-utilised it said the skills of blacks were also being under-utilised.

State security would not be threatened as there had been no indication of this happening where there had been relaxations — both overt and covert — of job reservation.

Fears of white workers could be removed by providing adequate assurances and protection.

The commission recommended that the Government amend existing legislation protecting jobs for whites only, but said that non-statutory job reservation would have to be removed by negotiation between employers and unions.

Non-statutory work reservation occurs in the form of the closed-shop agreements between the Chamber of Mines and the trade unions.

The commission pointed out that in its first report it had suggested that the parties involved in the mining industry should negotiate an accommodation on job reservation, but there was no evidence of this having happened.

However, the commission is loath to suggest any other course than that of a renewed appeal to the parties to bring this to a speedy conclusion.

The commission also expressed concern about the lack of any trade union movement among black mineworkers and recommended the way should be paved for adequate union representation.

THE Government has accepted the principle of scrapping race discrimination in the mining industry — but will not amend legislation until measures have been effected to safeguard white miners' job security.

The Wiehahn Commission, in its latest report tabled in Parliament yesterday, recommends the definition of "scheduled person" in the Mines and Works Act be replaced, on certain conditions, by the non-discriminatory definition, "competent person".

Only "scheduled persons" may hold blasting certificates — and only holders of blasting certificates may become fully-fledged miners.

The bar on blacks holding them is regarded as the key job reservation measure still on the statute book.

The commission said it appeared complete removal of discriminatory measures in the mining industry could be achieved with the co-operation of the white trade unions concerned, provided certain safeguards were applied.

In a White Paper tabled with the report, the Government says it is, in principle, in favour of adjusting the job definition "at an appropriate time and in a suitable manner", but emphasises that the employer organisation and the trade unions must take the initiative to reach a compromise.

"In pursuance of the proposals made by the parties concerned in this connection or in the light of the pattern which the negotiations take, the Government will determine further action, but wants to emphasise that no legislative amendment will be made before alternative safeguarding measures have been effected."

Job security

The commission recommends the definition be changed to condition that:

- Adequate measures are taken to allay the possible apprehension of white workers about their future job security;
- Standards of work are rigorously maintained;
- All workers are required to achieve the same level of proficiency in training and experience before being appointed to posts;
- The principle of equal remuneration for work of equal value is maintained;
- Changes in work practices and conditions of employment are not introduced unilaterally by employers but through consultation and negotiation with affected employee organisations;
- Adequate job security measures are incorporated in collective agreements; and
- Adequate protection against racial victimisation is provided for all groups.

White unions

The White Paper says the Government has already accepted in principle that statutory restrictive employment measures must be repealed.

In its findings, the commission reports that the complete removal of discriminatory measures in the mining industry, with the active co-operation and concurrence of the white unions concerned, appears "capable of achievement" provided the recommended conditions are applied.

Mr A I Nieuwoudt and Mr T S Neethling, who served on the commission, submitted the minority view that the mining industry could obtain enough whites for training in most of the skilled occupations on the mines.

They said far too many whites with the necessary qualifications and aptitude for training who sought careers in certain sectors of the mining industry were turned down.

"The so-called shortage of suitably qualified white workers is thus artificially created by the lack of adequate training facilities and the lack of communication between mines to divert surplus applications to other mines.

'Threat'

"This situation seriously threatens the security of the already declining numbers of whites working in the industry," Mr Nieuwoudt and Mr Neethling said.

They recommended the definition "scheduled person" remain until the industry had established and registered an industrial council or similar organisation able to ensure agreements were legally enforceable.

RIAAN DE VILLIERS reports the recommendation is likely to raise the political temperature among white miners.

The main union affected is the Rightwing Mineworkers' Union, which is bitterly opposed to blacks winning blasting certificates.

Labour sources said yesterday that the proposed formula offered no solution to the long-standing deadlock between mining employers and the MWU, which has pledged to call a general strike if blacks are granted blasting certificates.

BRITISH JOURNALISTS TO ENJOY JOBS

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'Frequent job law violations'

Mail Correspondent

THE Wiehahn Commission has found frequent violation of regulations on South African mines, with workers doing jobs for which they have not obtained certificates.

It pointed out in its report in Parliament yesterday that a consistent shortage of 250 white holders of blasting certificates had been reported by the Chamber of Mines.

These shortages had resulted in black workers without certificates doing tasks for which they were not qualified.

"This reduces safety and overall productivity because these people are not formally trained, officially examined and certificated and are not accountable in terms of the Act," the commission said.

The commission also said

"There is no doubt that white workers have become accustomed to protection, based on colour, against competition from blacks in the workplace.

"There is no doubt either that it is only a normal human reaction that the removal of any form of protection will generate feelings of insecurity.

"The fears of white miners seem to centre particularly round the traditional belief — which possibly has some historical justification — that mining houses will endeavour to replace white workers with black workers at lower wages.

"There can, on the other hand, be little doubt that it is in the long-term interest of South Africa and all its citizens — including the white mineworker — to make work equally accessible to all races."

'Cop-out' on miners, Opposition accuses

Argus 1/10/61 ~~466~~ (211)

Political Staff

POLITICAL reaction to the sixth Wiehahn report and Government White Paper ranged from 'a cop-out' to 'betrayal'.

Dr Alex Boraine, official Opposition spokesman on labour, said the Government had done a 'cop-out' by refusing to scrap the controversial and discriminatory definition of a scheduled person.

The definition effectively stops blacks getting blasting certificate, thereby preventing promotion.

Mr Jaap Marais, leader of the Herstigte Nasionale Party, said the Government had now turned its back on the mineworkers and was siding with the mine magnates

THREAT

"They have given a licence to the Chamber of Mines to force the issue, and if mineworkers do not compromise "within a reasonable time" they face an implied threat," Mr Marais said

The Government had accepted the principle of giving blasting certificates to blacks and it was now just a matter of time.

Dr Boraine said while the acceptance in principle was to be welcomed, the way had been opened

for the Government to drag its feet

"While agreeing with the spirit of the recommendation the Government does not intend to do anything about it," he said.

"What it should do is announce its intention to repeal the offending section in the Act so as to prohibit discrimination

"But because of its fear of the militant right-wing mineworkers' union, the Government has done a cop out

Mr Ron Miller, New Republic Party labour spokesman, said his party welcomed 99 percent of the Government's reaction to the report.

"We fully agree that blasting certificate competency be extended to other race groups," he said.

However, it should not be introduced unilaterally — but after negotiation with employee organisations.

(News by P Sullivan 122 St George's Street, Cape Town)

● See Pages 20 and 25.

It's yes-no to black blasters...

Answer 1/10/81

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(211)

Parliamentary Staff

THE Government has accepted the principle of giving blasting certificates to blacks — but is unlikely to follow through with the practice for some time

This is the gist of Government reaction to the sixth and final Wiehahn Commission report tabled in Parliament yesterday.

The report contains four recommendations, only one of which is likely to be explosive in mining circles

This is the recommendation stipulating the definition of a 'scheduled person' of racial connotation, thereby allowing people of all races to become miners, shift bosses, mine overseers and, theoretically, mine managers

While the Chamber of Mines is in favour of this, white miners with their powerful unions are generally against it

The commission itself is cautious about redrafting the definition, warning that it should only be done if seven specific conditions are met

The reports say the definition should be replaced by a non-discriminatory definition of 'competent person' on condition that:

- Adequate measures are taken to allay possible apprehension about their future job security on the part of white workers within the industry.
- Standards of work are rigorously maintained
- All workers are required to achieve the same level of proficiency with respect to training and experience before being appointed to a post
- The principle of 'equal remuneration for work of equal value' be maintained
- Changes in work practices and conditions of employment are not introduced unilaterally by employers, but rather with due regard to consultation and negotiation with affected employee organisations.

Adequate job security measures are incorporated in collective agreements.

Adequate protection against racial victimisation is provided for all groups

A White Paper sets out the Government view, with a preface indicating that in principle it is already committed to repealing 'statutory restrictive employment measures'

However, it goes on to say that it is in favour in principle of adjusting the definition at an appropriate time and in a suitable manner

It emphasises that the parties concerned (employer organisations and trade unions) must take the initiative to reach a compromise 'within a reasonable period of time.'

Besides these provisos, the Government's ultra-cautious attitude is summed up in a final White Paper paragraph dealing with the definition where it says:

In pursuance of the proposals made by the parties concerned, or in the light of the pattern which the negotiations take, the Government will determine its further action, but wants to emphasise that no legislative amendment will be made before alternative safeguarding measures have been affected.

The three other recommendations in the report deal with less controversial matters

One suggests the exemption of gold and coal mines from the provisions of the Black Labour Relations Regulation Act be withdrawn — an exemption which will become

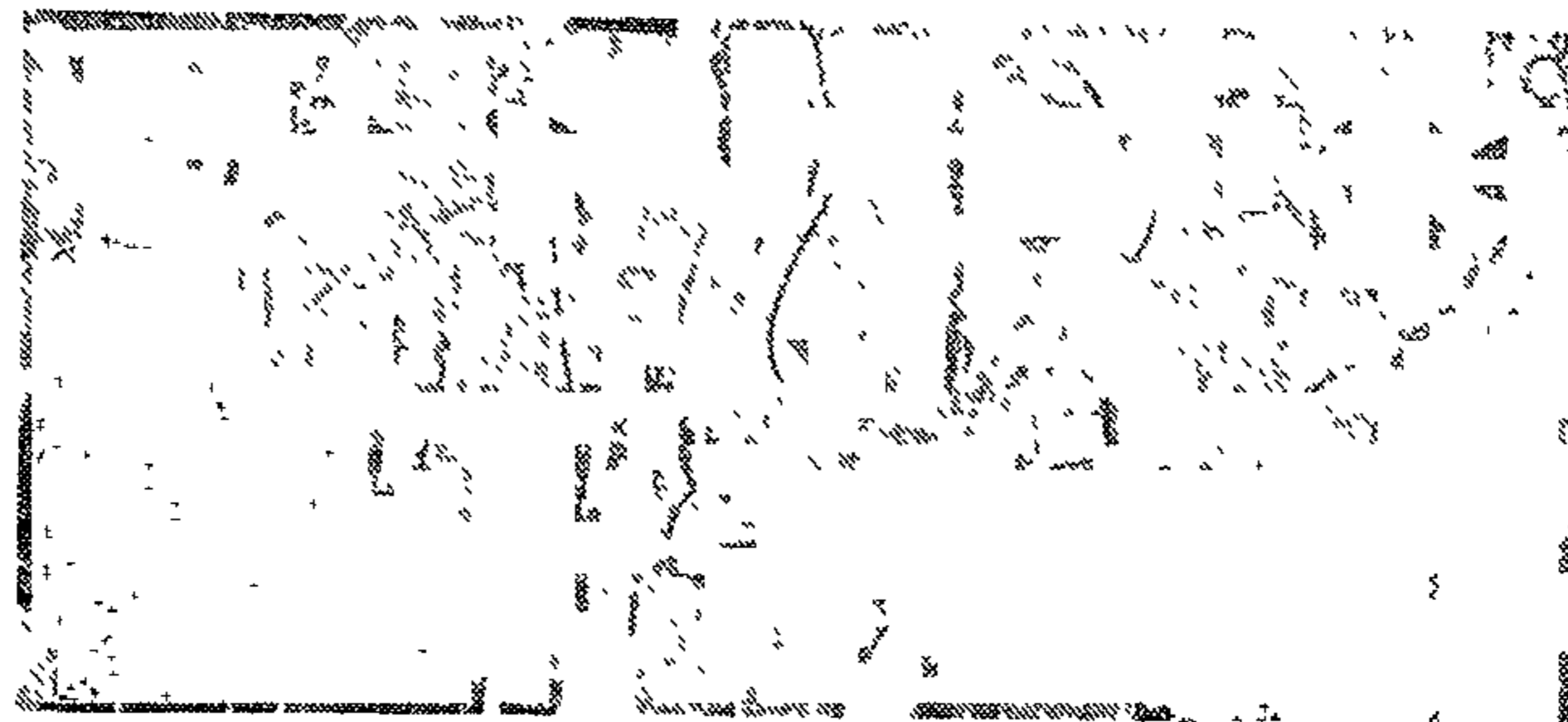
meaningless as the Act is to be repealed.

Another recommends a more satisfactory future basis for recognising trade unions than that of the closed shop, but the Government has ducked this by saying it has presented a White Paper on closed shops and a follow-up report is being prepared by the National Manpower Commission.

The third minor recommendation is that some provisions relating to employment be transferred from the Department of Mineral and Energy Affairs to Manpower, a recommendation the Government has accepted in principle.

The Wiehahn report is dated November 29 1980, which means the Government was aware of the report's recommendations before the election but decided not to release it.

All-race mining with 7 safeguards: Wiehahn



Star 1/10/81 Black mineworkers . seeing light at the end of the tunnel?

South Africa's mining houses and unions must now face up to the task of opening to black workers all racially restricted job categories in the industry.

Yesterday in Cape Town the Government released Part 6 of the Wiehahn Commission Report, this one dealing with the mining industry

The Government's White Paper has accepted in principle the Commission's recommendation that all discriminatory definitions be dropped from the Mines and Works Act, effectively allowing black workers into a number of new job categories previously closed to them, writes The Star's Labour Reporter, Tony Davis.

Legal strike?

A list of 7 safeguards for white workers were included which the Government stated had to be met before the actual legislation would be changed

Among other things, standards of work will be strictly maintained, equal pay will be the rule, adequate job security measures will be taken, there will be no unilateral changes by employers in work practices and apprehensions felt by white workers will be allayed

The crucial mining industry is the subject of Part Six of the Wiehahn Commission's Report on labour. Will it mean a strike by white unionists rejecting the abolition of job reservation? Staff of The Star examine the issues.



Wiehahn . . . recommendations accepted in principle.

With the possibility of a breakdown of talks between the MWU and the mining houses there exists the possibility of a legal strike

Some 13 job categories will effectively be opened. The usually vocal general secretary of the all-white Mine Workers' Union, Mr Arrie Paulus, said he would examine the Report and White Paper before commenting

Peter Sullivan, The Star's Political Correspondent,

reports that although the Government has accepted the principle of giving blasting certificates to blacks it is unlikely to follow through in practice for some time

This is the only one of the report's four recommendations which is likely to be explosive in mining circles, allowing people of all races to become miners, shift bosses, mine overseers — and, theoretically, mine managers

In the White Paper the Government sets out its view with a preface indicating that in principle it is already committed to repealing "statutory restrictive employment measures."

Meaningless

However, it goes on to say that it is in favour in principle of adjusting the definition at an appropriate time and "in a suitable manner"

It emphasises that "the parties concerned (employer organisations and trade unions)" must take the initiative to reach a compromise "within a reasonable period of time"



Paulus . . . seeing gloom at the bottom of the shaft?

The three other recommendations in the Report deal with less controversial matters

One suggests that the exemption of gold and coal mines from the provisions of the Black Labour Relations Regulation Act be withdrawn an exemption which will become meaningless as the Act is to be repealed

Another recommends a more satisfactory future basis for recognising trade unions than the closed

shop, but the Government has ducked this by saying it has presented a White Paper on closed shops and a follow-up report is being prepared by the National Manpower Commission

The third minor recommendation is that some provisions relating to employment be transferred from the Department of Mineral and Energy Affairs to Manpower, a recommendation the Government has accepted in principle

Tos Wentzel, a correspondent of The Star, reports from Cape Town that the head of the Commission, Professor Nic Wiehahn, then labour adviser to the Minister of Manpower and now professor of industrial relations at the University of South Africa, said in an interview that the Government's acceptance in principle of the recommendations in the sixth report meant that South Africa now had in the mining industry a system comparable with the best in the world

Professor Wiehahn listed the main achievements of the Commission's reports as recognition of black trade union rights by the inclusion of blacks in the statutory system of labour relations, a manpower commission, an industrial court with judicial powers, black apprentices in designated trades,

scrapping of job reservation.

The sixth report encourages the mining industry to move towards the establishment of an industrial council

Leon Marshall, another Cape Town correspondent of The Star, reports that the mining industry has been making a major effort to stabilise its large migrant labour force, according to the Wiehahn Commission's sixth report

It says concerted attempts have been made to counter the social ills attributed to the system by upgrading accommodation, food and sporting facilities

Bruce Cameron of The Star's parliamentary staff reports that despite threats of massive industrial action from the Mine Workers' Union the Commission felt the scrapping of discriminatory measures in the mining industry could be achieved with the "active co-operation and concurrence of the white unions concerned."

Equal access

"There can be no deviating from the fundamental principle that there should be equal access to job opportunities for all, regardless of colour

"Questions such as whether or not enough whites are available to fill all skilled positions in the mining industry are therefore irrelevant

"Whether or not adverse reaction from the white unions is a real likelihood the Commission is firmly of the opinion that it would be in the interests of orderly and peaceful industrial relations reform if adequate provision were made for feelings of insecurity evidently being expressed by white workers"

The Commission said "Frustration of black career ambitions could pose as much a threat to industrial peace as the prospect of a white backlash"

The Commission listed reasons why the scrapping of job reservation was being met with opposition but argued that none of them was justified as a cause for opposing the scrapping of job reservation.

White workers anxious over job proposals

Labour Staff

Leaders of South Africa's mining unions today agreed to confront the Chamber of Mines as one body to discuss the industry's problems.

The decision was taken at a meeting in Johannesburg and follows hard on the release of the sixth Wiehahn Commission report, tabled in Parliament yesterday, and the Government's White Paper

The Government has accepted a report recommendation to scrap all existing job reservations in the industry but says it will not amend legislation until a number of safeguards for white workers were met

The new union alliance included the industry's Federation of Mining Unions, representing artisan unions, as well as officials' associations and the all-white Mine Workers' Union

While the meeting was going on there were rumours of widespread white mine worker anger over the Wiehahn report and White Paper response

MWU officials in the Free State and Western Transvaal said workers felt that their jobs were seriously threatened and had called on the general secretary of the MWU, Mr Arrie Paulus, to call an urgent meeting of dissatisfied miners

Safeguards

The Government's safeguards for white workers are

- Standards of work are rigorously maintained
- Adequate measures are taken to allay fears of white workers about future job security
- All workers required to reach the same level of proficiency and training
- The principle of equal pay for work of equal value
- Adequate job security measures are incorporated in collective agreements
- Adequate protection against racial discrimination for all groups
- The Government also insisted that no decisions affecting the future of the industry be made unilaterally by employers

Recommendations accepted by the Government propose the removal of the racial definition of "scheduled" workers and its replacement with a non-discriminatory definition of "competent" workers

Unions

Star 1/10/81

unite for

mining talks

Entitled

In the past only whites and coloureds could obtain the certificates of competency which entitled them to a wide range of skilled jobs on the mines

There are some 13 job reservations in the industry covering 30 000 workers

Mr Ben Nicholson, chairman of the Federation of Mining Unions, warned that unless unions and employees resolved their differences and instituted the proposed reforms they faced unilateral action by the Government

The MWU is holding its elections next week which observers see will be an important indicator of union attitude in the light of the Wiehahn report

● Page 31: All-race mining with safeguards. Wiehahn.

Mine labour: New proposals

Political Staff

HOUSE OF ASSEMBLY. — The Wiehahn Commission has found frequent violations of regulations on South African mines with workers doing jobs for which they have not obtained certificates.

These shortages had resulted in black workers without certificates doing tasks for which they were not qualified

It recommended that the definition of "scheduled person" in the Mines and Works Act be changed and replaced by a non-discriminatory definition of "competent person"

It said in its sixth report, tabled in Parliament yesterday, that a consistent shortage of 250 white holders of blasting certificates had been reported by the Chamber of Mines

At present, the law confined certain jobs on the mines to whites, coloured people and creoles. And because of a closed-shop agreement with the Mine Workers' Union, only members of that union could obtain certificated jobs in the mines

Conditions

Sapa reports that the commission recommended that the definition be changed on condition that

● Adequate measures are taken to allay the possible apprehension of white work-

ers about their future job security

● Standards of work are rigorously maintained

● All workers are required to achieve the same level of proficiency in training and experience before being appointed to a post

● The principle of equal remuneration for work of equal value is maintained

● Changes in work practices and conditions of employment are not introduced unilaterally by employers but rather with due regard to the process of consultation and negotiation with affected employee organizations

● Adequate job security measures are incorporated in collective agreements

● Adequate protection against racial victimization is provided for all groups

The White Paper says the government has already accepted in principle that statutory restrictive employment measures must be repealed

In a White Paper, also tabled yesterday, the government said it had already accepted this principle in its White Paper on the first Wiehahn report and it sup-

ported the removal of statutory restrictive measures

The commission said "There is no doubt that white workers have become accustomed to protection, based on colour, against competition in the workplace by blacks

"There is no doubt either that it is only a normal human reaction that the removal of any form of protection will generate feelings of insecurity

"The fears of white miners seem to centre particularly round the traditional belief — which possibly has some historical justification — that mining houses will endeavour to replace white workers with black workers at lower wages

"There can, on the other hand, be little doubt that it is in the long-term interest of South Africa and all its citizens — including the white mineworker — to make work equally accessible to all races

"There can also be no doubt that blacks are the only resource available for satisfying long-term skilled manpower needs and that furthermore the frustration of black career ambitions could pose as much of a threat to industrial peace as the prospect of a 'white backlash'

"In the economic field there can also be no doubt that optimum utilization of labour is required if the economic potential of our mines is to be fully realized

"There appears to be a general public recognition, shared to a greater or lesser extent by white trade unions, that the era of colour-based protection by law is over," the commission said

It said there could be no deviation from the fundamental principle that there should be equal access to job opportunities for all, regardless of colour

But the frequently stated fear of the displacement of whites by cheap labour could not be dismissed as mere wilfulness or obstinate protection of privilege by white unions

"Whether or not, adverse reaction from white unions is a real likelihood, the commission is firmly of the opinion that it would be in the interests of orderly and peaceful industrial relations reform if adequate provision were made for feelings of insecurity, evidently being experienced by white workers

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Mines' efforts to stabilize costly migrant labour

Political Staff

HOUSE OF ASSEMBLY — The cost of the migratory labour system was substantial, the Wiehahn Commission said yesterday in its sixth and final report.

It said that although the mining industry had given a useful degree of basic training to massive numbers of people from many Southern African countries, "the system militates against the acquisition of significant skills."

The sixth report, which dealt with industrial relations in the mining industry, was tabled in Parliament yesterday.

The commission said that during the past few years efforts had been made to "stabilize" migrant workers and the Chamber of Mines had reported that black mineworkers were becoming increasingly career-orientated.

This had been reflected by steadily decreasing labour

turnover. Improved living and working conditions had contributed to increasing stability of the labour force on the mines.

It had also been facilitated by the introduction of a "valid re-engagement certificate" which guaranteed individual miners their jobs back at the same rates of pay.

The chamber had also pursued a policy of employing South African workers on gold mines.

"As regards the many social ills attributed to the migratory labour system, a concerted effort has been made to upgrade accommodation, food and sporting facilities.

"In addition, on many mines arrangements are in force to allow black workers to visit their families at regular intervals."

These workers were recruited in their country of origin by agencies which were licensed by the Department of Co-

operation and Development.

The commission also said that while there had been a steady increase in mining activity and total employment in the mining industry as a whole had risen, the employment of whites in the gold mining industry had showed a substantial decline of 27 percent.

Artisan numbers in 1979 were at the same level in 1960 and in spite of increases in the coal-mining industry, overall employment of white union men had declined by 37 percent. The holders of blasting certificates had declined by 29 percent in the mining industry as a whole and the ratio of holders of blasting certificates to 1 000 black employees had declined from 25 in 1960 to 17 in 1979.

"The self-evident conclusion is that these trends impact strongly on the sense of security of white miners, particularly in the gold-mining industry," the commission said.

Right wing reject mine labour plan

Own Correspondent

PRETORIA — Adoption of the latest Wiehahn recommendations on labour legislation would lead to conflict and confrontation, two right-wing political organizations said in Pretoria yesterday

Dr Connie Mulder of the National Conservative Party and Mr Eugene Terre'Blanche of the Afrikaner Weerstandsbeweging commented in a joint statement on the sixth report of the Commission tabled yesterday

"Should the recommendations regarding removal of protective measures for the white mineworker be adopted — as recommended in the sixth report of the Wiehahn Commission — it will mean the start of the gradual phasing out of the white worker in the mining industry of white South Africa," they said

The recommendations were in direct conflict with 30 years of National Party labour policy, they said

The recommendations were especially in conflict

with NP policy on white mineworkers

They implied that the white mineworkers would be pushed out of a strategic industry in which they had played a key role for many years

Rejecting the recommendations, the two leaders said "Implementation of the recommendations will only lead to conflict and clashes

"It has been these very kind of concessions which have led to serious confrontation and conflict in the past"

They appealed to the government to think twice before this "bastion of the white worker is also thrown open for the sake of good human relationships"

● By adopting the latest recommendations of the Wiehahn commission on labour recommendations, the government and the Chamber of Mines would sever the "artery" of white mineworkers, the right-wing woman's organization Kap-pie-Kommando said in Pretoria yesterday

The convenor of the orga-

nization, Mrs Marie van Zyl, issued a brief statement, commenting on the provisions of the latest Wiehahn recommendations

"This is part of the PW Botha government's total onslaught against the whites of South Africa," she said "We therefore give our unconditional support to the Mine Workers' Union in their struggle against the plan

"By adopting the sixth point of the Wiehahn recommendations, the National Party government and the Chamber of Mines have succeeded in severing the artery (sлагаар) of the white mineworker"

● The country's mining unions are to meet in Johannesburg to discuss the Wiehahn Commission's report

● Organizers of the all-white Mine Workers' Union and shift representatives at a number of mines said mine workers were waiting for the union to call a meeting to decide on what course of action to take

"We're waiting for Arrie (Mr Arrie Paulus, secretary of the MWU) to call a meeting," one union organizer said

Asked whether strike action was being considered, a shaft representative said "That's one of the options we will have to consider, but this time we'll be organized"

The MWU is scheduled to hold new elections next week and yesterday Mr Paulus described the elections as the most important in the union's history because of the issues involved

He said he would not comment at this stage on pending negotiations with the Chamber of Mines on the issue of black workers being admitted as "competent" workers on the mines

Kappies hit
at labour law

BY ADOPTING the latest recommendations of the Wiehahn Commission on labour legislation, the Government and the Chamber of Mines would "sever the artery" of white mineworkers, the Rightwing women's organisation, Kappie-Kommando, said in Pretoria yesterday

The convenor of the organisation, Mrs Marie van Zyl, issued a brief statement, commenting on the provisions of the latest Wiehahn recommendations

"This is part of the P W Botha Government's total onslaught against the whites of South Africa," she said

"We therefore give our unconditional support to the Mine Workers' Union in their struggle against the plan"

"By adopting the sixth point of the Wiehahn recommendations, the National Party Government and the Chamber of Mines have succeeded in severing the artery (sagaar) of the white mineworker," she said — Sapa

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Mining unions to bargain together

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Mercury Correspondent

JOHANNESBURG—In an unprecedented move, representatives of all mining unions met here yesterday and decided to meet the Chamber of Mines jointly on future labour practices and industrial relations in the industry

The meeting came a day after the tabling of the sixth Wiehahn report in which the commission recommended the scrapping of statutory job bars in the mining industry — provided this was done through negotiation between employers and unions.

In a White Paper tabled with the report, the Government accepted this in principle, but said unions and employers should take the initiative to reach a compromise

A spokesman described yesterday's meeting as 'new and unique' and added 'It augurs well for the future unity of employee organisations in the industry'

He said the meeting was held to discuss the issue of the chamber's approach to future industrial relations and job practices

The unions had decided on joint talks with the chamber on these issues instead of meeting with it separately, which had been the case up to now

Seven unions

'We have informed the chamber of our decision and are now awaiting a reply,' he said

The meeting was attended by the seven member unions of the Council of Mining Unions as well as the three officials' associations on the mines

Among unions represented was the Right-wing Mineworkers' Union, which has pledged to resist black job advancement on the mines

Its general secretary, Mr Arrie Paulus, could not be reached for comment yesterday but a union spokesman said he would comment on the report and White Paper as soon as he had studied them

A Chamber of Mines spokesman said it also would not comment before the report and White Paper

'We'll meet the chamber jointly in future'

had been studied

Mr Ben Nicholson, vice-chairman of the Council of Mining Unions, said yesterday the recommendation was not unexpected and had been awaited for a 'year or more'

He said he was still studying the recommendations, but added 'I don't see any obstacles which cannot be overcome during negotiations to find an acceptable industrial relations structure'

Meanwhile, the Opposition spokesman on labour, Dr Alex Boraine, has challenged the Government to face up to Right-wing mineworkers

He said the Government had avoided an immediate commitment to alter the controversial and discriminatory definition of 'scheduled persons' in the Mines and Works Act

The existing definition effectively barred blacks from obtaining a blasting certificate, while the change to 'competent person' recommended by the final report of the Wiehahn Commission would end this prejudice

Paulus's evidence *Star 2/10/87* 'untruthful' and he loses claim ~~133~~ (211)

Own Correspondent

The secretary of the Mine Workers' Union, Mr "Arrie" P J Paulus, has lost a R10 000 libel claim in the Pretoria Supreme Court.

Mr Justice D A Melamet said he found Mr Paulus's evidence to be "untruthful and unacceptable".

Mr Paulus had launched the claim against Mr Maurice Meiring, former president of the MWU, after the latter alleged in several newspapers that he had been assaulted by Mr Paulus while being held down.

All the papers were sued for defamation Mr Paulus received R7-200 in total from them.

Today Mr Melamet said he found that Mr Paulus did strike Mr Meiring during the struggle.

He said "It is not necessary to find whether the reports were defamatory. The money Mr Paulus received from them is sufficient reparation."

He said a stage could

sometimes be reached where more than enough damages could be paid.

The incident occurred on May 21 1979 after a miners meeting at the Rustenburg Town Hall.

The two men argued about the latest Wiehahn labour report during the meeting and again after the meeting was prematurely adjourned.

Mr Meiring was struck outside the hall during the second row.

Mr Melamet said Mr Meiring was also not an impressive witness.

"Luckily for him his evidence was supported by two independent witnesses," the judge said.

One of these witnesses was Rand Daily Mail labour reporter, Mr Riaan de Villiers, whom Mr Melamet praised as an honest witness.

An order was made that the claim be rejected with costs.

Mr M C de Klerk represented Mr Meiring and Mr Sias Reynecke appeared for Mr Paulus.

Unions meet on job reservation

SOUTH AFRICA'S mining unions met in Johannesburg yesterday to discuss the Wiehahn Commission's report on the mining industry which was tabled in Parliament on Wednesday.

The meeting was one of a number of scheduled meetings held this year by the mining unions which have been trying to resolve issues posed by the Wiehahn report.

Unions at the meeting represent over 100 000 mine workers and involve unions belonging to the Federation of Mining Unions as well as unions representing mine officials.

Mr Ben Nicholson, chairman of the Federation, said that the Wiehahn report on the mines would be discussed.

"Now we have to regulate our own affairs and we have been given something concrete to work on," Mr Nicholson said.

He warned that unless the industry came up with some formula the Government could take unilateral action.

The general secretary of the S A Boilermakers Society, Mr Ike van Der Watt, said the industry now faced the task of having to come up with some kind of "machinery" to run its affairs.

"A tremendous amount of responsibility is being placed on the shoulders of

the unions and industry," Mr Van der Watt warned.

But while unions meet to discuss issues such as safeguards for white mine workers and the removal of job reservation on the mines, underground workers in the Western



ARRIE PAULUS: They wait for him.

Transvaal and Orange Free State are said to be "furious" about the Government's acceptance of many features of the Wiehahn report.

Organisers for the all-white-member Mine Worker's Union (MWU) and shift representatives at a number of mines said mine

workers were waiting for the union to call a meeting to decide on what course of action to take.

"We're waiting for Arrie (Arrie Paulus, secretary of the MWU) to call a meeting," one union organiser said.

Asked whether strike action was being considered, a shaft representative said: "That's one of the options we will have to consider, but this time we'll be organised."

The MWU is scheduled to hold new elections next week and Mr Paulus yesterday described the elections as the most important in the union's history because of the issues involved.

He said he would not comment at this stage on pending negotiations with the Chamber of Mines on the issue of black workers being admitted as "competent" workers on the mines.

However, shopkeepers in Westonaria, Welkom and Carletonville have welcomed the proposed changes to the industry as they anticipate a new wave of prosperity and spending by black mine workers in new posts.

Govt 'favours black miners

Star 3/10/81. (182/13)

Labour Reporter

The Nationalist Government has shown that it is no friend of the white worker, says Mr Arrie Paulus, general secretary of the Mine Workers' Union.

Referring to the Wehahn Commission report and the Government's White Paper on the mines which was tabled in Parliament this week, Mr Paulus says in a statement the Government has again shown its willingness to violate established policy in order to win favour with "money power" and blacks.

The Government had accepted the commission's recommendation that existing statutory job reservation on the mines be scrapped, though only after certain safeguards had been met for white mineworkers.

"Under the pretext that there are few whites to man the mines, the

Government is throwing the industry open to blacks," Mr Paulus states.

The Mine Workers' Union (MWU) rejected that there was a shortage of skilled white workers in the industry and quoted statistics to back this claim.

He states that many white mineworkers were unhappy about the proposed legislation and that telegrams had been sent to members of Parliament representing mining constituencies, asking them to explain to workers why blacks should obtain blasting certificates and to defend promises made during this year's election campaign.

Mr Paulus also states that in the Government White Paper a "reasonable time" is being allowed for workers to reach agreements with employers.

"I want to make it clear that my union will not be intimidated"

RPM 3-10-81

211

Mine unions to see Chamber jointly

REPRESENTATIVES of all mining unions met in Johannesburg this week and decided to meet jointly with the Chamber of Mines on future labour practices and industrial relations in the industry.

The meeting came a day after the tabling of the sixth Wiehahn report in which the commission recommended the scrapping of statutory job bars in the industry — provided this was done through negotiation between employers and unions.

By RIAAN DE VILLIERS

week's meeting as "new and unique" and added "It augurs well for the future unity of employee organisations in the industry."

He said the meeting was held to discuss the issue of the Chamber's approach to future industrial relations and job practices. The unions had decided on joint talks with the Chamber on these issues instead of meeting with it separately, which had been the case up to now.

"We have informed the Cham-

ber of our decision and are now awaiting a reply," he said.

The meeting was attended by the seven member unions of the Council of Mining Unions as well as the three officials' associations on the mines.

Among unions represented was the Rightwing Mineworkers' Union, which has pledged to resist black job advancement on the mines.

Its general secretary, Mr Ar-

soon as he had studied them.

Mr Ben Nicholson, vice-chairman of the Council of Mining Unions, said the recommendations were not unexpected and had been awaited for a "year or more".

He said he was still studying the recommendations but added "I don't see any obstacles which cannot be overcome during negotiations to find an acceptable industrial relations structure."

Meanwhile, the Opposition spokesman on labour, Dr Alex Boraine, has challenged the Gov-

ernment to face up to Rightwing miners to obtain blasing certificates, our POLITICAL STAFF reports

He said the Government had avoided an immediate commitment to alter the controversial and discriminatory definition of "scheduled persons" in the Mines and Works Act.

The existing definition effectively barred blacks from obtaining a blasing certificate, while the change to "competent person" recommended by the final report of the Wiehahn Com-

mission would end this prejudice to their chances of career advancement

Dr Boraine criticised the Government White Paper on the report, which said in principle that statutory restrictive employment measures must be repealed, but that a compromise first had to be reached by employers and the unions concerned.

By adding a long list of provisos, the commission had opened the way for the Government to drag its feet, which it was now

doing. "Whilst agreeing with the spirit of the recommendation, the Government does not intend to do anything about it," he said.

What it should do is to announce its intention of repealing the offending section in the Mines and Works Act.

"But, because of its fear of the militant Rightwing white Mineworkers' Union, the Government has done a cop-out instead of making bold moves to match its fine words, the Gov- ernment sits on the fence — paralysed and ineffectual."

A spokesman described this

Chamber
Star 8/10/07.
approves
~~767~~ (211)
mines report

The Chamber of Mines has welcomed the general thrust of the Wiehahn Commission's sixth report, on the mines, and the Government's broad acceptance of its recommendations.

In its first official reaction to the recently published report and the White Paper response, the chamber said it was "encouraged" that the commission and the Cabinet had accepted that statutory discrimination in the mining industry be abolished.

The Government had indicated its desire to effect change through negotiation between management and labour — and the chamber believed this to be "appropriate."

Star 9/10/81 * 211

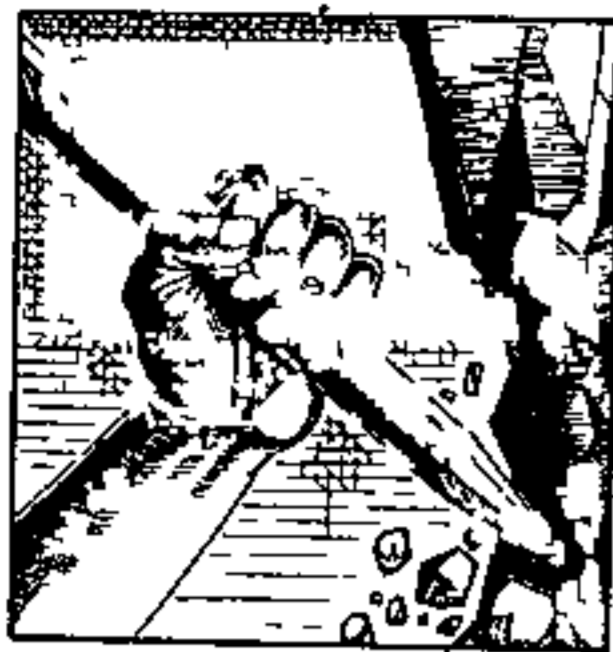
A dispute between the Underground Officials' Association and the Chamber of Mines has continued over the issue of black mine officials.

Talks have been held between the two parties on the issue of granting formal status to black workers to engage in jobs done by members of the officials' association.

A spokesman for the Chamber said the talks were not deadlocked but still in progress.

The association has criticised the Chamber of Mines for not being able to "make up its collective mind".

What about closed shops?



The job exclusivity and security given to white miners is one of the most emotional social issues in this country. It grew out of the bloody Rand revolt of 1922 and is at the heart of our apartheid laws.

But it is not only a privilege entrenched by legislation. Trade practices long woven into the fabric of the mining industry are also involved.

Whatever the justice of the security government gave to white miners 60 years ago, it was done in very different circumstances to those prevailing now. Technology has advanced, skills are now in short supply and racial attitudes have changed.

In these circumstances, the FM believes that government's response to Part Six of the Wiehahn Commission Report and its willingness to eliminate statutory job reservation are, generally speaking, very welcome. But do they go far enough to be effective?

The non-statutory barriers to equality of opportunity in this industry are possibly greater than the legal ones, which were bad enough despite the fact that there is overwhelming evidence that its growth will be retarded if blacks are not allowed into skilled jobs. There has been an acknowledged shortage of skilled workers since 1964 and since that time there have been contraventions of the law in allowing "non-scheduled" people to do skilled work. Indeed, the overall employment of white union men in the industry has declined by about 37% since 1960.

A recurring theme these past 60 years has been tension between employers and white employees who fear job insecurity if there should be a significant inflow of cheap black labour. Today it might be largely groundless, but it most certainly exists.

The commission points out that a consequence of the Rand revolt was government intervention to introduce statutory work reservation "and thus to settle what the employers and employees seemed unable to settle themselves." There is a rich irony, therefore, in the fact that both government and the commission have pushed responsibility for dismantling effective job reservation on the shoulders of employers and the white unions.

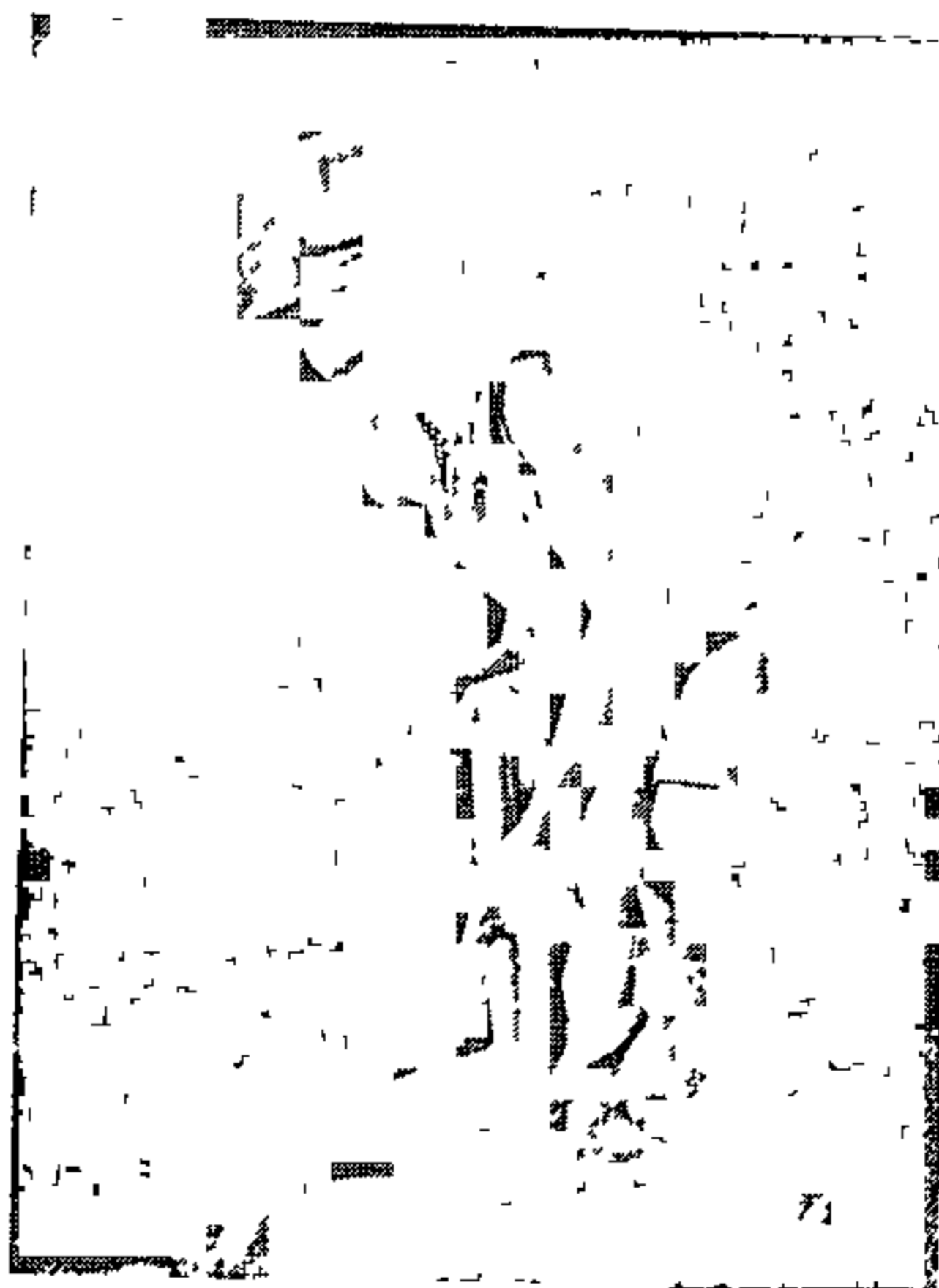
In the past, statutory job reservation on the mines has been regulated by the definition of a "scheduled person" contained in mining legislation. Only such "scheduled" people — whites or coloureds — have been allowed to hold skilled jobs. The commission proposes that this definition should be replaced by that of "competent person" — a

definition which does not take race into account — subject to a number of conditions. These are that:

- Adequate measures are taken to allay white workers' fears for their job security
- Standards of work are rigorously maintained
- All workers are required to achieve the same level of proficiency as regards training and experience before being appointed to a post
- The principle of equal pay for work of equal value is maintained
- Changes in work practices and conditions of employment are not introduced unilaterally by employers, but rather with due regard to the process of consultation and negotiation with the employee organisations concerned
- Adequate job security measures are incorporated in collective agreements
- Adequate protection against racial victimisation is provided for all groups

Government has approved the commission's recommendation, but emphasises that the employers' organisation (the Chamber of Mines) and the trade unions must in the first instance take the initiative to reach an accord through negotiation and co-operation "within a reasonable period of time". Only after these two parties have reached agreement will government adopt the necessary legislation.

There is a fair measure of support among both employers and white unionists for government's insistence that new legislation to abolish statutory job reservation should be preceded by intensive negotiations between them. There are highly complex issues with which they have to deal.



Black mineworker becoming a 'competent' person

But no-one doubts that the negotiation process will be a rough one. "I believe that agreement can be reached, but it is going to be a hell of a job," says Henry Mallett-Veale, general secretary of the SA Technical Officials' Association.

It is significant that, in their minority recommendation, commissioners Neethling and Nieuwoudt (both of whom are white trade unionists) do not totally reject the redefining of a "scheduled person". They do, however, propose that the definition of "scheduled person" be retained until such time as the industry has registered an industrial council or similar body that would be able to ensure that agreements are legally enforceable.

Bearing in mind how easy it can be for either employers or unions to retard negotiations, government has stated that an accord must be reached within a reasonable period. Arrie Paulus, general secretary of the ultra-conservative (white) Mineworkers' Union (MWU) has reacted to this by declaring that his union will not be "intimidated".

One of the most tricky issues it will have to negotiate is the one of existing closed shop agreements in the industry, for these are associated with agreed allocation of occupations.

The commission has found that these "constitute a privately arranged form of work reservation." Coupled with the allocation of occupation agreement, which prescribes the occupations to be represented by each union, and therefore the nature and extent of their membership, the closed shop is the ultimate barrier to the advancement of blacks into skilled positions.

The commission proposes that the parties in the industry be urged to negotiate the removal of this work reservation by devising a better basis for the recognition of trade unions than that of the closed shop agreements in association with the allocation of occupations agreement within the existing unions.

Government's response has been to point out that it has endorsed the National Manpower Commission (NMC) recommendation that the closed shop should be retained. But it indicates that further recommendations on the closed shop are still awaited from the NMC. Government says, somewhat vaguely, that the various parties in the mining industry should take note of its position on the closed shop and take the initiative to adopt appropriate measures "where necessary" through consultation and negotiation.

Senior industrial relations managers the FM spoke to welcome the fact that the commission has found that the closed shop promotes job reservation, but are extremely disappointed that government has not taken concrete steps to eliminate this practice. They point out that

Cont

□ The closed shop is a serious curb on workers' right of freedom of association. It deprives them of the right to join the union of their choice, forcing them into a union to which they have to pay money in the form of dues.

□ It is dangerously misguided to believe that when black miners start to flex their labour muscle, they will be willing to do this through white-dominated unions. "Look at it this way, can you imagine black workers being willing to join a union which has done all it can in the past to keep them in unskilled jobs, but which now claims to champion their interests?" says one labour relations adviser.

□ A major feature of emerging black unionism is the desire of blacks to "go it alone" and have their own unions. It is a trend that managements and government ignore at

their peril. By retaining the closed shop, the way is being paved for severe conflict if a black general workers' union emerges in the mining industry.

□ If sound industrial relations are to be achieved in the long-term, it is essential that employers should be able to deal with union leaders who truly represent the wishes and interests of their members. The closed shop will prevent this from happening.

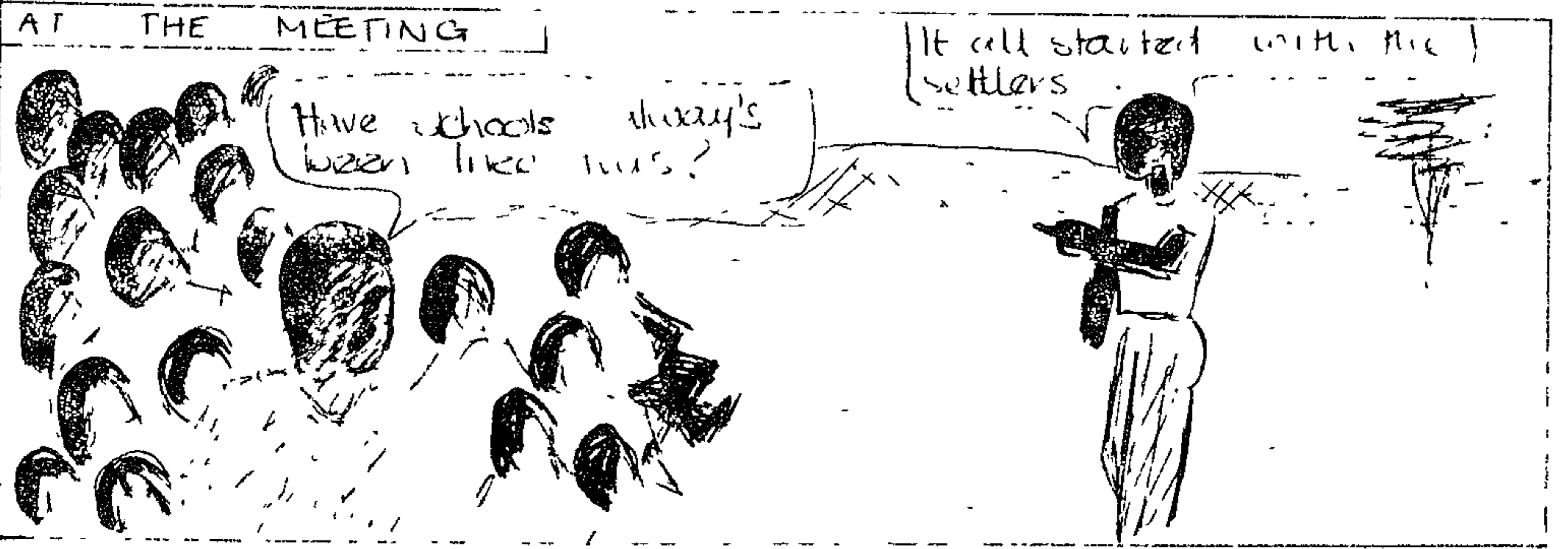
Some believe that the MWU could double its membership in the mining industry if the closed shop and the allocation of occupation agreement were abolished. But it can be argued that even if this does happen, a far healthier situation would have been achieved if one subscribes to the belief that representative union leadership is essential for sound industrial relations.

An agreement between the mines and

unions to phase out closed shop agreements would be ideal. But bearing in mind what an emotional issue this is, the FM wonders if it be possible. There is a danger, too, if the white unions filibustering for years, regardless of an official deadline.

In the FM's view, closed shops and equal work for equal pay are restrictive practices against which government should be prepared to take firm action. They entrench privilege and misallocate resources.

The abolition of statutory discrimination on the mines, welcome though it will be, fails on its own to get to the core of the problem. Even assuming material progress in negotiations between the miners and employers prior to the removal of statutory discrimination, the FM finds it difficult to see how government can avoid coercive measures to ensure equality of opportunity.



Plea for labour accord in mining

CT 9/10/81 (21)

HOUSE OF ASSEMBLY —

It was essential that employers' organizations and trade unions in the mining industry come to an agreement in the interests of the country, the Minister of Mineral and Energy Affairs, Mr F W de Klerk said yesterday.

Speaking during the third reading debate on the Appropriation Bill, he said adjustments had to be made which had to be reconciled with group security.

Everyone in South Africa had to realize that this was a delicate matter which had to be treated with the greatest care.

Employers in the mining industry had to show that they were earnest in giving security to white workers, while the trade unions had to show that they were prepared to negotiate for their members a future free from conflict.

"I appeal for a new spirit of trust, and all parties concerned must look anew at

the problems in the mining industry.

"Nothing will be solved by glaring at each other. What is needed is in-depth discussions.

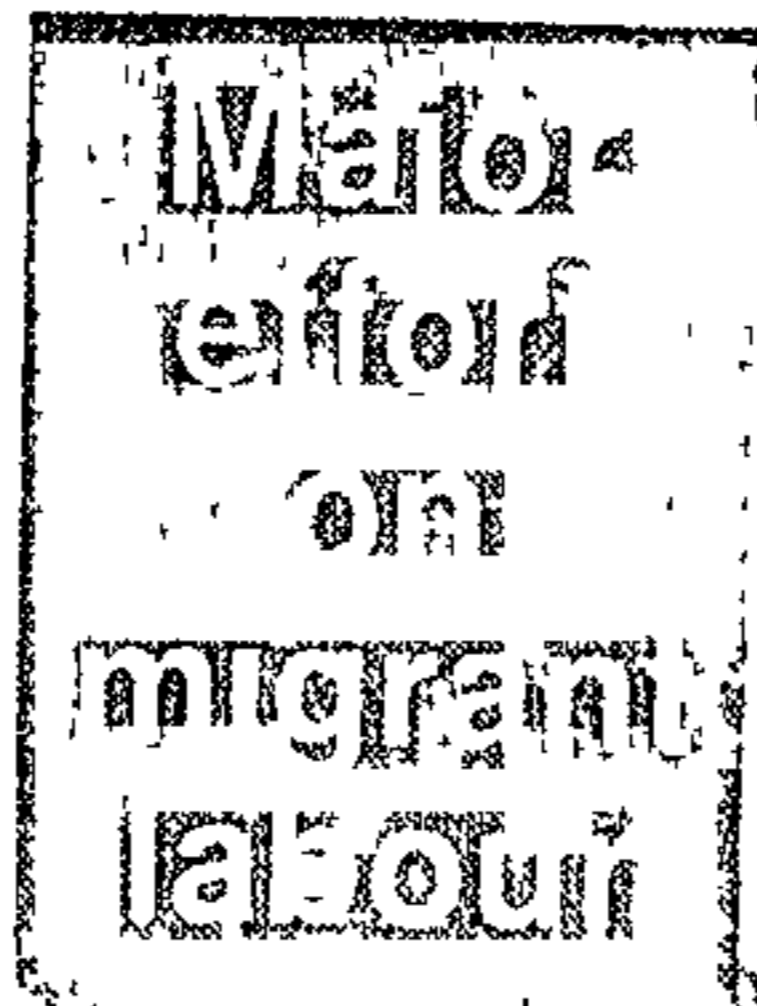
"Good relations in the industry are essential, but they must be fostered by both sides.

Demands

Mr De Klerk said the tremendous expansion in the mining industry would place extreme demands on labour resources.

Earlier in the debate he said the National Party had never stood for the promotion of the interests of whites only, but for the upliftment of all the peoples of the country.

Although urbanization was a reality, the government would ensure that through decentralization, work opportunities were created in an orderly manner for everyone — Sapa



The Argus
Parliamentary Staff

THE mining industry has been making a major effort to stabilise its large migrant labour force, the Wichahn Commission says in its latest report.

It says concerted attempts have been made to counter the social ills attributed to the system by upgrading accommodation, food and sporting facilities.

On many mines arrangements are in force to allow black migrant workers to visit their families at regular intervals.

The commission notes that the migrant labour system exercises a substantial influence on the use of labour. Traditionally, the migrants come to mines on a contract of about a year, during which time a minimum training period has to be accommodated

COSTS

This limits the number of working days per contract as well as proficiency.

The cost of the migrant labour system is therefore substantial, and although it has given a useful degree of basic training to large numbers of people from many Southern African countries, it militates against the acquisition of significant skills.

However, in a recent review the Chamber of Mines reported that black mineworkers were becoming increasingly career orientated, as reflected by a steadily decreasing labour turnover.

strike ^{STW} 13/10/81

over

pensions

Labour Reporter

Durban was the scene of another pension strike yesterday when an early shift of about 200 stevedores downed tools

And at a Pinetown quarry about 30 workers struck over wage demands

Management at Rennie, Grindrod and Cotts Stevedoring held talks with workers who had demanded payouts of their pension contributions.

Work returned to normal at the dock several hours later after management agreed to investigate stevedore grievances and report back to workers next week

Earlier this month the South African Stevedores Company (Sassco) was hit by a strike affecting 950 workers

A Sassco spokesman said this week that talks with the workers had been held and grievances worked out

The general secretary of the South African Allied Workers Union, Mr Sam Kikine said workers at Ridgeview Quarries in Pinetown went on strike because management had not paid them a new wage increase and also because workers were trying to have their union recognised by the company.

The company spokesman confirmed talks were held with workers yesterday

The Rennie group dock strike followed hard on the visit last Friday to Durban by the Registrar of Financial Institutions, Mr Naas van Staden, to discuss the pension unrest and impending legislation

Mr van Staden met the Natal Chamber of Industries and Durban Chamber of Commerce Both chambers and workers have called for a deferment of the pension legislation because of the widespread unrest

Their pleas appear to have been met as Mr van Staden subsequently announced that next year's pension legislation would not be fully enforced for another three years — until 1985 — giving pension funds time to adjust to the changes.

Both Natal and Eastern Province have been the scene of pension-related strikes this year, stemming from worker mistrust of Government interference in the funds.

Johnnies

Warns on inflation

211
Financial Reporter

GOLD will continue to be adversely affected by such factors as the firmer dollar and the present oil glut, but interest in it will be maintained, according to the annual report of Johannesburg Consolidated Investments (JCI)

The directors warn, however, that unless inflation is brought under control in South Africa costs and profits will be hit

They say mine production could be affected soon without drastic changes in labour restrictions

JCI reported a net profit of R97 800 000 (R72 200 000) for the year to June 30, 1980, with earnings a share of 1 373c

Among the points made in the report are

● **THE ECONOMY** "While a still very satisfactory rate of growth was maintained during the six months ended June 30, 1981, a lowering of the rate will be difficult to avoid during the remaining months of the year and in 1982

"From Johnnies point of view it is essential that the authorities regain control over the rate of inflation as soon as possible

"Internal inflation adversely affects our costs and the significantly lower gold price is beginning to affect mining profit margins

"It is to be hoped that indications of recovery in the world economy will make the slowdown of the South African economy of shorter duration and less painful than the slowdown that followed the decline in the gold price in the mid-1970s"

● **INVESTMENTS.** JCI has taken its stake in SA Breweries to more than 20% with another 1 780 000 shares at a cost of nearly R7 900 000.

● **GOLD** "Despite fluctuations caused by a recurrence of exchange market uncertainties the dollar remains at a high level compared with a year ago and is being aided by a decline in the rate of inflation in America and by the strengthening of the US balance of payments

"In addition, whereas a year ago oil prices were rising, a glut in supplies, notwithstanding continued turmoil in Iran and the war between Iran and Iraq, is now causing oil prices in the spot market to ease or at least to stabilise

"As long as such circumstances persist the gold market is likely to be adversely affected

"However, the still unresolved problems of Poland, Iran, Afghanistan and Lebanon will continue to influence gold price movements

"For these reasons fluctuations in the gold price are likely to persist and interest in the metal should be maintained whatever the outcome of government efforts in Western countries to contain inflation."

● **LABOUR.** "Unskilled labour (in gold mining) remained in oversupply during the year, but the critical shortage of skilled staff continued

"If production is not to be affected it is essential for the industry to be able to utilise its available manpower resources in the most efficient manner possible.

"This can only be achieved by the removal of the discriminatory provisions of the Mines and Works Act and other legislation affecting industrial relations in the mining industry."

● **URANIUM.** "The situation in the uranium market has remained discouraging notwithstanding the stabilisation of oil prices at an historically very high level"

● **PLATINUM.** JCI remains remarkably coy about the outlook for the metal and for Rustenburg No forecast is made, although the directors are known to see an uncertain time over the next year or so

Upset miners stay below

RD 17 22 10 81
By RIAAN DE VILLIERS

ABOUT 700 black workers at General Mining's West Rand Consolidated mine near Randfontein refused to come to the surface yesterday afternoon after a delay in bringing them up after their shift.

They agreed later to surface, after being addressed by the mine manager, and returned to their hostels.

Sources at the mine said yesterday the workers had started "rioting" and were subdued by mine security men using batons.

Threatened

However, this was denied by a General Mining spokesman who said security men were present but had not used batons.

He also denied a claim that a white underground worker had been assaulted. He said the man had been threatened, but no physical violence had been used against him.

The spokesman said the trouble started at 47 level at the mine's Deep shaft when there was a delay of about half an hour in bringing the workers to the surface. This was due to repairs to the shaft.

Dissatisfied workers then refused to surface, but the situation was resolved after the mine manager addressed them underground.

He said the incident would be investigated.

Rising wages No 1 gold-cost enemy

2087 24/10/81 (211)

1981 increase for mines mines heads for 20%

THE EFFECTS of this year's wage and salary increases for black and white miners are painfully obvious in the results of the gold mines for the September quarter

While unit working costs were in many cases reduced by sustained efforts to improve production, overall costs rose by up to 18%, with the industry average approaching 10%.

By JOHN
MULCAHY

Annualised, this takes the increase to over 30%, but the rate of increase in previous quarters has not been as great

Wages are the most significant single cost item to the mines, and in the June quarter white officials and union workers were given a 14% increase. An average 16% increase for blacks became effective on July 1.

Total costs rose by 11% in 1979 and by 18% last year, and the increase this year is likely to run to at least 20%.

The extent of the cost rise this quarter was surprising, and indicates an increase in charges other than wages.

General inflation, and particularly prices for steel — the average price rose by 12% on July 1 — food and electricity are climbing apace. The inflation rate, as measured by the consumer price index, rose by 1,6% in September, and at an annual rate of more than 22% in the third quarter.

Word has it that Escom has presented the mines with a new tariff structure, based on peak power demand. On this basis electricity consumers pay a premium at peak times.

Hardest hit of all the mines was Elandsrand, which was possibly the worst all-round performer in the latest quarter, pushing up costs by 18%. It was closely followed by Vaal Reefs and Western Holdings, each with cost increases of 15% over the June quarter.

Johannesburg Consolidated Investments two mines and the Rand Mines producers contained costs effectively, Rand Mines actually reducing unit working costs.

September marked the first reporting period for the two merged operations, or "super mines", Driefontein Consolidated and Western Holdings.

Dries, the biggest gold producer, had a gold output of 19 000 kg from East and West Drie in the quarter, and about R100-million is expected to be spent on the complex in the year to June 1982.

As is the case with Dries, Western Holdings is still operating under separate divisions, being the Holdings division Welkom, Saaiplaas and Erfdeel.

There is a difference, however, and that is Western Holdings has elected to present its operating results in a globular form, splitting the divisions only for development results.

The format used for the quarterly results, and it is believed the annual report will follow the same lines, makes it difficult to analyse the results, as different lease formulas apply to the separate mining divisions.

Anglo American has a precedent for reporting on a similar operation, and that is Vaal Reefs, which presents operating results for the North lease, South lease and Afrikander Lease areas.

It is to be hoped that Anglo will reconsider the presentation of Western Holdings results for the benefit of shareholders.

To compare Western Holdings September quarter with June it was necessary to calculate a weighted average of the three component producers, which produced an average working cost 15% higher than in the previous quarter.

The gold mines were again blessed by a declining rand in the September quarter, and in spite of a dip of around 15% in the dollar gold price, the actual receipts in rands fell by around 4%.

Receipts from gold sales for the past nine months have ranged between R12 500 a kg and R13 400, and the protection afforded by the depreciating rand has meant that pay limits have not risen with the fall in the dol-

lar price of gold but have remained static.

Because of this, gold production has not risen as it would have on dollar price considerations, so that cost increases have eroded profits substantially.

Some mining men believe the rand will be allowed to fall even further against the dollar if the gold price declines any more, and it is worth considering that at par — 100 US cents to the rand — the gold price could sink to \$400 an ounce and still provide the mines with an income of R12 860 a kg.

However, the gold price is not the only concern of the monetary authorities, and it is debatable whether they would allow too much of a depreciation, bringing with it adverse influences on the inflation rate and on the cost of imports.

The Receiver of Revenue emerged from the quarter as possibly the most seriously affected participant in the mining industry, with the total tax bill R110-million lower at R436-million.

There was little of note among the individual mines in the September quarter, but to single out a few:

● Elandsrand had a disastrous quarter, with costs rocketing after mining ceased in an area to the west of the fully developed shaft, resulting in the loss of stope face.

● Randfontein surpassed expectations, coping with a reduction in underground material by processing low-grade (and low-cost) surface sand and slime, and bumping up the milling rate by 16%.

● Grootvlei confirmed the existence of "encouraging" values of Black Reef. While the Black Reef is known to be rich in parts, it is also erratic, and it may not improve Grootvlei's status to a medium-life mine, or to a higher grade producer, but it should sweeten the pot.

● Chemwes almost doubled its net income in the quarter, with positive implications for 85% parent Stilfontein and to a lesser extent Buffelsfontein, which has the other 15% Stilfontein's share of Chemwes's income for the quarter was almost equivalent to its own taxed profit for the period.

my paper

It's 60 years after the '22 strike, but the mining industry is still in turmoil

AFTER the bloody 1922 miners' rebellion, the Wiehahn Commission has written, the Government introduced job reservation for the mining industry "to settle what the employers and employees seemed unable to settle themselves".

Sixty years later, the wheel has turned full circle and the three sides are more or less back where they started

The conflict between mining employers and unions at the beginning of the century resulted in grossly discriminatory labour legislation which has taken the industry over half a century to shake off

Now, it is the last major industry charged with the task of finding its way out of it

However, the Chamber of Mines and the unions remain at loggerheads over much the same issues and it is not at all clear they can settle their differences this time around either

Once again, there is a threat of Government intervention if they

cannot settle the matter

It is believed that the Minister of Mineral and Energy Affairs, F W de Klerk, recently met with employers and unions

and warned them that he would not laterally change the Mines and Works Act if they failed to reach a negotiated solution soon

Employers face a formidable obstacle in the form of the Chamber of Mines' Union, which has

refused to restate the 1922 re-arrangement of job reservation

if blacks get blasting certificates — one of the major certificates of competency

reserved for whites in the Act

However, the problems in the industry are by no means restricted to the MWU alone and

job advancement on the surface has stalled on other levels

All but two job reservation determinations in terms of the Industrial Conciliation Act were

made some two years ago

One of them, Determination 27, applied to some members of the Underground Officials' Association, one of the three official associations on the mines

deep-seated

Shortly afterwards, the UOA was prepared to accept it to lapse if certain conditions

were met. However, it is not in force and the Wiehahn Commission has noted that it has

no evidence that the parties have indeed achieved an accommodation on this matter

Earlier this year, the same Chamber of Mines unions which have wide-allowed the indenturing of

black apprentices in other industries rejected proposals by the chamber

which would have allowed this in the mines

50 black apprentices have been indentured on mines

governed by the agreements between unions and the chamber

There still isn't a single apprentice on a chamber

seems to point to deep-seated problems in the industry, there are

in the exception of the UOA, the unions say they are

opposed to black job advancement and several, as well as the officials' associations, have

changed their constitutions to strengthen their ranks

black philosophy, the unions say they will only allow blacks to

become union members, subjecting them to the employment conditions as

for union members

All white workers on the surface are covered by closed shop agreements, whereby the

undertake not to appoint

An old, old conflict comes to the surface again

IN THE MIDDLE . . . waiting in the wings are the silent majority — the vast mass of half a million black workers

RDM 27.10.77

(211) (44)

any whites who are not union members

Also, in a unique feature of the mining industry, white workers are covered by so-called allocation of occupation agreements as

well, whereby workers in certain jobs are allocated to specific unions

What the unions are demanding is that their closed shop

agreements be extended to cover blacks entering the affected

jobs. And some are demanding that the allocation of occupation

agreements be extended to blacks as well

Approach

This they see as the best way of maintaining their control over

skilled jobs, protecting existing members against undercutting

by the introduction of cheap black labour, and protecting

skilled black workers against exploitation

This approach has also been adopted by the officials' associations

However, it seems the chamber is unable to make up its mind

whether it is prepared to meet this demand or not

Unionists blame the chamber for the delay. They also deeply

mistrust the chamber's motives, and accuse it of still wanting to

undercut skilled labour and weaken unions — a belief which

the Wiehahn report suggests is at least historically justified

As a prominent unionist has put it "We have told the chamber

they can train black artisans in our trade as long as they have

to belong to unions — but it refuses to agree to this

"The impression we get is that the chamber doesn't want blacks in unions and they want to pay

In its sixth and last report tabled in Parliament recently, the Wiehahn Commission recommended that job reservation in the Mines and Works Act be scrapped. The Government has accepted this recommendation and has urged unions and employers to reach agreement on new job practices. However, black job advancement in the mining industry has stalled over a wide front. RIAAN DE VILLIERS reports.

them black wages. When we object, we are held up as obstructing black job advancement"

Sources close to the chamber deny that it wants to undercut white workers. But they concede that the chamber is deeply divided

over whether to extend the closed shop to blacks or not

One mining man says "The chamber has debated the closed shop for two and a half years — and is still divided on the issue

When the trade unions say they will permit black advancement provided the closed shop is extended, we cannot give them an answer"

Consensus

He adds "The industry has paid a very high price for its failure to reach consensus"

Sources close to the chamber say the main mining houses opposed to the closed shop and allocation agreements are Gencor and Anglo-American. The main

group in favour of retaining the agreements is Goldfields, backed by Anglo-Vaal, with the

others somewhere in between

If this is interesting, the arguments used by the pro-closed shop group are even more so

They are said to be motivated by two fears. The first is that the Mineworkers Union will swallow up all the whites on the

mines if the agreements are lifted

In reply to this, opponents of the agreements point out that whites don't necessarily have to be MWU members to join a

strike, and that the MWU can "misuse" the closed shop by threatening to expel members

who won't toe the line — who will then lose their jobs

The second is the fear that a mass-based black union will arise if black workers are not

made to join the established unions — and that the only way to preserve industrial peace is a

"divide and rule" strategy of splitting them up under "responsible white leadership" for the time being

Other mining men dismiss this as a pipedream

At the same time, opponents of the closed shop point to major

problems surrounding the unions' demands

One issue is whether the closed shop and allocation of occupations can continue to be

used as an informal barrier to black job advancement, as the

Wiehahn Commission has suggested

They believe it will. They say the closed shop can be formally

deracialised but will continue to provide the unions with control

over access to skilled jobs. This will allow them to retain control

over the extent and pace of black

advancement — which is likely to remain restrictive as long as

the unions remain white-dominated

They also argue that it is wrong to force blacks into unions

they have not chosen to join

Proviso

As one mining man puts it "What the unions are in effect

saying is you can advance blacks provided you force them to join

our unions. But these will be unions without real mandates"

He adds "The closed shop and allocation of occupations are

very real barriers to the orderly extension of collective bargaining

rights to black workers"

These men are disappointed with the official attitude to the

closed shop. The Wiehahn report has described the existing closed

shop and allocation agreements as a "prime example of industrial

work reservation" and has urged the parties to devise a

"more satisfactory basis for the recognition of unions"

However, the Government had decided that the closed shop

should be retained — a decision reflected in its White Paper

At least one leading unionist partially agrees with these criticisms

labour being replaced by non-union labour. But he opposes the allocation of occupations in principle

"In the end, unions have a paper membership of resentful

members because they were forced to join. This creates more

problems than it is worth"

Employer sources point out that the chamber only has allocation

agreements with the officials' associations and was not

responsible for the allocation of occupations agreement between

the unions, which is an inter-union agreement ratified by the

chamber

Mr Van der Watt concedes this but argues that the chamber

has been in favour of it as it has suited its purposes

"The chamber doesn't want strong unions with large

memberships. Its strategy is to divide and rule, and the allocation of

occupations has helped to keep unions fragmented"

Findings

Unionists generally reject the argument that the closed shop

will continue to be discriminatory

And in reply to arguments that it is wrong to force blacks to join

certain unions, one simply replies

"If you want a train ride, you must buy a ticket. My members

and I have put together a train over the years. Now, if the blacks

want to ride, they must buy a ticket as well"

industrial relations structure is inadequate and that the challenge

posed by the Wiehahn report has only cast this in a more

serious light

"How does one solve these problems without a proper negotiating mechanism?"

He says the chamber has been reluctant to change the system

because its inefficiency actually worked in its favour — and

is why it has been opposed to industrial council

"However, now that we actually have to reach agreement

the chamber is also beginning to realise that something has to

be done

"But", he adds, "we are still with a crisis which should have

arisen"

Steps are being taken to try to find a solution

Optimistic

In an unprecedented move, at the mining unions and officials' associations met together

recently and decided to hold joint talks with the chamber

on all these issues

The chamber has agreed that talks are due to begin soon.

Some unionists are optimistic but others less so. One says there

is no negotiated solution in sight and that a long, drawn-out process

is in the offing which no one can afford

A mining man concedes "There is no doubt that the chamber needs to improve its relationship with the established unions. It will have to learn to treat them like children — else it will stand little chance of negotiating a solution"

Stabbed mineworker found dead at bus stop

NM 29/10/81

(211)

Crime Reporter

A white mineworker was found dead, with three stab wounds in the chest, at a bus stop in Durnacol in Northern Natal yesterday morning

He was 37-year-old Mr George Barend Meyer, unmarried and living with his parents in nearby Dannhauser

Mr Meyer was an operator in Durban Navigation Collieries' coal treatment section on the outskirts of his home town

By late yesterday police had not established a motive for Mr Meyer's killing and had made no arrests

Thirteen miners die as cage falls

S. Times 1/11/81

By KEN SLADE

THIRTEEN miners were killed and 35 injured at Western Deep Levels' gold mine near Carletonville yesterday

Winding machinery failed at the end of a work shift and plunged the miners to the bottom of a shaft

The accident happened at 11.30pm when the men were coming off duty at the No 3 incline shaft

A spokesman for Anglo American Corporation, Mr Brendon Ryan, confirmed the miners were killed when the cage plummeted after the winding machinery failed

He said although the shaft was 3 666m deep, the cage had only

been hoisted about 166m when it plunged to the bottom

"First-aid teams and workers from other shafts were rushed to the disaster area and within minutes the wreckage was cleared," Mr Ryan said

The 13 dead miners, all blacks, were brought to the surface by 6pm yesterday

Mr Ryan said some of the injured were in a serious condition, but others had been only slightly hurt

The injured were admitted to Cottesloe Hospital near Johannesburg, and the Sybrand van Niekerk Hospital near Carletonville

The names of the dead will not be released until their next-of-kin have been informed

500000 new coal mine jobs

STAR 9/11/81 211

By Bob Davis

Coal mining in the south-eastern Transvaal will provide an extra 500 000 jobs between now and 1995.

Mr G C Thompson, senior project manager for Escom told The Star that the expected wave of prosperity for coal mining would result from the recently announced increase in exports and stepped-up local demand. He said the south-eastern Transvaal produced 75 percent of South Africa's coal and had more than 40 percent of

the known reserves

"This region provides Escom with 70 percent of its coal and almost half the land area of the south-eastern Transvaal is underlain with coalfields."

Last year colliers in the region produced 92 million tons of which 23.5-million tons were exported — but by 1995 total production would be 247 million tons, with 72-million tons being exported.

The projected increase would come rapidly in the next three years because of stepped up demand from

Bosjespruit for Sasol 2 and Sasol 3

From 1985 the expected commissioning of Phase 4 of the Richards Bay export harbour would again result in an escalation, Mr Thompson said.

Mr Thompson said that apart from expansion at existing collieries, a further seven major projects would ensue that the projected growth rate was met.

Details of the projects must remain confidential at present he said but

added. New mines are very large producers, with outputs of up to 10-million tons a year compared to the typical levels of one-million tons just over 20 years ago.

The growth would also provide a significant number of new jobs.

At least 50 000 "in the period up to 1995," he said and with concomitant increases in productivity, there will be a significant improvement in the material standard of living — especially for the black population. A key factor which

could limit the projected growth and prosperity of coal mining was a shortage of unskilled and untrained labour.

There is no shortage of manpower but we need skilled workers who must be subjected to education and training, and who must be utilised. We need a more flexible application of our manpower.

He said the private sector should actively support the State in efforts to provide black education part daily in the technical field.

By Garner Thomson
LONDON: A R3 000
million plan to blackmail
South Africa into sub-
mission over its con-
troversial migrant labour
policies has been put
forward by the Inter-
national Labour Organisa-
tion.

The message is: co-
operate in a 15-year plan-
ned withdrawal of migrant
labourers from South
Africa or we will plunge
you into an economic
recession by pulling them
out overnight.

At the moment, the ILO
estimates there are about
370 000 labourers in South
Africa from neighbouring
black countries. The gold
mining industry is almost
totally dependent on these
migrants to fill jobs un-
popular with black South
African labourers.

So far, all attempts to
solve the migrant labour
problem have failed. Not
only do many of the
countries which provide
the labour lack opportuni-
ties for their workers at
home, but some are
greatly-dependent on the
money remitted by
migrants from South
Africa.

BLACKMAIL STRATEGY...

Now, however, the ILO
believes it has the answer

According to a project
envisaged by C. W. Stahl
and W. R. Bohning, an
association of home
countries of migrants
would be established.

The association would
seek a "back-up fund" of
R300 million from the
United Nations, funded by
all but the poorest
member nations.

Then immediate control
of migrant labour should
be seized by the
association. This could be
done by a system of
passport controls and visas
to take up only contracts
of an approved duration

At the same time, South
African employers would
be called on to pay a levy
on each migrant employed
as well as to co-operate
with a 15-year phased
withdrawal of all foreign
labour.

Compensation should
also be sought for South

African employers for the
withdrawal, and this,
together with the employ-
ment levy, would be
enough to re-settle the
migrants in their home
countries and to provide
them with work.

Should the South
Africans refuse to co-
operate, or retaliate by
dumping all the migrants
back in their own coun-
tries without warning, the
back up fund would be ac-
tivated. This would then
finance withdrawal and re-
settlement.

The researchers point
out that if South Africa co-
operated over the 15-year
period employers would be
able to readjust to local
labour and incidentally,
probably improve the wage
levels of black South
Africans by having to of-
fer incentives. If not, the
effect of an overnight
withdrawal could be disas-
trous to the South African
economy.

Sun. Trib 15/4/81

~~211~~ (211) ~~200~~ ~~209~~

Police open fire on rampaging miners ^{Argus 20/11/81}

Argus Correspondent ~~207~~ (211)
JOHANNESBURG. — Police last night opened fire on a mob of mineworkers who went on the rampage at the ERPM mine compound near Germiston.

Three men were shot, cars were stoned and one set alight and the windows of a shop were smashed during the unrest, which began at the south-west vertical shaft about 8 pm.

A police spokesman said the trouble began when a mineworker became involved in an argument over change with the owner of the shop.

The owner apparently chased the man from the shop

(213) and he returned a few minutes later with a group of friends. Several shots were fired and a man was wounded.

About 400 mineworkers then arrived at the shop and began to stone it.

The police fired rubber bullets and teargas canisters at the crowd, who then ran back into the compound.

While the police were diverting traffic the miners returned and began stoning them again.

The police then fired several live rounds into the crowd. Mine police arrived and helped to disperse the rioters.

Bid to abolish migrant labour

C. T. 1/12/81

211

MASERU — Labour Ministers from seven African States are meeting in Maseru today to discuss ways and means of abolishing migrant labour for the mines in South Africa

Chief Jonathan said at the meeting that as far as Lesotho was concerned migrant labour was a legacy from the British colonial masters who had ruled in Lesotho

This had turned Lesotho into a cheap labour reservoir, which had its advantages, but was also a great social hazard. It disrupted family life and had a bearing on the whole social system in the country

Family lives were broken up and it led to children living uncared for. The good side, however, was that it made a contribution to the

economy of the country because men on the mines earned good wages

Chief Jonathan said that abolishing migrant labour was a noble goal which could not be overcome overnight

Attempts to abolish migrant labour from elsewhere would not be the ideal. The matter would have to be tackled from within the boundaries of the countries concerned

He said the main problem would be to improve working conditions and set out self-reliance programmes at which migrants could be profitably employed in their own country

The Labour Ministers at the conference represent Swaziland, Mozambique, Botswana, Malawi, Zambia, Zimbabwe and Lesotho

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TE/10, TE/4	@AAA:TEST
BBB	@JUMP
B	@XQT
Y	@JUMP
TE/11	@TEST
Z	@JUMP
C	@XQT
D	@X: XQT
E	@Y: XQT
F	@Z: XQT
	@FIN

One-way rule

on mines is

unfair — court

STAR 3/12/81

211

about run for up for an increase for an increase for an increase

By Drew Forrest

An eight year battle involving the South African Technical Officials Association, two rival mining unions and the Chamber of Mines ended yesterday with a judgment in the Industrial Court

The court found that the so-called 'one-way traffic' rule — allowing members to leave SATOA to join the rival Underground Officials and Mine Surface Officials Associations, but not the reverse — was unfair labour practice

The chamber has enforced 'one way traffic' on its mines since SATOA's formation and recognition in 1973

The practice has restricted the union's membership its officials say and threatened its financial

stability

At an Industrial Court hearing in September the chamber argued that it was bound by an accord with the older associations which had insisted on the restriction as a 'quid pro quo' for the recognition of SATOA

Before 1973 the Underground Officials and Mine Surface Officials Associations had exclusively enjoyed a closed shop agreement with the chamber

But SATOA said the 'one way traffic' rule applied only to those who were members of the older associations before 1973 — and not those recruited afterwards

This was accepted by the court which determined that from January 1973

All mine officials except those recruited before 1973 should have freedom to move between the three associations

Mine officials should have the right to pay dues by stop order to the association of their choice

The SATOA general secretary, Mr Harry Malot Veale, welcomed the judgment yesterday. He claimed that the chamber had backed the one way traffic rule because it weakened SATOA — 'the most militant officials' association'

The chamber said in a statement that the dispute was essentially between the officials associations themselves, adding that it had tried to bring the bodies together, but failed

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the demand for

in the 1980s to want data or supply from markets are mixed

As far as monetary policy an inferior policy is concerned, there is a difference of opinion between monetarists and Keynesians on the inferior efficiency of the (demand for money) 2) the supply of money 3) acquisition of monetarists and firms monetarists hold that 1 & 2 are inferior methods while 3 is inferior classic Keynesians hold precisely the opposite view the evidence suggests that the monetarists are correct as far as

there policy makers are often advised to ease against reduce unemployment

Fight for workers 'lost me my job'

RD4
11/12/81

By STEVEN FRIEDMAN

A BLACK truck driver claimed yesterday he had been fired by a Johannesburg company for taking up worker complaints — and for being an active member of a registered, Tucs-a-affiliated trade union.

Claims that workers have been victimised for belonging to registered unions are extremely rare

The driver, Mr Lawrence Segale, claims he is trying to lay a charge of victimisation against the firm, D and H Quarries, but that the union the African Transport Workers Union (Atwu) has been unwilling to help him

The Atwu, a parallel union was the first to gain registration under the Government's new labour dispensation

A D and H Quarries representative said yesterday the company was not prepared to discuss Mr Segale's claims with the Press. She said neither Mr R C Heron, the general manager, nor any other company official would be prepared to discuss the

The general secretary of Atwu, Mr Gert van der Walt, was not available yesterday to comment on claims that the union would not help Mr Segale

Threat

However, it is understood from sources close to the union that its executive decided that, because D and H Quarries was not covered by the Motor Transport Industry's industrial council, the union could not take up the case directly

Instead, it advised Mr Segale to take up the matter with the Department of Manpower

In a written statement Mr Segale claims he has worked as a driver at D and H Quarries since 1966. He claims that last year he was elected drivers' representative on a workers committee

He says he took up with management complaints about drivers having to drive trucks without a break. According to Mr Segale, senior company officials threatened to fire him because he worked against the instructions of D and H. Mr Segale claims that for 11 months after that, a senior company official "shouted" at him, warning him against union activities

Complaints

When elections were held for a new committee, he was told he would be fired if re-elected and drivers were also warned against voting for him, Mr Segale claims

But he was re-elected and took up drivers' pay complaints with management. In October, he asked management to deduct "stop orders" on behalf of the union, Mr Segale claims. He was told the company was "tired" of him and several days later he was fired

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Anglo sure job racism in the mines will go

RDM 22/12/81

By STEVEN FRIEDMAN

211

THE Anglo American Corporation is confident that talks now in progress between the Chamber of Mines and white mining unions will eventually lead to the end of all job discrimination on the mines

But the corporation concedes that the talks will be "protracted and difficult" and that jobs in the country's most important industry are unlikely to be thrown open to all races soon

The chamber is holding talks with all mine officials' associations and unions — including the Rightwing Mine Workers Union — in an attempt to win union agreement on the scrapping of racial job bars on the mines

The mines are the only major industry in which statutory job bars still exist and the MWU has threatened to strike if blacks are granted "blasting certificates", which all miners must have if they wish to do skilled work

Blacks may not hold these certificates by law

In its recent response to the Wiehahn Commission's report on the mines, the Government accepted a recommendation that the certificates be opened to all races and that all legal provisions reserving jobs for whites be scrapped

But it added that no changes to the law would be introduced unless the mine unions agreed to them

Most observers believed this agreement to be very difficult to achieve because of the MWU's determination to resist changes

In the annual report of Anglo's Free State gold mines — released yesterday — the mines' chairmen, Mr Denis Etheredge and Mr Gerald Langton, say they believe the talks will eventually lead to "an entirely nonracial approach to the filling of jobs on the mines"

They concede that these negotiations will be "protracted and difficult"

But they believe that, when the talks end, "we should have a workable industrial relations structure in the industry, a white labour force whose fears have been alleviated (and) black workers whose aspirations can be met"

Mine moves to end jobs apartheid

211
22/12/81

Labour Reporter

Talks are already well in progress between the Chamber of Mines, unions and officials in the mining industry on the controversial issue of doing away with job reservation

The mining industry has accepted the "challenge" made in the sixth Wiehahn Commission report released this year that job reservation in the mines be scrapped

This is the view of the chairmen of Anglo American's Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton, contained in their joint annual report

The final Wiehahn report as accepted by the Government provides for black workers to gain a number of "certificates of competency" — opening up the last areas of job reservation on the mines

But before this is achieved, there must be agreement between the Chamber of Mines and the various unions and officials' associations, providing job security for white miners

PROGRESS

The chairmen state "It would be foolish to suggest that these negotiations will be anything other than protracted and difficult, but when they are concluded we should have a workable industrial relations structure within the industry, a white labour force whose fears have been alleviated, black workers whose aspirations can be met, and an entirely non-racial approach to the filling of jobs on the mines"

The Chamber of Mines also conducts annual audits at each of its mines to ascertain what progress has been made in the field of industrial relations

● The chairmen's report goes on to detail developments in the gold and uranium fields and prospects for 1982.

Mining industry and unions in key labour talks

Cape Times 22/12/81
211

JOHANNESBURG. — The mining industry has accepted the challenge in the final report of the Wiehahn Commission, say the chairmen of the Free State gold mines administered by Anglo American Corporation.

In their annual statements, Mr Dennis Etheredge and Mr Gerald Langton say negotiations have started between the Chamber of mines, representing all gold and coal mines, and the associations and unions operating in the mining industry.

The final report of the Wiehahn Commission, as far as it was accepted by government, provides that the racial provisions which exclude blacks from attaining various certificates of competency and thus the jobs that go with them — will be removed, once the employers and the predominantly white trade unions have reached accord on a series of guarantees with regard to the future of their members.

"It would be foolish to suggest that these negotiations will be anything other than protracted and difficult, but when they are concluded we should have a workable industrial relations structure within the industry, a white labour force whose fears have been alleviated, black workers whose aspirations can be met and an entirely non-racial approach to the filling of jobs on the mines," the chairmen said in a statement.

The mines administered by AAC had, for many years, been determined to improve employment practices, industrial relations and working and living conditions.

"The system of industrial relations audits, which determine the extent to which each mine has met the targets it has set itself for each year, has now reached the point where it is intended that we will comment in the annual report on the progress which has been made, bearing in mind the financial and other circumstances of the company."

211

Posh houses for mining men

A MINING company is building 30 posh houses for its employees in Diepkloof Extension, Soweto, at a cost of R730 000.

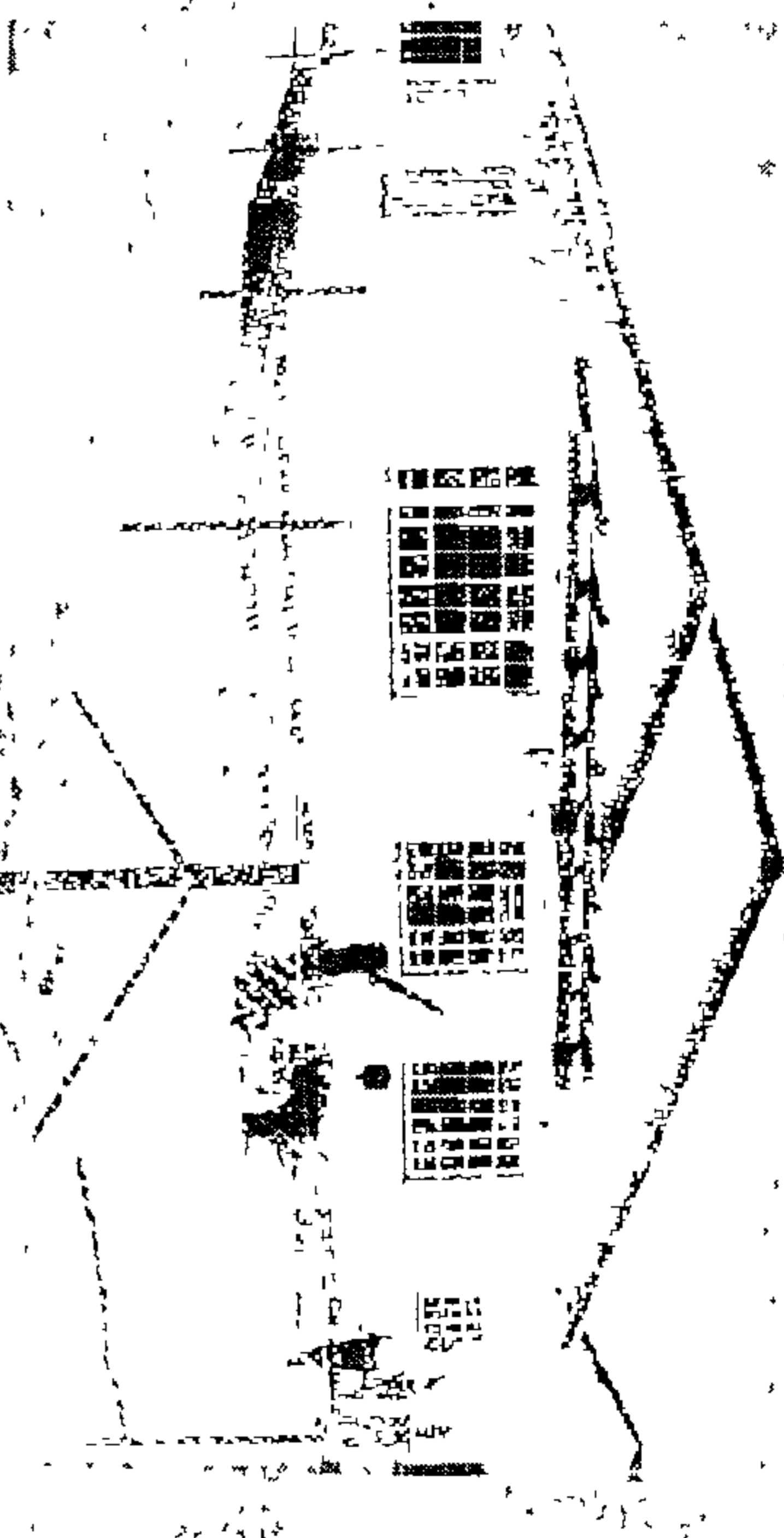
Ten of the eight-roomed houses have been completed and were handed over to their new owners last Friday. The remaining ones will be ready for occupation before March next year.

A spokesman for Rand Mining Property, the

company behind the project, said yesterday that the houses were costing R27 000 each to build, and that the amount may go up because of the rising cost of building material.

The spokesman added that the company had been allocated more land in the Diepkloof area but that it had not decided yet whether to build more houses.

The owners of the ten houses are expected to occupy them by the end of this week.



NEW: One of the houses which has been completed and will be occupied by the end of this week.

Pic by JUDAS NGWENYA

MINING — Labour
1982

JAN. — DEC.

FM 8/1/82

INDUSTRIAL RELATIONS

Anglo American Corp



211

The decision by Anglo American Corporation to publish details of industrial relations audits conducted in companies under its control illustrates the extent to which better SA employers have become aware of the need to improve industrial relations and employment practices.

In the past, the results of these audits have been reported at board level. But the corporation has now opted to disclose the comment publicly on the audit in future annual reports of all the mines and companies under its control.

Anglo introduced a system of industrial relations audits in 1976. Since then, mines and industrial companies under its control have laid down standards, set annual targets and measured the progress they have made in improving employment practices (issues such as pay, fringe benefits and housing) and industrial relations policies and processes (issues such as the nature of the worker-management relationship and grievance and disciplinary procedures).

Senior Anglo men express satisfaction about the way the system has developed and, according to Bobby Godsell, the corporation's industrial relations consultant, it has been a very useful experience for local managers who have had to apply budgetary disciplines to efforts to improve relations with employees.

There are many other SA companies

which adhere to codes of employment conduct. Some set their own code and take the initiative to ensure that they are adhered to. However, Anglo is among the first to take the initiative to report publicly on efforts to improve industrial relations and employment practice.

Each Anglo mine or company sets its own targets which in many respects are similar to practice contained in the Urban Fundation's code of employment conduct. In doing this it has to take into account the financial and other circumstances in which it must itself function. It monitors and reports employees' efforts to meet targets. The structure of group head office involvement in the setting of targets and in the monitoring process.

Godsell says managements have found that it is not always easy to achieve their goal. Translating codes of employment conduct into reality can be very difficult, he says. He does believe, however, that the system is enabling Anglo mines and companies to make sustained, determined effort to improve labour relations.



Anglo's Godsell effort to improve labour relations

Politics

211
 Sunday
 lowers

mine
 mineral

24/1/82
 prices

Finance Reporter

PRESSURE from overseas politicians and to a much smaller extent from the Chamber of Mines to force them to close the wage gap between black and white mineworkers is making it increasingly difficult for small South African base-mineral producers to stay in the export market.

Without export they cannot survive.

This pressure is constantly increasing at a time when there are already mountains of base minerals in many parts of the Europe. The only way to sell is to drop prices to dangerously low levels.

Wille Brugner, managing director of Metramco, a subsidiary of the powerful Klockner Group, said nearly all the pressure to close the wage gap emanated from politicians in the EEC countries.

"Paradoxically, people who buy our products in their countries do not want to pay any more," he said. "They want us to reduce our prices and frequently buy from producers in countries where mineworkers are not even paid a breadline wage.

"Our costs have risen tremendously in the past four to six years and we are paying our black mineworkers between six and eight times as much. However they want us to pay them about four times as much as they are getting now.

"Those people are not bothered about asking for any increase in productivity or persuading firms to pay us more."

Brugner said he was obliged to render "progress reports" on black mine-workers twice a year.

"It doesn't matter what progress we report, at us never enough. We are always criticised for not doing enough and, invariably, those reports are leaked to the overseas Press in such a way that we are damned and condemned."

A spokesman for the Otavi Mining company, Agilolf Fock, who does not want to be named, agreed with Brugner in part, but added that there was little doubt that the Chamber of Mines' avowed policy of closing the wage gap between black and white mineworkers was forcing costs up to such an extent that it was now most difficult and sometimes impossible to meet competition abroad.

Job bars the key issue as miners meet

LEADERS of the Rightwing Mine Workers Union will meet in Johannesburg today for the union's annual general council meeting — at a time when the union's support for job reservation on the mines is facing one of its severest tests.

Today's meeting is the first since the Wiehahn Commission, in its sixth report, said blacks should be allowed to acquire "blasting certificates" on the mines after this change had been negotiated with white worker representatives.

No miner can perform skilled work without these certificates, which have been barred to blacks since the early years of this century.

At its last general council meeting, the union took a decision to strike if blacks were awarded certificates and it is certain that the Wiehahn report — which was bitterly attacked by the MWU's general secretary Mr Arrie Paulus — will be discussed at the meeting.

In its response to the report, the Government said the issue of black blasting certificates should be left to workers and employers to negotiate — a move which was seen at the time as a block to scrapping mine jobs bars.

But there have been suggestions in mining circles that the Government could intervene in the issue again if it appears that the Chamber of Mines and the unions cannot reach agreement, and some mine companies are confident that the end of mine job bars is on the way.

Difficult

In a recent report, the joint chairmen of Anglo American's Free State gold mines, Mr Dennis Ethredge and Mr Gerald Langton, acknowledged that negotiations with the unions would be "protracted" and "difficult", but said they would eventually lead to a nonracial mine labour force.

But the MWU has stuck firmly to its view that only whites should do skilled work on the mines and has warned repeatedly of "another 1922" if blacks are allowed into skilled jobs — a reference to

By STEVEN FRIEDMAN

the 1922 strike by white miners

Today's meeting may give an indication of the MWU's plans to fight attempts to remove mine job bars.

Other issues which may be discussed at the meeting are the union's operation in "independent" homelands — it is known to be uneasy about the position of its members on BophutaTswana platinum mines — and its attempts to recruit non-mining white workers.

The general council is the union's supreme policy-making body, comprised of delegates from a wide range of areas, and its decisions reflect official union thinking.

~~766~~ ~~772~~ ~~772~~ 211
'White miners' fears realised'

By Bob Davis

The day most feared by white mineworkers is said to have dawned

That was the gist of the message from Mr Cor de Jager, president of the Mineworkers' Union, to delegates at the annual congress in Johannesburg today

Mr de Jager accused the Government of "steamrolling" labour relations legislation through Parliament, "in order to give to blacks that which traditionally belonged to white workers"

He said "What we

have feared has come to pass

"In terms of a Government White Paper on the sixth report of the Wiehahn Commission blacks will be allowed to have blasting certificates and will be able to occupy any position on a mine"

The Government had given mine employer and employee groups the opportunity to come to terms on the matter "within a reasonable period"

"In other words they expect us to hand over our buthright in ex-

change for a mess of pottage"

He wanted to warn the Government "You must look at the African states and what is taking place there across our borders

"The blacks are not interested in power sharing or confederation, they want to rule. They want to be the lone bosses"

He said blacks had proved since 1979 when they were allowed to have trade unions, that the South African economy was of secondary importance "If they cannot

have their way, they simply go on strike

"I think by now the Government is aware of having a tiger by the tail"

He said if blacks were allowed to have positions of authority in the mining industry, backbone of the economy, they would become increasingly militant

I fear the day when they start demanding a share of our suburbs, facilities and other privileges now enjoyed by whites

"Woe the day they ask also for one man one vote"

Day SA

miners

feared

'is here'

ARGUS

26/1/82

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Argus Correspondent
JOHANNESBURG — The day most feared by white mineworkers has dawned. That was the gist of the message from Cor de Jager, president of the Mineworkers' Union, to delegates at the annual conference here today.

Mr de Jager accused the Government of 'steam-rollering' labour relations legislation through

Parliament, 'in order to give to blacks that which traditionally belonged to white workers.'

He said: 'What we have feared has come to pass

WHITE PAPER

'In terms of a Government White Paper on the sixth report of the Wiehahn Commission, blacks will be allowed to have blasting certificates and will be able to occupy any position on a mine.'

He said the Government had given mines employer and employee groups the opportunity to come to terms on the matter, 'within a reasonable period

'In other words, they expect us to hand over our birthright in exchange for a mess of pottage.'

INSTRUCTIONS

Mr de Jager said delegates to the congress would have to instruct the Mineworkers' Union on a course of action.

He said the one ray of hope was the Mineworkers' Union. 'Our record speaks for itself,' he added.

Mr de Jager said he wanted to warn the Government 'You must look at the African states and what is taking place there, across our borders.

'The blacks are not interested in power sharing or confederation. They want to rule, they want to be the lone bosses'

SA ECONOMY

He said blacks had proved, since 1979 when they were allowed to have trade unions, that the South African economy was of secondary importance

'If they cannot have their way, they simply go on strike

'I think by now the Government is aware of having a tiger by the tail'

He said if blacks were allowed to have positions of authority in the mining industry, backbone of the economy, they would become increasingly militant, 'and I fear the day when they start demanding a share of our suburbs, facilities and other privileges now enjoyed by whites

'Woe the day they ask also for one man one vote'

THE STAR

Porter
 attempt to
 been asked to
 nesburg City
 a bus depot

committee seems determined to foist
 the bus depot on distressed and
 angry residents"

Mrs Levine says several senior
 council officials share her dismay
 that no environmental impact sur-
 vey has been conducted in the area
 She feels the routing of 150 buses
 along Louis and Pine roads "shows
 a total disregard for the safety of
 people in the area"

Alewyn Bur-
 Janet Levine
 o you in a des-
 t the unseemly
 e management

Other factors worry-
 ing Mrs Levine are the
 effect on the environ-
 ment of increased noise
 and air pollution and
 the lack of adequate
 screening at the new
 bus depot.

SUES

chairman, Mr Francois
 Oberholzer.

But it is the mixed
 amenities issue, which
 is being propagated by
 the PFP, which will
 undoubtedly unleash
 the most bitter clashes

The PFP has stated
 that it will open mun-
 cipal swimming pools
 to people of all race
 groups if it takes con-
 trol of the city council

Mrs Levine questions
 the validity of spend-
 ing R2-million on a de-
 centralised bus depot
 which will cut R36 000
 a year from the coun-
 cil's fuel bill

"I regard this as a
 matter of great conse-
 quence for it has been
 made evident to me by
 officials that this whole
 scheme is being
 rushed"

gests lift abilee

would have to be ex-
 tended through to Fox
 Street to make the
 theatre a multi purpose
 venue "Without the
 extension, renovation
 will be pointless"

Ballet and symphony
 concerts could find an
 excellent new home in
 the city centre, he said

"Television could
 also use the Colosseum
 as a useful source of
 entertainment, and per-
 haps broadcast live
 theatre"

Former South Afri-
 can music critic Mr Joe
 Sack, who now edits an
 international music
 magazine, said that to
 build new facilities
 from scratch would
 cost 900 percent more
 than renovating the
 Colosseum

launch a fund-raising
 scheme next month to
 collect R14-million be-
 fore June to buy the
 theatre from the owner
 Sanlam, and pay for
 restorations

"This is extremely
 exciting theatre," said
 Mr Birkle, "and it is
 the most important
 piece of history for the
 performing arts in Jo-
 hannesburg."

He said the stage

success the stage would
 have to be extended to
 Fox Street to give the
 theatre greater versati-
 lity

Mr Birkle was
 speaking at a slide
 show last night of reno-
 vated theatres in the
 United States.

He is the guest of
 the Central Business
 District Association
 (CBDA which last

Anglo praised in Zimbabwe

The Star's Africa
 News Service

SALISBURY — The
 huge South African
 connected Anglo-Ameri-
 can Corporation has
 come in for praise
 from Zimbabwe's
 Deputy Minister of
 Education, Senator
 Joseph Cwiverwell

Speaking at the ope-
 ning of a junior school
 built by the corpora-
 tion at its Trojan nick-
 el mine near Bindura,
 the sometimes con-
 troversial senator con-
 gratulated the corpora-
 tion for its co-operation
 with government poli-
 cy

By building the
 school, he said the cor-
 poration had demon-
 strated its faith in the
 future of the nation

SAACS WANTS

Park campaign grows

THE president of the Mine Workers' Union, Mr Cor de Jager, yesterday threw down the gauntlet to the Government and mine employers who have said they want to end racial job bars on the mines through negotiation.

Addressing the Rightwing MWU's annual general council meeting in Johannesburg, he also urged white miners to resist attempts to open skilled mine jobs to all races.

Mr De Jager rejected negotiations aimed at ending job reservation in the mines, saying this meant the union was expected to exchange the future of white miners for "a bowl of len-

til soup"

In doing so, he rejected the Government's White Paper reacting to the sixth Wiehahn Commission report

The commission recommended that blacks be allowed to acquire "blasting certificates"

Mineworkers may not perform skilled work without these certificates, which have been denied blacks since shortly after the turn of the century

The MWU said last year that its members would strike if blacks were allowed to acquire them

The White Paper endorsed the commission's proposal, but added that employers and worker organisations on the mines "should take the initiative themselves" by negotiating an end to job bars "within a reasonable time"

Hopes

Since then, mine employers have been pinning their hopes on negotiations with white miners' representatives to end job reservation on the mines

Some mining sources have also suggested the Government could intervene in the issue if the negotiations do not produce changes

In his address yesterday, Mr De Jager quoted verbatim from the White Paper and added "According to the White Paper, the Government is generous enough to give an opportunity to employer and worker organisations to reach an agreement within a reasonable time

"In other words, your trade union is expected to exchange even your birthright, namely your trade and future, for a bowl of lentil soup"

He said the general council — the MWU's policy-makers — would discuss fully the Wiehahn report and its consequences

He told members "You must give instructions to the executive as to what it must do in this regard"

Fears

The Wiehahn report on the mines had "confirmed our worst fears," Mr De Jager said

Acceptance of the recommendation that blacks be entitled to blasting certificates would mean they could "occupy any post on a mine"

Quoting a poem by Langenhoven, he said that miners must not allow that "the labourer (jong) one day becomes the boss of the farm"

In a reference to past resistance among miners to changes in racial job patterns — which culminated in a strike in 1979 — Mr De Jager said "The members of this union have shown, and if necessary will again show, that unfair legislation will not get the better of them"

He added "For the sake of the money bosses and the blacks, the white workers are to be placed on an altar for sacrifice"

But he warned the Government that blacks were "not interested in power sharing or confederations, they want to dominate"

'Tiger'

By registering black unions, the Government had "a tiger by the tail"

Mr De Jager also discussed increases in the inflation rate and predictions of a recession, claiming that the recent boom was "artificial" and was created by the "money power" to bring about a shortage of skilled labour and to make the Wiehahn proposals acceptable

But he warned that the drop in the gold price would make it more difficult for miners to win improvements in their living standards

MWU rejects offer to end racial job bars

DDM 27/1/82
BY STEVEN FRIEDMAN

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Tighten up race acts, urges Sabra

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27/1/82
COM Labour Reporter

THE director of the Right-wing SA Bureau for Racial Affairs (Sabra), Dr Chris Jooste, yesterday told white mineworker leaders that the Government should consider tightening the Group Areas and Immorality Acts, rather than "watering down or scrapping them"

He also called for the reversal of the flow of blacks to the cities and said the recent court judgment establishing the right of migrant workers to permanent city residence rights would "make nonsense" of the influx control system

Sabra was the centre of a storm last year when it was revealed that it received money from black administration boards

Dr Jooste also described the Mine Workers' Union as "our own Solidarity" and said that it was inevitable politics and trade unionism would mix

He was addressing the MWU's annual general council meeting in Johannesburg at a time when the union is pledged to fight proposed labour reforms on the mines

Dr Jooste told the meeting he believed in "the sovereign continued survival of the Afrikaner and the white in Southern Africa" and that he was convinced it was "urgently necessary that our society be fundamentally changed"

Fundamental

He asserted Afrikaners and whites were subject both to a "foreign onslaught" by, among others, overseas unions, and to "internal circumstances which affect the Afrikaner and the white"

The "fundamental issue" was the "permanent presence of citizens of neighbouring states in our country to whom RSA-citizenship cannot be granted"

The number of blacks entitled to live permanently in "white" South Africa was growing

Proof of this trend was the recent court judgment giving a contract worker the right to permanent residence — a reference to the landmark Rikhoto case last year which upheld the right to permanent city residence of contract workers who have worked for the same employer for 15 years

This trend meant that a manpower shortage developed and it became essential to employ blacks in skilled jobs and to grant them other rights.

27/1/82 P. Dispatch (2/1)

Resist lifting of job bars miners told

JOHANNESBURG — The president of the rightwing Mine Workers' Union threw down the gauntlet yesterday to the government and mine employers who have said they want to end racial job bars on the mines through negotiation

At the MWU's annual council meeting here, the president, Mr Cor de Jager, also urged white miners to resist attempts to open skilled mine jobs to all races

Mr De Jager rejected negotiations on the end of job reservation in the mines, saying this meant the union was expected to exchange the future of white miners for "a bowl of lentil soup"

In doing so, he rejected the government's white paper reacting to the sixth Wiehahn Commission report

The commission recommended that blacks be allowed to acquire blasting certificates ~~on~~ mine

worker can perform skilled work without this certificate, which has been barred to blacks since shortly after the turn of the century

The MWU said last year that its members would strike if blacks were allowed to acquire these certificates

The white paper endorsed the commission's proposal but added that employers and worker organisations on the mines "should take the initiative themselves" by negotiating an end to job bars "within a reasonable time"

Since then, mine employers have been pinning their hopes on negotiations with white miner representatives to end job reservation on the mines

Some mining sources have also suggested that the government could intervene in the issue if the negotiations do not produce a change in racial job bars on the mines

The Wiehahn report on

the mines had "continued our worst fears," Mr De Jager said yesterday

The recommendation that blacks acquire blasting certificates would mean that they could "occupy any post on a mine", he added

The director of the rightwing SA Bureau for Racial Affairs, Dr Chris Jooste, told the miner leaders that the government should consider tightening the Group Areas and Immorality Acts, rather than "watering down or scrapping them"

He also called for the reversal of the flow of blacks to the cities and said the recent court judgment establishing the right of migrant workers to permanent city residence rights would "make nonsense" of the present influx control system

Dr Jooste also described the MWU as "our own Solidarity" and said it was inevitable that politics and trade unionism would mix

— DDC

MWU DEFIANT (211)

The president of the Rightwing Mine Workers' Union, Cor de Jager, urges miners to defy the Wiehahn Commission's proposals that job reservation bars on the mines be ended. The commission recommended that black miners be allowed to acquire blasting certificates, without which skilled work on the mines cannot be performed.

FM 29/1/82

The day they dropped bombs on the Rand

By Gertrude M Halse

The modern trend is to classify people according to age groups, so I have belonged to the category of the "aged" for a long time.

Fortunately, however, my memory is clear and I have notes which I made on the subject of the Great Mine Strike and its effect on our comings and goings . . . many years ago

It all came back to me some years ago, when I was looking through some old papers and came across an ancient permit made out to my late husband, Neville Meyer Halse, allowing him to "travel to Southern Rhodesia, with his family" It was dated March 13 1922 and signed by the police officer commanding the Germiston area. Martial law had been proclaimed and people's movements were subject to police (or military) control.

My first personal acquaintance with strike conditions was the unusual sound, at dawn one morning of the relentless tramping of feet. Through the window I saw hundreds of men, marching six or eight abreast, along Cross St towards the town. Their faces were darkly outlined in the dim light and looked grim with despair and desperation.

The Rand was plunged into a state of war. Armed military

units patrolled the railway lines, notably at India Junction, within a few minutes walk of where we lived, while the booms at the railway crossing in President Street were permanently closed and reinforced by sandbags.

The strike began on or about January 8 1922, gathering momentum over the weeks until it had become a menace to law and order, human life and property, as well as a threat to industry on the Rand and throughout the country.

All the mines were closed down and many flooded owing to the withdrawal of essential services. Mine Africans were being repatriated in their thousands.

The strike began as the age-old battle between capital and labour but, as the strikers grew desperate and came increasingly under the influence of extremists, it showed signs of incipient revolution. Hence its name.

While we were engaged in the nerve-racking process of sorting and packing our possessions in preparation for a major move, it was far from reassuring to read in the paper of someone in Boksburg or Benoni watching his neighbour's goods being set alight by strikers and burnt to cinders on the spot.

The strikers were prepared to go to any extremes to revenge themselves on suspected strike-breakers, or "scabs" as they called them.

Dynamite outrages were added to the bonfire epidemic and one would read in the daily papers of innocent people narrowly escaping death from homemade bombs hurled through the windows during the night.

They organised themselves into armed commandos and terrorised Reef towns, even shooting at random at passing trains. There was a feeling of tension in the air. Shopkeepers were afraid to open up. We had to queue outside bakeries for bread early in the morning.

Although it was wiser to remain at home, I had urgent business one day, which forced me to go out shopping.

I went to the nearest shop, a combination of bookseller and toyshop, and purchased a few things when a man rushed in and gasped breathlessly: "You must shut up your shop immediately. A shopkeeper on the corner has just been knocked on the head for keeping his shop open." Needless to say I was on my way in a matter of seconds, clutching my parcels.

While visiting relatives at Webber (a few kilometres out of Ger-



miston) on Sunday March 12, we sat on the stoep and observed the extraordinary spectacle of several aeroplanes on the East Rand dropping bombs in the vicinity of crowds of strikers. We could see each plane dip and discard its large dark object ... could actually hear the 'boom' and see clouds of dust rise among the mine dumps on the horizon. It was rather grim. They aimed wide, we heard afterwards, with a view to dispersal rather than destruction.

The Sunday Times of February 26 1922 reports "Five aeroplanes gave a demonstration flying in formation over the Rand" and adds, "there are 100 more in Pretoria."

At length the day of our departure dawned, the fateful 13th. Early in the morning a horse-drawn lorry appeared in front of our house, manned by six stalwart Africans, under the direction of a high-up official of the local Labour Party. My husband had enlisted

his help in case the strikers' column passing by should decide on another bonfire, on the grounds that we might be strike-breakers "on the wing." The official flaunted a flaming red tie as evidence of his affiliation, and it was thought that his appearance might prove a restraining influence.

Within 20 minutes every stick of furniture was loaded up, piano included, and the horses, lashed to a gallop, went tearing down Cross Street at break-neck speed. Five planes were zooming overhead adding drama to the scene.

We arrived at the railway station to find our relatives waiting there, debarred from entering the premises by youthful members of the Union Defence Force with bayonets fixed because no police permit to see us off could be produced.

All through the night spent at the old Victoria Hotel, the challenge of the sentry

on the corner, rang out "Halt! Who goes there?" Our slumbers were disturbed by sounds of shooting and there was a red glow of fire in the sky long before dawn.

As our train stood at Park Station, awaiting departure, the big guns began operations, and the whole world seemed to reverberate to the sound and vibration of their fire. It was quite terrifying.

In the heart of what used to be Bechuanaland (Botswana) a few days later, after spending a night in Bloemfontein and a couple of days in Kimberley to catch the Rhodesian connection, the stillness was incredible and our hazardous adventures in escaping from the trouble-torn Rand were nothing but a bad dream.

We arrived in Salisbury on Sunday evening, March 19.

That was 60 years ago. What will the next 60 bring? The tide was flowing north in 1922. Is it on the turn in 1982?

2 dead in ⁽²¹¹⁾stabblings ^{Star} 13/2/82

Crime Reporter

A mineworker was stabbed to death yesterday afternoon during an argument with a group of miners at the Buffelsfontein mine in Stilfontein.

Mr Leonard Johannes Woest (39) of Tugela Street, Stilfontein, died soon after being stabbed once in the chest.

A Western Transvaal police spokesman said today Mr Woest was on duty at Shift 13 South when the argument started. He was attacked by one of the miners and was wounded in the chest.

Police said a miner had been arrested in connection with the stabbing and would appear in the Stilfontein Magistrate's court on Monday.

Mr Woest leaves a wife.

In another stabbing, a police constable died yesterday when he and a friend, while talking near the Cleveland station, were attacked by a gang.

Constable L Pillay, of Benoni, was reported dead on arrival at hospital, where he was taken soon after the attack.

The policeman and a friend were talking in Main Reef Road near the station when five men, all carrying knives, attacked them.

The two wrestled with the gang and during the struggle Constable Pillay was stabbed in the chest.

Police are investigating the incident. No arrests have been made.

MANNAGER

Yours faithfully

Economists would probably partly ascribe the acceleration in the inflation rate of the past to insufficient financial discipline.

Experience shows that the reduction of inflation through the use of monetary and fiscal restrictions alone is a slow process, but is nevertheless a way of curbing this malady to some extent. Regrettably due to the high cost of money we have now found it necessary to increase the interest rates on Student Loans from 5.5% to 7% p.a. with effect from the 24 February 1981 in respect of all new loans and increases.

In the present climate of high interest rates the rate quoted remains a favourable concession to students.

STUDENT LOANS

Dear Student and Parent

A B C BANK

1.4.1

Analyse the purpose(s) of the following letters. Comment on the appropriateness of the style for the audience.

1.4 Examples of Letters

De Beers to recognise Black union

211
214
135

Star
15/2/82

By Drew Forrest

For the first time in South African labour history, a trade union representing black workers has been recognised in the mine industry.

The Kimberley division of the B.C.U. (Boilermakers' Union) has recognised one of the "coloured" unions, the Tswana-affiliated S.A. Boilermakers' Union, as representative of black workers at its Kimberley, Koffiefontein and Tsumeb mines.

At the same time, De Beers has recognised a coloured union operating under the wing of the Boilermakers' Society, the Federated Mining, Explosives and Chemical Workers' Union.

WAGE RIGHTS

About 6,000 coloured and black workers in all categories except the artisan trades are covered by the agreement which embodies wage negotiating rights, the recognition of shop stewards, health and safety clauses, and redundancy procedures.

The impact of the agreement on the negotiating structures in the diamond mining industry is likely to be revolutionary.

JOINT COUNCIL

At present, all negotiations are conducted with the Council of Mining Unions, of which the right-wing Mine Workers Union is a prominent member — and which recognises only white workers.

It is understood that the Boilermakers' Society is pressing for the im-

mediate formation of a new joint negotiating council for unions representing all workers in the industry.

A De Beers spokesman said today that no negotiating structure was specified in the agreement but that discussions on the issue were already in progress with both the C.M.U. and the Boilermakers' Society.

The controversial Mine Workers Union general secretary Mr Arric Paulus, could not be reached today for comment. But sources fear that his union may refuse to sit at the same negotiating table as representatives of black and coloured workers.

The Federated Mining, Explosives and Chemical Workers Union is also organising coloured workers in the coal and gold mines, and in time the same problem is expected to arise in these industries.

THE SCENE on platform three at Johannesburg's Booyssens railway station makes it seem as if the 1 000 Mozambican mineworkers boarding the train are preparing for a long siege. Bags of mealie meal are stacked next to sewing machines, motor-cycles, cement, corrugated iron and boxes, tins and packets of food. There is a lot of noise and laughter.

The doors slam shut and the train glides away, the mineworkers singing in deep-throated harmony. They are going home to wives and children after completing their one-year contracts and that is a good reason for anyone to sing.

They are going back with all the status and satisfaction that earning money in a regular job can give. But they are helping to rebuild a country.

For besides the fat pay packets and the consumer goodies bought from their earnings, the mineworkers are taking home a spirit of self-reliance their country is counting on to a considerable extent.

They are, in fact, happily plundering the capitalist system to build up their own socialist one.

Direct appeal

Mozambique's socialist rulers have made a direct appeal to their citizens to bring home all the goods they can buy in South Africa — goods its own vulnerable economy can no longer supply.

When the train reaches the border posts of Komatiport and Ressano Garcia, it will move past a long line of trucks waiting on the road for customs clearance.

Like the train, the trucks are piled high with goods. Shopping bags filled with bread, sugar and red stoep polish jostle with boxes of medicines, antiseptic and huge packets of soap powder.

Bags of cement and sheets of corrugated iron fill some trucks, while others carry sewing machines, motorcycles, bicycles and ploughs.

Between eight and 12 trucks a day go through the border, their cargoes varying in value from R300 to more than R2 000, according to a clerk for a private firm which does much of the paperwork involved in clearing the goods.

"In November and December we had 50 trucks a day going through," she told me. "They carry every article of furniture you can think of."

Some of the mineworkers told me through an interpreter that they needed the goods "because you can't get any of these in Mozambique".

One man told me "I wish we could carry meat because in Mozambique we don't have any."

These men

ADM 16/2/82

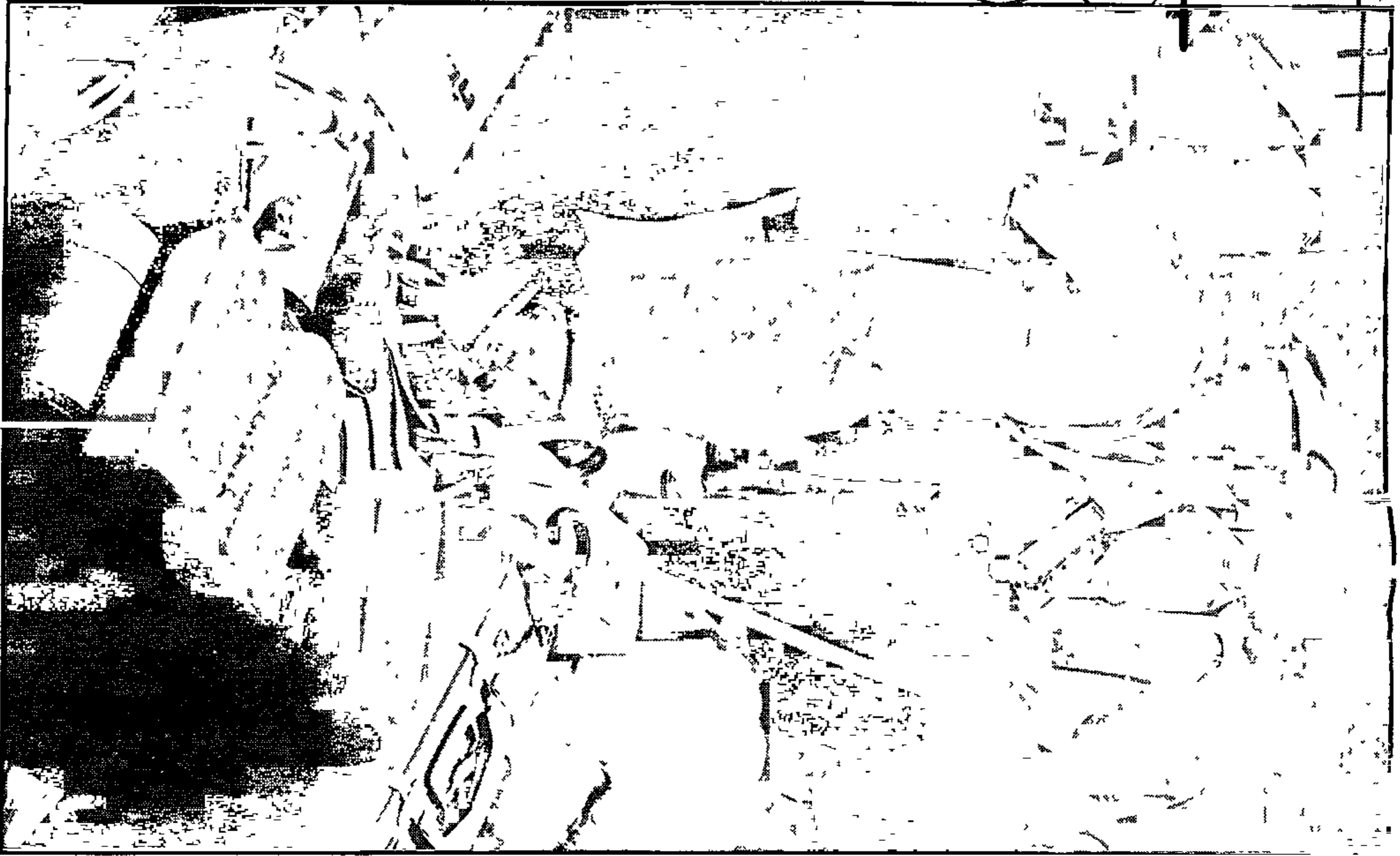
who

mine

for

more

for more jobs



Migrants are

an 'economic

elite in

their own

countries'

MIGRANT labour is a phrase that has tended to be coloured by a picture of everything considered unjust about the pattern of labour use in South Africa... a picture of men living in crowded hostels, far from their wives and children, a raw material to feed the country's profit motive.

As far as the mines are concerned, apart from the fact that pay, side benefits, housing and working conditions have improved dramatically, there is one fact that belies this simplistic view of migrant labour — the workers themselves are keener than ever to take the jobs.

TEBA, The Employment Bureau for Africa, is responsible for recruiting people from South African homelands and national states, as well as Botswana, Lesotho, Swaziland, Mozambique and Malawi. A wholly-owned subsidiary of the Chamber of Mines, it is the biggest employment agency in Africa — and possibly in the world.

At one time it was said jokingly that the acronym stood for 'Take Every Black Available'.

With our neighbours," Mr Fiescher said "I don't think it is likely that we would plan to phase out all foreign workers. It is part of the whole interdependence of Southern Africa."

Mr Fiescher accepts that there is a social cost to migrant labour, but says the issues have changed. "The real social costs are when there is uncontrolled migrant labour. It's one thing to have it in a primary industry like mining, which is a wasting asset. It's quite another if you have migrant labour involved in secondary industry."

Given the current economic imbalance in Southern Africa, organised migrant labour in a wasting asset industry is more positive than negative. If it ever happens that the imbalance is no longer there and every economy can absorb all the able-bodied men, the economics of mining would then be completely different."

R12-million in earnings through TEBA alone in a speech at Umtata last November, Chief Buthelezi made it clear where he stood

je first when the shop opens, otherwise you will not get it. But carrying meat is not allowed."

They carry everything else. On some days, the trucks, many of them shiny new, are owned by the returning mineworkers themselves, who have bought them out of their earnings. Last year, 1 500 such trucks rumbled across the border.

There is also a flourishing transport service (which the mines disapprove of). Black South Africans hire trucks or use their own, to drive the mineworkers home with their belongings.

I spoke to one such driver. He told me: "These people are suffering for lack of goods. We want to help our brothers. We pay up to R2 000 to hire a big truck and the people pay us for carrying them."

Long trip

"Men who live in Maputo pay R50 if they have only a few things. But if a man lives in Quelimane or north of the Save river, he may have to pay R300 or more, for that is a long trip."

The commercial firm was asked to help out when border officials found they could not cope last November. The nearest other clearing firm was in Germiston.

People were waiting for up to a week to get through the border and the queue stretched back for three kilometres.

As the heavily laden procession makes its way into Mozambique, a more sombre group of people heads for the border post at Ressano Garcia. These are workseekers who want the very jobs the returning mineworkers have given up.

They come from all parts of Mozambique, not just the south as in former days.

There was a time when the mines took all comers, provided they passed medical and other induction tests. But those days have gone. In 1974, a Skymaster aircraft crashed at Francistown, Botswana, after having been filled with the wrong fuel, killing 75 Malawian mineworkers on board.

Malawi's fiery President Banda immediately withdrew 130 000 contract workers. At the same time, following the change of government in Mozambique,

EVERY week, trains and trucks full of mineworkers completing their contracts leave the rich Reef area bound for some of South Africa's poorest neighbours — and they take with them as much of South Africa's consumer goodies as they can carry. In money terms, it amounts literally to a billion-rand bonanza. STAN MAHER looks at a new twist in the migrant labour picture.

The flow of workers dried up. South Africa's mine bosses found they were dependent on foreign countries for 78 percent of their labour. And the mines were losing R750-million a year in lost gold production.

It was an unacceptable dependence on foreign labour. They turned instead to local sources. Today, foreign contract workers make up only about 40 percent of the mines' 500 000 underground labour force.

Even in the relatively affluent area of South Africa near the Mozambique border, the going rate for farm labour is in the region of only R40 a month.

Now the 38 000 returning miners who stream into Mozambique at the rate of several hundred a week throughout the year, have guaranteed re-engagement contracts which they can take up after their three months leave.

Invisible

And that means the men waiting at the border can only hope for the jobs the others turn down, unless the mines ask for more men.

The goods the men bring home are a visible import for Mozambique. There is also an invisible one — the skills the men have learned on the mines. Welders, carpenters, electricians, pipe-fitters, clerks, are all taking home skills they could use in a variety of jobs.

Clerical skills are particularly welcomed in a country where the literacy rate is believed to be under five percent. Each year, thousands of contract workers learn to

read and write while working on the mines.

Under Portuguese colonial rule, Mozambique was not developed in the way Zambia, Zimbabwe and Malawi were, whose economies increased tenfold as part of the old Rhodesian Federation. Portugal was one of the world's biggest gold hoarding nations and earnings from its colonies were not invested in Mozambique and Angola, but shipped back to Lisbon for investment there.

The poor legacy inherited by the Frelimo government was weakened further by the skills lost during the exodus of whites at independence. Mozambique admits that production has not yet re-

turned to pre-independence levels.

There is just not enough for everyone, especially of consumer goods which require imported materials.

Radio Mozambique broadcasts a weekend programme for mineworkers, in which they are urged to bring their skills and earnings back home, to start businesses and to realise that Mozambicans can own their own property.

Citizens now living in Namibia, Angola, Swaziland and Zimbabwe, as well as South Africa, are asked to return home and help rebuild the country. They are assured that tales of people's personal belongings being seized by the government, are untrue.

"Everything you buy or make, like a farm or a tractor, is all yours," the official radio says. "Nobody will take it away from you. What is yours, is yours."

The radio goes on to call people who spread rumours saying that people could not have private goods, money or estates, under socialism, "rats who spoil the grass."

Listeners are warned not to sell their consumer goods to black marketeers, known as *contrabandistas*, or *condanguiros*.

The *condanguiros* operate

near the border, buying goods from mineworkers, which they resell at a huge profit. But the Mozambique authorities have warned that these birds of prey will in future not be fined, but will be jailed "forever". More than 300 have been jailed already, in an effort to stamp out corruption.

The Mozambique government's attitude to its citizens working in South Africa, can be gauged from a radio broadcast which dealt with a mineworker's complaint about an induna on one mine. The radio urged the induna to "help his brothers" and said:

"Like him, they are suffering by leaving their country to work underground, in order to save money to buy goods to take home."

Mineworkers are told they are "working in an enemy country" but are told to use the money they earn to help Mozambique.

"We ask all our brothers in the Republic of South Africa, if you have ten pairs of trousers, send five home."

Kwazulu also supplies about 30 000 mineworkers a year, with the official blessing of the chief minister, Chief Gatsha Buthelez. In 1980 they sent home almost

100 000. Diversity democratises a people," he said. It is important for black liberation for us all to realise that we have to put people above ideologies.

Noting that the mining industry was "not without blemish," he went on: "What blemishes there are are not going to be fixed by rhetoric. They are going to be fixed by black penetration into more skilled jobs and jobs in which decisions are made by blacks."

Vision

"The mines of this country are not white men's mines. They are South African mines where blacks are entitled to work as a South African. It is this refusal to relinquish our claims to the fruits of the earth which is important."

Lake TEBEA's general manager, Mr Tony Fleischer, Chief Buthelez has a vision of Southern Africa in which mine labour has a leading part to play.

"Blacks in South Africa have a feeling, an insight if you like, that we share a common destiny with other countries in Southern Africa," he said. "We have grave economic responsibilities to neighbouring states because macro-economic and, therefore, political forces, the our destinies to-



gether. They will need us ever-increasingly as the years go by. It is one of the tragedies of apartheid that we have not yet been able to form open and therefore more profitable partnerships with other states in Southern Africa.

"Economic development in South Africa will have an ever-increasing spin-off for neighbouring states. That spin-off will be greatly increased if we can win the struggle for liberation without destroying South Africa's productive base."

The organisation has the unavoidable job of turning away workers desperate to join South Africa's workforce, knowing that thousands of unemployed men are waiting hopefully for work.

Mr Tony Fleischer, TEBEA's General Manager, has a vision of what the positive benefits of contract labour could mean for mutual interdependence in Southern Africa.

Mr Fleischer points out that contract labour from foreign countries doesn't happen only in Africa. "Even in Europe, people who were once thought of as migrant workers, are now seen as a development force," he said. "And there are migrant workers in Mozambique from Russia, East Germany and Rumania. Fifty percent of their pay is deferred and paid at home."

On the credit side, black mineworkers' wages have increased tenfold since 1974. Mineworkers are guaranteed housing and medical benefits. A recent introduction has been life insurance cover worth about R6 000 per worker and the industry is looking to the possibility of a pension fund in a few years time.

"Our re-engagement guarantees are regarded as passports back to South Africa," Mr Fleischer said. "They are jealously guarded, even traded at times. There must be a need if these people find the system acceptable."

"Our mineworkers are coming back to us up to seven times on re-engagement contracts."

He sees a continuing role for TEBEA, in fostering a growing interdependence between the countries of Southern Africa.

"We are in the people business. We are pragmatists and Africa is too. The real message of private enterprise is viability — and with it, dignity. Perhaps we are watching the struggle for the survival of free enterprise in Southern Africa."

Value

"We have become a development agency in Southern Africa and the positive value of this is coming home even to the political leaders of these countries," he told me in an interview.

"The reality is that these people are an economic elite in their own countries. They want to come here to work."

The fact that this money goes to individual black men and their families, must have some impact in those societies. The money earned by Mozambican miners, for instance, is one of Mozambique's biggest foreign exchange earners."

Last year, R216-million was sent home by miners through TEBEA's 16 offices and the total wage bill for the industry in 1980 was R1 000-million. "The mining industry clearly feels it is contributing to the well-being of thousands of families in Southern Africa."

"It is declared industry policy to maintain contact

with our people in their own countries. They want to come here to work."

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"It is declared industry policy to maintain contact

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Miners win recognition

A RECOGNITION agreement has been won in the mining industry by the SA Boilermakers Society and its affiliate.

An agreement has been signed between the De Beers Consolidated Mines group and the SA Boilermakers Society and the Federated Mining, Explosives and Chemicals Union

The agreement is a recognition and procedures agreement which provides for negotiations on future wages, working conditions and the appointment of shop stewards, according to a Press statement.

It will be in force at the De Beers Mines at Finsch, Koffiefontein and the

four Kimberley mines and affects semi-skilled and unskilled employees

"Both managements and the unions will act jointly to satisfactorily resolve grievances and disputes and the unions will be permitted to appoint an agreed number of union stewards for the purpose of implementing and monitoring this agreement and any other agreement signed in the future," the statement says

The Tucsa-affiliated SA Boilermakers Society and the largely coloured-member Federated Explosives Union have been making inroads in to the mining industry in the northern Cape in recent months

Black miners are given union rights

Cape Times 17/2/82 211

Own Correspondent

JOHANNESBURG — For the first time, black workers have been granted union rights on some of the country's mines

This means that their wages will be negotiated with union representatives for the first time.

These rights have been extended to black workers on the diamond mines by an agreement which is also believed to be the first direct-recognition agreement with an employer ever signed by an established union.

The agreement — between De Beers Consolidated Diamond Mines and two unions, the Tucsa-affiliated SA Boilermakers' Society and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU) — gives the two unions the right to negotiate wages for black and coloured workers

It affects four Kimberley mines, as well as the Finsch and Koffiefontein diamond mines. About 5 000 workers are covered by the agreement.

The FMECWU is a coloured union organized by the Boilermakers. Mr Mike van der Watt says it

represents 95 percent of the 400-odd coloured workers affected

"We regard this as a major breakthrough," Mr van der Watt said

A joint statement by the two parties says De Beers Kimberley Division has signed a "recognition and procedure agreement" with the two unions.

"Its significance is that in future, wages and conditions of service will be negotiated between management and the unions"

Mr Van der Watt said yesterday that 50 black and coloured stewards had already been elected

Asked why the union had opted for a direct agreement, Mr Van der Watt said "We believe negotiations between the Chamber of Mines and the Council of Mining Unions on bargaining for blacks will take a long time. We could not wait for the entire industry to resolve the issue and decided to go alone"

He added that he hoped it would lead eventually to an industry-wide agreement allowing black wage and conditions to be negotiated

Persetel Mymering

THEY RAGGED DEATH TO SAVE ALL LIFE

W/E ARGUS 20/2/82 (21) (22)

MINEWORKER Willem Bakker will never forget the day when tons of broken rock buried him underground in a Namaqualand copper mine

It was the day the courage of a young doctor and a nursing sister saved his life

They risked their lives to perform emergency surgery to amputate his leg in a cramped and dangerous cavern, with the constant threat of loose rock crushing the rescuers

It was the first trip underground for 31-year-old Dr Piet le Clus, who

nally, threatening another rockfall.

'I was so busy with what I had to do that I didn't have time to feel any fear,' Dr le Clus told Weekend Argus after the awards ceremony

'BRAVE'

Sister van der Merwe a theatre sister at the O'okiep Copper Company hospital in Nababeep and the first woman to receive the award was reluctant to discuss her part in the dramatic rescue.

But says Mr van den Bosch, she volunteered to assist Dr le Clus. The whole team was brave. Our work was more important than our feelings,' she said this week

After the underground operation, Mr Bakker was carried to the surface. Dr le Clus finished the surgery at the mine hospital.

Although Mr Bill Dutt, personnel manager of the mine company hoped Mr Bakker would be able to return to his underground job Dr le Clus says that he would not be able to. Mr Bakker has been kept on full pay by the company

Neither Dr le Clus nor Sister van der Merwe expected the awards which, they said, came as 'a super surprise'

Weekend Argus Reporter

took two hours — lying on his side — to perform the operation in the early morning of October 16 last year at the Carolusberg copper mine in the Namaqualand town of Nababeep

Presenting the awards at a ceremony in the small mining town, Chamber of Mines president, Mr L W P van den Bosch, said 'The story of this rescue is one of the most stirring in the history of mining. Words can never really do justice to an incident of this kind or fully describe the horror and danger involved'

GANGER

This week, the courage of Dr le Clus and Sister Johanna van der Merwe, 40, was recognised by the Chamber of Mines which prevented the pair with awards for outstanding and danger involved'

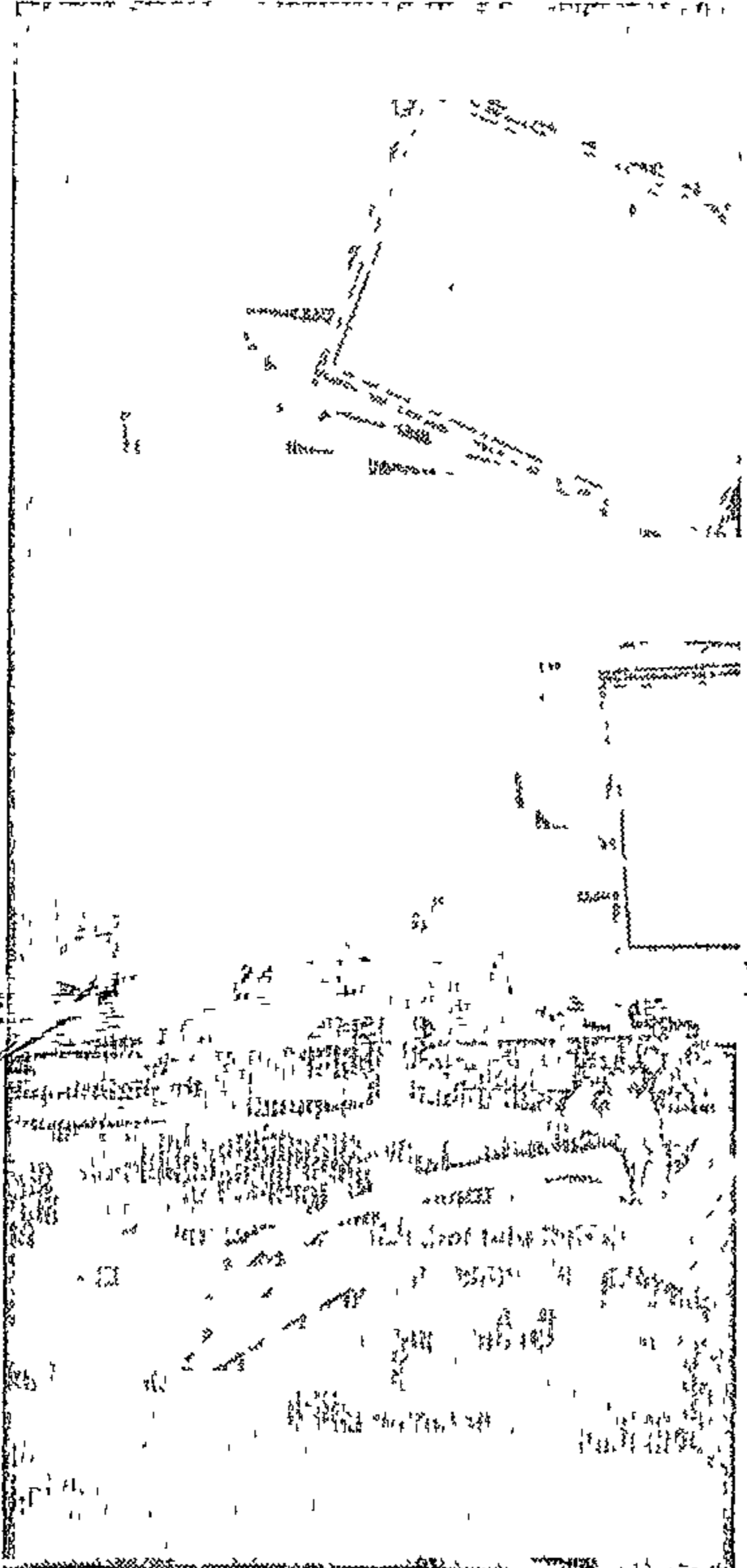
The rockfall at the mine during the night of October 15 killed one mine worker, Mr T Qoqoka, seriously injured another, Mr D M Cloete, and buried Mr Bakker, who was partly unearthed after his faint cries were heard

THREATENING

Dr le Clus a general practitioner in the town, had to anaesthetise Mr Bakker before amputating his trapped leg with a surgical knife — there was little space to use a surgical saw

The two-hour operation followed a sleepless night for Dr le Clus who had been attending to the other injured miners at the surface.

Dust and small rocks fell from the roof



AT THE Chamber of Mines bravery awards ceremony at Nababeep this week were Mr L W P van den Bosch chamber president, left, who presented citations for outstanding bravery to Sister Johanna van der Merwe and Dr Piet le Clus.

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MINE WAGES PM 5/3/82

Under pressure

211

Indications are that wage negotiations in SA's mining industry will be unusually tough this year. Mining unions are going to press hard for increases which counter the effects of an average inflation rate of 15,2% for 1981. But employers, faced by rising production costs and a low gold price, will

face to face

obviously try hard to keep labour costs down.

The Council of Mining Unions (CMU) which represents the eight trade unions in the mining industry is demanding a 16% pay increase. In addition, it wants increased leave (up to a week extra for some mineworkers) and an abolition of the ceiling on productivity bonuses. No date has yet been set for the wage negotiations between the CMU and the employers' body, the Chamber of Mines. However, both parties will try to reach accord by April 20.

Once an agreement has been reached between the chamber and the CMU, the chamber will hold salary negotiations with the three officials' associations in the mining industry. Finally, around mid-year, the chamber will review black miners' wages.

Thus, however, the wage negotiations between the chamber and the CMU which tend to be the most difficult. This year they could be even more so. "We are going to have a much tougher time to reach an agreement which will satisfy our members," says Ike van der Watt, general secretary of the Boilermakers' Society, one of the unions affiliated to the CMU.

Employers are reluctant to comment at the moment, but point out that so far this year gold has been selling at less than \$400/oz. This naturally affects the ability of the mining houses to meet the unions' demands. Last year Colin Fenton, executive director of Goldfields, warned that 1982 wage increases had to be realistic or some mines would be put out of business.

There are, however, some employers who believe the CMU's demands could have been worse. "I don't think there are many employers who think they can get away with less than a 12% increase," says a source in one of the mining houses. But some employers fear that a favourable settlement for CMU unions, which would inevitably lead to a similar deal for the officials' associations, might drain their resources so severely that they cannot continue with their policy of sharply raising black mineworkers' pay.

Between 1970 and 1980 mining houses raised the wages of black workers by 87% in an effort to narrow the wage gap between the races. That gap, however, is still vast. The question is "do we continue to make important adjustments to blacks' pay or do we mark time?" asks an industry source.

At a time when there is a severe shortage of skilled workers in the industry, there is an obvious need for black workers to become more productive and to be allowed to hold skilled jobs. Government decided last year that job restrictions on blacks in the industry should be dropped and instructed the white unions and the employers to reach agreement on how this should be done. Latest indications are that talks on this are proceeding very slowly with the ultra-conservative Mineworkers' Union putting up strong resistance.

Mining, Explosives and Chemical Workers Union, gives the two unions the right to negotiate wages for black workers on four mines. Although only 5 000 workers are involved, the agreement is widely regarded as an historic one.

Last month the first agreement allowing blacks union rights on some of SA's mines was signed. The agreement, between De Beers Consolidated Diamond Mines and the Boilermakers' Society and the Federated

This may, however, be one of the last years in which there is no real black input in the wage negotiations between the CMU and the chamber. Some observers believe it is only a matter of time before a significant number of black mineworkers are unionised.

By Bob Davis
The Mineworkers' Union has accused the Chamber of Mines of turning a blind eye to illegal strikes by black mineworkers

Mr Arrie Paulus, secretary, claims the union's general that at certain coal mines black workers refuse to work on the first Saturday after payday.

"Managements at these (unnamed) mines are frightened of a confrontation with the black miners," Mr Paulus said.

"They re-arrange shifts to kowtow to the blacks and so inconvenience our members, who are expected to work double shifts in some instances or to work on Saturdays when they should be off."

Mr Paulus said re-arranging shifts was a contravention of the 11-day fortnight agreement between white unions and employers in

MWU
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terms of which alternate Saturdays were off days.

He said an appeal had gone out to all members of the MWU to refuse to change shifts "to suit black workers."

A spokesman for the Chamber of Mines said black miners on a number of coal mines had asked to be given a free weekend after being paid each month and "as far as possible mine managements have tried to accommodate them."

He said there had not been any collective action by black workers and nobody had refused to work on the Saturdays in question.

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S Tribune
It's down
to REAL
business
at Kimberley

Tribune Reporter

THE signing of a recognition and procedure agreement between the Kimberley division of De Beers Consolidated Mines and two major trade unions effecting black mine workers is a significant development in South African labour relations.

The agreement, which affects semi-skilled and unskilled black miners at Finsch, Koffiefontein and the four De Beers' Kimberley mines, is seen by labour relations commentators as the first serious attempt to unionise black workers since 1916.

It is also the first time in South Africa's labour history that a mining company has entered into an agreement with and given recognition to unions representing black mine workers.

The last attempt to unionise black mine workers by the African Mine Workers' Union, ended in 1946 when over 60 000 African miners on the Witwatersrand mines struck work.

As a result of police action, 12 Africans were reported killed and over 1 000 injured and the union was effectively crushed by the arrest of its leaders and the intimidation of its members.

Because of the constraints of the compound system on the mines — where access to mine workers from the outside is virtually impossible — the unregistered unions have been unable to do any significant organising of black miners since then.

Registered unions organising white and coloured labour on the mines were effectively prohibited by law from organising black miners — their registration was based on ethnic purity — and most of them have used their unions as a power base to exclude black miners and prevent them from taking control of skilled positions in the industry.

The recognition and procedure agreement signed last month between De Beers and the South African Boilermakers' Society and its affiliate, the Federated Mining, Explosives and Chemical Workers' Union, is, against this background, a radical departure from the constraints imposed on the organisation of black miners in the past.

Essentially, the SA Boilermakers' Society, a registered Tucca affiliate whose membership has been confined to a relatively small group of skilled white artisans, has been allowed to open its doors to black membership as a result of a change in labour legislation.

It has formed an affiliation with the Federated Mining, Explosives and Chemical Workers' Union, formed in 1976 for De Beers' coloured employees and together they represent 50 percent of the labour force on the mines concerned.

Another significant feature of the agreement according to the Boilermakers' Society general secretary Ike van der Watt, is the assurance built into it that other unions will also now be free to organise mine workers.

Procedures of access to the miners forms an integral part of the agreement, says Mr van der Watt, and any union, even those with limited membership on the mines concerned, will be recognised as part of a union caucus under the agreement.

Other significant aspects of the agreement are:

⊙ Wages and conditions of service for those categories effected will now be decided by negotiation between management and the unions.

⊙ Management and the unions will act jointly to resolve grievances and disputes.

⊙ The unions will be allowed to appoint an agreed number of union stewards for the purpose of implementing and monitoring the agreement and any other agreement signed in the future.

FM 26/3/82
CLOSED SHOP AGREEMENTS

Ways of escape?
Employees prejudiced by shop

agreements operating outside the scope of the Industrial Conciliation Act have a number of potential remedies at their disposal. So says Professor Peter le Roux of Unisa's Department of Mercantile Law.

In a recent article in *Modern Business Law* and the *Industrial Relations Journal of SA*, he outlines courses of action open to aggrieved employees.

The article follows one written two years ago in which Le Roux dealt specifically with closed shops operating within the scope of the Act. He expressed the opinion then that a closed shop as defined in a particular section (24(1)(x)) of the Act cannot be used to implement job reservation.

It was possible, he said, that other closed shop agreements provided for by the Act could be used to enforce job reservation, however, there was a good chance these could be challenged in court.

Le Roux says that agreements operating outside the scope of the Act do not occur as frequently as those which fall within its ambit. However, they are found in important industries. They do, for example, exist in the mining industry and in in-house agreements between unions and employers in the iron, steel and metallurgical industry. It is also possible, he says, that some recognition agreements reached between employers and emerging unions could contain similar closed shop provisions.

Actions which employees can take to

challenge these closed shop agreements include the following

Arguing that such an agreement constitutes an unfair labour practice. However, Le Roux says it is impossible to predict whether the closed shop will be characterised by the courts as such. Not all closed shops should be so stigmatised, he says, and it would be preferable to decide each case on its merits. Some factors to be taken into account would be, how strict is the closed shop, does it make provision for exemptions, does it discriminate on the grounds of race or sex, and does it provide protection against the unfair expulsion of an employee from the trade union concerned?

Claiming that the agreement conflicts with sections of the Act. Section 78(1) prohibits an employer from ordering his employees not to join a union. Employees can, therefore, argue that this section allows them to join the union of their choice. Le Roux says they can present this argument only where the closed shop provision is worded in such a way that membership of any other union is excluded. There will be no contravention of section 78 if the agreement, while confining membership to the closed shop union, does not prevent employees from belonging to other unions as well.

Le Roux says it seems possible that an employer who dismisses an employee because the employee refuses to join a closed shop, will, in certain circumstances, be in contravention of section 66 (1).

People who lose their jobs because of a closed shop may, in certain cases, have contractual or other remedies at their disposal.

It is possible that there could be an attempt to have the closed shop defined as a "restrictive practice" in terms of the Maintenance and Promotion of Competition Act. Le Roux, however, doubts whether such an attempt would be successful.

He says it remains to be seen whether the courts, including the Industrial Court, recognise these remedies. However

"Given the fact that this type of closed shop is a fairly significant feature of our industrial relations system, and given the growing strength of trade unions in SA, it is probable that attempts will be made to utilise these remedies in the near future."

Talks to reassure white miners

211
E. Post
10/10

31/3/82

JOHANNESBURG — The mining industry has embarked on a series of discussions with trade unions and officials' associations in an attempt to provide white employees with a greater feeling of job security without which an improvement in the utilisation of other employees cannot be achieved

This emerges from the chairmen's reviews for 1981 of Western Deep Levels, Elandsrand and Vaal Reefs gold mines

The talks were initiated after the publication of the Wiehahn Commission's final report

According to the three chairmen, Mr Gerald Langton, Mr H F Oppenheimer and Mr Dennis Etheredge, their respective companies have, for many years, been engaged in improving communications and relationships with their employees and creating better living and working conditions

"A system of industrial relations audits which determines the extent to which a mine has achieved the targets it sets for itself has been introduced

"Slow progress is being made in the sensitive interference areas of our industrial relations because of inherent conservatism and the fact that there are such large numbers of workers on the gold mines who come from diverse parts of Southern Africa with different languages and cultural backgrounds, the majority of whom, generally, have not been afforded the opportunities of more than primary education

"Nevertheless, important changes have taken place on these mines and in the mining industry as a whole over the last few years and a good foundation is being laid for the future," the chairmen point out. — Sapa

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MANPOWER

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Process of change

FM 2/4/82

Manpower is the single most important determinant of future growth, says Gavin Relly, chairman of the Anglo American Industrial Corporation (Amic)

In his annual review, Relly says he remains hopeful that the current cyclical downturn will not be longer than normal, and that it will be followed by a renewed period of strong growth "Whatever view is adopted, however, we must above all not postpone the manpower challenge which faces us"

Relly says it is pleasing that almost 500 black apprenticeship contracts were registered in 1981, more than double the 1980 figure. However, one problem which continues to impede an adequate supply of skilled workers is that technical training institutions continue to be racially segregated and, therefore, often under-utilised. "Hopefully the newly-created National Training Board will give attention to this matter in the near future," he comments

Relly is not discouraged by the sharp increase in labour unrest last year. A total of 342 stoppages, involving 93 000 workers, was recorded, resulting in the loss of 226 000 man days. "Although these statistics give cause for concern, SA remains amongst the least strike-prone countries in the world. It is to be hoped that what we are witnessing at present is a transition phase, and that industrial unrest will decline as black workers become involved in established collective bargaining structures"

Relly says a system of industrial relations and employment practice audits has been introduced within Amic's subsidiary companies. Progress in this field depends on the business and financial circum-

stances of the companies involved, he says. The chairmen's annual reviews of three Anglo mines — Elandsrand, Western Deep Levels and Vaal Reefs — also refer to such audits. However the chairmen, Harry Oppenheimer, Gerald Langton and Dennis Etheredge, indicate that the process of changing labour practices in the mining industry is a difficult one.

Talks are being held with trade unions and officials' associations in an attempt to eliminate job barriers to blacks, while also providing white employees with a greater feeling of job security. The chairmen say a smooth process of change and development faces formidable difficulties.

11/4/82 (212) P.11 (200) S. Fume

Mineworkers sent home

MORE than 5 000 black Zimbabweans working on South African mines have been repatriated over the past year, according to a spokesman for the labour recruiting organisation, Wenela.

The men have been returning home at the rate of 75 a week on buses chartered by the organisation.

Mr Harry Plumb, manager of Wenela, said the only Zimbabweans remaining in South Africa were those who were unable to travel

By DAVID FORRET: Salisbury

for reasons such as illness

Many of the repatriated mine workers could now face difficulties in getting jobs in Zimbabwe, which already has an unemployment problem

South Africa announced about a year ago that the Zimbabweans would be repatriated when their contracts expired because of their government's ban on the recruitment of further labour for South Africa

⁽²¹¹⁾
Talks on mine pay may hit deadlock

By Drew Forrest

Crucial talks on wages for about 25 000 white workers on South African mines reopen in Johannesburg today — and the parties seem to be heading towards a deadlock

In negotiations with the Chamber of Mines, the Council of Mining Unions — which embraces unions for artisans on the mines and the Mine Workers Union — has demanded a 16 percent pay rise and improved fringe benefits

Employers offered 3 percent on Friday

Describing the offer as a "kick in the teeth" union sources indicated that a deadlock was likely at today's meeting and a formal dispute could be declared

Industry sources said the low offer was because of the downturn in the economy and worsening of general economic conditions

A dispute was declared during last year's wage talks in the mining industry, but settlement was reached finally without recourse to the Government's conciliation machinery.



STICKY END . . . Mrs Merle . . . a mouse her son Jonat



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July 13: Lucerne-Rhineland

Leaving Lucerne, we head north, skirting the Black Forest. We travel through the valley of the River Neckar to the old university town of Heidelberg — then to Rudesheim, in the magnificent Rhineland (Hotel Haus Riedel).

July 14: Rhineland-Rhine Cruise-Amsterdam

Best views of Heidelberg castle as we journey through the Rhineland. Picturesque wine villages, castles and vineyards feature on our highlight Rhine cruise. See the city of Cologne and its magnificent Gothic Cathedral before crossing into Holland, and on to Amsterdam (Hotel Plantage).

July 15: Amsterdam at leisure

Morning sightseeing reveals Amsterdam's spider webbed canal system. Narrow streets dominated by yellow tram cars lead us to our next destination — a diamond cutting factory. Later an excursion to the Dutch countryside includes a visit to an Edam cheese farm and a clog factory. At night, Amsterdam comes alive in bars and clubs around Leidseplein.

July 16: Amsterdam-London

Say farewell to Amsterdam as we journey through to the French port of Calais. A short Channel crossing brings us back to England, and finally, London.

Coach departs from your Hotel at 17h00 for Heathrow Airport. Depart on South African Airways Boeing 747 at 20h15.

July 19:

Arrive in Durban at 13h05, connect with your local flight to East London at 1450 and arrive in East London at 1550.

INCLUDED FEATURES:

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You will require visas for France, Italy, Austria if you are South African Passport Holders.

Baggage — 20 Kgs per person which includes hand luggage.

The Tour Price is **R2 100** per person, subject to any increases which may become effective before departure. The rates are based on rates of exchange at 30-10-81 and subject to any increases after this date. Single supplement is **R240 p p**.

R18m for Basotho miners
 211 15/4/82
 D. Dispatch

MASERU — There had been an increase of over 100 per cent in the remittance payments and deferred pay of Basotho mineworkers employed on South African gold mines in the first quarter of this year, compared with the corresponding period last year.

According to figures released by the employment recruiting agency more than R18 million in deferred pay and remittances was paid in the first three months of this year, compared with just under R9 million in the same period last year.

The agency also reported an increase in the number of Basotho recruited, with more than 20 000 this year, compared with more than 19 000 last year — SAPA.

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Strike on mines looms as talks fail

A CONFRONTATION between white miners and their employers loomed yesterday as the Council of Mining Unions declared a dispute with the Chamber of Mines over pay demands.

Disputes have now been declared in the country's two biggest non-farming industries this week.

Registered metal unions declared a dispute with employers on Wednesday.

A dispute is the first step towards a legal strike

Yesterday unionists described the chamber's pay offer — 4% according to the unions and 5% according to the chamber — as ridiculous and accused it of taking its toughest stance in living memory on pay demands

They said it was "throwing down the gauntlet" to union men and one source said workers were set on holding a strike ballot unless the chamber changed its stance.

But a chamber statement suggested the deadlock had been caused by the refusal of the CMU, which bargains white wages, to moderate its demands

The decision to declare a dispute — it will be declared formally on Monday — came after talks yesterday at which unionists demanded a 15% increase after originally demanding 16%

The chamber's first offer was 3%.

One unionist said yesterday

"They took an extremely tough line. They offered 4% and then told us they were not even prepared to talk further unless we agreed to drastically drop our demands. They made it clear that unless we demanded less than 9%, they would not negotiate"

Another source said the chamber indicated it would offer 5% if unions agreed to slash their demands

A chamber statement yesterday confirmed it had asked the CMU to substantially lower its demand for a 15% increase in standard rates of pay

But, the statement said, the chamber indicated it was willing to consider increasing its offer of 5%

"No reciprocal gesture was made by the CMU, which then declared that a dispute existed," the statement said.

By STEVEN FRIEDMAN
Labour Reporter

1004 12/4/82

211

CAPE TIMES 17/4/82

White miners (211) declare dispute

Own Correspondent
JOHANNESBURG. — A confrontation between white workers and employers in the mining industry loomed yesterday as the Council of Mining Unions, which negotiates white wages, declared a dispute with the Chamber of Mines over pay demands.

erate its demands
 The decision to declare a dispute — it will be formally declared on Monday — came after talks yesterday at which unionists demanded a 15 per cent increase after originally demanding 16 percent

Yesterday unionists described the chamber's pay offer — four percent according to the unions and five percent according to the chamber — as "ridiculous" and accused it of taking "its toughest stance in living memory" on pay demands.

Tough line
 "They took an extremely tough line," a mine unionist said yesterday. "They offered four percent and then told us they were not even prepared to talk further unless we agreed to drastically drop our demands."

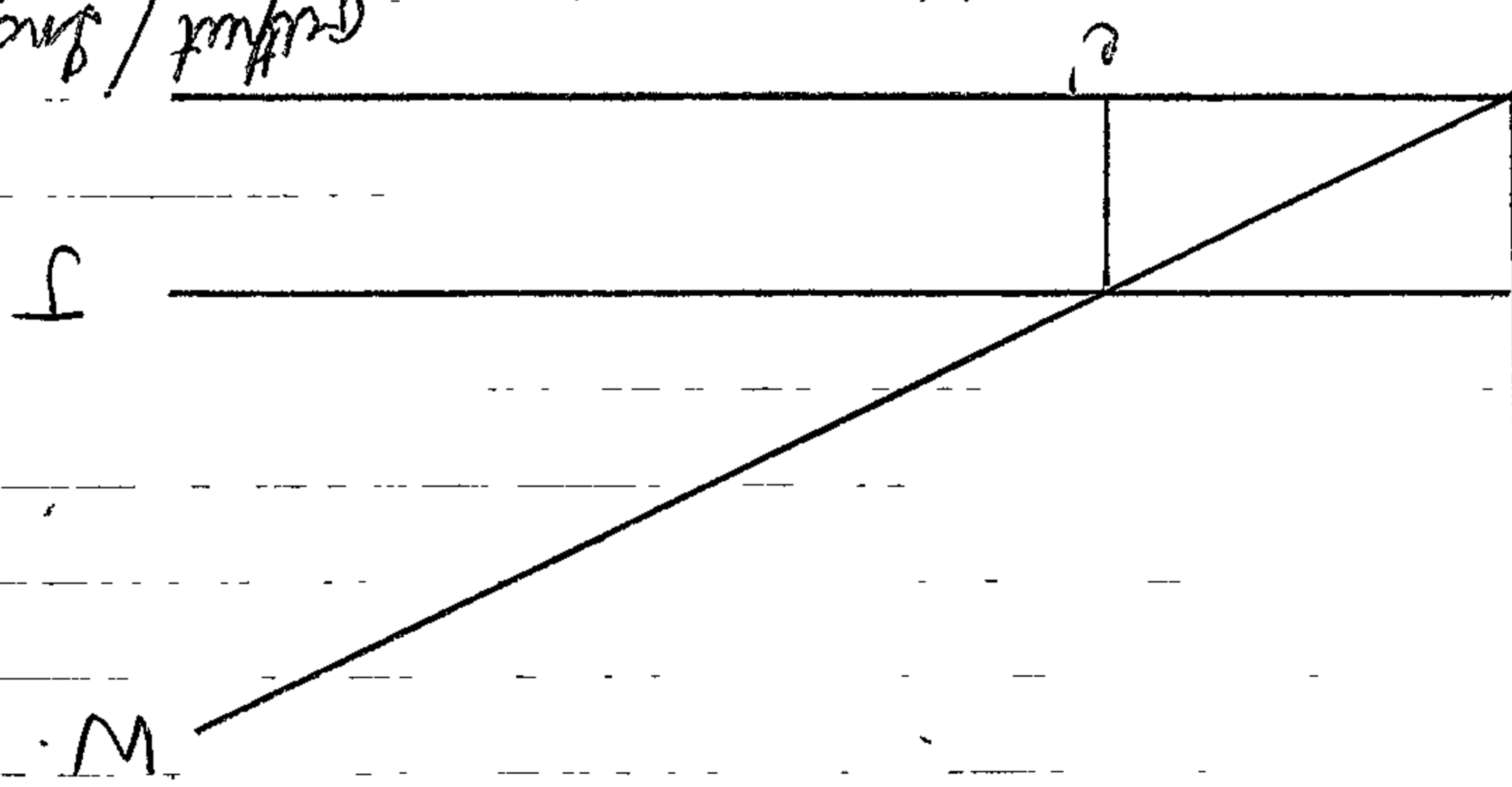
They said it was "throwing down the gauntlet" to union men and one source said workers were set on holding a strike ballot unless the chamber changed its stance.

A chamber statement issued yesterday confirmed it had asked the CMU "to substantially lower its demand for a 15 percent increase in standard rates of pay."

But a chamber statement suggested the deadlock had been caused by the CMU's refusal to moderate its demands.

But it added that the chamber "for its part indicated a willingness to consider increasing its offer of five percent."

The demand equilibrium method whereby the rate of output / income is equal to $J = W$.



Reproductive

Mining union declares dispute

Wage talks in Johannesburg between mining unions and their employers broke down yesterday with the unions declaring a dispute.

The Council of Mining Unions which represents about 25,000 white miners, announced that it would apply for the establishment of a conciliation board to arbitrate in the wage dispute.

In a statement, the Chamber of Mines stated that it had asked the council to "substantially lower" its wage demands of 15 percent for the year and that it was willing to consider increasing its offer of five percent on standard rates.

The breakdown in talks appeared inevitable in the light of earlier talks on Tuesday when the employers offered three percent to the council's demands for 16 percent.

A spokesman for the unions who attended yesterday's talks said the Chamber of Mines opened the short meeting by giving a lengthy lecture on current economic difficulties.

"They told us they wouldn't even meet us half-way on our wage demands," the spokesman said.

"In light of their statement that they couldn't even meet us half-way, we declared a dispute."

A similar dispute was declared two years ago but was resolved before a conciliation board was established.

Star 17/4/82

(1)

(2)

(3)

(4)

(5)

(6)

Seychelles plane delay holds up hijack trial

Own Correspondent
MARITZBURG — Ten
of the 43 accused in
the Maritzburg hijack
trial were told today
by Mr Justice James
management has
to

FR

500 000 are waiting for outcome of pay talks

By Tony Davis
Labour Reporter

More than 500 000 workers are waiting for the results of annual wage negotiations in four of South Africa's major industries

In two of the negotiations — those in the mining and metal industries — trade unions have declared disputes and have refused to accept terms offered by employers

The disputes will lead to the formation of Government-appointed conciliation boards

If this remedy fails miners and metalworkers are legally entitled to strike.

DISPUTE

The mining negotiations, affecting about 25 000 white miners, broke down after two days of talks last week when the Council of Mining Unions declared a dispute.

Unions in the metal industries, representing about 500 000 workers nationwide, declared a dispute with employers last Wednesday.

Negotiations for some 15 000 automotive industry workers in the Eastern Cape get underway next month

One major union is demanding a 75 percent increase.

In the garment industry talks affecting 25 000 workers are expected to end later this week

The annual wage and working conditions talks come at a time when, according to financial experts, the

economy is experiencing a downswing.

Mr Jan de Jager, head of the intelligence and research unit of the influential Federated Chamber of Industries, said this week the country was experiencing a downturn in the economic cycle

This meant lower growth and an increase in unemployment

These conditions would also be affected by increases in the cost of living concerning petrol, railway tariffs and higher interest rates, Mr de Jager said

The disputes in the mining and metal industries are the results of wide gaps in employer offers and union expectations.

BOTTOM RATE

Mining unions have asked the Chamber of Mines for a cost of living increase of 15 to 16 percent

The employers replied with counter-offers of three to five percent

The 14 union member caucus in the metal industries has demanded a bottom rate of R1,63 an hour, from its initial demand of R1,75 hourly rising, over a period, to R2.

Industry employers offered artisans a 14,6 percent increase — from R3,62 to R4,15 an hour — and 22,1 percent to lowest grade workers, from R1,13 to R1,38 an hour

In the garment industry talks, which started late last month, unions are hoping for

an average 30 percent increase with increases from 21 percent to more than 60 percent for various grades of workers

Unions were also hoping for an increase in attendance bonuses

The annual negotiations for motor firms in the Port Elizabeth area are scheduled to start on May 4

COUNTER-OFFER

One of the two unions involved in the talks, the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu) has demanded a 75 percent increase, with a starting wage of R3,50 an hour.

The three area employers — Ford, General Motors, and Volkswagen — are all represented on an industrial council and have yet to make their counter-offers public.

NATIONAL

The Naawu is asking for the minimum wage of unskilled workers to go up from R2 to R3 50 an hour, semi-skilled workers to go up to R4 and skilled workers to R4,50 an hour

Naawu says its demands are national

It claims to represent about 40 percent of the motor industry workforce countrywide.

The union is also currently holding talks on behalf of its 4 000 workers at Sigma near Pretoria.

211
5/20/82

Black coal miners Raise productivity

LONDON. — The Economist Intelligence Unit is enthusiastic about South Africa's coal prospects in the coming decade.

It says in a special report, Steam Coal In Southern Africa (price \$120), that there will be an impressive increase in South African export capability in the next 10 years.

The report says the fall in oil prices may reduce coal's price advantage as a power-station fuel, but the decline in energy costs will stimulate economic recovery and electricity consumption. When this happens, coal producers, especially South Africa, will benefit from the increase in demand.

The study says the increase in wages of black miners has been accompanied by a significant improvement in

productivity

Between 1970 and 1978 coal production in the Transvaal and Free State rose by 70%. This was achieved by increasing the labour force by 25% and by raising productivity by 35%.

The report says the increase in black productivity was markedly better than that of whites.

"The number of whites rose by 73% on the mines, while black employment rose by only 21%."

But "the proportion of total output per white employee remained virtually unchanged, while that of blacks rose by about 40%."

Mechanisation explains the difference in productivity between the two groups. More whites were employed to service machinery and fewer blacks were used for

unskilled labour. Thus fewer blacks produced more coal. The study says, however, that better training and education improved the work standards of black miners.

Overall production a head in SA is twice that of mines in Europe.

Many analysts contend that South African coal costs are lower than competitors because wages are low. But the Economist says costs are low because the coal is far more accessible than in competing countries.

"The main reason for the comparatively low cost of South African coal is that it tends to lie in thick seams that are close to the surface," says the report. Mechanisation is also lowering costs on SA mines.

In 1975 South African mines exported only 2 700 000

tons, but by 1980 sales were more than 29-million tons. Steam coal accounts for most of these exports.

South African mines will export 44-million tons of coal a year by the mid-Eighties.

Three oil companies — Shell, BP and Total — will be allocated 34% of SA coal exports under Phase III of the Government's export programme.

By the mid-Eighties Shell will export 5 500 000 tons a year, BP 5 500 000 and Total Oil 2 500 000. General Mining's share will be 7 500 000 tons, the Transvaal Coal Owners Association 10-million tons, and Anglo American Coal Corporation 6-million tons a year.

All companies are keen to take advantage of the export market because of a substantial improvement in world coal prices.

According to the Transvaal Coal Owners Associ-

ation, contract prices in 1979 were as low as R20 a ton. By 1980 contract prices were R28 a ton and are "expected to average R33 a ton in 1981."

The Economist Intelligence Unit estimates that in 1980 average operating costs of underground mines were R8 a ton. The major cost components were stores R3,44 a ton, labour R2,40 a ton, repairs R1,04 a ton, sundries 72c a ton and power and water 40c a ton.

Estimated operating costs of open-cast mines were R5 a ton in 1980.

The study expects labour, repair and replacement costs to rise by more than the average rate of inflation. Stores and diesel price increases will be below average. Electricity charges, which doubled between 1975 and 1978, are not expected to be a problem in the first half of the Eighties.

Capital investment costs for new underground mines and extensions to existing mines could rise by 3% more than increases in the wholesale price index.

The study predicts that real costs of coal, based on 1980 prices, will rise by only 5% between 1980 and 1990.

Including operating and capital costs and rail and loading charges, total costs of an underground mine will rise in real terms from R25,63 a ton in 1980 to R25,98 a ton in 1985 and to R26,87 a ton in 1990.

Open-cast mines' total real costs, calculated back to 1980 prices, are projected at R25,03 a ton in 1980, R25,43 in 1985 and R26,35 a ton in 1990.

Actual cost increases will be higher, but much depends on the overall rate of inflation. Thus decade increases in export prices of coal must at least match the rise in costs

are allowed workers councils, but these are only really meant so that for a good employer-employee relationship and have nothing to do with wages.

analysis.

50%

434 255 245 181 211

Negotiation holds the key

In labour matters, conventional wisdom is that unions try to boost wages during a boom, while in times of recession they become more concerned about job security. Employers in some important industries can therefore be excused for being startled by wage demands confronting them this year.

Many have hoped for modest demands from labour. After all, profits are going to drop as the economy slows down. In addition, foreign markets remain depressed and this year companies have to contend with a tax increase.

Despite this, wage increases ranging from 50% to 100% are being demanded by unions in the metal, clothing and laundry industries and sections of the motor and chemical industries. In many cases, the gap between what unions want and what employers are offering is alarmingly wide. Even in the mining industry, where unions' demands are modest compared with those in several other sectors, the gap is substantial. Unions want a 15% increase (down one percentage point from their initial demand) while employers have indicated that they will agree to a 5% pay rise (up two points from their original offer).

During the past week disputes have been declared by registered unions in both the mining and the metal industries — the first step in the process which can lead to legal strikes. There is no denying the seriousness of this impasse in the two largest industries in SA, other than agriculture.

The deadlock in the mining industry involves eight unions affiliated to the Council of Mining Unions (CMU), which essentially represents the interests of white miners. While unions try to achieve wage increases which counter the effects of a 15,2% inflation rate for last year, mining houses point to the fact that gold has been selling at less than \$350 an ounce for most of this year.

Unionists have dismissed the employers' offer as "absurd". Employers, on the other hand, believe that the unions must face economic realities. Sharply declining earnings of gold mines and rising costs mean that there is less money available for wage increases.

There are, however, important differences between this dispute and what is happening elsewhere. It is now three years since government granted trade union rights to blacks. While only a very small number of blacks belong to mining unions, many have been unionised in other industries. Where in the past blacks had little direct say in wage negotiations in these industries, they are now making their presence felt — and the result is discomforting for employers and even some unionists.

There are a number of related factors behind these wage demands.

□ The sharp rise in the cost of living in the past year. In most parts of SA the household subsistence level (HSL) for blacks (one measure of the minimum needed by a black family) has risen faster than the consumer price index. The University of Port Eliza-

beth's Institute for Planning Research has found that the HSL for many blacks on the East Rand, for example, has risen by about 20% in the past year. The average increase for major urban centres during the past year is the highest recorded for a 12-month period since the start of the institute's surveys 10 years ago.

□ Demands to close the large wage gap between skilled and unskilled workers. A respected industrial relations practitioner estimates that in many SA industries, for every rand an unskilled worker earns, a skilled worker — an artisan — earns between R5 and R7, and sometimes even more. In Europe this ratio is more realistic, ranging between 1.2 to 1.3. At the other end of the scale, the ratio in the troubled US motor industry is 1.15 — something which obviously does little to encourage skills training and productivity.

He points out that closing this gap in SA is not going to be easy. The shortage of skilled labour during the past boom has resulted in high wages for artisans, and because there is still a strong demand for these skilled workers, their wages will continue to rise. The demand for unskilled labour remains comparatively slack.

To a great extent, employers are suffering the consequences of government policies which for many years prevented or discouraged blacks from entering skilled occupations. "The only way we are going to close the gap is through training, training and more training," he says.

... while sending its men on suicide terror missions.

Mr Malan said he would make a statement on the latest incursion into SWA at the request of Mr Schwarz.

It was the eighth raid since 1976 and had consisted of two operations launched from Kasinga, the first of which had taken a route through Kaokoland and had been wiped out by Operation Super.

The second group had penetrated an inhospitable area in Eastern Owambo not usually entered by insurgents, and thus not densely manned by the SADF. It did not take the SADF long to muster the required force.

"We are now in the pursuit of small groups who are apparently making half-hearted attempts at sabotage," he said.

Mr Malan said the raids had been launched because of SADF successes in wiping out Swapo's strong-man image.

The Soviet Union had addressed the Swapo leader, Mr Sam Nujoma, on the matter of his weak image.

"These events also underline the important role other population groups can play," Mr Malan said.

Continuing his reply on the atrocities allegation yesterday, Mr Malan said Mr Hulley had called 32 Battalion the Foreign Legion of SA, which was the same thing as mercenaries. The SADF had never had reason to hire people, Mr Malan said.

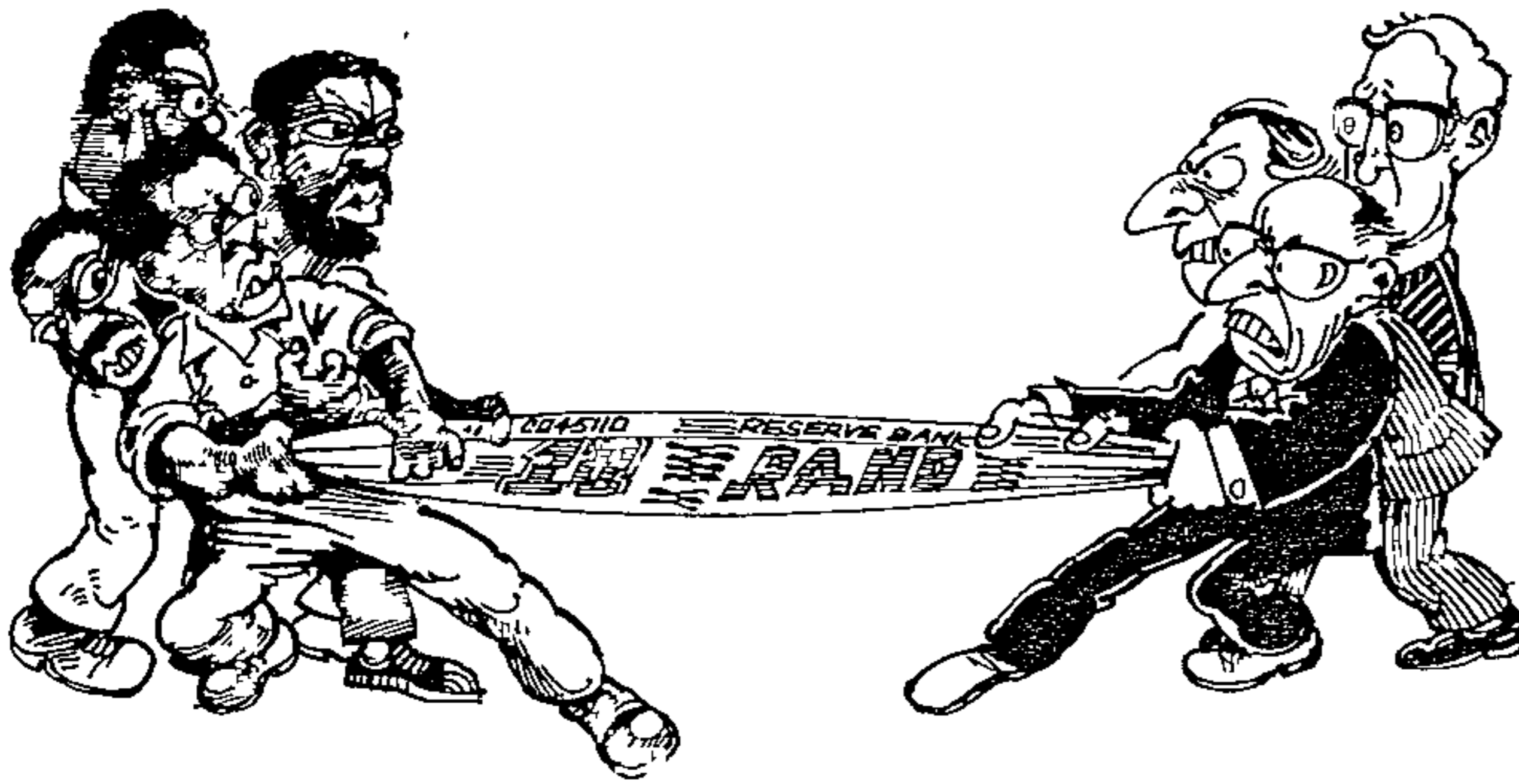
The Defence Force was motivated by a love for the fatherland that made them willing to pay the highest price.

"These attributes cannot be bought with money on the world market," he said.

Mr Hulley had quoted allegations made by a certain Lance Corporal Edwards who had fled South Africa, did not have the courage to defend his country and had smeared its good name.

Corp Edwards was without doubt a traitor to his country, Mr Malan said.

"He is a liar. He is a deserter and he betrayed his country. Today he is a renegade collaborating with the ANC," he said. — Sapa.



Training is, however, a long-term solution to the problem. In the meanwhile, some employers face high demands. For example, the National Automobile & Allied Workers' Union (Naawu) has proposed that minimum wages be increased by up to 75% as a starting point for negotiations between the unions and employers

□ Black workers' ignorance of economic realities. Some veteran trade unionists are having a torrid time convincing black workers that a demand for a drastic wage increase is unreasonable in a period when the economy is entering a period of contraction. "They know nothing about economics," declares one. "But they are feeling the effects of inflation and when they hear that the company they work for has made good profits they get angry. Some are so desperate that even when they are warned that high wage increases can cause unemployment, they don't seem to care."

A recent survey of attitudes to labour relations by the University of Natal's Economic Research Unit has revealed that only 22% of unions believe there is a trade-off between rising wage rates and job creation

□ Intense rivalry between unions. New black and multiracial unions are growing at a phenomenal rate and are penetrating industries traditionally occupied by established unions. High wage demands are a

strong attraction to workers being wooed by competing unions.

A fascinating example of this is to be found in the current conflict in the metal industries, which employ about 450 000 people. A vigorous newcomer, the Metal & Allied Workers' Union (Mawu), has been responsible for numerous stoppages in the East Rand metal industry during the past year. An affiliate of the Federation of SA Trade Unions (Fosatu), its membership doubled to 24 000 last year. It refuses to take part in wage negotiations at industrial council (IC) level, preferring plant-level bargaining.

This year the established unions in the metal industries invited Mawu and other unregistered unions to attend the IC wage negotiations. Mawu turned down the invitation. When the established unions met employers they demanded that a R2 an hour minimum be implemented by the end of the year. The present minimum is R1,13 an hour. The demand startled employers, but it is interesting to note that a R2 an hour minimum wage is a widely publicised Fosatu goal.

Employers, represented by the Steel & Engineering Industries Federation of SA (Seifsa), have offered a 25c across-the-board increase. However, this has been rejected by the unions, which have declared a dispute.

Can the official dispute-settling mechanisms resolve the conflict in the mining and metals industries? The procedure is the following: The party which declares the dispute has to ask the Minister of Manpower to appoint a conciliation board. If the Minister refuses to appoint a board, the next step is for the union members to vote on whether to strike. If a board is appointed, it tries to achieve a reconciliation between the parties. Should it not achieve this, the unions still have the option to hold a strike ballot.

This procedure has been effective in defusing some disputes in the past. However, it has not been particularly successful in the mining industry. It has worked best as a forum in sectors where there is a low level of union activity. When it is used to settle a dispute involving well organised white workers it can, in the words of one observer, merely result in a "rerun of the same issues and actors" who were involved in the original negotiations.

Neither mining and metals industries employers nor the unionists doubt that tough bargaining lies ahead.

Will employers in other industries where high demands are being made be able to reach an accord with union leaders? Although some employers are alarmed by the size of the demands and fear that workers' expectations are unrealistically high, some observers are optimistic.

Professor Blackie Swart, of the University of Stellenbosch's Institute for Industrial Relations, says he has participated in negotiations where large demands have been considerably modified. Indeed, there are indications that Naawu, for example, is willing to discuss the possibility of its 75% wage increase being phased in over a fairly lengthy period.

There are several other observers who believe that unions may be willing to compromise, providing employers show they are committed to a policy of upgrading black wages as fast as possible. One must not confuse an initial demand in a negotiation with what will be an acceptable settlement, says industrial relations consultant Andrew Levy. Now that black labour begins to make its voice heard, he believes that, for the first time, negotiation is becoming a meaningful exercise in SA.

Single man inspects mine safety

CAPE TOWN 28/4/82
211

Political Staff
HOUSE OF ASSEMBLY
Only one person is employed at present in South Africa to inspect the 700 000 people working on the mines to ensure that the occupational safety laws are enforced.

Address:

Telephone:

Officials:

Area of Operation:

Founded: 1979

Registration: No (1)

The Medical Bureau for occupational diseases, whose annual report for April 1980 to March 1981 was tabled in Parliament yesterday, said there should be three inspectors for the job. But at present, the bureau said, there were only two posts and one of these was vacant. It explained that the nature of the work, which required constant travelling, made it difficult to attract staff.

To cope with the situation the bureau called in batches of X-ray films but although this served a useful purpose it cannot be regarded as a satisfactory substitute for personal visits to mines and works by an inspector of radiological services.

The bureau said "With only one inspector available it is impossible to make regular inspections of all controlled mines and works, particularly those on smaller mines which do not have a full-time medical officer, but even these can not be visited often enough to ensure adequate supervision on a continuous basis."

"There are many places where the records of medical examinations and the quality of X-ray films from time to time fall short of the minimum standard required but a consistent improvement cannot be expected till the staff situation is rectified."

The bureau also reported a high turnover of staff in other sections although most vacant posts were eventually filled. It concluded that the mining industry was expanding and the bureau had to be prepared for greater responsibility.

(1) Applied for registration but objections raised by other unions.

211
BY CHAHLÉNE BELTRAMO

WORKERS from South Africa's two biggest industries are testing the economic maxim that allows unions to squeeze employers during boom times but expects them to temper their demands during recessions

Mine and metal workers, currently negotiating pay increases, are refusing to moderate wage demands

The Chamber of Mines has offered a maximum 5% increase to mineworkers who are asking for 15% — far lower than garment and certain chemical industry workers, who want a 50% increase, and automobile workers, who are pressing for 75%

The anger at the Chamber of Mines' "ridiculous offer" could lead to the first national white mineworkers' strike since 1922

Mineworkers quote a recent financial article that revealed South African gold mines were earning as much an ounce produced as they were at the beginning of February last year, when the gold price was just below \$500

It shows that the 30% devaluation of the rand against the dollar in recent months has proved to be an unexpected boon to the teetering profitability of gold mines

It has also proved to be an unexpected ally of the mine unions
Mr Arrie Paulus, controversial leader of the whites-only Mine Workers' Union, said miners wanted a pay increase of 15% In addition they had asked for an extra seven days' leave on top of the 35 days they already receive

Wage war near as workers get tough

S. Express 2/5/82

Mineworkers are also demanding an increase in overtime pay of 1%, to bring the percentage to 6%, and for weekday and overtime pay to go up two notches to 8% when they work a Sunday or statutory public holiday and sundry bonuses to be increased by about 25%

Mr Paulus said the Chamber of Mines, which refused to comment, did not argue that their inability to meet the miners' demands was due to the low gold price but to the general state of the South African economy

It's not the Chamber's problem to worry about the economy We have a Government to do that and they set a good example by increasing their own salaries 15% and their allowances 20%

A prominent economist who specialises in gold analysis said that the movement the gold price drops, a higher grade ore was mined to ensure the survival of the gold mines This meant less labour was needed and fewer hours worked than during low-ore mining operations

He said five mines applied for R26,9-million in State assistance last year compared to only R1,5-million in 1980 The mines that claimed assistance produced 24 tons of gold worth R362-million

in foreign exchange

He also said that eight mines were under the "red line" — it cost them more to produce gold than they could sell it for

- Examples he gave were
- Wit Nigel's current production cost is \$495,44 an ounce
- At ERPM the cost is \$384,46
- At Western Areas it is R342,66 an ounce

The gold price last week averaged about \$350 an ounce

Employers say the criteria is higher wages or worker security

Mine and metal workers declared disputes last week — the first steps on a road that could end in strikes which would cripple the country

Once white mineworkers' wages are determined, those of black mineworkers, who do not yet have a union, will be fixed in June or July

Between 1970 and 1980 black mineworkers' wages were raised by 873% in an effort to narrow the pay gap between the races and rely less on foreign mine labour However, according to the Institute of Industrial Relations, the gap remains indeed, inflation's healthy appetite has meant the real wages of black

mineworkers have risen by only 250% during the past decade — not much when one considers they started at a base of about R22 a week

A leading stockbroker said mines would not be able to maintain their high wage increases this year

International repercussions over the declining gold price and the downswing in the economy could mean that South African gold shares will become unattractive because mine costs are rising

Genec, a major construction company, has retrenched workers at two of its East Rand plants and is considering doing the same at a third factory

The retrenchments are unlikely to be the last

The next few weeks will see hard-nosed negotiating from employers and workers, not only in the gold and coal mining sectors, but in the metal, garment, laundry, chemical and vehicle manufacturing industries

The general secretary of the Steel, Engineering and Allied Workers' Union, Jane Hlongwane, said there were between 400 000 and 450 000 workers in the steel industry About 300 000 are black and, according to Ms Hlongwane, work an average 45-hour week in unskilled positions

She claimed that about 75% of those workers earned below the household subsistence level

The HSL is the basic level a family can survive on It does not take into account anything more than fuel, food, rent and transport

As an example the HSL for the East Rand, an area where worker pressure is building up strongly, has risen by 20% in the past year — an increase in living costs well above the inflation rate

The HSL for Johannesburg black families is R256,53 while on the East Rand it varies from R222 to R242,57

The metal workers declared a dispute with the Steel and Engineering Industries Federation of South Africa last week They will meet again on May 11 around a conciliation board, which workers and employers have complained is essentially a forum for both to rehash old complaints in the hope that a settlement can be reached on the brink of a legal strike

The workers are asking for a minimum increase of 50c an hour The present minimum rate is R1,13 an hour, which they want to be R2 or R2,10 within the year

An industry spokesman said "It can be paid in one of three ways, either by reducing employment numbers, increasing prices or going into deficit"

"No one wants to retrench and that is why we are trying to hold costs. Employers are walking a tightrope — we want to increase wages but remain competitive"

The other aspect of the tightrope is the increasing weight of inflation. It is worsening economic conditions. It is going to be an interesting year.

Manual labour to be cut on gold mines

Star 3/5/82

211

17/11/82

By Patrick McLoughlin
The gold-mining industry hopes to achieve a fully mechanised stoping system in which manual labour will be "drastically reduced," the president of the Chamber of Mines, Mr

L. W. P. van den Bosch, said today.

Mr. van den Bosch, who gave the plenary speech at the 12th Congress of the Council of Mining and Metallurgical Institutions in Johannesburg, did not specify by how much the industry was looking to slash manpower.

He said, however, that during the period from 1961 to 1981 the number of people employed in all areas of mining rose from 616 000 to more than 722 000.

"The gold mines had traditionally been labour-intensive because of the lack of machinery able to cope in narrow stopes and hard rock.

The cost of mining at increasing depths with the highly expensive support systems required, however, had made it imperative to find more efficient methods of mining and the chamber's research organisation began working on new stoping technologies in the mid-1960s.

A "measure of success" in improving current mining methods had been achieved with the development of hydraulic drills which had considerable advantages over the traditional pneumatic drills — by the deve-

lopment of more efficient blasting methods, and by the use of high-pressure water jets to clean stopes.

Introduction of a combination of mechanised stoping with conventional blasting had involved the development of a reciprocating flight conveyor in which hydraulic drills could be mounted.

"With this technique it is hoped to achieve a fully mechanised stoping system in which manual labour will be drastically reduced," Mr van der Bosch said.

In underground tests to date the prototype hydraulic drills had been shown to be capable of drilling more than twice as fast as conventional drills and to be "very considerably more" energy efficient.

Mr Van den Bosch told delegates that of all the facets of the industry in recent years, that of technological innovation and development was "one of the most exciting."

By Tony Davis,
Labour Reporter

The Black Mine Workers' Union has become the first black union with access to mines in the Chamber of Mines group, to recruit members

Access was granted this week after talks between mining officials and the union's general secretary, Mr Chillian Motha

The union was able to meet the Chamber's strict criteria, which include registration. The union is not registered but assured the Chamber it would seek registration

Mr Motha said differences between the Chamber and the union were still being discussed.

Mining sources feel the access is an important step forward in the Chamber's labour relations

In the past only registered trade unions with largely white membership have had access and recognition

The onus is now on the Black Mine Workers' Union to gain enough members to win recognition

The Chamber has not previously been asked by black unions for access or recognition, although the Natal-based Black Allied Workers Union has approached it over individual labour disputes

A ticklish question for the mining union is the extent to which its organisers have access. This is still at the discretion of individual mine managements

The right to organise workers in compound hostels has always been carefully guarded by the Chamber and its members

In a letter the union has been told that gold mines and collieries have been advised to grant the union access when it is asked for

The Chamber wants to deal only with unions which present their credentials because there is nothing to prevent unregistered unions organising members outside mine

property or trying to organise in the hostels. The Chamber's criteria for union recognition make it clear that no unregistered trade union should be allowed access to miners without being scrutinised by the Chamber in respect of its views on labour politics and registration

Black union first with access right on mines

211

211

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See 6/5/82

Chemical & Chemical Products,

- Black Allied Workers Union
- Cape Explosives Industrial Workers Union
- Chemical and Allied Workers Union
- Chemical Workers Industrial Union
- Chemical Workers Union
- Durban Rubber Industrial Union
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union
- Federated Mining, Explosives and Allied Workers Union
- Industrial Salaried Staff Association
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, and Allied Workers Union
- National Union of Motor Assemblers
- S.A. Chemical Workers Union
- South African Allied Workers Union
- Steel, Engineering and Allied Workers Union
- Umbogintwini Industrial Workers Union
- Weskaapse Plofstof & Chemiese Ondernemingswerkers Union

Non-Metallic Mineral Products

- Building, Construction and Allied Workers Union
- Glass & Allied Workers Union
- Glass Workers Union
- National Cement Employees Union
- National Union of Brick and Allied Workers Union
- Transport & General Workers Union

Base Metal Industries and Manufacturing Machinery and Equipment

- Amalgamated Engineering Union of South Africa
- Amalgamated Society of Woodworkers
- Black Allied Workers Union
- Electrical and Allied Trade Union
- Electrical and Allied Workers Union
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union
- General Workers Union
- General Workers Union of South Africa
- Iron Moulders Society of South Africa
- Metal and Allied Workers Union
- Motor Assembly Components Workers Union
- Motor Industry Employees Union
- Motor Industry Combined Workers Union
- Motor Industry Staff Association
- National Union of Engineering, and Allied Workers Union
- National Union of Motor Assemblers
- Radio Television, Electronic and Allied Workers Union
- S.A. Boilermakers, Iron and Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Union
- S.A. Iron, Steel and Allied Industries Union
- S.A. Tin Workers Union
- South African Allied Workers Union (SAAWU)
- Steel, Engineering and Allied Workers Union
- Transvaal, Radio, Television and Allied Workers Union
- United African Motor and Allied Workers Union

Diamond

ruling

crucial to

industry

By Drew Forrest

The South African Diamond Workers' Union has again taken employers in the diamond-cutting industry to the Industrial Court and the case could have crucial implications for South African labour law

In a case heard in Johannesburg this week, the all-white union alleged the employers had circumvented an industrial council agreement which protects skilled white workers in the industry

The agreement provides that where skilled workers are put on short time because of poor business, unskilled workers in the same factory must not cut stones above a certain size

To circumvent the agreement employers are establishing separate plants for unskilled workers, the union claims.

The union is asking the court to amend the agreement or make a parallel determination to prevent the alleged practice

It is understood the employers are arguing that the court has no right to interfere in "domestic legislation" by amending a promulgated agreement at the request of one party

Said one source: "What is at stake is the future of the industrial council system. If the court rules that it has jurisdiction to amend industrial agreements at the request of one dissatisfied party, the effects will be very wide-ranging"

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6/5/82

211 RDM. 19/5/82

Bid to end white union dispute

Labour Correspondent

THE Minister of Manpower, Mr Fanie Botha has appointed an official conciliation board in an attempt to settle the pay dispute between white mine unions and the Chamber of Mines

This means both parties will have to return to the negotiating table while the conciliation board is in operation. If the board fails, unions may call a legal strike ballot.

Unions on the mines, represented by the Council of Mining Unions, declared a dispute with the Chamber after rejecting its offer of a 5% increase for white workers. The unions want 15%.

A CMU source said yesterday the unions had learnt Mr Botha had agreed to set up a conciliation board and the unions would now have to decide on its first meeting — hopefully by next week “at the latest”.

In terms of labour law, a conciliation board must bring both parties to a dispute back to the negotiating table.

If negotiations collapse at the conciliation board, unions may hold a legal strike ballot after 30 days.

Union sources said yesterday the Chamber had said at a recent meeting it was willing to negotiate on white workers' pay demands.

“But they went on to tell us that they would only do this if we agreed to drop our demands substantially below 9.5%. We could never take that back to our members,” the source said.

Chamber of Mines comment was not available yesterday.

The dispute over wages does not affect pay for black workers. The black wage increase is determined separately.

Bid to end mine wage dispute ⁽²¹¹⁾

CAPE TIMES 19/5/82

JOHANNESBURG. — The Minister of Manpower, Mr Fanie Botha, has appointed an official conciliation board in an attempt to settle the pay dispute between white mine unions and the Chamber of Mines.

This means that the two parties will have to return to the negotiating table while the conciliation board is in operation. If the board fails to end the dispute, unions may call a legal strike ballot.

Unions on the mines, represented by the Council of Mining Unions (CMU), declared a dispute with the Chamber after rejecting its offer of a five percent increase for white workers. The unions want a 15 percent rise.

CAPL Times 19/5/82 (211)

'Egoli' — a dice with migrant labour

Own Correspondent

JOHANNESBURG — Ever wondered what it is like to be a migrant mineworker?

Now you can step into his shoes with an amazing board game devised by a 22-year-old fine-arts graduate of the University of the Witwatersrand

Ms Joanne Schmuian drew up the game — called Egoli — to be played with dice, special cards and a board that takes six players through the ups and downs of a migrant worker's stint in the Golden City

But Egoli will not be marketed to the public — it was made

only for a Student Representative Council art exhibition in which it won first prize

"It is a lighthearted game," says Ms Schmuian, "but anyone playing it will soon realize how difficult and depressing the life of a migrant worker can be"

Egoli players begin by drawing character cards which cast them as one of three roles. A young man from the Highveld seeking adventure rather than money, an urbanized man who has a large family to support and seeks money rather than adventure, and a Zulu tribesman who has come to the mines

to raise lobola and prove his manhood

With the help of the dice, they begin moving around the board in search of specified numbers of money points on the one hand and "happiness points" on the other

The board, fraught with the thrills and dangers of city and compound life, takes players through their arrival in the Golden City, shebeens, medical examinations, hostels, underground shifts and, if they are lucky, to a clerk where they receive their wages and sign a new contract

Some of the perils along the way include being caught sleeping in the streets by police (lose six happiness points), finding lice and fleas in the hostel (lose one happiness point), dying in a mine accident (out of game) and trapped underground (lose nine happiness points)

Some of the happier moments include entering a shebeen (lose 10 money points but gain seven happiness points), making a hostel friend (gain nine happiness points) and being praised by the boss

Ms Schmuian devised the game with the help of fellow-student Allan Pelkowitz

Star May 1982 211

Miners accuse chamber of breaking word

and Welders

By Drew Forrest

The 15 000-strong Mine Surface Officials' Association has accused mining employers of violating an agreement governing the movement of blacks into officials' jobs on the mines

The agreement between the largely white MSOA and the Chamber of Mines provides for consultation before black workers take over jobs held by white surface officials

Miners' pay talks go on

The conciliation board appointed to settle the dispute over white miners' wages will continue its deliberations at a later date, according to a joint statement of the Council of Mining Unions and the Chamber of Mines

It is understood the chamber improved its earlier offer of a 5 percent increase for the 25 000 workers affected, but this could not be confirmed. The unions originally demanded 15 percent

The metal industrial council meeting on the Fleksei dispute will continue next Wednesday.

In its 1982 wage proposals to the chamber, the union says "thousands" of blacks have been appointed to such jobs without reference to it or its members

The MSOA asked the Chamber whether the agreement was still binding and, if not, when it had been withdrawn

The union said its members' real income had fallen by almost half since 1975 and proposed a 1982 increment of at least 16 percent. The other two mine officials' associations have demanded 15 percent

The MSOA said grievances were causing unrest, dissatisfaction and suspicion

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Transvaal, Radio,
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Glass & Allied Workers Union

Building, Construction and Allied Workers Union

Non-Metallic Mineral Products

- Weskapse Plotstof & Chemiese Operateursvakbond
- Umbogintwini Industrial Workers Union
- Steel, Engineering and Allied Workers Union
- South African Allied Workers Union (SAAWU)
- S.A. Chemical Workers Union
- National Union of Motor Assembly & Rubber Workers of South Africa
- National Union of Engineering, Industrial & Allied Workers
- Metal and Allied Workers Union
- General Workers Union
- Industrial Salariat Staff Association
- Federated Mining, Explosives and Chemical Employees Union
- Engineering Industrial Workers Union of S.A.
- Engineering and Allied Workers Union
- Durban Rubber Industrial Union
- Chemical Workers Union
- Chemical Workers Industrial Union
- Chemical and Allied Workers Union
- Cape Explosives Industrial Workers Union
- Black Allied Workers Union

Chemical & Chemical Products, Coal, Rubber & Plastic Products

costs dearly

Consumer Reporter

people pay more to live in any other centre in the latest Household Subsistence published by the Institute for the University of Port of six needs R256,53 a family of five R258,19 to live includes food, accommodation from work, clothing fuel, cleansing materials It does not include entertainment

HSL has increased nearly and coloured people in the expensive area in the Vaal Triangle, 46,02 Durban is the second for coloured people with an area for black people is King the HSL is R216,10. Queen- area for coloured people with that in three years' time a black household will be

Union hopes rise for end to mines dispute

The conciliation board appointed by the Minister of Manpower to resolve the wage dispute in the mining industry is to meet next Thursday

Trade unions representing about 25 000 white miners will meet Chamber of Mines representatives in a bid

to settle the dispute recently declared by the unions

Union sources said that at a meeting last week the chamber indicated that its earlier offer of a 5 percent pay increase was not final

But there was little sign that employers

were willing to approach the union demand for a 15 percent rise, they added.

A union member said this week's settlement of the wage dispute in the metal industries had raised hopes for agreement on the mines.

Police threaten soccer ban

The Star Bureau

LONDON — Police may soon have to ban some soccer matches as a threat to public order, Police Federation Chairman Mr James Jardine has warned

Mr Jardine said: "The game is not above the law If it can't put its house in order, then the law will have to do it."

Speaking at the federation's conference at Scarborough, Mr Jardine commented on Tuesday's football riot when Leeds fans tried to wreck the West Bromwich ground

"The football club itself will wring its hands and say it is nothing to do with them, they were not true supporters But

the sad truth is that almost every important football match these days represents a threat of crowd violence and probable riots," said Mr Jardine

He suggested clubs with violent fans should be put out of business by making it too expensive for them to afford a police presence at riot-threatened games

Aborigines want blacks at Games

Own Correspondent

CANBERRA — Aborigines have appealed to black Commonwealth nations to come to the Brisbane Commonwealth Games so that they can see the plight of Australian blacks for themselves

The executive committee of the National Aboriginal Congress (NAC) made the plea this week when it denied it was seeking a boycott of the Games

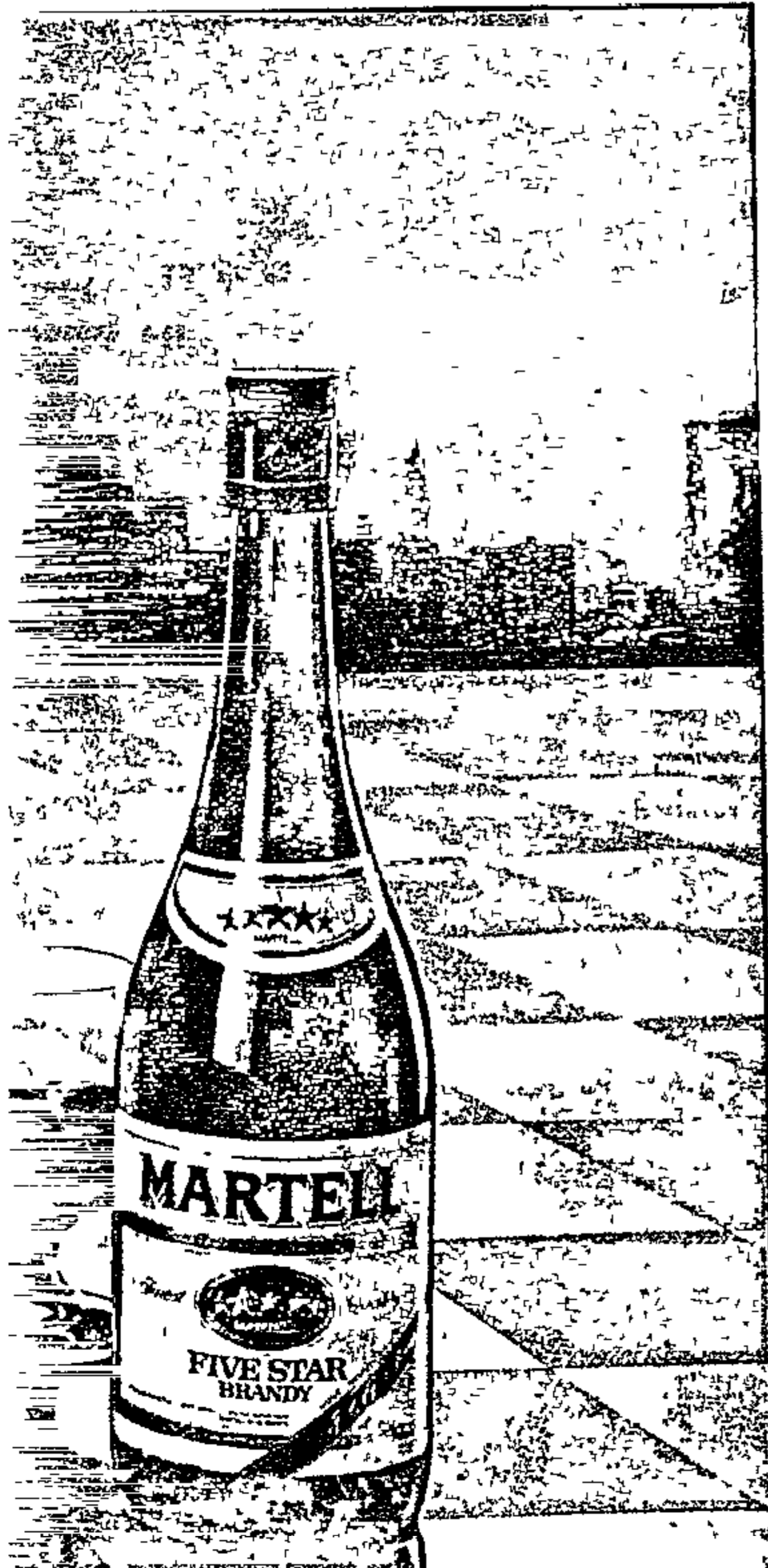
The congress is effectively Australia's Aboriginal Parliament and the chief source of advice on Aboriginal issues to Prime Minister Mr Malcolm Fraser's national government.

NAC chairman Mr

Roy Nichols said "We want the Africans to come so that we can show them first-hand the appalling discrimination practised against Aborigines and Torres Strait Islanders by the Queensland Government with cowardly sanction by the federal government."

He said the congress regarded the Games simply as a valid opportunity to let the world know the real facts about racism and discrimination in Australia — particularly in Queensland

Aborigines had been trying for years to get the national government to act positively to end injustice, he said



Teach Fund donations

The latest list of donations to The Star's TEACH Fund is

Previously acknowledged	R2 063 766.71
Insertors (The Star)	34.09
R N Theunissen	120.00
The late Frank Marshall	10.00
Estate late Samuel Colman Kaplan	250.00
Gold Rush No 23	310.00
Gold Rush No 45	244.00
Miss J Chodos	40.00
B'nai Brith Shalom Lodge and Chapter	25.00

FM 21/5/82
OCCUPATIONAL DISEASE
Problem in mining

Major changes in the health care system on the mines will come about if some of the recommendations made by the Nieuwenhuizen commission of inquiry into compensation for occupational diseases are adopted. The commission, headed by RAU economics professor Petrus Nieuwenhuizen, reported to Parliament earlier this year and government is now awaiting comment from interested parties

One of the key institutions the commission examined was the Medical Bureau for Occupational Diseases. This is responsible for issuing "red ticket" certificates of fitness for conducting compensation examinations for diseases related to mining and for the general health care of miners in SA (including the homelands)

The bureau, however, only caters directly for the mining industry's 50 000 white, coloured and Indian miners. Effective responsibility for the health of the 650 000

black miners lies with mine owners

This would be in line with steps taken in the UK, where a body called Employment Medical Advisory Services supervises medical services throughout industry

The Nieuwenhuizen report criticised the bureau's supervision of black miners' health needs and stated that "workmen in the more remote rural areas do not always receive the necessary attention"

It recommended that the bureau should continue to have overall responsibility for fitness and benefit examinations, but that provision of facilities and arrangements for examinations — for all miners — should become the responsibility of mine owners

The bureau is affected by a critical staff shortage and only one of its three positions for medical inspectors — who have to be qualified radiographers — is filled. While agreeing with the report's recommendations for the enlargement of the inspectorate, Arrie Paulus, general secretary of the Mine Workers' Union, who sat on the commission, is vehemently opposed to the fitness and compensation examinations being moved from the bureau

In his minority report in the Nieuwenhuizen document, he says "the present function of the bureau should remain as it is," but that working conditions for doctors should be revised to attract more people

Paulus says that if the employers become responsible for examinations of white miners, "the present distrust prevailing among the workers would be aggravated"

Hopes rise in mines dispute

1974 affiliated with other unions for

Labour Correspondent
 HOPES of a settlement of the wage dispute between the Chamber of Mines and unions representing white miners rose yesterday after a conciliation board meeting between the two parties.
 A Chamber statement afterwards said the two sides had agreed to continue talks at "a later date".
 No date has been set for a second meeting but a union source said he expected it "very soon".
 He added "I think it is likely we will soon be able to agree on a new wage increase".
 Unions represented by the Council of Mining Unions declared a dispute after rejecting a 5% pay offer. The unions want 15%.

Meanwhile, the three mine officials associations tabled their own wage demands at a meeting this week. The Chamber will respond at a meeting planned for June 11.
 Mr Robert Botha, general secretary of the Tucs-affiliated Mine Surface Officials Association, said yesterday his union had demanded a 16.9% pay increase. The other two want a 15% rise.
 In a memorandum tabled at the talks, the MSOA said an increase of about 9% "will at least accommodate the rate of inflation expected in 1982". Anything less would "involve members of the association in a most difficult position in the year to come".
 It said inflation had eroded real earnings of union members "to the point where employers will have to revise earnings more fundamentally".

Registration:
 Founded: 1939
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 Address: 201/4

Telephone: (021) 433658

Report
 Fosatu Annual
 1980/81

Year	Membership		
	African	Asian and	White
1980			460
1979			445
1978			..
1977		347	377
1976		201	222
1975		305	331
1974		294	322
1973		320	418
1972			
1971			
1970			
			Total

Bid to settle mines dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines and unions representing white miners meet at an official conciliation board today in a new attempt to settle the dispute over white wages in the industry

The unions, represented by the Council of Mining Unions, have declared a dispute with the Chamber. The conciliation board has been appointed by the Minister of Manpower in terms of the official disputes-settling machinery in labour law

If the conciliation board fails to settle the dispute within 30 days, unions may call a legal strike ballot.

The two sides deadlocked after the Chamber offered white union men a 5% increase — the CMU is demanding 15%

Unionists say the Chamber said it was not prepared to negotiate further unless unionists dropped their demands to substantially below 9.5%, and that the appointment of a conciliation board was therefore "the only way to get

the Chamber back to the negotiating table". At a recent meeting, the Chamber indicated to unionists that 5% was not its final offer thus raising hopes of a settlement

"At the same meeting they repeated that they wanted us to drop below 9.5%. That means they are clearly still thinking about an increase of 6%-8% — which is totally unacceptable," a CMU unionist said

Informed sources say it is unlikely that the dispute will end in a strike by white workers. They point to the fact that previous wage disputes in the industry — in the Seventies — were settled despite tough bargaining stances on both sides

It is not clear at this stage what effect the deadlock will have on the mines' annual increase for black workers

There is no negotiation on the gold and coal mines over black wages — the increase is determined by the Chamber. But the increase, which is normally announced in mid-year, is usually determined with the white increase in mind and is not usually announced until negotiations with the unions have ended

- S.A. Canvas & Ropeworkers Union (Cape)
- S.A. Canvas & Ropeworkers Union
- South African Allied Workers Union (SAAWU)
- National Union of Textile Workers
- National Union of Leather Workers
- National Union of Clothing Workers
- General Workers Union of South Africa
- General Workers Union
- Garment Workers Union (Western Province)
- Garment Workers Union of South Africa
- Garment Workers Industrial Union (Natal)
- Black Allied Workers Union
- African Trunk & Box Workers Union
- African Leather Workers Union (Transvaal)
- African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

- Rustenburg Tabakwerkersvereniging
- National Union of Cigarette & Tobacco Workers
- African Tobacco Workers Union

Tobacco

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union

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Textile W
Textile W
Tanning,
Tailoring

112
27/5/82
137
138

NEWS

Board meets on mining dispute

By Drew Ferris

A Government-appointed conciliation board meets today in a bid to break the six-week deadlock over pay in the mining industry.

The board is a crucial step on the road to lawful strike action. If it cannot settle the dispute, mining unions may stage a strike ballot after 30 days.

The Council of Mining Unions (CMU) representing 25 000 white miners including members of the Mine Workers' Union, will seek to drive up the Chamber of Mines' earlier offer of a 5 percent pay increase. The CMU has demanded a 15 percent rise.

DISPUTE

And in the metal industries, the industrial council meets today on the dispute between 13 members of the Metal and Allied Workers' Union (Mawu) and their former employer, the Flekser metal company in Wadeville.

If the council cannot resolve the dispute, it will automatically be referred to the Industrial Court as an unfair labour practice.

The applicants claim as unfair the initial dismissal of three workers and the subsequent dismissal and re-employment of the entire 240-strong workforce after a strike.

According to Flekser management, the three were fired after disciplinary action following a refusal to work.

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Master's fees

Concurrent claim 31

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15 August X8 -

(R25 per month)

Rates:

Proceeds

Contribution by
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Proceeds

Liquidation a/c
Motor car a/c
Property a/c
Shares a/c



**UNIVERSITY OF
EXAMINATION**

All answer books must be numbered

Number of books handed to	7
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ASBESTOS AND HEALTH

British charges

FM 28/5/82
A British scientific journal has accused top SA scientists of suppressing research suggesting that there is a definite link between exposure to asbestos, and cancer. For their part, the scientists claim the research was of low calibre.

The article, in *New Scientist (NS)* points fingers at leading medical men such

CANDIDATE MUST enter in 1) the number of each question d (in the order in which it has swered), leave columns (2) and

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as Professor Andries Brink, Dean of the Faculty of Medicine at Stellenbosch and President of the SA Medical Research Council (MRC) and Professor Ian Webster, director of the National Centre for Occupational Health (NCOH) They deny the charges emphatically

The NS claims that NCOH researcher Dr Leslie Irwig was prevented from reading a paper called "Mortality from Asbestos Related Diseases in SA" at a conference organised by the New York Academy of Sciences in 1978. Irwig's conclusion was that people living in asbestos producing areas (not necessarily working in the asbestos industry) died of cancer more often than normally.

Asbestos is internationally acknowledged as hazardous to health and is a known carcinogen. Some such as Dr Johnny Myers, author of *Asbestos and Asbestos Related Diseases in SA* maintain there is no safe level for asbestos exposure and that more than 40 000 SA workers are currently at risk.

According to the NS, Irwig and his co-author Dr Hannes Botha were "flatly ordered not to read the paper by the MRC," in accordance with an instruction from Brink. "Publication of the paper would have meant that an SA government department was disclosing evidence of a link between blue asbestos and cancer, a link which SA asbestos companies had been vehemently



Webster . . . scientific research 'never suppressed'

denying for many years

"The attempt to suppress the paper came at the direct request of the asbestos mining

companies who did not like what it had said. Today, three-and-a-half years later, the research has still not seen the light of day," the NS claims.

Webster rebuts this "We have never repressed scientific research. The work to be presented was not of the scientific calibre or standard that is required of work published by the NCOH."

And, according to Brink, the decision by the MRC was conveyed to Irwig, not by him, but by Professor J de V Lochner, vice-president of the MRC. The instruction stated "It was felt that the paper was open to criticism on scientific grounds to such an extent that it would be unwise to publish the paper or present the data at an international congress at this specific point in time and without clarifying the various scientific aspects."

However, the NS claims that the intervention was on political rather than scientific grounds, and furthermore that this sort of intervention "helps to establish an atmosphere within the SA MRC in which scientists asking original and awkward questions, far from being supported and encouraged, were seen to be pressurised and restricted."

The report claims that "an alarmingly high number of cases with mesothelioma of the pleura has been discovered among people who have lived in the north-western Cape area and that there is evidence to sug-

NOTE CAREFULLY

- 1 Enter at the top of each page and in column of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- 4 Do not write in the left hand margin.

gest that this condition is associated with an exposure to asbestos dust which again need not be industrial'

Irwig is in Canada and unavailable for comment unless candidates are so instructed

- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Pink Eye hits 400 miners

A NUMBER of patients in a sanatorium in the West Rand have fallen victim to the Pink Eye epidemic.

The disease has also spread to a gold mine in the West Rand, where a total of 400 mineworkers were treated at the Libanon Mine near Westonaria during the past week.

At the Rand West Mental Hospital a large number of patients are being treated each day since the outbreak of Pink Eye about two weeks ago. Authorities confirmed that the disease had struck at the hospital but refused to reveal the number of patients who are affected.

He said the disease was now under control and a doctor is currently busy treating the patients.

By LEN KALANE

Reports reaching The SOWETAN show that about 12 patients are being removed from their wards each day to get treatment. The largest number was when 36 patients were treated in one day during last week.

The total number of patients who have had Pink Eye at the hospital is unknown and further enquiries were referred to the State Health Department in Pretoria. It is also believed that Pink Eye has struck at the Sterkfontein Sanatorium near Krugersdorp.

But the superintendent at Sterkfontein, Dr G Withinshaw, said he had no comment to make concerning these allegations. He referred The SOWETAN to the St John Eye Hospital.

At the Libanon Gold Mine, the compound manager said Pink Eye problems started at the beginning of May and mineworkers had to be removed from their crowded hostels to be treated at a rate of about 50 each day. The total number of miners who have contracted the disease shot up to 400 last week. The mine has a total of 7 300 workers, he said.

He said production was not affected during the week when the disease was at its worst.

Other
Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union
ELECTRICITY, GAS AND WATER
Cape Town Gas Workers Union
Escom (Cape Western Undertaking) Salaried Staff Association
Escom Salaried Staff Association
Escom Workers Association
General Workers Union
Johannesburg Municipal Water Work Mechanics Union
CONSTRUCTION
Amalgamated Society of Woodworkers
Amalgamated Engineering Union of South Africa
Amalgamated Union of Building Trade Workers
Black Allied Workers Union
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211 (11/11)

**BMWU
gets
recruiting
go-ahead**

THE Black Mine Workers' Union (BMWU) has made "great strides" since it was granted access by the Chamber of Mines of South Africa to recruit black members in the mining industry.

The union's general secretary, Mr Chillian Motha, told The SOWETAN yesterday reaction had been "in great favour" of the union at different mines and "this has heralded a new era in the position of mine workers."

REGISTER

Access was granted after talks between the mining officials and union secretary Mr Motha last month.

The union has been able to meet the chamber's strict criteria, including registration. The union is not registered, but has given assurance that it would seek registration.

Mr Motha said the "long-standing differences" between the chamber and the union were still being discussed and mining sources felt the access was "an important step forward in the mining labour relationships."

RECORD

The granting of access to recruit black miners in the mining industry is a break-through because in the past only registered trade unions with largely white membership had access and recognition.

A statement from the South African Coal Estates Limited's Landau III Colliery in Witbank said the union had been granted access to talk to small groups of people in the hostel and had to be introduced to the officials.

RULES

"There should be no disruption to the normal process of the hostel, i.e. no formal meetings to be held, any literature or notices must be cleared with the manager prior to distribution."

"These conditions should not be considered as final and can be amended should management deem it necessary," the statement reads.

(11) ~~211~~ ADAM 7/6/82

Diamond town faces death as mine closes

ON Saturday morning, almost half the breadwinners in the small Free State town of Kofffontein were looking for work.

A decision by De Beers to close the town's large diamond mine had suddenly put 200 workers out of their jobs. And Kofffontein — which has boomed in the last decade from mine revenue — lost the source of most of its business and trade.

On Saturday thousands of the town and district's 8 500 residents were already packing to leave and all the businessmen were re-assessing their prospects. Some shops will close, most will cut back drastically and all will re-trench some of their staff.

The mine produced the larger, more expensive diamonds that are no longer in demand, according to De Beers officials. The closure is part of the company's rearrangements to adapt to the depressed diamond industry, but if the market changes, digging will be resumed.

Kofffontein mine was reopened in 1970 after lying dormant for 38 years. At the edge of the town, a few vandalised houses from that period still stand — a chilling reminder of how much the town depends on the fluctuations of the international diamond market.

The mine was commissioned until the year 2005, and only five years ago De Beers scrapped the old open pit mine and built an ultra-



Kofffontein's ultra-modern concrete shaft stands as a reminder of more prosperous days.

modern new concrete shaft. So the announcement on Tuesday that digging had stopped was unexpected.

For the white miners, the decision means uprooting their families and moving on. Many of them hold skills that are in demand and will find new jobs fairly easily elsewhere, but their biggest problem is taking their children out of school.

"I will miss this town and my friends. We are all losing a lot," said Mr Charles Clark, a mine electrician.

"It is a terrible shock. I don't know how I am going to take my children out of

school at this stage," he said. The headmaster, Mr Rolf van Schalkwyk, will lose 121 of his 268 pupils. The English-medium section of the school will close.

De Beers have transferred some workers to other mines. Others received two months' retrenchment pay.

For most of the black miners, the prospects are bleaker. Scores of migrants were already being bussed back to their homes on Fri-

day to face unemployment and uncertainty.

the mines around here are full already. I'll have to find work in Johannesburg to stop us starving," he said.

On Friday, the town clerk, Mr B D le Roux, was checking the municipality's debts. More than half the town's revenue came from the mines and without this the municipality will struggle to repay these debts, he said.

Shop owners — most of whom opened up during the prosperous years of the mine — were rapidly calculating whether there would be enough business for them.

"I bought this shop three months ago, so I have no

choice but to stay here," said the town's chemist, Mr Mike Wessels.

The mayor for the last seven years, Mr Chris Cronje, dismisses suggestions that Kofffontein will become a ghost town.

"It is a terrible shock, but life must go on. This town has been here since 1892 and it will carry on," he said.

Is there any bitterness? "Not at all. De Beers has done so much for all of us. We only wish they could find a solution to this problem."

Mr Daniel du Toit, 55-year-old manager of a furniture store, has lived in the town all his life and remembers clearly the internment camp in which former Prime Minister Mr B J Vorster was held during the war.

An abutment block, now part of the caravan park, is the only remnant of that camp.

"Of the 30 businesses, maybe 16 or 18 will close," he said. "We'll all lose money and customers, but it will become just like the old days when Koffie was a farming town."

This is the best prospect facing Kofffontein — that it will follow in the footsteps of Jagersfontein, a town only an hour's drive away, where a mine closed 15 years ago.

Today, it is small and stagnant, with only a few shops to serve the nearby farmers. The old mining houses have been filled with old age pensioners by the Department of Health and Welfare.



MR CHRIS CRONJE "Life will carry on"



MR PATRICK KGWATLE "We will starve."

1 300 white miners in call for strike

211 Stan
8/6/82

By Drew Forrest
Angry cries of "strike" punctuated a meeting of white miners called to consider the Chamber of Mines' latest pay offer, according to mining unions.

Union sources say that at a report-back meeting in Witbank at the weekend, about 1 300 Eastern Transvaal colliery workers rejected the chamber's offer of an eight percent rise

"The anger came directly from members,

without any incitement by union organisers," said one unionist

The eight percent proposal follows offers of three and five percent. It was made at a recent conciliation board meeting called to resolve the protracted dispute over white wages between the chamber and the Council of Mining Unions (CMU).

The CMU unions, which have demanded 15 percent, have called

report-back meetings on the proposal. Carletonville miners meet tonight.

The unionists warned that the next sitting of the conciliation board — provisionally set for June 24 — would probably be the last.

If agreement is not reached, the unions may hold legal strike ballots after 30 days

It is chamber policy not to comment while negotiations are in progress.

211 (45) WOH 8/6/82

Hope for end to mine dispute

Labour Correspondent

UNIONS representing white mine workers and the Chamber of Mines are due to meet again on June 25 in a fresh attempt to resolve their wage dispute — and there are signs that the dispute could be settled at the meeting.

The unions, represented by the Council of Mining Unions, declared a dispute with the chamber after rejecting its offer of a 5% wage increase. The unions are demanding a 15% wage rise.

The Minister of Manpower, Mr Fanie Botha, agreed to a CMU request to set up an official conciliation board to try to settle the dispute.

In terms of labour law the unions may call a strike ballot if the conciliation board cannot settle the dispute within 30 days.

The board met once last month and after the meeting, union sources said a settlement looked possible.

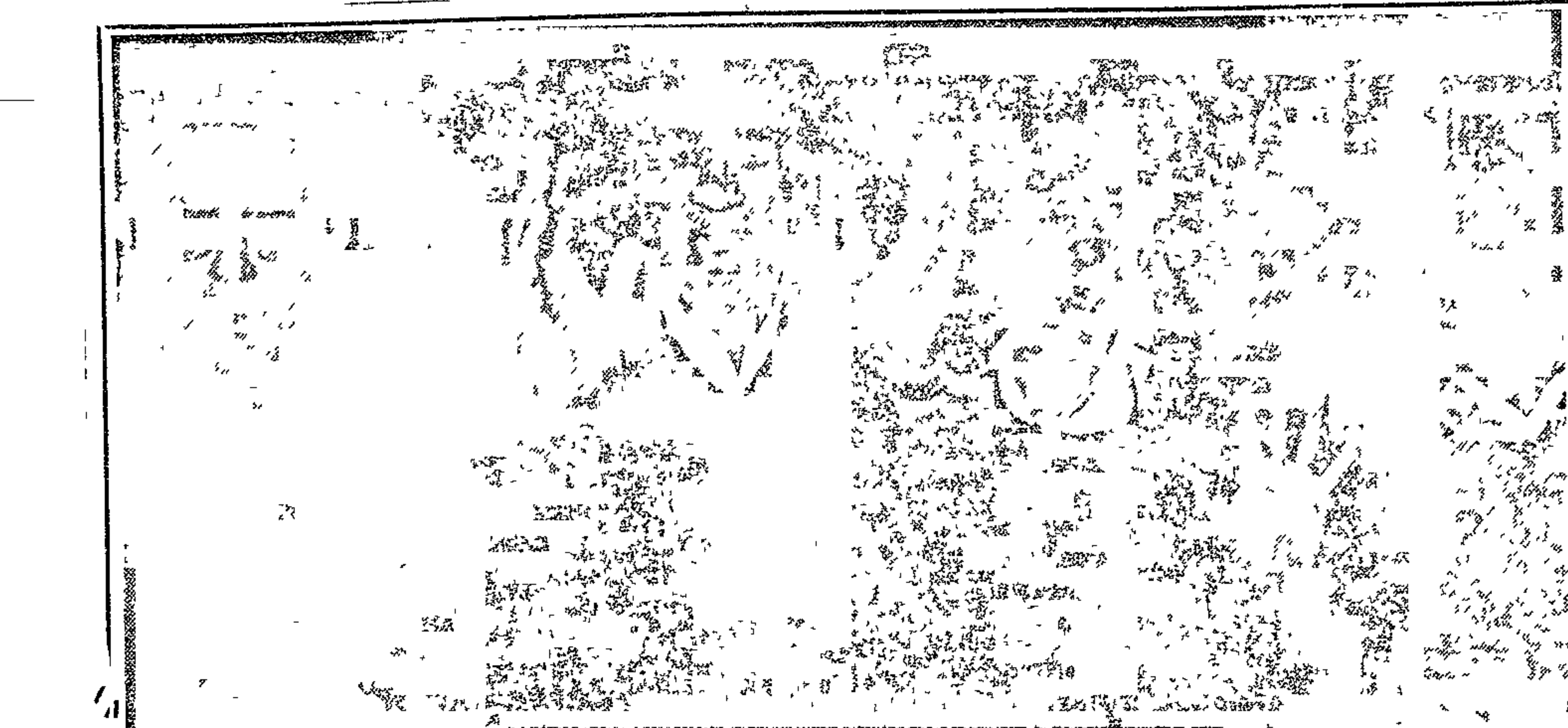
Yesterday, a CMU source said the chamber had made a

new offer at the meeting and unions were taking this back to their members. Another meeting was scheduled for June 25.

He declined to give details of the chamber's latest offer.

Observers believe that the unions could agree to accept the offer — or one close to it.

They note that several mine wage disputes have been called in the last few years and none have ended in strike ballots.



"No!" say Carletonville miners to the pay increase offered by the Chamber of Mines

More white miners reject pay offer

(211)
Star
7/6/82

Carletonville's white miners last night followed the lead of their Eastern Transvaal colleagues when they rejected the Chamber of Mines' latest pay offer.

Packed shoulder to shoulder in the Carletonville Civic Centre, about 1500 miners heard the controversial secretary of the Mine Workers' Union, Mr Arrie Paulus, say "There are two choices — we fight or we accept"

"Fight!" was the thunderous reply.

The rowdy meeting was the second in a series called by the Council of Mining Unions to consider the Chamber's offer of an eight percent pay increase.

The offer was

made at a conciliation board hearing convened to settle the long-running wage dispute between mining unions and the Chamber.

A failure to reach agreement at the next session of the board — provisionally set for June 24 — could open the way for a legal strike on the mines.

Speaking for the CMU, Mr Paulus said there was an imperative need for white worker solidarity on the pay issue

To roars of approval, he urged mine officials to "stand together with the union men in 1982" Officials should not do other men's work, as they did in the 1979 minework-

ers' strike, he said.

"If we get nothing, they'll get nothing, as sure as there's a sun in heaven," Mr Paulus said.

Echoing his sentiments, the general secretary of the Amalgamated Engineering Union, Mr Tommy Neethling, said "If the officials don't support us, God help them"

Amid frequent calls for a strike, one worker warned that industrial action could lead to the loss of benefits, as in the 1979 strike, or eviction from company housing.

"A person must be ready to get hurt if he wants to fight," Mr Paulus said.

Mineworkers' Union general secretary Mr Arrie Paulus addressing white miners in Carletonville last night.

⊗ Pictures by Clive Lloyd.

RDM (15/12)
 10/6/82
**Fears
 rise over
 strike
 threat** (211)

By STEVEN FRIEDMAN
 Labour Correspondent

FEARS of a legal strike by white mine workers over pay demands have heightened sharply and a strike is now a real possibility, union and management sources in the industry said yesterday

The fears have heightened after well-attended miners' meetings in Witbank and Carletonville rejected the latest Chamber of Mines pay offer of 8% and called for strike action

The calls have come from members of all white mine unions, not only the Mine Workers' Union, whose members struck in 1979

Last month, unions representing white mine workers — the Council of Mining Unions — declared a dispute with the Chamber of Mines after rejecting its 5% pay offer. At an official conciliation board called to settle the dispute, the Chamber raised its offer to 8% and another meeting is scheduled on June 24

If the dispute remains unresolved 30 days after the conciliation board was appointed, mine unions may call a legal strike ballot

Yesterday management and union sources, while agreeing that the dispute could still be settled — even after a strike ballot was called — expressed fears that "things may be different this time"

And a management source said employers feared that a strike by miners "could take on an ugly racial tinge — miners could decide that we are offering them a small increase in order to give blacks a big one" This, he added, was not correct

A senior CMU source said yesterday the two meetings had been "the best attended for years" and added "I have never seen such worker anger. They are determined to strike unless we get a 15% increase"

A management source said that some mining houses took the threat of a strike "very seriously"

"We know that there has been a lot of rhetoric followed by no action in previous years, but this time we fear they may mean business," he added

This possibility was, he said, "extremely worrying"

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(211) 105M 12/6/82

First mines pay agreement

Labour Correspondent

THE 14 000-member Underground Officials Association yesterday became the first body representing mine employees to reach a wage agreement with the Chamber of Mines in this year's round of pay talks

The UOA and the chamber agreed on a 9% increase on basic rates, rather than the actual salary paid. This means some underground officials may well receive less than 9%

But it is understood that at least one officials' union, the Mine Surface Officials Association, is unlikely to accept this offer. The stance of the

third officials' group, the SA Technical Officials' Association, is not clear

Although not all officials' associations have accepted the offer, the UOA's decision could weaken the bargaining position of mine unions, represented by the Council of Mining Unions, who are demanding a 15% rise and threatening legal strike action if the chamber sticks to its present offer of 8%

Officials and CMU unions negotiate separately with the chamber.

Questioned on the MSOA's possible rejection of the pay offer yesterday, a chamber spokesman said the re-

sponses of the technical and surface officials unions had not yet been received

And at the MSOA office, the Mail was told that general secretary Mr Robert Botha was "unavailable and not prepared to comment at this stage"

A joint statement by the chamber and the UOA said yesterday that "all rates in the chamber schedule of minimum salaries for officials on gold and coal mines will be increased by 9%".

Industry sources stress that this means that underground officials have received only a guaranteed 9% rise on minimum rates, not on their actual pay

Union challenged to prove pay support

By Drew Forrest

The Underground Officials' Association (UOA) has been challenged to hold a meeting "anywhere" to see if its members accept its recent wage settlement with the Chamber of Mines

The challenge — issued by the Council of Mining Unions (CMU) chairman Mr Arrie Paulus, follows allegations of deep discontentment with the wage agreement among UOA members in the Eastern and Western Transvaal and the Free State

The UOA last week accepted a chamber offer of a 9 percent increase in minimum pay. By so doing it broke ranks with the CMU, which is in dispute with the chamber,

and other officials' associations

The general secretary of the UOA, Mr Doc Coertze, has also said he would not support the CMU unions if their dispute led to a lawful strike on the mines

Rival unions allege that the UOA executive narrowly voted to accept the offer without consulting its members

Mr Coertze could not be contacted yesterday. But he has told The Star that only a minority of older workers on the highest scheduled rates were dissatisfied

The crucial conciliation board meeting between the CMU and the chamber — deadlock in the meeting could lead to a legal strike on the mines — will be held on June 22, it was learnt yesterday.

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Showdown today over miners' pay

By STEVEN FRIEDMAN
Labour Correspondent

THE long-simmering dispute over white miners' wages — between the Council of Mining Unions and the Chamber of Mines — comes to a head today when the two parties meet at an official conciliation board.

By late yesterday, there was little prospect of a settlement and the possibility was growing that the CMU will call a legal strike ballot

A series of miners' meetings have now all rejected the Chamber's offer of an 8% increase and called for a strike if miners are not granted the 15% rise granted to civil servants

While the Chamber does not comment on negotiations, industry sources say there is no prospect of employers agreeing to 15%.

A management source said the only prospect of avoiding a strike ballot lay in "the hope that some formula between our 8% and their 15% can be found which can be sold to both sides" But most sources are pessimistic

According to industry sources, at least one mining house believes the 8% offer is already too high

Fears of a confrontation between white miners and the Chamber began when the CMU declared a dispute with the Chamber, rejecting an offer of 5% The Chamber had initially offered 3% and the unions had demanded 16%

In terms of the disputes procedures in labour law, the Minister of Mines, Mr Fanie Botha, agreed to a union request for an official conciliation board to attempt to settle the dispute

At the board's last meeting, the Chamber increased its offer to 8%, and the unions agreed to take this back to white miners prior to today's conciliation board meeting

Since then, miners' meetings throughout the country have rejected the offer outright and called for strike action if their demands are not met

Unionists say attendance at meetings has been "the biggest in years" and claim that even underground officials — whose support would be essential to them in the event of a strike — have attended and attacked their union, the Underground Officials Association, for signing a wage agreement with employers

If a conciliation board fails to settle a dispute within 30 days, unions are entitled to call a legal strike ballot and unionists say such a ballot will be held if today's meeting ends in deadlock

This would set the stage for a legal strike

BBB
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22/6/82

By Jerry McCabe,
West Rand Bureau

Miners are worried about two factors they feel threaten their careers. It is a toss-up which of the two — possible loss of jobs or a possible strike — is of more concern.

Several Carletonville miners yesterday said the decline in the gold price had obvious implications for their future in the mine.

Yet the possibility of white miners being called upon to strike in support of a pay demand seems to be of more concern.

"We are three-way losers," said Mr Johnny Mizen, an electrician on the Western Deep Mine.

"Either they retrench us because of the drop in the gold price or they fire us for striking. And if we don't strike, the miners that do strike will make our lives hell."

Another miner, who did not want his name mentioned, said the main talking point on the mines was whether there would be a strike.

Miners face painful choice: strike or jobs

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23/6/82

"Most of my friends don't want to strike. They have a job and are earning money to support their families," he said.

There is pessimism among miners following news of drastic cuts at the West Rand Consolidated Mine at Krugersdorp.

In Carletonville, rumours of impending retrenchments on several mines could not be confirmed.

Some men from the Elandsrand mine have apparently been transferred to mines in the Orange Free State and there is also talk of miners from the Deel-Kraal mine being transferred or retrenched.

Mr Siegfried Tass, the owner of a beer hall and restaurant patronised by miners, said

wholesale retrenchments would drastically affect the town.

"Already I can feel the effect of all this uncertainty. In the past my pub used to be packed with miners at lunchtime. Now only a few come in," he said.

Mr Tass said the falling gold price had affected all local businesses. "We used to get plenty of travellers who did business with mines but now they no longer come to Carletonville. The mines no longer buy anything from them," he said.

Miners are jitter about the fact that mines have recently employed British and Polish immigrants on three-year contracts.

"When they have to dismiss staff they cannot retrench these

people. The older miners with many years of service are told to go," said one miner.

No matter how one tries to see the conversation on the threat to miners' jobs, talk inevitably comes back to striking.

Not one miner spoken to was eager to strike but all felt the consequences of not striking were even worse.

Mr Tass said one of his miner friends had told him he intended buying a gun to protect himself from strikers.

"He said he refused to strike. No one would prevent him from working — even if he had to use force," Mr Tass said.

Another miner said the day his union told him to strike he would resign. "I don't want to strike but I will, and as soon as I have worked my notice I will look for a job elsewhere," he said.

"I have a wife and three young children to consider and striking plays no part in my life."

Unions may call for vote after deadlock

211 Star 23/6/82

By Drew Forrest

Unions representing about 22 000 white miners appear ready to stage legal strike ballots after a deadlock in yesterday's conciliation board talks with mining employers.

At the conciliation board hearing — a crucial step towards legal strike action — the eight unions on the Council of Mining Unions (CMU) rejected the Chamber of Mines' offer of a nine percent increase in white wages.

The parties agreed to

report the deadlock to the Minister of Manpower, Mr Fanie Botha, who must now decide whether to dissolve the board.

Last night the CMU chairman, Mr Arrie Paulus, said the unions would meet this afternoon to decide how and when strike ballots would be held. He hinted they would take place soon.

He said the chamber had turned down a union proposal of arbitration, made because a strike would hurt

everyone — union members, the mining industry and the Government.

"The chamber says it can't give us more because it is concerned with the state of the economy and the mining industry. This is obviously a story," Mr Paulus said.

The chamber said last night its nine percent proposal had been coupled with an offer of productivity negotiations which could lead to further improvements in condi-

tions of employment later in the year.

It added: "The spokesman for the trade unions made it clear that they were not prepared to move significantly from their minimum demand of a 15 percent pay increase."

The chamber's opening offer was a three percent increase followed by five percent and then eight percent at the first sitting of the conciliation board appointed by the Government to settle the dispute.

Reacting to the chamber's statement Mr Paulus said the unions had been asked to decide whether 0.5 percent of the employer offer should be included as basic pay.

"This is not very attractive when you consider that at the last conciliation board meeting we were offered eight percent and a separate shift allowance figure," he said.

"We asked for anything we could reasonably take back to our members. If the chamber decides to improve its offer before it is too late, I have agreed to reconvene the CMU to consider it."

IS IDI

DER

ROME

By STEVEN FRIEDMAN
Labour Correspondent

UNIONS representing 22,000 white miners are set to call a legal strike ballot today after final talks between the Council of Mining Unions and the Chamber of Mines on wage demands broke down yesterday.

A meeting of an official conciliation board set up to settle the dispute ended in deadlock yesterday and the CMU is to meet this afternoon to plan further action.

Asked whether the unions would call a strike ballot, the CMU's secretary, Mr Tom Neethling, said "I believe we have no alternative."

He and the CMU's chairman, Mr Arrie Paulus, said the breakdown had come after unions had suggested to the Chamber that the dispute be settled by arbitration. The Chamber rejected this.

At yesterday's meeting the Chamber increased its offer of 8% to 9%, but this was

Winners may strike as talks collapse

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23/6/82

rejected by the unions, whose members are demanding a 15% rise.

"The unions tried their best to settle the dispute, but we could not move the Chamber," Mr Paulus said.

Last night the Chamber issued a statement saying the unions had "made it clear they were not prepared to take into account the state of the industry or the national economy and were not prepared to deviate significantly from their minimum demand of a 15% increase."

Mr Neethling said CMU unions would now consult their executives this morning

on what action to take. The CMU would meet this afternoon to take a final decision.

If a strike ballot is decided on, each of the eight CMU unions will have to poll their members separately in a secret ballot. If workers vote to strike, miners may strike legally.

Yesterday's conciliation board meeting was called after a series of union meetings around the country had rejected the Chamber's 8% offer.

Shortly after the meeting ended a smiling Mr Paulus emerged and spoke to newsmen.

A grim-faced Mr Johan Liebenberg, the Chamber's industrial relations chief, followed and said "We have no comment except to confirm that the conciliation board is deadlocked."

Earlier angry exchanges between Mr Paulus and Chamber men could be heard from the corridors.

Mr Neethling said the Chamber had offered union men 8.5% "which they would raise to 9% if we agreed to forego fringe benefit rises."

But in its statement, the Chamber said it had offered 9% "plus the offer of productivity negotiations which

could lead to further improvements in conditions of employment later in the year."

It said its negotiators stressed that 9% was its maximum offer "in the light of the perilous present state of the mining industry and the state of the national economy which, as a result of the drop in the gold price is facing the prospect of a growth rate even lower than 0 or 1%".

Mr Neethling said the unions had canvassed three-quarters of their membership at meetings, all of whom demanded the 15% granted to civil servants.

"We have offered to go to arbitration, we have warned of the dangers of a deadlock, but they refuse to budge," he said.

After yesterday's deadlock, the chairman of the conciliation board will now report on the deadlock to the Minister of Manpower. Mr Fanle Botha, who must decide whether to dissolve the conciliation board.

Israel agree to meet truce

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Military capture of the effectively Iranian volun

Teenager sought in baby snatch

By ANN PALMER

POLICE are searching for a dark-haired teenager they believe may have snatched sick three-month-old baby Stella Groenewald from a Kempton Park creche.

Stella's 24-year old mother, Mrs Gerda Groenewald, said she had been told by police they were searching for a girl about 17 years old who possibly lived in Hillbrow.

Police yesterday made a desperate appeal to the young woman to return the baby to her parents as soon as possible because she needs specialised medical treatment for an unusual stomach complaint.



Stella was snatched from the main bedroom of Mrs Elsie Oelofse's house in Swart Street, Kempton Park, at

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More miners say
Star 24/6/82
yes to 9 pc rise

Labour Reporter
A second mining officials' body, the Sa Technical Officials Association, has accepted the Chamber of Mines wage offer.

They join the 15,000-member Underground Officials Association in accepting the nine percent wage offer.

This move by a second officials' body tends to weaken the

support for the eight-member Council of Mining Unions which has a dispute with the chamber over wages.

Only the Mine Surface Officials Association has not accepted the chamber's offer, having described it "incomplete" and the association is considering taking their employers to the industrial court.

● See Pages 7 and 25.

The diplomat and the diggers ²¹¹ Rainy day ²¹¹ ~~211~~ ^{Star 24/6/82} deadlock ²¹¹ ~~211~~

By Tony Davis,
Labour Reporter

Deadlock in conciliation board talks this week between the mining unions and the Chamber of Mines

came as no surprise, because of the gulf between the unions' wage demands and the employers' counter offers.

The eight unions, representing 22 000 white miners through the Council of Mining Unions, had demanded a 15 percent wage increase

But the Chamber of Mines would go no better than nine percent, an increase of one percent over its previous offer

The conciliation board earlier this month failed to resolve the dispute, as had the

regular wage talks held in April

The talks were dominated by the strong personalities of individuals in the two negotiating teams

The Chamber of Mines is the vast umbrella body representing nearly all employers in the gold industries

The main visible authority in the wage negotiations for the chamber is its industrial relations adviser, Mr Johann Liebenberg

Mr Liebenberg is no stranger to wage talks, having been involved in labour matters since 1968, when he was involved with the industrial council for the motor industry

And he is also no stranger to diplomacy, having worked for the South African diplomatic service in West Germany during the 1960s

Mr Liebenberg's appreciation for union interests comes naturally, as his father was once president of the white-member Confederation of Labour and also president of the Artisan Staff Association

Facing the refined Mr Liebenberg and his associates around the negotiating table were the heads and representatives of the eight-member CMU

The chairman of the council, Mr Arrie Paulus, who is also secretary for the Mine Workers Union, has made no bones in the past about his or his members' attitude towards the Chamber

Mr Paulus, even in his occasional forays into political spheres, has always had the interests of his members at heart

Recent miner rallies have shown the extent of his support and backed his rejection of the chamber's wage counter offers.

Another potent force in the CMU is the SA Electrical Workers' Union secretary, Mr Ben Nicholson

The diminutive unionist was away in Europe for the second conciliation board talks but had previously made his views known to the chamber about the wide difference in the two wage figures.

Mr Nicholson had plenty of practice in negotiating skills from his many years of involvement on industrial councils.

To Mr Ike van der Walt, secretary of the SA Boilermakers

Society, the chamber's eight percent counter offer was totally unacceptable

He noted that when the gold price was over R700, the chamber granted the large wage increases, but warned that the money should be put away for times of decline in the industry

"Now the rainy days are here and where is the money?" asked Mr van der Walt

Mr Tommy Neethling is the secretary for the 32 000-member Amalgamated Engineering Union and another opponent of the chamber in the negotiations.

Mr Neethling said that at the start of negotiations in mid-April, the chamber had said the gold price would not be used as a bargaining lever

Mr Arrie Paulus made no bones about his attitude

Mr Johann Liebenberg . . . no stranger to diplomacy

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ROM 24/6/82

Miners plan action over jobs for blacks

Labour Correspondent

THE Mine Surface Officials Association says it is planning an unprecedented industrial court action against the Chamber of Mines

The action would centre around alleged violations by the mines of an agreement on black job advancement and on MSAO complaints about the chamber's attitude to the present round of wage talks

A circular to MSAO officials by general secretary Mr Robert Botha — which has come into the Rand Daily Mail's possession — says the MSAO will go to the court if the chamber does not meet its requests on these issues by tomorrow

A spokesman for the chamber declined to comment on the MSAO's claims

When the court was established, observers believed its key function would be to rule on cases in which non-blacks were "unfairly" replaced by blacks

If the MSAO goes ahead, its action will provide a test of the court's attitude to this issue

In the document, Mr Botha repeats claims that mines have been guilty of thousands of violations of an agreement to consult MSAO members when blacks are promoted to officials' jobs

He says the chamber was asked to see that the "viola-

tions" ceased, but that at a meeting on June 10, it asked for more time to investigate

The chamber re-issued its circular advising mines of the agreement, but the MSAO wrote to it on June 18 saying this was "insufficient"

It demanded an "explicit undertaking" from the chamber that the agreement would be adhered to and reminded the chamber that it had to notify the MSAO of each appointment made in accordance with the agreement

Each notification should contain the minimum salary attached to the job and the actual salary of the promoted man "The minimum salary for the non-white appointment must at all times be not less than that which would have been applicable to a white attached to the post"

Sources close to the MSAO stress it is not against black job advancement — it has opened its ranks to blacks — but that it claims mines are promoting blacks and coloureds at pay rates lower than that whites would be paid

On wages, the MSAO alleges the chamber's offer of a 9% increase on minimum pay rates is incomplete because it relates only to designated and not to non-designated jobs — the majority, it says, of officials' jobs

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MYNWERKERSUNIE
 MINERS' UNION

Council of Mining Unions' representative Mr Arthur Allen holds up the notice announcing a strike ballot which will soon appear on South Africa's gold and coal mines.

Miners to hold strike vote as pay talks break down

scri: 24/6/82

By Drew Forrest
 Trade unions representing about 22 000 white coal and gold miners yesterday moved closer to a legal strike when they set a date for strike ballots

The eight unions on the Council of Mining Unions (CMU) decided unanimously at

a meeting in Johannesburg to hold joint legal strike ballots on July 7

The decision, which has no precedent, follows the breakdown on Tuesday of conciliation board talks between the unions and the Chamber of Mines

During this second session of the board, the CMU rejected the chamber's slightly im-

proved offer of a nine percent wage increase on standard rates and productivity bargaining later in the year.

The chamber has accused the CMU of a refusal to move significantly from its earlier demand for a 15 percent increase, while the unionists say they are prepared to take any reasonable offer back to their

members

After yesterday's meeting, the CMU chairman, Mr Arrie Paulus, said notices would be posted at every shaft announcing the date and the reasons for the strike ballot

Ballot boxes would be placed in the Mine Workers Union meeting halls on all gold mines and at convenient points on the collieries to enable

members of various unions to vote at the same time. Organisers would bring the ballot boxes to a central point in Johannesburg, where the votes from each union would be counted separately — a process which Mr Paulus said would be completed by 11 am on July 8

"If the vote goes in favour of a strike and I am convinced that more than 90 percent of our members want one — the

CMU will decide on how to proceed from there on," Mr Paulus said

The militant mood of white miners was the clear message of the countrywide report-back meetings held over the chamber's earlier eight percent wage offer, he said

"The CMU has, however, invited the chamber to contact us at any stage — before or after the ballot — to re-open talks"

See Page 25

Miners threaten court action

CAPE TIMES 24/6/82 211

Own Correspondent JOHANNESBURG
— The Mine Surface Officials Association says it is planning an unprecedented industrial court action against the Chamber of Mines.

The action would centre on alleged violations by the mines of an agreement on black job advancement and on MSOA complaints about the Chamber's attitude to the present round of wage talks

The MSOA claims mines are promoting blacks and coloured people at pay rates lower than those whites would be paid This "discriminates against non-whites and undermines white job security"

A circular to MSOA officials by the general secretary, Mr Robert Botha says the association will go to the court if the Chamber does not meet its requests on these issues by Friday

A Chamber spokesman declined to comment on

the MSOA's claims
When the court was established observers believed its key function would be to rule on cases in which whites were unfairly replaced by blacks If the MSOA goes ahead, its action will provide a test of the court's attitude to these issues

In the document, Mr Botha repeats claims that mines have been guilty of "thousands" of violations of an agreement to consult MSOA members when blacks are promoted to officials jobs

He says the Chamber was asked to put a stop to the "violations and it reissued its circular advising mines of the agreement but the MSOA wrote to it on June 18 saying this was "insufficient"

The association demanded an "explicit undertaking from the Chamber that the agreement would be adhered to and reminded the Chamber that it had to notify the MSOA of each appointment made in accordance with the agreement

Each notification

should contain the minimum salary attached to the job and the actual salary of the promoted man

The minimum salary for the non-white appointment must at all times be not less than that which would have been applicable to a white attached to the post

On wages the MSOA alleges that the Chamber's offer of a 9 percent increase on minimum pay rates is "incomplete" because it relates only to "designated" and not to "non-designated" jobs - the majority it says of officials jobs

It says the Chamber told it "non-designated jobs would be taken care of by individual mining groups schedules but that it has not been given these

● The SABC reported yesterday that the Council of Mining Unions would hold a strike ballot on July 7 according to Sapa The decision had been taken at a special meeting of the council following the breakdown in pay talks with the Chamber

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phase — Sapa-
neroon shocks
— Back Page

By STEVEN FRIEDMAN
Labour Correspondent
ALL eight trade unions re-
presenting white workers on
the mines will hold a legal
strike ballot on July 7.
This follows the break-
down of white wage talks be-
tween the Chamber of Mines
and the Council of Mining
Unions on Tuesday

A spokesman for the CMU
said yesterday ballots would
be counted on July 8. He said
the results were expected
that afternoon. In terms of
their constitutions, each
union must hold a separate
ballot.

"We are confident the vast
majority of miners from all
the unions will vote to strike.
We have canvassed our
members at meetings and
they are determined to press
ahead," the spokesman said.

But last night it was an-
nounced that a second mine
officials' association, the
2 000-member SA Technical
Officials Association, has
reached a wage agreement
with the Chamber

Mineworkers to vote on pay strike

The 14 000-member Under-
ground Officials Association
has already reached agree-
ment and only one officials'
association, the Mine Surface
Officials' Association, has not
settled with the Chamber

A mining industry source
said the agreement meant
that about 25% of white
workers on the mines had
now accepted its wage offer

If union members vote to
strike on July 7, the CMU is
entitled to call a legal strike
by all white union members
— the biggest strike by white
miners since 1947

Observers believe miners
are almost certain to vote to
strike, and it is understood
that the prospect of a stop-

page is causing concern
among senior members of
the Cabinet, as well as in the
mining industry

Observers point out, how-
ever, that even a "yes" vote
does not automatically mean
a strike will take place

Some years ago, Mine
Workers Union members vot-
ed in a formal strike ballot to
down tools over calls for a
five-day week, but the dis-
pute was settled before a
strike after the personal in-
tervention of the then Prime
Minister, Mr John Vorster

In the agreement an-
nounced last night, the Tech-
nical Officials Association
has accepted a 9% increase
on minimum pay rates in

each job category. In addi-
tion, each official will re-
ceive an actual increase
equivalent to at least 9% of
the minimum rate in his
category

Some mining houses will,
however, pay at least 9% of
actual pay rates

The agreement with the
Technical Officials' Associ-
ation has new features

The Chamber has agreed
to enter into productivity ne-
gotiations with the associ-
ation which could lead to im-
proved pay later in the year,
according to the statement.

Officials unhappy
— See Page 3

Mori
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By JOHN
NAIROBI —
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Army call-up forms 'used in coup bid'

Mall Correspondent
MARITZBURG — Offi-
cial South African De-
fence Force call-up in-
struction forms had been
misused to secure the ser-
vices of some mercenar-
ies for the Seychelles
coup, the hijack court was
told yesterday

Mr Johannes de Beer, a
lieutenant with the elite
Recce Commando, admitted
that he had given several ac-
cused call-up papers after
they said they were having
difficulty in obtaining leave
to go on the coup attempt to
the Seychelles in November
last year

Mr De Beer said he had
taken it on himself to issue
the papers and had handed
them over to several other
members of the Recce
Commando

He admitted under cross-
examination by Mr Cecil
Rees, SC, the Attorney-
General for Natal, that he had
told the men not to mark in
the forms if it were at all
possible

The counterfoil asking
members to acknowledge re-
ceipt of the instructions had
been removed he said

He said the men were told
the papers were not official
Asked why he had not con-
sulted the general and the
two brigadiers Colonel Mike
Hoare said had approved his

Seychelles coup plan. Mr De
Beer said the matter would
then have become official

He understood the SADF
was giving covert support for
the coup

Earlier, the call-up matter
became the centre of a dis-
pute between the Defence
and State after Mr De Beer
refused to answer questions
on the issue for fear he might
incriminate himself

After a ruling by the Act-
ing Judge President of Natal,
Mr Justice James Mr De
Beer answered questions put
to him by Mr Rees about tes-
timony he had given to a
military commission of in-
quiry on the use of Army call
up forms

By giving some of the men
the papers he had been doing
himself a favour and not the
State, Mr De Beer admitted
Nobody except himself had
been aware that the call-up
papers had been issued, he
said

He did not think when
boarding the Air India flight
at Mahe for the flight to Dur-
ban that he had been commit-
ting an offence

He had seen no violence on
the jet or seen any of the
crew threatened in any way

He had believed the au-
thorities would cover up
their role once they returned
to South Africa he said

The hearing continues
today

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Picture RAYMOND PRESTON

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ia The price mentioned was
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One of the startling points to emerge from the
controversy has been the silence maintained on the
subject by the recipients of the coin sets

People invited to the function were Finance De-
partment and banking officials, captains of the gold
industry, members of the Chamber of Mines Coun-
cil the chairman of the Commission for Adminis-

CHECKER

South Africa's biggest supermarket chain. Just up.

Delicious

Strike may cost fortune in gold

By Tony Davis
Labour Reporter

The possibility of a strike by 22 000 white miners next month holds a dire threat for the Chamber of Mines

Miners in the gold and coal industries who are represented by the eight unions of the Council of Mining Unions are scheduled

to conduct a strike ballot on July 7. The results are expected to be known by noon the following day

The chamber has seen strike action by miners before. In 1979 members of the Mine Workers' Union voted to strike at the O'Kiep mine over the recruitment of coloured workers.

The wildcat strike spread to other parts of the country before it was broken by the chamber and strikers were dismissed.

If a strike takes place next month, it will be a legal strike as conciliation board talks have failed to resolve the wage grievances of the mining unions and the chamber.

But, in terms of the miners' conditions of employment, the situation is the same. Employment contracts are automatically terminated if miners conduct either a legal or illegal strike.

At this stage the chamber and the Council of Mining Unions have adopted an open-door policy for talks to ensure the possibility of further negotiations should the need arise.

In the event of a strike by the eight unions production in the gold and coal mines would be crippled.

● For the gold mines this means that producers in the Evander, Central West, Stilfontein, Klerksdorp and Orange Free State areas would be affected

● For the coal producers, production in Northern Natal, the Transvaal and the Free State would be hit

It is difficult to ascertain the economic costs of such a strike, but a week's strike could cost gold mines about R150 million in lost revenue, based on a figure of R300 an ounce

A week's losses in the gold industry, however, would be much higher because it could take from a few days to two weeks to get production back to full capacity

If a majority of miners voted against any form of strike action, this would signal a return to negotiations by the chamber and council

price system doesn't extend

B give up 1/6th

(112) (102) (104) Jan 25/6/82

Pay offer: 'Some may lose out'

By STEVEN FRIEDMAN
Labour Correspondent

THE Mine Surface Officials' Association (MSOA), the only mine officials' group which has not accepted a wage offer from the Chamber of Mines, must accept the offer today — or its members will lose out on a pay increase for at least a month, mine employer sources said yesterday

But the MSOA says its members will receive an increase dated from June 1 no matter when it reaches agreement with the chamber and that it is therefore not jeopardising their interests by refusing to accept the offer

And informed sources said last night there was "little or no prospect" of the MSOA accepting the chamber's offer today

At the same time, today is also the deadline for a threat by the MSOA to take the chamber to the industrial court over alleged violations of an agreement with the association on black job advancement and on aspects of its wage bargaining arrangement with the mines

It is also understood that the Chamber is "highly unlikely" to accede to the MSOA'S

requests on these issues.

The two other officials' associations, representing underground and technical officials, have accepted an offer which will guarantee their members a rise equal to at least 9% of the minimum pay rate in their job category

Employers are keen to see the MSOA also settle because that would strengthen their bargaining position in relation to the 22 000-member Council of Mining Unions, which is to hold a strike ballot on the wage issue

But the MSOA says it cannot even consider the Chamber's offer because it is "incomplete" The Chamber, it says, has made an offer to its members in "designated jobs" but not to the majority in "non-designated jobs"

In a letter to union officials, the MSOA's general-secretary, Mr Robert Botha, assured members that the pay increase would come into effect from June 1 "irrespective of how long it takes for the Association and the Chamber to reach agreement"

But an employer source said yesterday this was "misleading" If the MSOA did not accept the offer today "its members will lose at least a month's increased pay — there is no question of backdating the increase if the dispute drags on"

FM 25/6/82 (21) ~~21~~

Showdown on the mines

A serious showdown between mining houses and white miners is looming following a decision by unions representing 22 000 of these miners to hold a strike ballot on July 7. Should the miners vote in favour of a strike — and union leaders predict overwhelming support for one — almost all of SA's gold and coal mines will be affected by a legal strike.

The eight unions which constitute the Council of Mining Unions (CMU) agreed unanimously to hold the ballot after wage negotiations with employers reached deadlock at a conciliation board hearing this week. Employers, represented by the Chamber of Mines, made an offer of a 9% wage increase plus the offer of productivity negotiations, which could lead to further improvements of employment conditions later in the year.

The CMU, however, rejected this, saying that its members want a 15% increase — a clearly unacceptable figure to the chamber, which made an opening bid earlier this year of a 3% pay rise.

The unions say their members are insisting on a 15% increase, which will match the rise in the cost of living, as well as pay hikes granted to civil servants and artisans in other industries.

Employers have rejected the CMU demand for the dispute to be settled through arbitration. They insist that the 9% offer is the very maximum they can make in the light of the perilous state of the mining in-



Paulus ... confident that 90% will vote to strike

dustry. They also point to the slowdown in the national economy which, because of the drop in the gold price, is facing the prospect of a zero growth rate.

Although the unions have opted for a strike ballot, there are still official mechanisms which can be used to try to avoid a showdown. The conciliation board chairman has to report to the Minister of Manpower, who can suggest three further courses of action — arbitration, mediation

or even referral of the issue to the industrial court. However, at this stage it seems unlikely that any of these mechanisms will be effective in bridging the substantial gap between the chamber and the CMU.

CMU leaders have been particularly critical of the chamber's refusal to consider arbitration. But some employer sources argue that this mechanism is not an appropriate one to use in the mining industry.

There are hopes that many members of artisan unions in the CMU might vote against a strike, creating disunity within the miners' ranks which could pave the way for further talks. However, the vehemence with which the chamber's pay offer has been rejected at recent meetings of union members indicates that a large number of rank and file workers are in a militant mood. CMU chairman Arrie Paulus says he is confident that 90% of the members of the eight unions will vote in favour of a strike.

One factor which cannot be ignored is the extreme hostility of many white mineworkers towards government attempts to phase out race discrimination on the mines. They believe that a decision by them to give way on the pay issue will be seen as a sign of weakness by employers who are negotiating with union leaders about the phasing out of job reservation measures.

There is little doubt that the mining industry could be heading into a clash which will be far greater than the abortive

Mineworkers Union (MWU) strike in 1979
No other unions supported the MWU in that conflict, but now there is the prospect of a further seven unions being involved. This is the first time the CMU has decided to hold a strike ballot. In addition, the possibility of two officials associations, which have not yet reached wage agreements with the chamber, being drawn into the dispute cannot be excluded.

Unions affiliated to the CMU are the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Mineworkers' Union, the Boilermakers Society, the Electrical Workers' Association and the Engine Drivers, Firemen's and Operators' Association.

THE shadow of the 1922 miners' strike hangs over South Africa as the mining companies and mineworkers square up.

The gold-mining sector, already in turmoil because the low price of gold, threatens the jobs of 100 000 people and is set for what could be bitter and bloody clashes if the mineworkers decide to strike for pay increases.

The 22 000 white mineworkers who fall under the umbrella of the Council of Mining Unions are scheduled to conduct a strike ballot on July 7. The signs are they could vote to come out.

Tommy Neethling, secretary of the CMU, said this week that if the Chamber of Mines tried to break a strike, as it had done in the past, by using mining officials underground there were sure to be violent clashes.

"Feelings are running high among our members and it will create a grim and explosive situation if there is any attempt to break the strike or evict miners from their company homes during such a strike," he warned.

At countrywide meetings of up to 5 000 at a time, rank and file members have endorsed a militant line by the union, with the CMU mandated to accept across-the-board increases of not less than 15 percent.

The Chamber of Mines has refused to pay more than nine percent and negotiations are deadlocked. The chamber refuses to allow the matter to go to arbitration.

Sources within the Chamber of Mines say the mining companies cannot afford to allow the matter to go to arbitration because, if there were a ruling granting the miners more than nine percent, the mining houses could not afford to pay it.

With the price of gold hovering around 300 dollars an ounce, at least 12 gold mines employing a total of 92 000 blacks and 9 000 whites — a quarter of the mining sector's employees — are threatened with production and job cuts.

This week the Government withdrew State aid to West Rand Consolidated and Gencor ordered cuts in production. The mine will be run by a skeleton staff to ensure that if the gold price goes up it can move easily into production again. Although Gencor has promised to try to place employees elsewhere in the group, there are sure to be redundancies among the 5 000 black and 600 white employees.

Four other mines on State aid also face the prospect of cutbacks and possible closure if the aid is withdrawn. They are ERPM, Wit Nigel, Venterspost and Lorraine.

Apart from the political and social implications of vast

unemployment, economist Peter Corbett of the University of Natal said cutbacks would have a dramatic effect on the economy.

State revenue from the mines has already dropped by about 45 percent and a further drop because a declining gold price can result only in increased taxation.

"And, in my view, there is no reason why gold should not continue to drop. World inflation is easing, the uncertainties of the oil price swing are easing and not even the threat of war in the Middle East nor the conflict in the Falklands has provided any relief.

"However, I believe the mining houses may be overstating their problems as a tactic in their negotiations with the CMU. The mines have a high degree of flexibility and can easily start mining higher grade ore," Mr Corbett said.

The belief that the mining houses are overstating their case is also the basis for the hardline being taken by the mining unions.

Mr Neethling said the CMU was suspicious of the chamber's refusal to go to arbitration.

"We are patriotic South Africans. We do not want to destroy the industry. But if our claims are going to have such a strong effect, why not let the matter go to arbitration?"

"We will accept such a pronouncement from the arbitrators, but we are suspicious of the chamber's sudden plea of poverty."

Unless by some miracle the militant mood of the miners evaporates because of the low gold price and the woes of the industry, it appears the only way of avoiding a long conflict is by taking the dispute to arbitration.

The Minister of Manpower can suggest this course to the CMU and the chamber, but the hardline attitude of both sides makes it unlikely that arbitration — or the mechanisms of mediation or taking the issue to the industrial court — can bridge the gap.

The chamber seems content to rely on the hope that the artisan unions in the CMU might vote against a strike, creating disunity in the miners' ranks and isolating the most militant and rightwing of the unions, Arrie Paulus' Mine Workers' Union.

The clash between the chamber and the CMU has important implications for the Government. If mine workers reject a strike, or if a strike is unsuccessful, Arrie Paulus and the MWU's position in the industry will be weakened. This would open the way to further Government moves to get rid of job reservation.

But if the CMU wins the confrontation, the position of the most politically conservative and intransigent sector will be strengthened.

By William Sanderson-Meyer

MINING THE FUTURE OF 1922

211

100 000 jobs at stake as gold miners get tough in pay-claim crisis

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Start June 1982

Mine unions clash on strikes

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By Drew Forrest
An inter-union row has erupted over the refusal of a mine officials' association to back mining unions in the event of a lawful strike

At the centre of the rumpus is the Underground Officials Association (UOA), which last week broke ranks with other officials' bodies and the Council of Mining Unions (CMU) by accepting a Chamber of Mines offer of a nine percent

increase in minimum pay rates

The CMU is in dispute with the Chamber, which has offered white miners an eight percent rise. A failure to settle at a conciliation board meeting on June 24 could lead to a lawful strike on the mines

The UOA general secretary, Mr Doc Coertze, said he would not advise his members to refuse miners' work if they struck

"The CMU is making

a big mistake in demanding 15 percent when the industry is in the doldrums," he said

"We feel we are doing the CMU a favour by settling early. Now the Chamber can't offer it less than the nine percent we received"

In an angry reaction, a CMU source branded the UOA leadership "scabs who obviously don't know the first thing about trade unionism"

At a meeting in

Klerksdorp last night, the CMU chairman Mr Arrie Paulus, told about 1800 miners — who unanimously rejected the Chamber's offer — that the UOA had not done its arithmetic if it thought a 15 percent demand unreasonable

Members of the UOA claimed after the meeting there was widespread rejection of the settlement in the Klerksdorp area

Most officials would not do the work of strikers, they said

An abandoned shaft at West Rand Consolidated Mine. State aid was withdrawn this week and the mine will be run by a skeleton staff

It's time to leave, says Hennie

Tribune
Reporter

THE industry is dying, says one of the 5500 miners who face redundancy because of the end of State aid to the West Rand Consolidated Mine near Krugersdorp.

Hennie Boshoff, by trade a carpenter, has been working underground in the mines for seven years. He is proud of his loyalty to his employers and describes with gusto how he "pit-crawled" to work to avoid pickets during the wildcat mining strike of 1979.

Although Gencor, which owns WRC, will try to place as many of the miners in other mines as possible, Mr Boshoff plans to leave mining whatever happens.

"This week I worked the final shift in the Monarch Shaft, which has now been closed. Even if I do get a transfer to one of the other mines, what is the use? The industry is dying.

"It is likely that as soon as I arrive at a new mine they will have cutbacks there — and it always the new guys who get the chop.

"Some of my pals have just resigned. They can't stand the uncertainty of not knowing whether they will get another position or whether they are going to be made redundant.

"I am going to look around for a job in the private sector, perhaps

go back to Iscor, where I was an apprentice. Now that there is no longer overtime work available, because of the production cutbacks, the pay isn't so good either.

"I only clear about R500 after deductions and although my housing costs only R10 a month I struggle to keep my wife and two

children on that.

"Although I support the strike action, they seem to have us over a barrel with the threat of closing the mines."

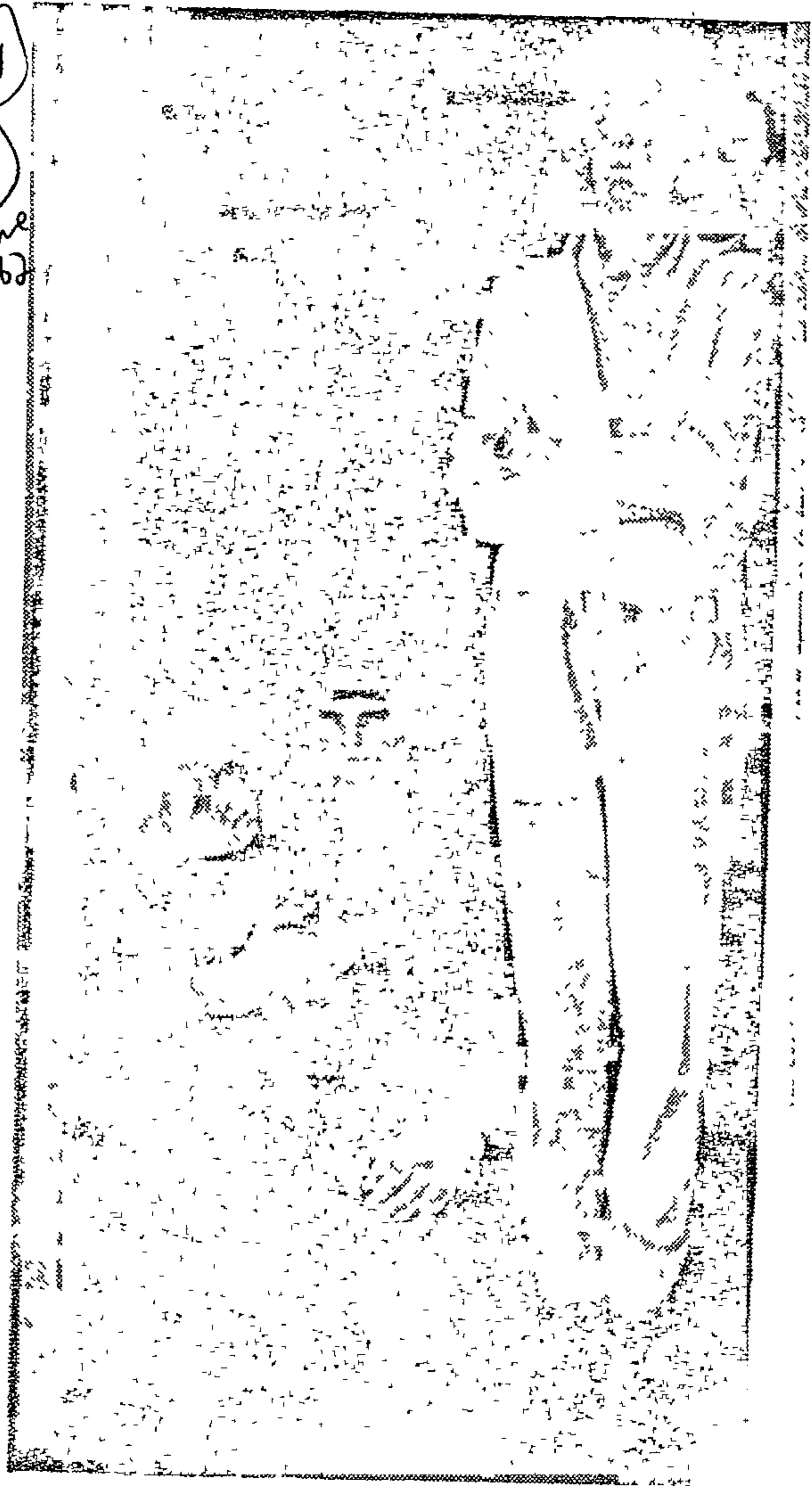
A Gencor spokesman said most of the miners would be placed at other Gencor mines

"With the blacks it is perhaps easier because we will just stop recruiting in the rural

areas," he said

West Rand Consolidated, which started production in 1908 and was the first producer of uranium in the country, was receiving R9 million a year in State aid.

It would be economical to mine only if the gold price reached more than 545 dollars an ounce again.



Miner Hennie Boshoff, his wife, Martie, and their daughter, Martie. He is thinking of other work

Gold mine strike could cost R144-m a week

Argus Correspondent, Johannesburg

THE possibility of a strike by 22 000 white miners next month holds a dire threat for the Chamber of Mines. But if the situation reached the strike stage, what would this mean for the chamber?

Miners in the gold and coal industries who are represented by the eight member unions of the Council of Mining Unions are scheduled to conduct a strike ballot on July 7. The results are expected to be known by noon the following day.

The chamber has seen strike action by miners before. In 1979 members of the Mine Workers' Union voted to strike at the O'OKpie mine over the issue of recruitment of coloured workers.

The wildcat strike spread to other parts of the country before it was broken by the chamber and strikers were dismissed.

Strike centres included Westonaria, Rustenburg and Klerksdorp.

In the current dispute, the situation is different. If a strike occurs next month it will be a legal strike as conciliation board talks have failed to resolve the wage grievances of the mining unions and the chamber.

But in terms of the miners' conditions of employment, the situation is the same. Employment contracts are automatically terminated if miners conduct either a legal or illegal strike.

These terms affect all members of the Council of Mining Unions, but not the officials' associations.

At this stage the chamber and the Council of Mining Unions have adopted an open-door policy for talks to ensure the possibility of further negotiations should the need arise.

In the event of a strike by the eight unions — this is assuming all the mining unions will support a strike — then production in the gold and coal mines would be crippled.

For the gold mines this means that producers in the Evander, central west, Stilfontein, Klerksdorp and Free State areas would be affected.

For the coal producers, their production in northern Natal, the Transvaal and the Free State would be hit.

It is difficult to ascertain the economic costs of such a mining general strike, but a week's strike could cost gold mines about R150-million in lost revenue based on a figure of 300 dollars for an ounce of gold.

This figure is based on the lower monthly gold production figure of 52 000 kilograms, taken from the June 1981 to May 1982 period.

The 52 000 kilograms figure would amount to 30 000 kg a week, or 417 963 ounces. Taking the 300 dollars an ounce figure, and taking into account the exchange for the American dollar, this would work out to roughly R144-million.

A week's losses in the gold industry would be much higher because it could take from a few days to a couple of weeks to get production back to full capacity again.

But in the event of a majority of miners voting against any form of strike action, this would signal a return to negotiations by the chamber and council.

ARGUS 28/4/82

211
QSK

R145 m to train miners *(1981) (21) Star .29/6/82*

The mining industry spent more than R145 million on training last year, and five major training centres for engineering workers on the mines have been completed — or are in the construction or planning stages.

This was announced by the president of the Chamber of Mines, Mr L W P van den Bosch, in an address at the chamber's 92nd annual

meeting in Johannesburg yesterday

Mr Van den Bosch said the cost of these trades training centres — three of them training apprentices of all races in shared facilities from the outset — would be R30 million.

The first black apprentices on the chamber's member mines had been indentured early this year in terms of a 1981 agreement with the Federation of Mining Unions, he said.

Pay increase for black mineworkers

By STEVEN FRIEDMAN
Labour Correspondent

ONLY a day before the mining industry is due to announce its annual wage increase for black miners, the Anglo American group has released details of new average black wages which will come into effect on its gold mines tomorrow

Although Anglo will not comment, it is understood that its increase will be several percentage points higher than the figure to be announced by the Chamber of Mines tomorrow

In its annual report, released yesterday, Anglo also criticised the industry's minimum wage — which is set by the chamber — and said that its black wages were "in most cases the high-

est in the industry"

It is understood that the remarks in the annual report — and the release of new averages — come in the wake of sharp differences between Anglo and other mining houses on this year's black wage increase

The chamber's annual wage increase for its nearly 500 000 black mine workers will be announced tomorrow and is expected to be "not much higher" than the 9% offered to white workers last week

Traditionally, the chamber only announces the percentage increase for novice miners on recruitment, but this figure has a direct bearing on the wages paid to other black miners

In the report, Anglo says that average wages on its gold mines will amount to about R230 a month for surface workers

and R320 a month for underground workers with effect from Wednesday "Benefits in kind", it said, were valued at an extra R70 a month

An Anglo spokesman yesterday refused to divulge the present average because "we have an agreement with the chamber not to release this information until Wednesday"

The annual report says "In all eight job bands the wages paid exceed the industry average and in most cases — accounting for the bulk of the workforce — they are the highest in the industry"

It adds that Anglo is "well aware that the minimum wage remains unsatisfactory, both absolutely and relative to what is paid elsewhere, and is convinced that the mining industry should continue to improve wages as fast as economic conditions permit"

Storm clouds gather on the mines

Labour Correspondent
STEVEN FRIEDMAN
assesses the chances of a
general white miners'
strike.

WELL, are we going to relive 1922 exactly 60 years later? Will the gathering clouds of confrontation between employers and white unions on the gold and coal mines lead to another general white miners' strike?

To the layman, it must look pretty much like that.

Packed miners' meetings in the Transvaal and Free State have called for strike action unless the Chamber of Mines grants union men a 15% increase. But the mines say their offer of 9% made last week is final.

The 22 000-member Council of Mining Unions has called a strike ballot for July 7, and should win a comfortable pro-strike vote. There is strike talk on many mines and constant rumours of unofficial industrial action.

But seasoned observers of mine labour relations remain sceptical. We've seen it all before, they say.

Granted, Mr Arrie Paulus's Mine Workers Union struck in 1979 in protest at labour reforms. And a mine officials' union, the SA Technical Officials' Association, launched an unsuccessful work-to-rule in the same year.

But the CMU's artisans' unions have not struck for decades and countless mine disputes have been marked by harsh rhetoric — but no final confrontation.

Some years ago the MWU won a strike ballot on demands for a five-day week, but a strike was averted.

White mine union men, the sceptics say, are hardly likely to imitate the militancy of some black workers. They earn much more and are "locked into" the mines through housing and other perks which they may lose if they strike.

They predict a settlement — even if there is a big pro-strike vote.

Past trends are on their side. But this time things may be different. "Both sides have cut off too many options already — this makes a settlement much more difficult," says a mining source.

And although the dispute centres around wages, it comes at a time when the chamber and unions are supposed to negotiate the scrapping of job bars in the wake of the sixth Wiehahn report.

There are fears that a strike would take on an immediate racial dimension which would bring white mine workers' frustrations about labour reforms to the fore and hamper chances of introducing change without confrontation.

The dispute began after the CMU demanded a 16% wage rise, later modifying this to 15%. The chamber initially offered 3%, then 5%.

The CMU rejected this and declared a dispute, thus setting in motion official disputes procedures, which can end in a legal strike.

At a conciliation board meeting with the unions, the chamber offered 8%.

Then, at a series of packed and heated meetings, workers rejected this offer and called for a strike if the 15% was not granted. The chamber offered 9%, rejecting union appeals for arbitration, and talks broke down.

The chamber insists that 9% is its maximum. Not only is the gold price dropping and mine costs rising, but the mines have a "duty" to the national economy not to give more, they say.

The unions reply that the mines have always tried to peg increases to what the Government was offering its workers. Now that the Government has granted public servants 15%, they have changed their minds, they say.

They add that their members saw little benefits from a rising gold price and see no reason why they should sacrifice because it is falling.

Two aspects raise fears of a strike.

Firstly, the CMU has canvassed members on an unprecedented scale — three quarters have attended the meetings, says secretary Mr Tom Neethling.

And their mandate has been uncompromising. Not only have union men rejected 8%, they have specifically called for 15% — or a strike.

There may well be a groundswell of dissatisfaction in which years of bitter battles with the chamber and fears of racial reform come together into a belief that the white mine worker has lost his place in the sun.

This gives union leaders much less room for a last-minute compromise.

For its part, the chamber's negotiating strategy has hardly seemed to aim at avoiding a clash, labour relations specialists say.

In a year, in which metal and motor employers faced hefty demands, the country's richest industry began with a 3% offer and a demand that unions drop their claim to around 9%.

When the chamber said 9% was its final offer it cited the state, not only of the industry, but the nation.

This makes it very difficult for it to give more without seeming to lose face.

All this is underpinned by the fact that both sides have their "hawks" and "doves" and that the "hawks" are specially hawkish this year.

In the CMU, the key figure and leading "hawk" is Mr Paulus.

In 1979, the MWU had to admit defeat in its strike. Mr Paulus, who never liked the chamber much before, then, believes it treated his men harshly by threatening to fire them, withdrawing mine housing and the like. He

found the defeat humiliating and has been waiting to even the score for three years.

Those who have seen him stumping the mining towns have no doubt he believes his chance has come. All the old fire is there as he rallies miners to the "fight".

A strike might also help him achieve his dream of broadening the MWU's base through an alliance of white workers to fight reform. If successful, it would also strengthen his hand in the coming battle on mine labour changes.

He may well have been given this chance by the "hawks" in the chamber.

The mines' initial 3% offer was a compromise — one group initially suggested white mine workers be offered nothing at all.

Their belief only employers can win a strike. And some "hawks" are said to believe a strike would actually be a boon to employers by curbing unionism.

Underlying this is the view that MWU men struck in 1979 and lost. If unions strike amidst a falling gold price and looming lay-offs, they will be "sunk without trace", the argument goes. Some chamber men even suggest the CMU will lose the ballot because of these factors.

In other words, "hawks" on both sides see the strike as a necessary trial of strength — one which will shape labour relations on the mines in the future. This has particular import against a background of talks on racial job changes.

Senior Cabinet men, however, want to avoid a strike and could intervene personally — as Mr John Vorster did in the five-day week dispute.

But Mr Vorster commanded great respect among white miners. Both Mr PW or Mr Fanie Botha are regarded as embodiments of the very reforms they resent.

That leaves the Minister of Mineral and Energy Affairs, Mr F W de Klerk, whose portfolio covers the mines. He would have a better chance than the other two. But his task would be more difficult than Mr Vorster's was.

The chief hope of a deal may well lie with the "doves" on both sides.

Most CMU unionists don't want a strike. They have been propelled towards it by their members' demands and by the chamber's "tough" stance.

While they are certainly angry, they insist they want a settlement — hence their arbitration suggestion. They will work overtime to get one and, if they fail, it will be the chamber's fault, they say.

And the chamber's doves argue it is "short-sighted" to see the dispute purely as one to be settled by a show of employer *machismo*.

A strike, they say, would raise race tensions — white workers may argue that their pay is being pegged to pay for a big black increase (it isn't — mine groups which favour a low white award want a low black one as well).

It might also invite the intervention of Dr Treurnicht's Conservative Party as "the friend of the miners", they suggest.

In short, they believe a strike would raise racial tensions and deal a blow to moves to introduce black job advancement with white workers' consent.

So a deal could emerge — regardless of the ballot's outcome.

If peace moves fail, the key factor will be the 14 000 underground officials. Most have blasting certificates. This would allow them to do striking miners' work, which is exactly what they did in 1979.

A strike in which they did this again would probably fail — and their union has already settled with the chamber.

But CMU men insist there is acute dissatisfaction among underground officials and that many will agree to stick to their own work.

The odds are still against a strike — but they're getting shorter all the time.

New rates for black miners

may start row

211

Star

29/6/82

By Drew Forrest

New minimum wage rates for about 400 000 black miners are to be announced this week and the increases could fuel white worker militancy on the mines, trade unionists say.

In his presidential address to the 92nd annual general meeting of the Chamber of Mines in Johannesburg today, Mr L W P van den Bosch said the chamber's overall increase for black miners would exceed in percentage terms that given to its 22 000 white employees.

POLICY

This would happen for the eleventh successive year and was in line with the chamber's policy "to move as rapidly as possible to a unified wage structure encompassing all employees in the industry."

Industry sources stress that in view of the wage gap it is "entirely misleading" to compare percentage increases for black and white workers, and that economic constraints will mean relatively low increases for both groups this year.

BALLOTS

Mining unions warn, however, that a higher percentage increase for blacks could "raise the temperature" among the industry's already militant white miners who vote next week on whether to strike legally over wages.

The call for legal strike ballots follows the breakdown of last week's wage talks in which the chamber's final offer to unions representing white workers was a nine per cent increase.

UNREST

"The employers have got themselves into a very difficult situation," said one unionist. "If black miners get a big increase, white anger will rise — but if it's low, there could be black unrest"

Another said he expected individual mining houses to give their black employees significantly higher increases than the chamber minimum.

The chamber would not comment last night.

Dispute declared in mine pay deadlock

Tin mine offer of 9% accepted

By STEVEN FRIEDMAN
Labour Correspondent

THE 15 000-member Mine Surface Officials Association (MSOA) has declared a dispute with the Chamber of Mines over the Chamber's wage offer, which has been accepted by the other two officials' associations

The MSOA will now apply to the Minister of Manpower, Mr Fanie Botha, for an official conciliation board to attempt to settle the dispute and may take the Chamber to the industrial court if efforts to reach a settlement fail

The move comes as mining unions, represented by the Council of Unions, prepare for a strike ballot over their wage dispute with the Chamber

And the MSOA's general-secretary, Mr Robert Botha, said that the union was also planning separate action against the Chamber over alleged violations by mine managements of an agreement on the promotion of white, coloured and Asian workers to officials' posts

The declaration of a dispute is usually the first step on the route to a legal strike. But Mr Botha said yesterday that the MSOA did not plan to strike if the conciliation board failed to resolve the deadlock

"The declaration of a dispute merely enables us to carry out our stated intention of taking industrial court action against the Chamber," he said

Mr Botha said the MSOA had declared the dispute because it believed that the Chamber's offer of a 9% increase on

minimum pay rates was "incomplete" as it did not cover the majority of jobs represented by the union

A Chamber spokesman would not comment yesterday

The outgoing president of the Chamber, Mr Lyn van den Bosch, said yesterday at the Chamber's annual general meeting

"During the past decade, the mainly skilled white workforce in the industry has enjoyed a real increase in wages and, taking into account subsidised housing and other generous benefits, has probably fared better than employees in any other sector"

But, "given the extremely serious plight of the mining industry and the national economy" it was not possible "to maintain the high level of wage increases to which employees have been accustomed, Mr Van den Bosch added

Labour Correspondent

THE Council of Mining Unions, which is to hold a strike ballot on its dispute with the Chamber of Mines over white wages on gold and coal mines, yesterday accepted an offer of a 9% wage increase from the Rooiberg tin mine

A statement by the Goldfields group, which owns the Rooiberg mine, said the CMU had accepted an offer of a 9% increase on "standard rates of pay" at a meeting with the board of Rooiberg Tin yesterday. The CMU has rejected the chamber's offer of a 9% increase on gold and coal mines

CMU spokesmen could not be contacted last night but are likely to argue that an agreement with the tin mine does not affect their stance on the gold and coal mines, where conditions may be different

The agreement is thus unlikely to have a direct effect on the unions' stance towards the chamber's offer. They are demanding a 15% rise. Rooiberg is the country's biggest tin mine and is situated in the Waterberg area

Relaxing of racial job bars 'a priority'

Labour Correspondent

TALKS between the Chamber of Mines and white unions on relaxing racial job bars and a new labour relations system for the mines have made only "slow" progress, the chamber's outgoing president, Mr Lyn van der Bosch, told it's annual meeting yesterday

And a mining house executive, Mr Basil Hersov of

Anglo Vaal, yesterday called for the removal of all racial labour bars on the mines and said this should be treated as "a priority" by the chamber and unions in the year ahead. White workers' fears would have to be allayed, he said

The chamber is holding talks with the unions on a new labour relations structure

Mining is the only major private sector industry which

still has statutory bars on black job advancement

Mr Van den Bosch yesterday revealed that the talks centred around key issues such as the present bargaining system, "freedom of association and the future of the closed shop, and the need to allay employees' fears about future job security"

"To date a number of meetings have been held with the 11 employee organisa-

tions but progress in reaching a consensus on the resolution of these major issues has unfortunately been slow," he said

In his speech replying to Mr Van den Bosch's presidential address, Mr Hersov said the removal of all racial labour bars was "essential not simply on moral and political grounds but to ensure the efficient allocation of human resources"

invitation

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30/11/21 *Mercury*
Millions saved

JOHANNESBURG—A total of R231 million in savings was paid out on behalf of black mine-workers last year by the Chamber of Mines recruiting organisation in the territories where it operates, according to a chamber statement — (Sapa)

Anglo call for unions all round

Argus
30/6/78

Argus-
JOHANNESBURG —
Anglo American Cor-
poration looks forward
to the time when the
majority of its wor-
kers are unionised,
say the directors in the
1982 annual report.

Among the industrial
companies, full recogni-
tion agreements were
reached with several
black unions and further
agreements are under
negotiation with others.
In the mining industry,
the most notable develop-
ment was the signing of
an agreement between De
Beers' Kimberley division
and the SA Boilermakers'
Union, as a result of
which blacks obtained col-
lective bargaining rights
for the first time in the
industry's history.

SUPPORT

Consultative commit-
tees were operating satis-
factorily in most group
companies and in some
have attracted trade
union support, indicating
that the unions them-
selves accept that such
channels of communica-
tion were not in conflict
with but were rather com-
plementary to normal
bargaining structure.

Widespread unrest
among black workers in
the country following
Government proposals for

the preservation of pen-
sions emphasised the
need for effective consul-
tation — as well as com-
munication — at all
levels before changes
were introduced, the re-
port said.

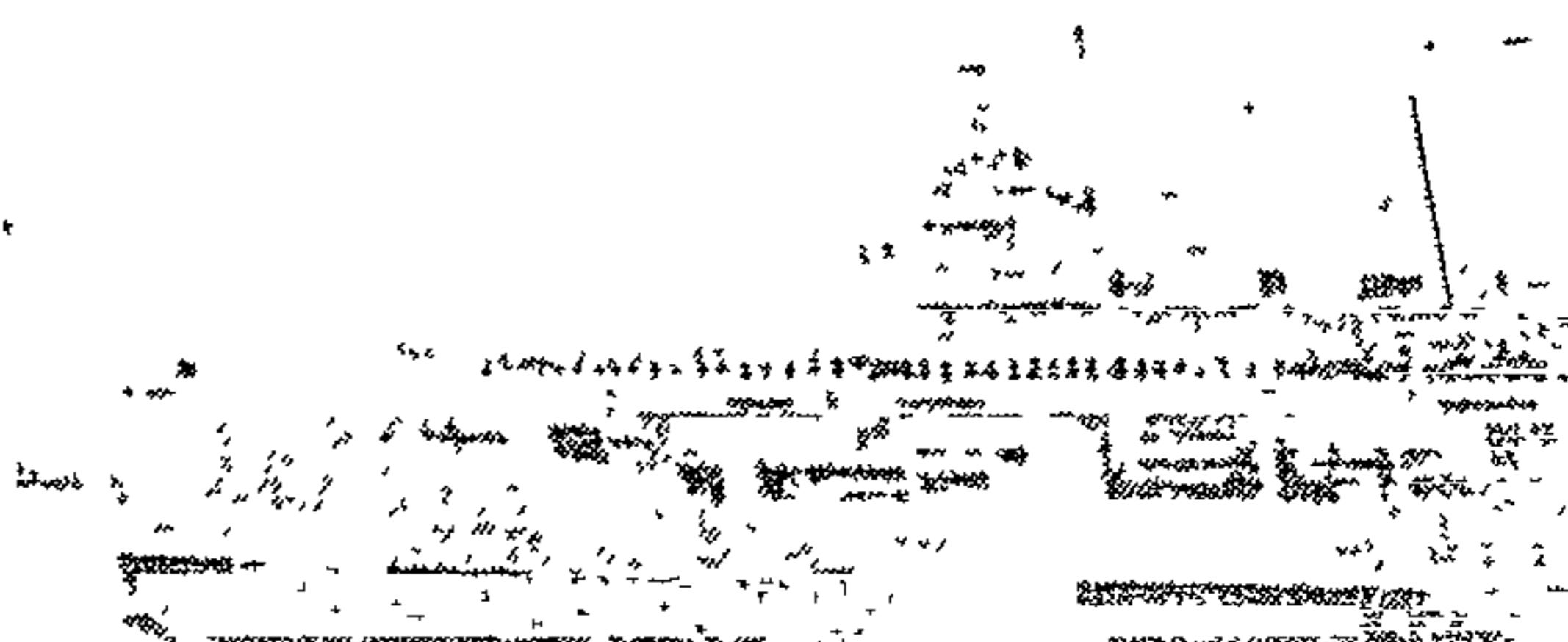
Changes in legislation
making it possible to
extend home-ownership to
all races had been fol-
lowed up by the com-
panies that have such
schemes, to the extent
that the law and other
circumstances allow.

The corporation's
policy was to establish
throughout its subsidiary
and associated companies
rates of pay and other
conditions of employment
that were arrived at
objectively without re-
gard to race or sex, and
progress toward this
objective was kept under
review.

On the administered
gold mines in all eight
job bands the wages paid
exceeds the industrial
average and in most cases
— accounting for the
bulk of the work force —
they were the highest in
the industry.

Concern for the living
standards of workers on
the bottom scale has been
reflected in a progress-
ively faster movement in
their basic rates which
had risen 600 percent
since the end of 1973
compared to 460 percent
at the top.

Britain's latest aircr.



THOUSANDS of cheering, flag-waving Geordies lined the
aircraft carrier Illustrious sailed majestically from her
Thank You message from 600 of the carrier's 1000 cre-
w members claimed in letters a foot high. "Well done, Swan Hunter
to the men who had worked day and night to

BRITAIN

TIN

If you had
this to sell?



Dispute declared

Own Correspondent

JOHANNESBURG — The 15 000 member Mine Surface Officials Association has declared a dispute with the Chamber of Mines over the Chamber's wage offer which has been accepted by the other two officials associations.

It will now apply to the Minister of Manpower Mr Fanie Botha for an official conciliation board to try to settle the dispute and may take the Chamber to the Industrial Court if efforts to resolve the dispute fail.

Its move comes as mining unions represented by the Council of Unions prepare for a strike ballot on their wage dispute with the Chamber.

The union's general secretary Mr Robert Botha said the MSOA was also planning separate action against the Chamber over alleged violations by mine managements of an agreement on promotion of white coloured and Asian workers to officials' posts.

He declined to specify what action would be taken adding that an announcement would be made later.

The declaration of a dispute is usually the first step towards a legal strike. However Mr Botha said the MSOA did not plan to strike if the conciliation board failed to resolve the deadlock.

[Vertical text on the right margin, likely bleed-through or a separate column of text, mostly illegible.]

Wage deal still in the balance

DOM 1/7/82 (211) 211

Labour Correspondent

WHITE miners' wages at Rooiberg tin mine will still depend on the outcome of the current dispute between the Chamber of Mines and the Council of Mining Unions (CMU)

This is in spite of an agreement between Rooiberg and the mine unions on Tuesday, CMU chairman Mr Arrie Paulus said yesterday

Mr Paulus said the CMU's decision to settle with Rooiberg would have "no effect at all" on the current dispute, which will culminate in a union strike ballot next Tuesday.

Rooiberg and the CMU have agreed that any rise mooted between the chamber and CMU will be passed on to Rooiberg workers if it is higher than 9%. It will also be back-dated if that is agreed between CMU and the

chamber

On Tuesday Rooiberg, owned by the Gold Fields group, announced the CMU had accepted its offer of a 9% rise on standard pay rates

The announcement was seen by some observers as a pointer to the dispute on the gold and coal mines where the CMU called the strike ballot after rejecting a 9% offer by the chamber

But Mr Paulus said yesterday that the CMU settled with Rooiberg only "because they have agreed that whatever we get from the chamber will be passed on to our members at the mine"

"We decided to settle with Rooiberg because it is a small tin mine outside the chamber and we have a bigger issue on our plate at the moment"

He said their battle with the Chamber of Mines for a 15% increase would continue

Miners get 11 pc pay rise today

Cap Times 11/7/82
(21)

Own Correspondent

JOHANNESBURG. — Nearly half-a-million black miners will have their pay increased by at least 11 percent from today, the Chamber of Mines announced yesterday.

The chamber announced that starting wages for surface workers at gold, coal and some platinum mines will rise by 11,1 percent and underground starting pay by 12,2 percent — slightly above the nine percent offered to white miners.

But, in an unprecedented move, Anglo American released details of its own black increase which will be significantly above the chamber's figure. Minimum rates at Anglo mines will rise by 19 percent for surface and 15,4 percent for underground workers and all wages in the group will rise by an average of more than 16 percent.

Anglo's monthly rates

Anglo's new minimum monthly rates are R150 for underground and R125 for surface workers, compared with the chamber's figures of R129 and R100 respectively.

The increase for black miners is set by the mines and does not involve bargaining with black workers. Discussions on the black increase are usually marked by differences between the mining houses, but this year the differences are believed to have been sharper than usual — hence Anglo's move.

In a statement released yesterday, the chamber said the "new cash minimum starting rate" for novice underground workers would be increased from R115 to R129 a month and that for surface workers from R90 to R100.

It added that "free board, lodging and other benefits" granted black migrant miners were valued at R90 a month.

Percentage a key pointer

The wage announced by the chamber applies to black miners on recruitment only and mines may pay more than this if they wish. But the percentage increase for starting rates usually provides a key pointer to actual rises.

A chamber spokesman said that it would only be possible later in the year to calculate the effect the increase would have on actual pay. Last year, the chamber said its increase was expected to push average underground pay to around R240 and surface pay to around R200 a month.

Individual mining houses do not usually release figures of their own increase and Anglo's decision to furnish details in response to press queries is seen as a sign of tensions within the chamber on the issue.

The fact that the chamber's increase is only marginally above the nine percent offered to whites continues a trend in which attempts to close the racial wage gap by granting blacks much higher percentage rises have slowed. The increase is also lower than last year's 15 percent for underground and 20 percent for surface novices.

White miners' fears

Chamber sources reject suggestions that the increase has been kept low to allay white miners' fears that their pay is being "pegged" to pay for a large black increase.

They say this year's rise was dictated by economic circumstances only — the falling gold price and the threat to marginal mines.

No group besides Anglo would release specific wage figures yesterday.

But a JCI spokesman said the group also had its own minimum wage which was higher than the chamber's, and an industry source said Rand Mines would pay "roughly the same as Anglo", although the group would not comment.

An Anglo Vaal spokesman said his group "follows the chamber rate", and other sources said Goldfields and General Mining-Union Corporation were likely to follow suit.

211 Star
Anglo tops
minimum
black wage
increase

Labour Reporter

New minimum wage increases for 400 000 black miners were announced yesterday by the Chamber of Mines, but Anglo American appears to have broken ranks with other employers and offered substantially higher increases.

The increases announced by the chamber affect novice black surface and underground miners in the gold, coal and some platinum mines.

Both the chamber's and Anglo's increases are well above the nine percent offered to white miners and heighten the current dispute between the chamber and the Council of Mining Unions.

Underground black miners will receive from today a 12.2 percent wage rise, bringing their salary to R129 a month, while surface miners receive an 11.1 percent hike to R100 monthly.

But Anglo American, which is a member of the chamber, yesterday announced increases of about 16 percent for black novice miners.

Underground gold miners will receive R150 a month, a 15.4 percent increase, and underground coal miners R142 a month, a 17.4 percent increase.

Novice surface miners at gold and coal mines will both receive R125 monthly, an increase of 19 percent over last year.

Other mining houses operating through the chamber indicated their increases would be based on the chamber's figures. These were Gold Fields, General Mining, Union Corporation, JCI, Anglo Vaal and Rand Mines (Barlows).

The increases do not reflect added benefits for black miners such as free board and lodging. These are basic floor-level increases.

11% pay increase for black miners

7/7/82 211 ROM

By STEVEN FRIEDMAN
Labour Correspondent

NEARLY half a million black miners will have their pay increased by at least 11% from today, the Chamber of Mines announced yesterday.

The chamber announced that starting wages for surface workers at gold, coal and some platinum mines will rise by 11,1% and underground starting pay by 12,2% — slightly above the 9% offered to white miners

But, in an unprecedented move, Anglo American released details of its own black increase which will be significantly above the chamber's figure. Minimum rates at Anglo mines will rise by 19% for surface and 15,4% for underground workers and all wages in the group will rise by an average of more than 16%

Anglo's new minimum rates are R150 for underground workers and R125 for surface ones, compared to the chamber's figures of R129 and R100 respectively

And, while none of the other mining houses would release figures yesterday, industry sources said that three groups were likely to pay close to the chamber's minimum, while three would pay above it

The increase for black miners is set by the mines and does not involve bargaining with black workers. Discussions on the black increase are usually marked by differences between the mining houses, but this year the differences are believed to have been sharper than usual — hence Anglo's move

In a statement released yesterday, the chamber said the "new cash minimum starting rate" for novice underground workers

would be increased from R115 to R129 a month and that for surface workers from R90 to R100

It added that "free board, lodging and other benefits" granted to black migrant miners were valued at R90 a month

"Actual rates will be set by the mining groups", depending on the skill levels of the workers involved, the statement said

The wage announced by the chamber applies to black miners on recruitment only and mines may pay more than this if they wish. But the percentage increase for starting rates usually provides a key pointer to actual rises

A chamber spokesman said that it would only be possible later in the year to calculate the effect the increase would have on actual pay. Last year, the chamber said its increase was expected to push average underground pay to around R240 and surface pay to around R200 a month

The fact that the chamber increase is only marginally above the 9% offered to whites continues a trend in which attempts to close the racial wage gap by granting blacks much higher percentage rises have slowed. The increase is also lower than last year's 15% for underground and 20% for surface novices

Chamber sources reject suggestions that the increase has been kept low to allay white miners' fears that their pay is being "pegged" to pay for a large black increase

The rise was dictated by economic circumstances — the falling gold price and the threat to marginal mines — only, they say

"Anglo, JCI (Johannesburg Consolidated Investments) and Rand Mines are likely to pay significantly above the chamber figure, with the other groups only paying slightly above it," a mining house source said

Black mineworkers get low pay

WAGES SHOCK

(211) Sowetan 1/7/82

THE AVERAGE WHITE mine underground novice earns more than R1 000 a month, while his black counterpart earns only R240 a month. The SOWETAN established yesterday.

The reason for the large disparity, it was claimed yesterday, was because, while whites received training before being engaged in the mining industry blacks did not get such training.

In fact the white Mineworkers Union has strongly opposed any relaxation on job reservation on the mines.

It has also been announced that thousands of black novice surface workers will get a new starting rate of R100 a month from today.

A statement issued by the Chamber of Mines said that the increase represented a hike of R10 or 11.1 percent over the previous starting wage of R90 a month for novice surface workers.

The statement also says that all black work-

BY JOSHUA RABOROKO

ers on the gold mines and some platinum mines and coal mines will benefit from the new salary adjustments.

Novice

The new cash minimum starting rate for novice underground workers will be R129 a month plus free board lodging and other benefits estimated to be worth an additional R90 a month. This represents an increase of R14 a month or 12.2 percent over the pre-

vious novice starting rate of R115 a month.

A spokesman for the Chamber of Mines said that the Wiehahn Commission had recommended removal of job discrimination in the industry but white miners had opposed these recommendations. He added that the Chamber looked forward to the day when discrimination will be absolutely removed so that black miners could receive the same training as that given to whites.

KwaZulu win appeal

THE full bench of the Natal Supreme Court yesterday granted an application by the KwaZulu Government for its control of the Ingwavuma district to be reinstated.

This was a sequel to the proclamation issued by the State President Mr Marais Viljoen on Monday re-establishing the Department of Co-operation and Development's control over the area after Mr Justice Shearer in the Supreme Court Durban had

the Natal Judge President-Elect sat with Mr Justice J A van Heerden and Mr Justice J J Kriek.

After lengthy argument from both sides Mr Justice Milne in his judgment described the State President's proclamation as bad and declared it null and void on the ground that the State President had acted beyond the powers conferred on him. He ordered the State to pay the costs as well as those accrued by its em-

him it was obvious that the matter was one of great urgency and it was important that the court made known its decision as soon as possible. In the circumstances there was no point in considering an application for an order of interim relief and he would make a final order despite the lateness of the hour.

The court had agreed that in addition to declaring the proclamation null and void the Department of Co-operation and Development

Coup plot

VICTORIA (Seychelles) — Self-styled South African spy Mr Martin Dolinchek testified yesterday he regretted joining a coup plot in the Seychelles when he discovered the nation was not a strict marxist state.

'I realised the people here are poor but happy proud that they are not against their Government' that they are not anybody's stooges. Mr Dolinchek said.

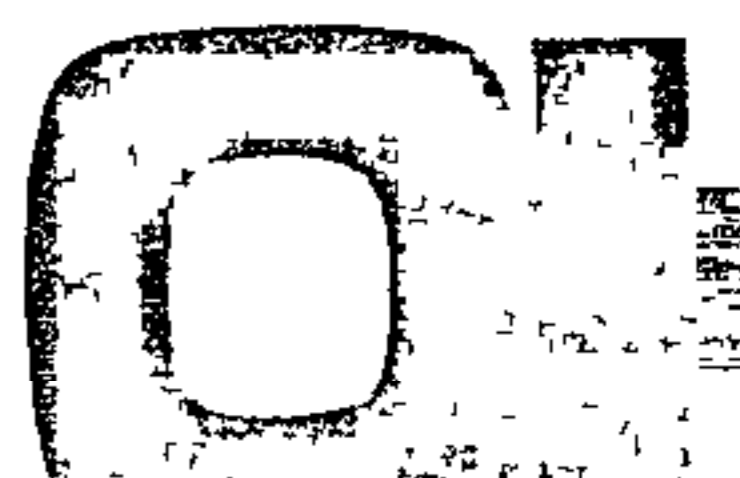
He was beginning his own defence after the prosecution rested its case on a charge under the Treason Law.

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R1 75
5kg Pack



Shop where

Damaging strike looms



Much more will be at stake than wage rates when the 22 000 white miners represented by the Council of Mining Unions (CMU) hold their strike ballot next week. The future structure of

labour relations in SA's gold and coal mines could be determined by that trial of strength between mining employers and white miners.

The immediate *casus belli* is a deadlock in wage negotiations. The eight unions affiliated to the CMU decided on a strike ballot after employers rejected their demand for a 15% pay hike. Employers, represented by the Chamber of Mines, proposed a 9% increase at a conciliation board hearing last week — well up on the 3% offered earlier this year.

CMU chairman Arrie Paulus predicts an overwhelming vote in favour of a strike — and recent union mass meetings indicate that miners feel strongly about the pay issue. Their work is more arduous and dangerous than that in other industries where substantial increases have been granted.

However, there are broader issues which have led to the pay talks taking place in a troubled atmosphere. In the background are efforts, prompted by government, to reform the way in which labour relations have traditionally been conducted on the mines. Conservative elements within the

CMU are extremely hostile towards proposed changes.

Statutory job reservation and other practices which ensure the job security of white miners — and halt black advancement — originated in the bloody Rand revolt of 1922. Sixty years have passed, but the issue remains emotionally charged. The Mineworkers' Union (MWU), which is led by Paulus, has, for example, threatened to strike if black workers are granted blasting certificates.

In October last year, government accepted the Wiehahn Commission recommendation to eliminate job reservation in the mining industry. An important proviso was that there should be adequate measures to allay white workers' fears for their job security. Government instructed employers and the white unions to reach accord on this within a reasonable period.

Talks to pave the way for a serious discussion on dismantling discriminatory practices have been held. Although most of the unions favour scrapping the job barriers, the MWU, which represents more than half of the CMU's numerical strength, has been putting up a tough rearguard action. The pace of the talks has been slow and there appears to be the prospect of lengthy filibustering. Meanwhile, the MWU, through its newspaper, has maintained a stridently bellicose attitude towards reform.

Paulus and leaders of the artisan unions in the CMU insist that it is only pay — and not reform — that is the issue in the cur-

rent dispute. However, some observers say that many rank and file union members are not drawing such a distinction. They feel that a backdown on the pay issue may be seen by employers as a sign of weakness.

Some employers claim that the uncharacteristic militancy displayed by some artisan leaders stems not only from the pressures they feel from their members over the pay issue, but also from their fears of losing members to the MWU. They deny this — but they cannot, for example, draw much comfort from a letter which appeared in a recent edition of the MWU newspaper. It came from 45 artisans at a colliery, who claimed to be members of several unions. They expressed fears about the future of whites in the mining industry and asked to become members of the MWU. "We do not want any longer to be members of unions who, without consulting us, take very important resolutions and undertakings without consultation to sell out their members in favour of the blacks," they said.

Some employers believe Paulus has been spoiling for a fight since the abortive MWU strike in 1979. They claim he wants to restore prestige which was lost in that debacle and is trying to build a powerful alliance of white workers on an issue where not only the MWU, but the entire CMU, takes on the employers.

Some unionists, on the other hand, insist that employers have been seeking a confrontation. They claim that within the Chamber there are hardliners who believe the low current demand for gold provides an ideal opportunity to break the power of the MWU.

There may be truth in both of these viewpoints. But where some on both sides of the fence do agree is that the outcome of the dispute will probably have a profound effect on how and when the reform initiatives are introduced. If the employers cave in, the chances are that the negotiations to end job reservation will become even more protracted. If, however, the unions are defeated — and their funds depleted by a lengthy strike — employers will be in a far stronger position to press for prompt reform.

It is, of course, still possible for a compromise to be reached. Ike van der Watt, general secretary of the SA Boilermakers Society, expresses the hope that further negotiations will take place after the strike ballot. The CMU continues to offer the alternative of arbitration to the Chamber Employers; however, they reject arbitration because they believe that it has a poor history in SA, with arbitrators frequently plumping for a figure midway between what the two parties have demanded. The fact of the matter is that with the gold price as low as



CMU's Paulus ... expects an overwhelming vote

BLACK MINERS GET MORE

FM 2/7/82

211

Pay rises granted to black mineworkers are likely to aggravate the already poor relations between employers and white unions in the mining industry

The Chamber of Mines has announced a 12,2% increase for novice black underground workers and an 11,1% rise for novice black surface workers. The Anglo American Corporation, which generally pays more than the chamber's minimum rates, has granted a 15,4% increase for novice underground workers and 19% for novice surface workers.

A predictably angry response to this has come from white mining unions affiliated to the Council of Mining Unions (CMU). Next week they will hold a strike ballot (*see cover story*) because of a pay dispute with the chamber. They are demanding a 15% increase and have rejected the chamber's offer of 9%.

"I am now convinced that more than 90% of the miners will vote in favour of

a strike," says CMU president Arrie Paulus.

There is little doubt that union leaders in the CMU who are intent on a showdown with employers will make ample use of the fact that some black workers will get increases which are — in percentage terms — substantially more than those offered to white miners.

However, employers point out, it is irrelevant to compare the percentage increases granted to the different groups. For example, the chamber's 12,2% increase for a novice black underground worker means that his monthly wage (excluding several other important benefits) will rise from R115 to R129. But the monthly minimum pay of a white miner or an artisan is in the region of R800 a month — and the cash value of a 9% increase is therefore considerably higher than that granted to black workers.

White miners to vote in strike ballot

ARGUS 2/7/82 (132)

ABP

211

Argus Correspondent

JOHANNESBURG — Nearly 22 000 white miners will vote "yes" in a strike ballot being held next week, warned mining leader, Mr Arrie Paulus, today.

Mr Paulus, chairman of the 22 000-member Council of Mining Unions, delivered this warning after a meeting of the council's executive in Johannesburg

He said that more than 90 percent of the members of the eight white-member unions would support a "yes" vote

But he accused mine managements and the Chamber of Mines of intimidating mineworkers and even trying to prevent workers from voting

Workers were told of the consequences of supporting a strike and voting as they would lose their jobs and other benefits

'THREAT'

Mr Paulus said that mine managements had threatened that in the event of a strike, all the strikers would be dismissed and that some would be taken back selectively

But he warned that if one worker was not taken back if that situation developed the strike would go on

The Chamber of Mines has stated that managements may have drawn workers' attention to the consequences of a strike but it was wrong to say that miners were threatened.

1204 2/7/82 (211) (134) (187)

Mine men call crisis meeting on pay dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Mining Unions is to hold an emergency meeting today to discuss developments in its wage dispute with the Chamber of Mines, CMU secretary Mr Tom Neethling said yesterday

But CMU sources said there had been no sign of a break in the deadlock between the unions and the Chamber of Mines and that plans to hold a strike ballot next Wednesday were continuing

The unions are demanding a 15% increase. The chamber says its latest offer, of 9%, is final.

Mr Neethling said the meeting would discuss the chamber's pay rise for black miners, "problems in certain

mining areas" relating to the wage dispute and other issues connected with it

Union sources said yesterday there had been no contact between the CMU and the chamber since negotiations broke down at a conciliation board meeting last week.

It is understood that any moves to resume talks in an attempt to avert a strike will occur only after the ballot, which unionists expect to produce an overwhelming pro-strike vote

The CMU is unlikely to call a strike immediately after the ballot. It is more likely to wait in case the chamber wants to resume negotiations.

Union sources stressed that today's meeting does not herald new moves towards a settlement

Anglo report aims at improving wages

2/7/82 211 Savetan

By JOSHUA RABOROKO
 IN ITS annual report, Anglo American admits that the minimum wage of its black workers is unsatisfactory.

This is so according to the corporation, both absolutely and relatively to what is paid elsewhere. It is, however, convinced that the mining industry should continue to improve as fast as economic conditions permit to meet modern wage requirements.

The report states that as a result of negotiations with trade unions the first black apprentices will be indentured next year. Considerable effort has been made in the past year to provide married accommodation for senior black employees and so contribute towards the stabilisation of the workforce which

it is hoped will counteract, to some extent the negative effects of the migratory labour system.

Anglo American states it is also looking forward to the time when the majority of its workers are unionised. Among industrial companies, full recognition agreements were reached with several black unions and further negotiations are under way with others.

In the mining industry the most notable development was the signing of an agreement between De Beers Kimberley division and the SA Boilermakers' Union as a result of which blacks obtained collective bargaining rights for the first time in the industry's history.

Consultative committees are co-operating

satisfactorily in most group companies and some have attracted trade union support.

The widespread unrest among black workers in the country following the Government's proposals for the preservation of pensions sharply emphasised the need for effective consultation — as well as communication — at all levels before changes are introduced, says the report.

The company's policy is to establish throughout its subsidiary and associated companies rates of pay and other conditions of employment that are arrived at objectively, without regard to race, sex and progress toward this objective is kept under review.

Central to any plan to improve the general

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
3	27 } 64 37 }	
4	48 } 61 17 }	
welfare of the workforce must be the objective of raising minimum wages to a level compatible with reasonable living standards, the report states.		
More than 1 000 jobs have been created or secured as a direct result of the Labour Intensive Industries Fund Limited, an investment company funded by the corporation and De Beers in Southern Africa.		
The number of jobs available is expected to increase during the present year as the effect of the investment becomes fully realised, the report says.		
Initials		

Paper No _____
 (to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- 4 Do not write in the left hand margin.

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator.
- 3 No part of an answer book is to be torn out.
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

~~134~~ ~~136~~ ~~132~~
22 000
Staw (21)
for strike
2/7/82 (213)
— Paulus

Labour Reporter

Nearly 22 000 white miners would vote "yes" in the strike ballot being held next week, Council of Mining Union chairman, Mr Arrie Paulus warned today.

Speaking after an executive meeting he said more than 90 percent of the members of the eight white unions would support a "yes" vote

But he accused mine managements and the Chamber of Mines of intimidating miners and even trying to prevent them voting

Mr Paulus said mine managements had threatened that if there was a strike, all the strikers would be dismissed. Some would be taken back selectively

Mr Paulus said that if one worker was not taken back in such a situation, the strike would go on

The Chamber of Mines stated that managements might have drawn workers' attention to the consequences of a strike, but it was wrong to say they were threatened.

to king John

13 500 mine workers are still on strike

By ANTON HARBER and STAN HLOPE

MANAGERS at West Driefontein mine, Carletonville, were last night waiting tensely to see if their 13 500 workers would return to duty after 24 hours of stayaways and unrest

Spokesmen for two other mines hit yesterday by stoppages — Stilfontein and Buffelsfontein mines — said all had returned to normal by late afternoon

Violence broke out at these three mines when thousands of workers downed tools on Thursday night shortly after hearing of their annual pay increases

At Gold Fields' West Driefontein mine security guards with batons, shields, gas masks and dogs, patrolled the compounds last night

The chief compound manager, Mr D Philips, said he was hoping workers would return for the 10pm shift

Workers from one of the mine's hostels returned to duty yesterday morning, but 7 000 stayed out and conducted talks with management

A mine spokesman said yesterday that the workers had been warned that their contracts would be terminated if they did not return for the night shift

At Gencor's Buffelsfontein mine, near Orkney, an unknown number of workers

also refused to go underground on Thursday night

A mine spokesman said 75 ringleaders were detained

The rest had been told that "if they were not prepared to accept the wages offered to them, they should seek employment elsewhere where the pay is better"

By yesterday afternoon the mine was quiet again

At Gencor's Stilfontein mine production resumed after 224 miners were dismissed. The others returned to work yesterday morning

Spokesmen for all three mines said "ringleaders" and "intimidators" had persuaded the miners to stay out of work

Labour Correspondent STEVEN FRIEDMAN reports that a spokesman for the Gold Fields group said yesterday that the "general dissatisfaction with this week's wage increase" appeared to be the chief cause of Thursday night's rioting at West Driefontein gold mine

However, management at the mine had told workers that the wage increase was "not negotiable" and that they could either accept their increases or leave their jobs. "Not one has opted to leave," the spokesman said

The Chamber of Mines this week announced increases in starting pay rates of 11% for surface and 12% for underground workers. The increase was the lowest for several years

Half hour battle against defending champion John

Pictures Courtesy SABC-TV

Mother and child buried as wall falls

Mail Reporter

APAGEVIEW mother and her young child narrowly escaped death yesterday after a wall from the block of flats being demolished next door crashed through the kitchen and buried them

Furious Pageview community leaders blamed the Johannesburg municipality and the Department of Community Development who, they claimed, had ignored safety by-laws requiring the erection of a barricade around any building being demolished.

Mrs Fatima Khairon was pre-



Miners told: Strike will hurt SA

By KEVIN DAVIE

THERE can be no winner if South Africa's mines shut down

That is the warning published in a Chamber of Mines newspaper to white miners on Wednesday's strike ballot.

Mining News states "Miners should think extremely carefully before contemplating strike action"

The industry's newspaper says that "a strike now can only further damage the country's ailing economy and do added harm to a mining industry already battered by depressed mineral prices"

Union leaders claim there will be an overwhelming "yes" vote to strike, but sources on both sides say that they are close to a compromise

"There'll be a settlement," one senior source in the mining industry told me

Mining News reports that many miners have already lost their jobs cut-backs of almost half the labour force at Wit Nigel and 3 500 redundancies at West Rand Consolidated

Danger point

A front page editorial in Mining News — the only official comment from the employers' side apart from a short Press release after talks broke down last week — says union leaders "have engaged in some exceptionally hard and successful bargaining on behalf of their members in the past couple of months"

"But it is equally their duty to act responsibly and recognise the danger point beyond which they can venture only by putting the interests of their own members in peril"

The present dispute — which some observers say is more a test of strength between management and unions — began in March

Originally, the Chamber of Mines offered 3 percent, but later increased this to a 9 percent increase on basic salaries

The Council of Mine Unions initially asked for 16 percent, but later dropped its demand by 1 percent.

There is speculation that a compromise will be reached at 12 or 13 percent.

211 243/51

Miners go to the ballot box

5/7/82 134 Star

Countdown to a crippling strike

By Tony Davies
Labour Reporter

Almost 22 000 white miners will vote on Wednesday to decide whether the country's gold mines and collieries will stage a legal strike

The Council of Mining Unions, which represents the white miners in eight trade unions, is confident the miners will vote for a strike

This is a significant ballot as mine workers and skilled artisans are united in their opposition to the Chamber of Mines

At the core of the dispute is the breakdown in wage talks with the chamber

The employers' umbrella organisation offered nine percent in response to the CMU's 15 percent demand

The council had declared a dispute and two subsequent sittings of a conciliation board failed to resolve their differences

In the event of a "yes" the miners will be legally entitled to strike.

The rundown to Wednesday's vote has been characterised by bitterness, with unions accusing mine ma-



Mr "Arrie" Paulus . . . predicts miners will vote for a strike.

agements of intimidating workers and threatening them if they vote for a strike

CMU officials claim their members are being denied the right to vote at all.

The council's chairman, Mr Arrie Paulus, last week predicted that more than 90 percent of the 22 000 miners would vote in favour of a strike

A "yes" vote does not necessarily mean there will be a strike but will prove the miners' support for the CMU's wage demands

White miners fear if there is a strike many mines will be able to hold out for weeks or

even months with black labour and members of the white officials' associations, which accepted the nine percent wage offer

They also fear mining houses will take advantage of a strike to dismiss them and replace them with black labour.

The dispute comes at a time when the Chamber of Mines and the CMU are still discussing the implementation of the Wiehahn labour reforms for the introduction of black miners to previously restricted jobs on the mines

Because of the contract conditions between white miners belonging to the CMU

and the chamber, even a legal strike will result in the termination of their employment

Miners also stand to lose their mine homes and other benefits

The chamber insists mine managements are trying to warn white miners they stand to lose everything if they go out on strike

The CMU has warned that if striking workers are fired they will all have to be reengaged not just a selected few, or they will continue strike action.

In the July issue of the chamber's "Mining News," a front page editorial warns "Don't kill the goose"

The editorial states that a strike will further damage South Africa's ailing economy and harm the mining industry

Retrenchments are becoming more frequent in the mining industry and Government statistics have shown white miners are the highest paid group in the economy, the editorial says

Are the miners' wage claims justified?

Unionists say they are asking only to meet cost-of-living requirements and that even civil servants were given 15 percent increases

New riots flare on West Rand mine

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~~209~~
152
Sta
5/7/82

By Tony Davis and Mike Cohen

New rioting broke out early today at the Gold Fields Kloof Gold Mine, near Westonaria, and about 12 000 miners refused to go underground and began stoning cars and buildings.

A spokesman for Gold Fields said "intimidators" last night prevented workers from going on shift and mine security restricted workers to two hostels

On the morning shift miners were again intimidated and confined to their hostels but they burned a hostel barber shop and stoned windows before breaking out of the buildings

Miners were reported to have run around shouting "Mali! Mali!" (Money! Money!)

About 200 to 300 miners had gathered at the front of the hostels carrying stones and sticks, the spokesman said

Mine security personnel dispersed the mob and used tear smoke. They were trying to "isolate intimidators"

A police spokesman said a detachment of the Police Reaction Unit was sent to the mine to help mine police and security officials.

The Kloof mine unrest follows a weekend of rioting at several Transvaal gold mines

It is believed the cause of the unrest was the introduction of wage increases amounting to about 12 percent

● At Gold Fields West Driefontein mine, thousands of miners refused to go underground and subsequent rioting over two days resulted in four deaths

● Three men died at the Gencor Grootvlei Gold Mine, near Springs, after rioting started on Friday evening

● Unrest at the Gencor Buffelsfontein and Stilfontein Gold Mines was quelled by mine police and South African Police

● There were reports of intimidation at Gold Fields East Driefontein mine last night but the situation was described today as quiet

(211) (209)
Mines
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5/7/82

Mail Reporter

SEVEN miners have died in unrest on three Rand gold mines and more than 1 300 have been bussed back to the homelands

Large numbers of mine police were last night closely watching the mines — Driefontein, Grootvlei and Buffelsfontein — but none reported any further incidents

Violence flared on Thursday night after the miners were informed of a 12% pay increase

Four miners died and seven were injured in a night of violence at West Driefontein on Friday. Police used tear-gas, dogs and a helicopter to quell the violence.

At Grootvlei Mine, where two miners were shot dead on Friday, more than 300 men chose to leave rather than return to work, a mine spokesman said

● Report — Page 2

PRO regrets his slip of 'savages dancing'

211 Mail Reporter

THE public relations officer for the Gold Fields of SA mining company yesterday said he regretted describing rioting miners as "savages dancing around a fire"

And the company's managing director, Mr P R Janisch, compared it to the statement by former Minister of Police Mr Jimmy Kruger, who said the death of black consciousness leader Steve Biko had "left me cold."

Mr J J Moller said he had been woken by a reporter "at 1am" and had said "something like that". The reporter in fact spoke to Mr Moller shortly after 11pm

"I was asked a stupid question, so I gave a stupid answer," he said. The reporter had asked Mr Moller whether

the fire brigade had been called out to deal with the fires started by rioting miners on the West Driefontein Mine

Mr Moller said the fire brigade had not been called because the buildings had been burnt to the ground

"Besides," he had added, "who wants to see thousands of savages dancing around a fire."

The mine manager, Mr C Watson, yesterday showed Mail reporters a few buildings that had been slightly burnt before mine police had extinguished the fires

Mr Janisch said "The quote had not reflected the feeling of the spokesman and I am sorry it was printed. Like Mr Kruger's infamous statement, it was a regrettable slip of the tongue."

Black miners bussed out of tense mines

ROH (211)

5/7/82

By ANTON HARBER

MORE than 1 300 miners were bussed back to the homelands over the weekend after two days of unrest on Rand gold mines had claimed seven lives

Last night mine police kept a close watch at the three tense mines — West Driefontein, Grootvlei and Buffelsfontein — but no further incidents were reported

At Gold Fields' West Driefontein mine, near Carletonville, dozens of heavily armed police combed the five compounds. Rooms were searched for weapons and workers entering the area were frisked

Mr J J Moller, public relations officer for Gold Fields, said they were hopeful that the unrest had ended

The mine manager, Mr C Watson, said they had terminated the contracts of 240 workers on Saturday and had told the others to return to work or leave the mine

He said more than 800 had chosen to leave and a total of 1 083 had been bussed back to the homelands

Mr Watson said Friday's night of violence started when 4 000 men in one of the compounds refused to go to work and gathered at the compound gate chanting

Mine police had told the men to disperse to their rooms and to send a delegation to speak to the manager. When they failed to do so, teargas was used to disperse them, Mr Watson said

Police with dogs and shields had then marched through the compound in a show of force, he said. The unrest had continued in No 2 compound until about 11pm

Early on Saturday morning, violence flared again

when workers in the No 5 compound refused to go to work

Two men were shot dead, one was found in a hostel with fatal head wounds and a fourth was stabbed to death

Seven miners, one of them seriously injured, were admitted to the Leslie Williams mine hospital

During the unrest the miners broke many windows and set two buildings alight, but the fires were extinguished quickly

Yesterday, mine officials threw a cordon around the area, allowing the Press in only under escort to photograph certain areas. A foreign television crew was prevented from filming the mine

Grootvlei Mine, in Springs, was quiet last night after three workers had been shot dead on Friday night. Over 300 workers had chosen to leave rather than return to work, according to the PRO, Mr D J Ackerman

"As for tomorrow, I don't know what will happen but we are hopeful that things will return to normal," he said

He said all was quiet at Buffelsfontein

Violence flared on the three mines shortly after an announcement on Thursday that pay was to increase by 12%. Mine officials have confirmed that the unrest was related to dissatisfaction with the increase

Mr Watson of West Driefontein said they would have no trouble replacing the miners who had left but it would take time to teach them the necessary skills. He said the mine would operate normally until the men were replaced



No 5 shaft, where violence flared on Saturday morning. A Mail photograph contained a heavy presence in the compound.



Broken windows mark the scene of unrest that flared at the West Driefontein Mine. This concession store was badly damaged by stoning on Friday night.

PHOTOGRAPH BY ROBERT ISHABALALA

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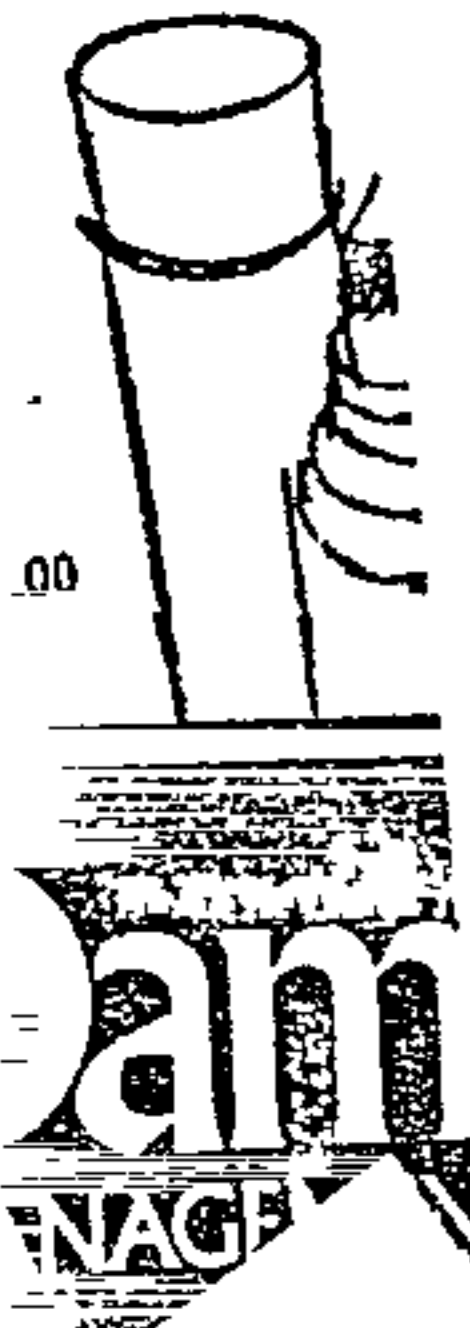


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State steps into mines row

Strike ballot is in the air

211
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6/7/82

By Tony Davis
Labour Reporter

White mine unions meet in Johannesburg today to decide whether or not to cancel tomorrow's strike ballot — as a result of the intervention by the Minister of Mines and Energy Affairs, Mr F W de Klerk, in their dispute with the Chamber of Mines

Mr de Klerk telexed the Council of Mining Unions and the chamber to indicate his disappointment at the lack of progress in the wage talks, and said he hoped they would get together to resolve their differences, mining sources said today

Yesterday the CMU

and chamber met in Johannesburg to discuss the dispute for the first time since the breakdown in conciliation board talks last month

The mine unions had earlier rejected totally the chamber's 9 percent wage offer and demanded a rise of 15 percent

The CMU executive meets this afternoon to discuss the chamber's apparent willingness to renegotiate

The CMU chairman, Mr Arrie Paulus, said today that its executive would have to decide whether or not the strike ballot should go ahead tomorrow

Mr Paulus has already said that he expects an overwhelming

majority of the 22 000 white miners which the CMU represents to support a strike

Union sources said the chamber would have to better their 9 percent offer if they expect a settlement

The ballot at South Africa's gold mines and collieries is planned to be conducted from 6 am to 6 pm

Scrutineers chosen by members of the eight-union CMU will conduct the balloting, and the sealed vote boxes will be returned in the evening to the Johannesburg offices of the secretary of the CMU, Mr Tommy Neethling

The results should be known by noon on Thursday

Since the breakdown in the wage talks, both parties have indicated that their doors are open for further negotiations

The chamber had appealed to members of the mine unions to accept the 9 percent offer because of the present economic hardships in the mining industry

But at a number of public rallies organised last month by the unions, workers showed total rejection of the chamber's offer

NEED

Mr de Klerk has also pointed out the need for new talks "in the national interest"

The miners are entitled to conduct a legal strike ballot because of the breakdowns in negotiations and conciliation board talks

But in terms of contracts of employment signed by CMU members the chamber can terminate their services if they go on a legal or illegal strike

The CMU had accused mine managements of resisting its attempts to organise tomorrow's strike vote, and even of "intimidating" members at some mines

A chamber spokesman said that at this stage it had no comment to make on the present talks

Mr de Klerk's intervention in the dispute has a precedent. During the 1979 strike by the Mine Workers' Union against the Chamber the then Minister of Mines, Mr Fanie Botha, appealed to both sides to resolve their differences, though he refused to be drawn into the actual dispute despite MWU requests

Teargas, rubber bullets used to quell pay riots

By Tony Davis
and Mike Cohen

The South African Police used teargas and rubber bullets to quell rioting mine workers at the Kloof Gold Mine near Westonaria yesterday.

The Divisional Commissioner of Police on the West Rand, Brigadier J C Coetzee, said today police opened fire last night as unrest on mine property erupted

He said no serious damage was caused by the miners and no injuries were reported "But there must have been people hit by the bullets," he added

Mine security police also used teargas early yesterday to counter unrest at the two hos-

teis The SAP were later called in to assist

A spokesman for Gold Fields said all was quiet at the mine today and there had been no further reports of unrest at the West Driefontein Mine, where there was extensive rioting at the weekend. Four miners died during the unrest in the Western Transvaal

At Gencor's Grootvlei mine, near Springs, three miners died during unrest at the weekend

The unrest is understood to be related to the introduction of a rise of 12 percent for black miners.

Police used teargas and several arrests were made as a result of wage riots at the

Danhauser collieries in Natal yesterday. Rioting workers destroyed two beer halls, a restaurant, communication equipment and a tractor.

Two of the Gencor group's platinum mines near Rustenburg have also been hit by wage riots

About 2 000 miners at Impala's Bafokeng North hostel refused to go underground on Saturday and later destroyed mine property. Bophuthatswana police used teargas to disperse the rioters and about 50 miners were injured and treated at hospital.

At Impala's Wildebeest South hostel yesterday miners also rioted and teargas was used by Bophuthatswana police

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to leave was in the best interests of all concerned, he said. Until two weeks ago KwaZulu had been in control of Ingwavuma for 10 years and affidavits showed control had been exercised in a proper manner

Confusion in the area could lead to violence and bloodshed and although the order might delay negotiations between the South African and Swaziland governments, tension would be reduced if the status quo was restored

Earlier Mr W de Villiers, SC, for the State, said bloodshed, tension and confusion would result if control was given back to KwaZulu

Mr De Villiers said the aim of the Government in exercising the area was so that the people could be told of the position and their views sought. Only then would a final decision be made

A Chief, Ntunja Mgomozulu, had claimed in an affidavit that he fled with his followers after being told he would have to become a Zulu subject

Though army and police in the area were under SA control, their support could be undermined if the department did not resume control

Already the local commanding officer, a Commandant van der Spuy, had complained that the army had lost the support of the local population since the dispute began, he said

Mr Buys said the black KwaZulu magistrate, a Mr Mhlongo, would not be able to exercise power over whites in the area and could not fulfil many functions as set out Mr Van Zyl, the white SA magistrate

With the two men sharing the administration, a deadlock was almost inevitable. Total chaos, even bloodshed, could result, he said

■ To Page 2

Minister intervenes in miners' pay row

By STEVEN FRIEDMAN
Labour Correspondent

THE Minister of Mineral and Energy Affairs, Mr F W de Klerk, has intervened personally in an attempt to avert a strike by white mine workers — and the Chamber of Mines yesterday made a new offer to mining unions which is likely to lead to a postponement of the unions' planned strike ballot.

Union sources said last night that the Council of Mining Unions and the Chamber had met yesterday and that the Chamber had made the unions a new offer. They said the meeting was a "direct result" of Mr De Klerk's intervention

They added that the unions' executives would meet this morning to decide whether to postpone the ballot in order to take the new offer back to their members.

The CMU has planned a strike ballot for tomorrow after rejecting a 9% wage offer from the Chamber. At meetings around the country, union men demanded a 15% increase. The ballot's calling has raised fears of a strike by white mine workers which could seriously hit gold and coal production

It was learned yesterday that Mr de Klerk has twice contacted both the Chamber of Mines and the Council of Mining Unions urging them to "rethink" their dispute

In a telex message sent last week, Mr de Klerk urged a rethink "in the national interest and given the challenges facing the economy"

Approached last night, Mr de Klerk confirmed that he had sent the telex and added that he had "twice been in contact with both sides". On both occasions, he had contacted the CMU and Chamber simultaneously and his messages to them had been identically worded, he said.

Mr de Klerk declined to comment on the content of the messages

A Chamber spokesman confirmed that the telex had been received and added that "we have taken note of it"

Yesterday, the two sides met at Chamber headquarters in an attempt to settle the dispute. Union sources said that the Minister's telex, which they also confirmed receiving,



Mr F W de Klerk, personally intervened in the pay dispute.

had prompted the meeting

At the meeting, they said, the Chamber had made a new offer which would be discussed by union executives this morning

"The likeliest outcome is that the Council will decide to postpone the ballot to give all unions the opportunity to take the offer back to their members. It is essential that we have the fullest possible mandate from our members on any offer," a CMU unionist said

He declined to say what the new offer was or whether he believed union men were likely to accept it.

Observers believe, however, that prospects for a settlement have improved significantly as a result of the meeting

's Rossi dashes Brazil's great hopes

Italian centre-forward ripped up the World Cup in Barcelona last night with a burst of scoring that put them out of the finals

Returned to action only last year after a suspension for his involvement in a betting scandal, Rossi scored three goals in Italy's 3-2 win over the three-

that sent the Italians into the semi-final meeting with the Nou Camp Stadium and, almost unthink-

ably, sent the Brazilians home empty handed

Brazil, the most exciting team in the world and needing only a draw to qualify, were widely regarded as certainties. Rossi, with the invaluable assistance of a dithering Brazilian defence, ignored that script

Three appalling defensive errors presented Rossi with gift goals in the fifth, 25th and 74th minutes

Rossi's is the third hattrick in the current championship with West Germany's Karl-Heinz Rummennigge and Poland's Zbigniew Boniek being the

others

From Bahrain it is reported that television authorities in the Gulf countries did not transmit yesterday's the Brazil-Italy match because it was refereed by an Israeli

The countries affected were Qatar, Bahrain, Kuwait, Oman, the United Arab Emirates and Saudi Arabia

Soccer is the main sport in these states, which have been broadcasting the World Cup games live from Spain — Sapa-Reuter

● See Back Page

Winning bond sold in Jo'burg

THE monthly R50 000 bonus bond prize has been won by the holder of bond number 1009374101 bought at Johannesburg Post Office, it was announced in Pretoria yesterday.

The second prize of R30 000 went to bond number 0708468731, bought at Derdepoort. Third prize of R15 000 was won by bond number 5207837173, bought at Hillcrest. — Sapa

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Mail Correspondent
CAPE TOWN — An un- tied number of civilian ploves in the SA N Dockyard at Sim- to be laid off from the this month as part of a at reduction of naval

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FORGET about the Racing Editor By DAVID MOLLEN

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the war started" After that conviction was quick.

INSIDE Gilbey's Punter's Friend

● inside today!
R1,5m drug ring smashed

DURBAN Narcotics Bureau detectives have smashed a massive Mandrax drug trafficking racket involving the smuggling from India of more than R1 500 000 worth of the internationally banned tablets into South Africa

● Page 2
Gold steady, dollar firm

GOLD was steady yesterday and the dollar continued firm against most European currencies in spite of reduced activity caused by the US Independence Day holiday

● Page 11
New move on Mynbou

THE battle for control of the giant mining group, Federale Mynbou, will take a new turn on Thursday, when Rembrandt's representatives on the board of directors are expected to give notice of intended legal action

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Ring the Rand
Daily Mail 710-9111

Six miners hurt as police use teargas

By CHRIS OLCKERS and ANTON HARBER

SIX West Rand mineworkers were slightly injured when riot police and mine guards used teargas to disperse 9 000 striking miners at Kloof Mine, near Westonaria, yesterday

Later police offered protection to workers who felt they were being intimidated and who were prepared to go underground

The miners had go underground one evening and again morning, a mine spokesman said He met hostel orderlies at 5 15 last night to deliver an ultimatum to the miners to work or else face being fired

Workers milled around the mine's two compounds, closely watched by heavily armed police

A police spokesman said they were watching the situation closely after being asked

for assistance by the mine. A number of the miners told reporters they were unhappy with the 12% wage increase announced last Thursday

At other mines hit last week by rioting it was reported that all had returned to normal Officials have begun the task of clearing up the damage done during the unrest, which cost seven lives

Police called to help local security guards shot dead six miners at the Grootvlei and West Driefontein mines early Saturday Another miner was found stabbed to death Nearly 500 mineworkers were dismissed and about 800 others left for their homelands following the unrest

Spokesmen for the Gencor and Gold Fields companies said work at East and West Driefontein, Stilfontein, Grootvlei and Buffelsfontein mines was back to normal

Rand blast, ANC suspected

SUSPECTED ANC insurgents blew up a disused water pipe on the Brakpan to Dunnottar road in the East Rand yesterday morning but caused little damage, police sources said

Four charges were laid against the pipe in what police said was an attempt by the outlawed ANC to show its supporters it was still active

"There is no real target round there and it looks like they chose something easy," the police sources said Police reported no injuries "We have managed to catch most people in the past who have carried out bombings and we are confident we will get these people," the sources said — UPI



Italy's Rossi

BARCELONA — Italian centward Paolo Rossi ripped up the Cup form book in Barcelona last with a brilliant burst of scoring the favourites Brazil out of the finals

Rossi, who returned to action only April after a two-year suspension for alleged involvement in a betting scandal, scored all three goals in the nerve-tingling 3-2 win over the time champions

It was a result that sent the Ita through to a semi-final meeting Poland in Barcelona's Nou Camp sum on Thursday and, almost unt

MAIL to the operational area must no longer be addressed to Grootfontein but to Field Post Office One in Pretoria, the Defence Force announced yesterday

From this week mail and parcels to the operational area will take a short-cut through the normal mailing process and be flown directly from Pretoria to the operational area's four main sectors



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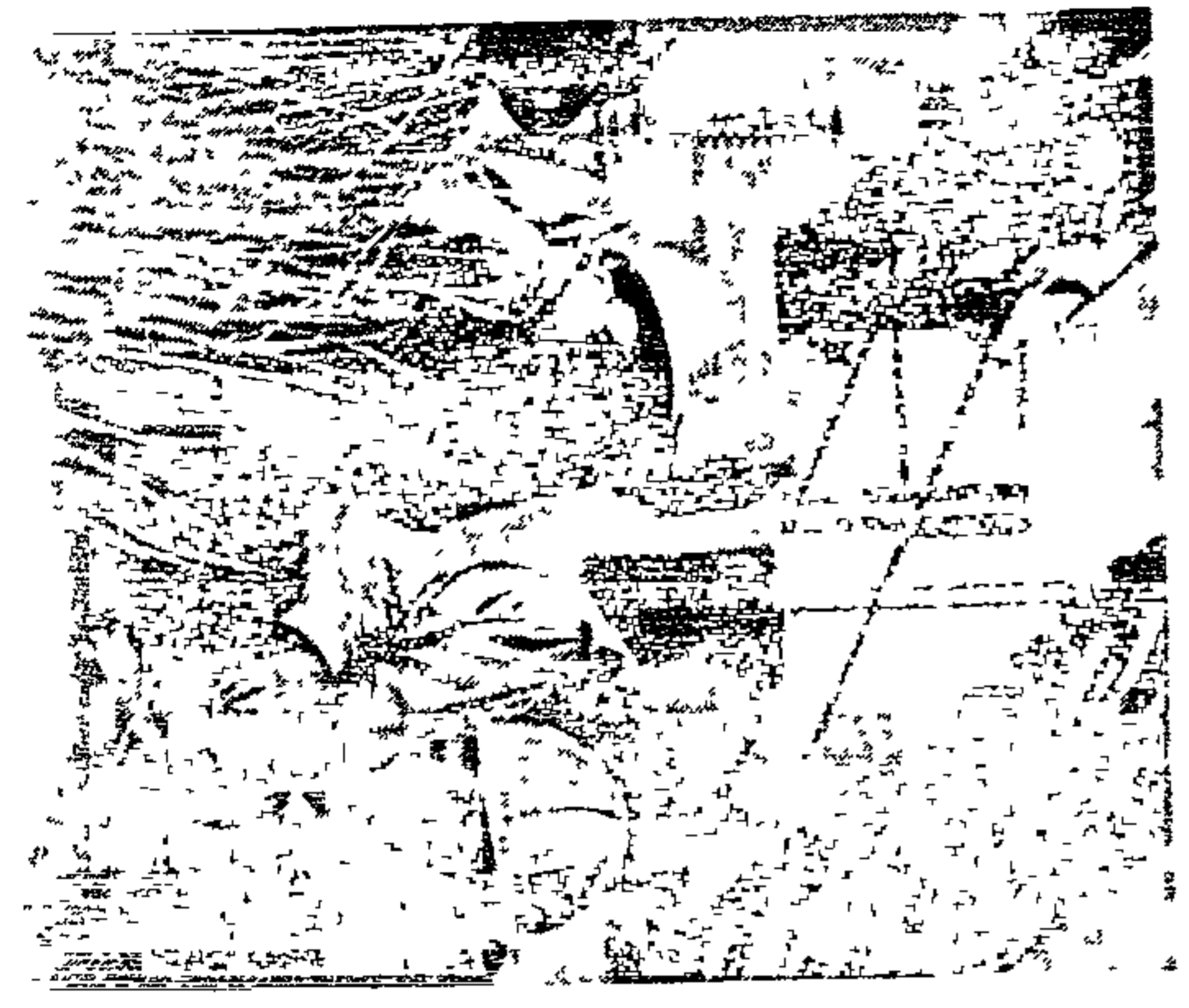
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Workers take to the veld in fear of more violence

MINERS

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HUNDREDS of miners at the Kloof Gold Mine took to the veld yesterday in fear of staying inside the hostels, where there were reported incidents of violence.

Riot Squad police are also believed to be assisting mine police as rioting continues at the compound, with workers refusing to go underground. Mineworkers injured in the violence were said to have been ferried to the Leshe Williams mine hospital.

A police spokesman said a detachment of the "police reactions unit" was dispatched to the mine to assist mine police and seconded officials. Official reports from the mine state that mine security staff were trying to confine the miners to a specific area of the mine. A spokesman said most of the 12 000 miners were, in some way, involved in the unrest.

Money

Trouble started at the Kloof mine on Sunday as reports were received to have run about...



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NO WORK: Mineworkers cooling it off.

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Official reports from the mine state that mine security staff were trying to confine the miners to a specific area of the mine. A spokesman said most of the 12 000 miners were, in some way, involved in the unrest.

Money

Trouble started at the Kloof mine on Sunday when miners were reported to have run about yelling 'Mali mali,' (Money money). The PRO for the mine, Mr J J Moller, said intimidators had prevented workers from going on shift and that the mine security staff then restricted workers to two hostels.

Yesterday, at about 5 30am, intimidators again tried to prevent the workers going on the morning shift. The workers were then confined to their hostels but managed to burn down a hostel, barber shop and stoned windows before breaking out of the building. At about 9am the miners set fire to the rear end of a hostel and armed themselves with various weapons, including pangas and knobkerries.

A visit to the mine yesterday showed scattered workers all over the nearby veld. Work had come to a standstill with no-one having gone



ON THE WAY South African Police rushing to the Kloof gold mine yesterday

Picture by LEN KUMALO

To Page 2

BLADE AT

JOHANNESBURG
PORT OF SPAIN
GERMISTON
COME HOME

Minister in bid to avert miners' strike

Own Correspondent
JOHANNESBURG — The Minister of Mineral and Energy Affairs, Mr F W de Klerk, has intervened personally in an attempt to avert a strike by white mine workers

The Chamber of Mines yesterday also made a new offer to mining unions which is likely to lead to a postponement of the unions' planned strike ballot

Union sources said last night that the Council of Mining Unions (CMU) and the Chamber of Mines had met yesterday and that the Chamber had made unions a new offer. They said the meeting was a "direct result" of Mr De Klerk's intervention

The unions' executives would meet this morning to decide whether to postpone the ballot to allow time for the new offer to be taken back to their members, the sources added

The CMU planned a strike ballot for tomorrow after rejecting a nine percent wage offer from the Chamber. At meetings around the country, union men demanded a 15 percent increase

The calling of the ballot has raised fears of a strike by white mine workers which could seriously hit gold and coal production

It was learned yesterday that in a telex message sent last week, Mr De Klerk urged both the Chamber of Mines and the CMU to "rethink" their dispute "in the

national interest' and 'given the challenges facing the economy'

Mr De Klerk last night confirmed that he had sent the telex. He had also twice "been in contact with both sides". On both occasions, he had contacted the CMU and Chamber of Mines simultaneously and his messages to them had been identically worded, he said

Mr De Klerk declined to comment on the content of the messages

A Chamber spokesman confirmed that the telex had been received

"We have taken note of it," he added

Yesterday, the two sides met at Chamber headquarters to try to settle the dispute. Union sources said the minister's telex had prompted the meeting

New offer

At the meeting the Chamber made a new offer which would be discussed by union executives this morning, the sources said

"The likeliest outcome is that the council will decide to postpone the ballot to give all unions the opportunity to take the offer back to their members," a CMU member said

He declined to say what the new offer was or whether he believed union men were likely to accept it

Observers believe, however, that prospects for a settlement have improved significantly as a result of the meeting

Stone-filled w



The wall in the new nursery extension Kirstenbosch Gardens, made from rows wire baskets filled with stones



Eleven Cape Town schoolchildren are money for National Santa Year. The escort of the Johannesburg Traffic Department are, (back row from left) Jeanette Wayne Holt, 15, and Shaun Esson, 14

Mercury 6/7/82

Coal miners on rampage

~~158~~ 211 ~~213~~ ~~515~~ ~~260~~
Mercury Reporter

THE entire black workforce from three Dannhauser collieries went on the rampage yesterday, burning down a beer hall and partly destroying another

The miners stopped work early yesterday at the Durban Navigation Collieries, broke into one of the mines' beer halls and set it alight

They are believed to have then broken down the walls and doors of a second beer hall with the help of a bulldozer. It is believed buses were stoned and compound windows broken

A Dannhauser resident, who asked not to be named, said he had watched one of the miners set fire to the tractor which delivers food to the compounds by throwing a match into the petrol tank

He said the rioting miners had also burned 'a fair amount' of the grazing lands around the mines

A police spokesman confirmed that a beer hall had been burned down and that a beer hall and offices in another compound had been damaged

He added that a communication centre building at the collieries also had been set alight

The spokesman said police reinforcements had been called in from Newcastle in a bid to contain the riot and by late last night 'they had everything under control'

No one had been injured during the rioting, according to the police.

The miners had downed tools 'because they were not satisfied with the 12 percent increase announced recently by the Chamber of Mines,' a senior police officer said



A last-minute agreement yesterday averted a threatened strike ballot by white miners today. The mining unions' Mr Arrie Paulus (right) shakes hands with Gencor's Mr Naas Steenkamp. Chamber of Mines industrial relations adviser, Mr Johan Liebenberg, looks on.

By Tony Davis
Labour Reporter

Intervention by Mr F W de Klerk, Minister of Mineral and Energy Affairs, in the wage dispute between white mining unions and the Chamber of Mines was responsible for yesterday's settlement, union sources say.

The chamber and the eight-member Council of Mining Unions yesterday jointly announced that the mining unions had accepted a 12 percent pay increase.

Today's planned strike ballot at gold mines and collieries has been called off.

Last week the Minister telexed the chamber and urged it to resolve the dispute.

The Minister also sent a telex to the CMU.

INACTIVE

The chamber's industrial relations adviser, Mr Johan Liebenberg, told a Press conference yesterday the chamber

Minister gets credit for accord

211
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had approached the mining unions last week but not directly as a result of the Minister's request.

Mining unionists, however, feel it was Mr de Klerk's initiative that forced the chamber to abandon its nine percent offer and to renegotiate with the CMU.

The CMU had demanded a 15 percent increase and some members felt that it was not worth strikers to hold to that figure.

"We also had the national interest and the economy in mind

at all times," a CMU member said.

PAY TALKS

The chamber opened pay talks in April with offers of three and five percent which the CMU described as "ludicrous".

The CMU had expected a successful strike vote in the event of no settlement being reached by today.

In addition to the 12 percent increase all union members who have been in continuous service with the chamber from May this

year to the end of June will receive a R200 bonus.

Pro rata payments will go to those with less service.

This figure was introduced as the wage talks dragged on from the May pay month.

CATASTROPHIC

The chairman of the CMU, Mr Arrie Paulus, said he thought Union members would accept the 12 percent increase and that there would be a series of report back meetings with miners in the near future.

He said CMU members trusted their negotiators and accepted that the negotiating team would reach a satisfactory settlement on their behalf.

A joint statement by the chamber and the CMU said the compromise had averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry.

Mercury
7/7/82

Colliery strikes petering out

Mercury Reporters

THE strike which led to violence at the Durban Navigation Collieries near Dannhauser on Monday is 'petering out', according to Mr H C Jerung, Iscor's public relations officer

It was reported on Monday that mine workers had gone on the rampage, burning down a beer hall and partly damaging other mine buildings

Mr Jerung said that although there had not been a big turn out for the morning shift, 'the vast majority' of the afternoon shift had returned to work

There had been no more violence or damage to property and no arrests had been made, he said. He added that just over 200 workers had been involved in Monday's strike

No damage to any mine buildings was visible from public roads around the mine yesterday and mine officials refused to allow a Mercury reporter into the area

Riot police who patrolled the mine continuously for 36 hours after the riots broke on Monday retired yesterday evening leaving only a small task force to keep a low profile watch in the area, Lt-Col R Robinson, District Commandant for the Dundee area said last night

Meanwhile life in the small town of Dannhauser, barely 6 km from the mine is quiet. No bottle stores have been allowed to open since the riots started, and alcohol is only available from licensed hotels, a bottlestore owner said

Many white mine workers who arrived at work for yesterday morning's shift were sent home when it became apparent that their black colleagues would not be working



Chamber, miners settle pay dispute

CAR TIMES 2/11/52

Own Correspondent

JOHANNESBURG — The Chamber of Mines and the Council of Mining Unions yesterday agreed on a 12 percent pay increase for union men on gold and coal mines thus averting at the eleventh hour a planned CMU strike ballot and the threat of a damaging strike by white mine workers

All answers

Number

Number

The settlement was reached after dramatic last minute meetings between the two sides and came less than a day before the ballot was due to begin

It was announced to waiting newsmen at the Chamber's Johannesburg headquarters yesterday as smiling CMU and Chamber delegations emerged from a meeting at which the compromise was finally hammered out

The agreed figure is halfway between the 4 percent the Chamber had said was the maximum it could afford to pay and the 15 percent the 22 000 union men had demanded

Surname

'Could have been catastrophic'

First Name

A joint statement by the CMU and Chamber said the settlement had "averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry in particular

Date

The increase would come into effect from the July pay month the statement added

Degree/you are

The statement also said the CMU had called off the strike ballot. The unions will report back to members on the terms of the agreement

Subject

The agreement came after the Minister of Mineral and Energy Affairs Mr F W de Klerk had appealed to both parties to settle their differences and after talks initiated by the Chamber

But it is understood that settlement moves were under way before Mr De Klerk's intervention

(to be copied from the heading on the Examination Paper)

Paper No

(to be copied from the heading on the Examination Paper)

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
7	11	
8 (i)	5	
(ii)		
9 (a)	6	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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In the path of the flood — Page 11

Mine strike averted as miners get 12%

By STEVEN FRIEDMAN Labour Correspondent

THE Chamber of Mines and the Council of Mining Unions yesterday agreed on a 12% pay increase for union men on gold and coal mines, thus averting at the 11th hour a planned CMU strike ballot and the threat of a damaging strike by white mine workers

The settlement was reached after dramatic last-minute meetings between the two sides and came less than a day before the ballot was due to begin

This was announced to waiting newsmen at the chamber's Johannesburg headquarters yesterday as smiling CMU and chamber delegations emerged from a meeting at which the compromise was finally hammered out

The agreed figure is half-way between the 9% the chamber had said was the maximum it could afford to pay and the 15% the 22 000 union men had demanded

The increase means that, for the first time in a decade, black surface mine workers have received a lower percentage increase in starting rates than white workers

Starting pay for these workers has been raised 11% by the chamber, although some mining houses are paying more than this

The mines' stated policy over the past decade has been to give black workers higher percentage rises than whites to narrow the pay gap

But the chamber's industrial relations adviser, Mr Johan Liebenberg, denied yesterday

that this policy had been reversed, saying the starting rate affected only about 12% of workers and that the actual black increase would still be a "slightly higher" percentage than that for whites

A joint statement by the CMU and chamber said the settlement had "averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry in particular"

It added that the increase would come into effect from the July pay month

"In addition, every union member in service on a chamber mine today will receive a bonus of R200 if he had been in continuous service from the beginning of May to the end of June, with pro rata payments to those with less service"

The statement added that the CMU had called off the strike ballot

Asked why the chamber agreed to increase its offer after saying 9% was the maximum the mines could afford, Mr Liebenberg said, "If both sides insisted on sticking to their guns, there would have been a strike. That would have been much worse than this compromise"

CMU chairman Mr Arrie Paulus said the council had accepted the offer on the workers' behalf without referring back to them because "we had a mandate to try for 15%, but to accept the best we could get"

"We believe this is the best deal we could get and that our members trust their negotiators I will not be afraid to explain this to our members"

Were you an eye witness to theft?

By ANN PALMER

A SLOTH has two toes, a spider has eight legs, a cat has nine lives — and somewhere, there is a thief with 58 eyes

Two of them are his own and the other 56 — made of plastic — he stole from a car.

As some sort of consolation, the thief left just one eye in the boot of a car belonging to a Roodepoort dental technician

The eyes, the instruments for making them, and the car's spare wheel — valued at R1 355 — were taken from the boot of the car belonging to dental technician, Mr Leon Greyling, of Roodepoort.

The boot was broken into yesterday between 8.30am and 1pm when Mr Greyling's car was parked outside the Cresta Shopping Centre, in Randburg

Mr Greyling said he kept his equipment in the car because he needed his instruments when he visited people for whom he was making false eyes.

"I feel sure the thief did not realise what he had stolen as the plastic eyes were kept in two leather pouches — 20 brown eyes and 36 multi-coloured eyes."

He thought a duplicate key had been used to open the boot of his car as there were no scratch marks and the lock had not been forced.

Unrest over mine wage increases leaves 82 hurt

By CHRIS OLCKERS and ANTON HARBER

AT LEAST 82 black miners were injured as unrest at mines spread to several other mines and nearly 27 000 workers

The worst unrest was at the Impala platinum mine, near Rustenburg, where several people were arrested by police after scores were injured during rioting

Yesterday 650 workers chose to return to the homelands and production was returning to normal after a two-day strike involving 2 000 workers, according to a mine spokesman.

The violence broke out at the mine's four shafts on Saturday night and 50 men were injured, none seriously

On Monday 95% of the workforce reported for duty, but unrest broke out in one compound, the spokesman said Damage was minimal.

Two men were hospita-

lised, 30 treated for minor injuries and several arrested

He said although mine management had heard no official complaints, they believed the workers were unhappy with their pay increases

At the Venterspost mine near Westonaria at least 120 workers barricaded themselves in a mine tunnel a kilometre below the surface

A confrontation was avoided when the workers were addressed by a police colonel who told the men to elect a committee to negotiate with the mine management.

It was too early to assess the cost of the unrest on the mines, a Gencor spokesman said yesterday.

A Goldfields spokesman said the mines would try to make up the lost production time in coming weeks, so it was impossible to estimate the cost of the strikes.

Other Transvaal mines

that have been plagued by unrest during the last few days were operating normally today, according to spokesmen for the Goldfields and Gencor mining groups

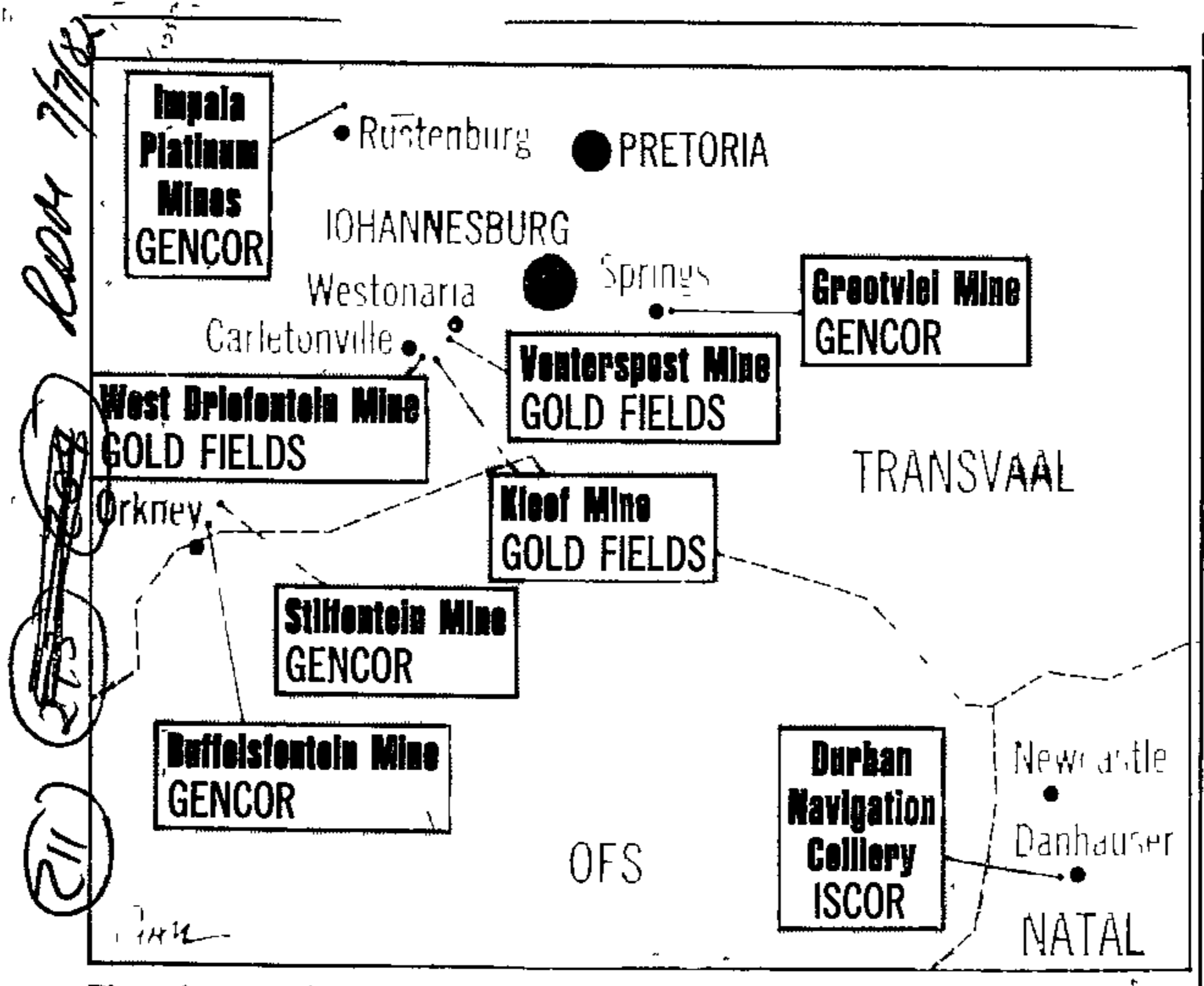
At the West Driefontein mine 1 233 workers out of 12 000 had been returned to their homelands At the East Driefontein mine about 200 had been sent back and at Kloof mine 13

The spokesmen said all other workers had reported for duty as usual today

Mining sources said black underground workers were unhappy with last week's 12% pay rise and were enraged that surface workers in safe jobs had been awarded 11%

Workers at nearby mines run by the giant Anglo-American Corporation were given 16% increases

The unrest spots — Page 2



The mines on the Reef and in Natal affected in the current wave of unrest. About 27 000 mineworkers are involved in the strikes and accompanying violence, which mining sources say stems from dissatisfaction with last week's 12% pay hike.

Graphic GAIL IRWIN

Three die as miners go on the rampage

Star 7/1/82

211
207

see roll of their rioting

By Tony Davis, Mike Cohen and Trevor Jones

Violence flared again last night at Kloof Gold Mine near Westonaria. So far three miners have died and at least 25 have been injured. Extensive damage has been done to property.

The South African Police were called in when mine security officials could not quell unrest at workers' hostels.

Fights had broken out in rooms between miners who wanted to go on night shift and those who wanted to strike. Miners later broke through a fence at the back of the hostel. They stoned cars and destroyed extensions to a new building.

They dispersed into hills nearby when the police arrived but later returned and damaged a concession store, parts of a dance arena and a bus stop.

Motorcycles

A spokesman for police headquarters in



spokesman for police headquarters in Victoria said today that compound windows were broken, the mine store plundered, a vehicle damaged, rooms burnt out and 50 mine motorcycles destroyed.

One miner died from injuries when he fell from a roof during the unrest. Two miners were found dead from head injuries received during the fights among miners, a police spokesman said.

Police gathered about 1,500 miners on a soccer field and told them that those who wished to return to their homelands could do so.

But later this morning more than 2,000 of them were refusing to move from the field and return to their compounds.

Police were still standing by.

Blankets

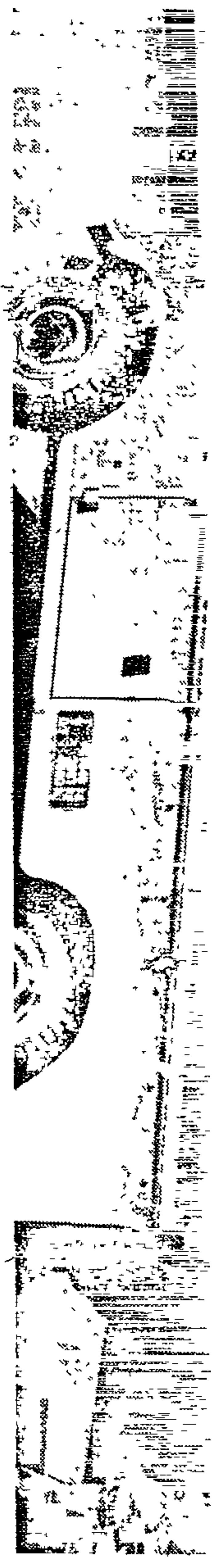
The miners, most of them clutching blankets round their shoulders, sat apprehensively as police watched them.

Some had fled into the veld at the height of the violence, but returned in the morning. Others were rounded up by the police.

On a hill overlooking the field, dozens of men looked down on the scene.

In the No 7 and No 8 compounds, where the fiercest rioting took place, the ground was littered with piles of stones and precast concrete — which had been broken up into throwing size.

The Divisional Commissioner of Police for To Page 3, Col 5



Members of the Police Reaction Unit rounded up about 1,500 workers from the veld around the hostels and ordered them to sit on a soccer field. Then mine officials checked who wanted to go back to their homes.

Unarmed officer is hero of mine showdown

West Rand Bureau

The District Commandant of Krugersdorp has earned praise for fearlessly facing 1,800 black mineworkers alone and using diplomacy to defuse an explosive situation at the Venter'spost goldmine yesterday.

Colonel M C "Lennie" Heunis arrived at the mine with a force of about 50 men but ordered the unit to stay out of sight, said a police spokesman.

An attempt was being made to arrest about 80 black mineworkers among the 1,800 who were allegedly intimidating the rest in an attempt to make them stop work.

The spokesman said this had been difficult because the 80 mingled with the rest. Many were armed with sticks and some with axes.

Workers were in a threatening mood. Colonel Heunis, unarmed, walked up to the

1,800 and said, "You are adults not children, just as I am an adult not a child." "I am unable to discuss your grievances with all 1,800 of you. You must realise this."

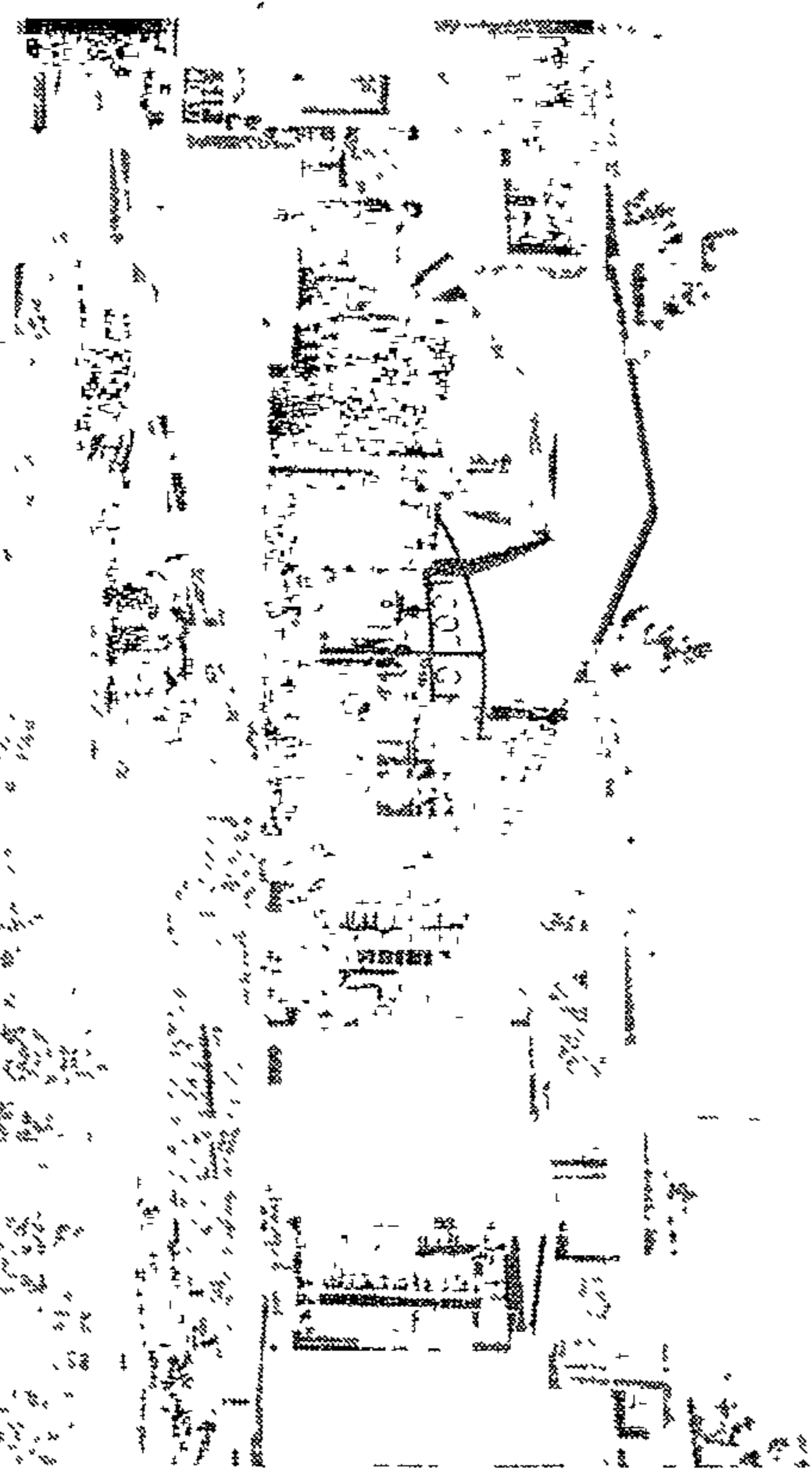
COMMITTEE

"Please therefore choose a committee to represent all of you, and the committee and I and mine officials will go into your grievances and try to satisfy you."

The police spokesman said the mineworkers appeared impressed and agreed to disperse and elect a committee.

Shortly afterwards all was back to normal and a new team of black workers went undelighted.

A senior mine security officer praised Colonel Heunis for his "raw courage" as did his fellow officer at the West Rand Division today.



Mineworkers stare out from behind a compound gate at some of the 50 motorcycles belonging to Kloof Mine which were destroyed last night. Pictures by Trevor Samson

Death as miners go on rampage

Star 7/7/82

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From page 1

the West Rand, Brigadier J C Coetzee, said 58 men had been arrested and would be charged with public violence. Some could also face charges of malicious damage to property.

"The wage question may have been the initial cause of the unrest, but last night Zulu, Xhosa and Sotho men joined forces against Malawians and Shangaans," said Brigadier Coetzee.

Trouble was also reported this morning at Venterpost Gold Mine, but a spokesman said most of the workers eventually went underground.

At the beginning of this month, the Chamber of Mines issued new pay scales for black miners — averaging a minimum 12 percent.

Mining houses such as Gold Fields and Gencor did not publish

their increases but Anglo American said its rises averaged 16 percent.

The difference in the two increases is seen to have caused jealousy among miners at the various mines.

Thirteen miners from Kloof were convicted yesterday on charges of public violence and fined R30, or 30 days by a Westnaria magistrate.

They were charged with attempting to prevent colleagues going underground by stoning them, and damaging mine property.

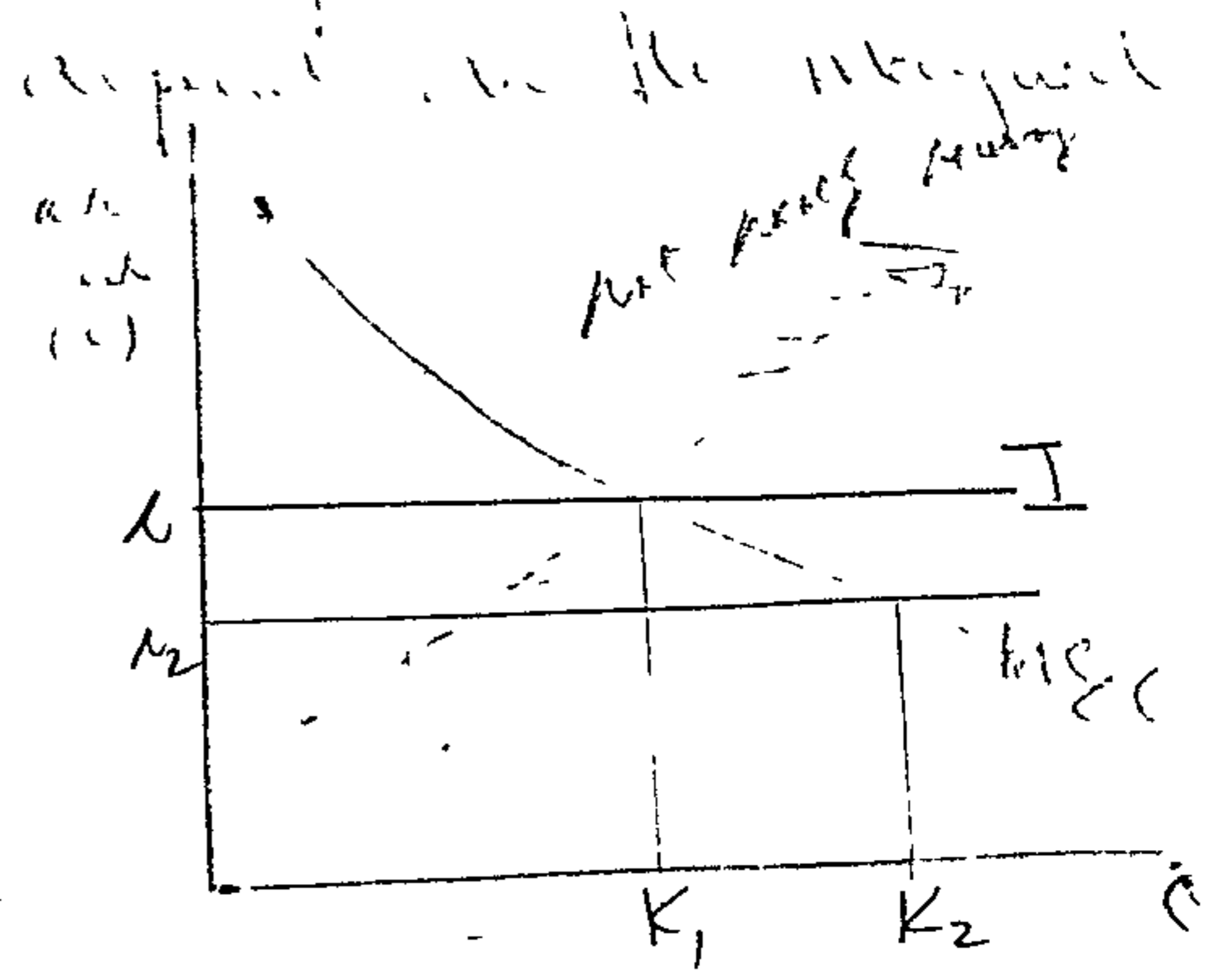
The mines chief security officer, Mr J Boschhoff, said a large group of miners armed with sticks and stones attacked a smaller group and hindered them from going on shift.

The Star's Africa News Service reports from Maseru that about 200 to 300 Basotho miners have returned home.

[Faint handwritten notes on the left margin, including "the wage question", "public violence", "malicious damage", "initial cause", "Zulu, Xhosa and Sotho", "Malawians and Shangaans", "Venterpost Gold Mine", "Chamber of Mines", "pay scales", "black miners", "minimum 12 percent", "Mining houses", "Gold Fields", "Gencor"]

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Star 211

Tribalism fans pay rise conflict

8/7/82

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By Jon Qwelane
Tribalism as much as the recently announced wage increases for mine workers is at the core of this week's violence — involving arson, assault and loss of life at the Kloof Gold Mine in Westonia.

Several miners approached at the strife-torn compound refused to speak to reporters or gave their views but would not give their names.

Almost all who responded ascribed the

violence and unrest at the mine compound to tribalism among workers.

This view was supported by the Divisional Commissioner of Police for the West Rand, Brigadier J C Coetzee.

A miner who did not conceal his identity, Mr Aaron Dlamini, shook his head saying "It is very painful (ku buhlungu) that people should behave this way. We now live in the compounds not knowing what will happen next, and to

whom"

Mr Dlamini is among the miners who have not taken strike action, and he still does his shifts.

"At first it was common cause that some people were against accepting the increases while others were not," he said.

"Those opposed to accepting the increases insisted we all go on strike, but those accepting the rises refused to strike and went underground as usual."

Mr Dlamini said there had been signs of tribal conflict, but the wage issue had triggered the violence.

Most miners spoken to were contacted at the post office opposite the compounds, where they had gone to mail money home, conversing with the three counter clerks in Fanagalo.

A man who said he was from Transkei but would not be named said his only purpose in coming to the mine was to make a living for his family at home. He would fight back if anybody attacked him because he had decided to work.

Unrest sees 1 000 miners dismissed, 2 000 sent home

By Tony Davis, Labour Reporter

Unrest at more than six gold mines over the past week has seen more than 1 000 black miners dismissed, 2 000 returning to the homelands and hundreds under arrest.

The unrest has largely been limited to mines owned by two mining houses, Gold Fields and Gencor.

Rioting by black miners, which started late last week, coincided with the introduction of new wage scales announced by the Chamber of Mines.

The introduction of new scales for the various grades of black underground and surface miners usually causes some anguish for the mining houses.

To minimise trouble, details of the new rates are passed down from mine managements through the various levels of black workers to finally reach hostel-dwellers.

At all levels checks are taken to ensure the information is correct.

The gold mines have known violence in the past and one cause is

said to be rumours and misconceptions.

Mining officials talk of miner "status", causing a group of miners to become jealous of new, high rates of pay going to colleagues.

All it takes, they say, is for about 100 miners in a hostel to spread unrest or rumours to the other 10 000.

The unrest so far has involved only a small percentage of the black workforce on the gold mines, which numbers more than 440 000.

Mining houses say they are unable at this stage to give a total for damage to mine property, such as broken windows, wrecked furnishings and broken equipment.

Much of the unrest last week was simultaneous and police are investigating the nature of the outbreaks.

A mining house spokesman said there was dissatisfaction with the wage increases.

But the increases are non-negotiable and the black miners are effectively without union representation.

Mining houses within the Chamber do pay more than the minimum rates laid down

by the employers' organisation. These figures vary from mine to mine, depending on what work is going on.

Anglo American announced last week average minimum 16 percent increases for black miners, another likely cause of dissatisfaction among miners employed by other groups.

Mining house spokesmen are unwilling to compare wage rates between black and white miners because of the large number of pay scales.

The higher pay for white miners is attributed to the higher standard of skills. Black miners with identical skills are expected to earn the same.

The pay differential for skilled white and unskilled black miners is about five-and-a-half to one.

Mining houses have in the past announced training programmes for black miners and current talks between the Chamber and the white-member unions of the Council of Mining Unions are aimed at opening up the last racially restricted jobs on the mines.

He agreed that people from other tribes had referred to "those Xhosas" and also to "those Shangaans and Basotho".

Another man, from Lesotho, asked if he would go home because of the unrest, said "Why should I go if I am not told by the whites to do so? I do not kill people if they are not Basotho, so why should they want to harm us?"

Several others looked at reporters suspiciously, and promptly said they knew nothing when asked about relations among tribes in the compounds.

Police in camouflage dress and mine officials barred reporters from entering the troubled living quarters — even although Brigadier Coetzee had earlier given information to those who identified themselves.

A construction company yesterday sent home its black employees who had been building a new compound at the mine. The workers were told to report back for work next Monday when it was hoped the atmosphere would be more calm. They were given a full week's pay.

Mr Dlamini's final reflection on the rioting was "If it is really money we want, why not tell the whites instead of killing ourselves?"

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What's behind the death and riots on the mines

ROM

8/7/82

HEA

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FOR the past week, black labour unrest has swept the mines on a scale not seen since the mid-70s

The unrest has hit eight mines, involved nearly 30 000 workers and claimed at least ten lives. The unrest, it seems, is a direct result of worker dissatisfaction with the annual black wage increase on the mines — the lowest in several years.

Except for one flare-up in Natal, the unrest has only affected mines belonging to two of the six mining houses, Gold Fields and Gencor.

Usually, nobody knows for sure why mine riots happen. The Press is denied access to unrest-hit mines. And mine managements also often don't know, because there are no bargaining channels between black mine workers and employers.

Only recently did some mines begin introducing liaison committees for black workers, and the fact that union organisers are not allowed access to migrant miners without mine permission makes unionisation very difficult.

Gencor industrial relations chief Mr Naas Steenkamp says that anyone who attempts to pinpoint an exact cause for the unrest would be "arrogant".

Both he and Gold Fields' executive director Mr Colin Fenton say it usually takes several weeks before managements can even begin to theorise about the possible causes. "The last time we had unrest we never found out at all," says Mr Fenton.

There are those, of course, who attribute any wave of mine unrest to planned "agitation" by some unnamed "political" group.

While any striking workforce consists of the leaders and the led, this theory fails to explain why the "agitators" have been at work at Gold Fields and Gencor mines but not at others in the same area.

And Mr Fenton says at least one Gold Fields flare-up was "straight tribal".

Labour Correspondent STEVEN FRIEDMAN examines the wave of unrest among black mineworkers

But two factors stand out in the present unrest. The first is that it is largely restricted to only two mining houses and the second that they follow almost immediately on the implementation of this year's black wage increase.

White mine union men on some of the affected mines suggest that differentials between increases given to different groups of miners on the Goldfields and Gencor mines sparked the unrest.

Certainly, in the past, black workers have compared their wages to those of colleagues and have reacted angrily when they discover a difference.

But Mr Steenkamp replies that, at two of the affected Gencor mines — Buffelsfontein and Stilfontein — there were no differentials "between different groups of miners in the same job category".

And a Goldfields spokesman suggested differentials would be unlikely to cause unrest on the scale witnessed in the past week.

But what does seem too much of a coincidence to some mining men is that the rioting follows the announcement by the mines of an increase in starting rates of 12 percent for underground and 11 percent for surface workers.

This figure has raised eyebrows. Not only because it is considerably lower than in previous years, but because for the first time in a decade, some black workers will be getting less in percentage terms than white miners, who won a 12 percent increase this week.

For the past 10 years, the mines have given blacks more in percentage terms than whites in an attempt to narrow the industry's wage gap.

Chamber industrial relations adviser Mr Johan Lie-

benberg denies that this policy has now been reversed. He says the announced figure applies only to about 12 percent of mine jobs and that most black mine workers will get "slightly more" than whites in percentage terms.

Nevertheless, the announced increase tends to set the wage pattern on many mines and the gap is likely to be narrower than it has ever been.

But perhaps the starkest point is that this year's announced increase actually works out to less in money terms than last year's. Workers — particularly those lower down the pay scale — will be able to notice immediately that they are getting less.

But why only Gold Fields and Gencor? Well, not all mining houses are paying the Chamber's announced rates — even as a starting wage.

Anglo American took the unprecedented step of revealing it was paying more from the bottom up. Its average rise is around 16 percent, which will ensure workers get no less in money terms than last year, as, apparently, will Rand Mines.

Gold Fields and Gencor wouldn't say what they were paying, but mining house sources indicated that Anglo, Rand Mines and JCI were paying well above the Chamber figure and that the other three weren't — particularly in the lowest grades. Anglo Vaal said specifically it was paying the Chamber rate.

Gold Fields particularly has a reputation for paying whites and blacks less than other mine houses.

Mr Steenkamp says that, to compare what the houses are paying, one would have to look at the way the rise was distributed across each job grade — which could reveal that "lower payers" are paying more in some categories than "higher payers".

Mr Fenton adds that Gold

Fields' image stems from a "different philosophy" to some other houses. It does pay less at the bottom, but its rates at the upper end compare favourably with other houses, he says.

But other mining sources suggest that the real issue in determining the cause of unrest is pay at the bottom and that the likeliest assumption is that the low increase sparked the trouble.

Was the unrest sparked when workers at the two groups compared their pay with higher rates at other houses? "I doubt it," says Mr Fenton. "The unrest began before our workers would have known what others were getting".

He also questions the theory that miners compared their increase to last year's. "How many people would remember what happened a year ago?" he says.

But any hard-and-fast explanations for why unrest occurs at some times and mines and not others is impossible until black workers have bargaining and communication channels so that grievances can be easily identified.

No black mine union with sizeable support has emerged for over three decades and black wages are set unilaterally by the mines.

And, while some industrial employers do involve worker committees in wage talks until a union comes along, some mines do not even have committees yet. Some mines who do suggest that to consult committees on pay would invite unrest by introducing sharp wage differentials between mines.

Mr Liebenberg insists that it is not the mine's fault that no union has emerged. Mine employers do not encourage or seek to retard the growth of black unions and the one such union which has asked for access to mine workers has been granted it, he says.

But the fact remains that no black union can gain access to workers legally without Chamber permission and that most mines lag far behind manufacturing in encouraging black workers to articulate grievances.

**Hundreds
of miners
quit jobs**

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215 260 Mercury
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Mercury Reporter
MORE than 800 black mineworkers have 'dismissed themselves' from the Durban Navigational Collieries at Dannhauser following the violent strike which took place earlier this week, according to a senior spokesman for Iscor in Pretoria.

The spokesman said that the men had been given the option to return to work or leave, and so far 830 had chosen to leave

Police were still at the mine yesterday although no more violent incidents were reported

The spokesman said that damage to mine property had 'been minimal' About 30 hours of production time had been lost

(704) (213) (152) (211) (12781)
RDM 8/7/82
**2 000 workers sent home after
three die in mine fighting**

By CHRIS OLCKERS

MORE than 2 000 workers at Kloof Gold Mine near Westonaria were sent home after three miners died and about 25 were injured in faction fights at the mine on Tuesday night

The men's deaths have brought to 10 the number of workers killed in a week of rioting and strikes which have rocked the mining industry

Fourteen of the injured were admitted to the Libanon Mine Hospital. A police spokesman said there could be more bodies in the veld near the compound

A police spokesman in Pretoria said the Divisional Commissioner of Police in the West Rand, Brigadier J C Coetzee, addressed more than 2 000 miners on a soccer field and asked them about their grievances

After this the miners refused to disperse or to return

to their compounds, the spokesman said

A spokesman for Goldfields — who own the mine — said the 2 000 workers were being "processed" by the mine management

He said he was unable at this stage to supply a breakdown of the number of miners dismissed and the number returning home voluntarily

At Venterspost Gold Mine — where police said a senior officer defused an explosive situation on Monday — and at West Driefontein and East Driefontein mines the situations were "practically" back to normal, the mine spokesman said

Fighting erupted between tribal factions at Kloof on Tuesday night when militants tried to prevent other miners from going underground, a mine spokesman said

The workers went on the rampage, causing extensive damage as they stoned cars, set fires and destroyed at least 50 small motorcycles

Police were called to help mine security officials control the crowd

But scores of workers broke through a fence at the back of the compound and sought refuge outside. About 58 were later arrested

The mine spokesman said miners had been told their wage scales were not negotiable and they could quit if they were dissatisfied with recent increases. Wages are thought to be the major cause of the unrest

The Chamber of Mines has issued new pay scales for black miners, with increases averaging 12%, which came into effect on July 1

Anglo American announced increases of its own, averaging 16%, and workers of other mining companies are believed to be upset about the difference

Buses were last night standing by to take home those who wanted to leave. Police remained at the mine in force in case of further unrest

Star
Reports
of mine
2/7/82
strike call

By Tony Davis and
Mike Cohen

Posters calling for a strike at the Durban Deep gold mine, Roodepoort, are being distributed among black miners, according to a senior police spokesman

Brigadier J C Coetzee, Divisional Commissioner of Police on the West Rand, said today the matter had been reported by mine management today

But a spokesman for the Rand Mines group which owns the mine discounted the posters and said there was no tension at the mine nor any sign of an organised strike

Other mines were said to be quiet last night as more than 2 000 miners from the Kloof Mine near Westonia were taken back to homelands

Brigadier Coetzee, and spokesmen for the Gold Fields and Gencor mining houses, said early today there had been no further reports of unrest

A week of rioting in the Western Transvaal and on the West Rand left at least 10 dead and scores injured

Thousands of miners have been dismissed or have voluntarily left the mines for the homelands as a result of the riots which have been linked to wage demands

Last night at the Kloof Mine police supervised the removal of miners to buses headed for the homelands or Johannesburg-bound trains

● See Page 25

Deferred pay is up 120% RDH 211 9/7/82.

MASERU — Compared with the same period last year there has been a 120% increase in the total volume of deferred pay and remittance payments to Basotho mineworkers on South African mines during the first half of 1982

This was announced by The Employment Bureau of Africa (Teba) in Maseru this week

Statistics revealed a total of more than R42-million was paid out from January to June this year as against more than R19-million in the same period last year

The Lesotho manager of Teba, Mr J A P Simmons, has attributed the increase to higher wages paid on the gold mines

The number of Basotho mineworkers recruited over the two periods was roughly the same — 35 400 compared with 34 000 last year — Sapa

(1) 311

211

211

Mercury
211 28/9/7/82

841
**affected
as mines
close**

Pietermaritzburg Bureau

MORE than 800 Natal mineworkers from two mines in the coal-rich Glencoe area are to be relocated on other mines within the giant General Mining Corporation group when the company closes Northfield Colliery — the second of its two mines in the area — on July 17.

This was confirmed last night by mine manager Mr J P Buys, following a report yesterday that the Iscor steel works in Newcastle would stop drawing its supply of coking coal from the mine.

Only nine days ago Northfield's sister mine, the Burnside colliery some 14 km away, closed down.

Northfield would retain a skeleton staff of about 19 white and less than 300 black workers to mine coal for domestic use in the area, Mr Buys said.

The other employees of the two mines — some 81 whites and about 760 blacks — would be absorbed into Gencor's other mines at Hlobane near Vryheid, Kilbarchan near Newcastle, and about half-a-dozen mines in the Transvaal, he said.

These mines supplied power stations, and coal for export and domestic use, he said.

He understood that Iscor would be drawing coking coal from its own Durban Navigation Colliery — the scene of this week's riots and strikes by mineworkers — some 40 km from Newcastle.

Mines still face wage demands

CAPE Times 9/7/82 (211)

Own Correspondent

JOHANNESBURG — Despite the settlement of the wage dispute between the Chamber of Mines and the Council of Mining Unions, the mines still face wage demands from the three mine officials' associations

The 15 000-member Mine Surface Officials Association has declared a dispute with the Chamber on its wage demands and yesterday a CMU union, the SA Boilermakers Society, expressed support for the MSOA's stand

Boilermakers' general secretary Mr Ike van der Watt said the dispute between the Chamber and MSOA still threatened "the stability of the mines"

And the 14 000-member Underground Officials Association, which last month reached an agreement with the Chamber

which would give its members an increase equal to at least 9 percent of the minimum rate in their jobs, has asked the Chamber for the same increase the CMU unions won

The 2 000-member SA Technical Officials Association, which reached the same agreement as the UOA, is likely to also want a 12 percent rise for their men

Yesterday UOA secretary Mr Doc Coertze said his union had reached the agreement with the Chamber "because they said they could not possibly afford more — now they suddenly seem to be able to afford it after all"

Take it further

He said the Chamber had told the UOA it could expect an answer next week "and if that answer is no we will certainly take the matter further"

The surface officials did not, however, accept the increase offered the officials' associations and the MSOA has declared a dispute on the issue

It charges that the mines have only made an offer to a minority of MSOA members and have delayed discussions on the association's demand for an overhaul of its wage bargaining agreement with the Chamber

Yesterday the Boilermakers' Society executive unanimously expressed its support for the MSOA, saying the dispute involved the association's right "to negotiate the best agreement for its members"

Although the unions' own dispute with the Chamber had been settled, the dispute still posed a threat to the mines, the society said

Mr Van der Watt said he believed other CMU unions may take a similar stand

felt by some CMU leaders — especially the leaders of artisan unions who did not relish the prospect of a strike. "I know that some of my members will not be happy, but they will be wise enough to realise that in the circumstances this is a reasonable increase," says one.

Some industry sources predict that one of the most important results of the protracted wage dispute between the chamber and the CMU will be the effect it will have on the thinking on blacks in the industry. The process of unionisation of black mineworkers is in a very early stage — and it is likely to be accelerated because of blacks' dissatisfaction with their wage increases

Wage gap

Minimum black wages are still set unilaterally by the chamber, although most employers pay more than the minimum. However, the fact that the Chamber last week granted an 11,1% increase for novice black surface workers means that this year, at least on paper, some blacks will get a lower increase in percentage terms than white miners.

Despite efforts in recent years to narrow the wage gap between the races in the industry, it still remains large. There is little doubt that black miners will learn much from the tough negotiating style of their white fellow workers.

MINE LABOUR FM 9/7/82 Pay compromise (21)

Almost audible sighs of relief can be heard in mining houses and certain union offices following the decision to compromise on

the wage dispute in the mining industry. Employers and the Council of Mining Unions (CMU), which represents about 22 000 white miners, ended their deadlock this week by agreeing to a 12% increase in the standard rates of pay of union men on gold and coal mines

The decision to compromise was reached a day before CMU members were due to vote in a strike ballot. Employers had indicated two weeks ago that because of the low gold price they could not grant more than a 9% increase. The CMU demanded 15%

A joint statement released by the Chamber of Mines and the CMU said a strike "could have proved catastrophic to the national economy and to the mining industry in particular." One well-informed source says the appeal from Mineral and Energy Affairs Minister F W de Klerk to both parties to settle their differences in the national interest had been "well-timed and useful." There had been hardliners in both camps, but the Minister's appeal had enabled men on both sides, who were anxious to avoid a conflict, to get further discussions underway.

Black unrest

The settlement was reached at a time when thousands of black mineworkers had been involved in unrest at some gold, coal and platinum mines because of dissatisfaction with their pay increases. By midweek, it appeared that nine black mineworkers had died in the violence. Although police and mine security officials had opened fire on some occasions in an effort to contain the violence at mine hostels, there was also evidence that at least three mineworkers died in faction fighting during the turmoil.

The unrest among black workers does not appear to have been a major factor behind the employers' renewed efforts to settle the dispute with the CMU. However, there certainly were fears in the industry that a strike by white miners could have sparked off a major strike by black workers as well.

The compromise over the wage issue has also, for the moment, prevented employers and white miners from becoming involved in a real trial of strength. This could have had a profound effect on efforts to phase out job reservation and other discriminatory practices in the industry.

Employers, who perhaps unwisely, originally offered a mere 3% increase, will now have to pay 12% plus a bonus of R200 to each CMU member. The bonus will compensate miners for the increase coming into effect two months later than usual. At a press conference on Tuesday, an employer spokesman said "Had both sides insisted on sticking to their guns, there would have been a strike. That would have been much worse than this compromise. We reached a joint decision and there are no winners or losers."

There is no mistaking the sense of relief

9/7/82
Week of unrest at
mines has ended

Labour Reporter
The week-long unrest on mines in the Western Transvaal and on the West Rand appears to have ended

Police and mine spokesmen said today they had no reports of any unrest and black miners were going underground

The rioting resulted in 10 reported deaths, thousands of miners being sent back to the

homelands and mine property damaged.

Wage increases have been cited as a primary cause for the unrest

The International Confederation of Free Trade Unions, based in Brussels, this week announced support for the miners' strike "in pursuit of justified wage demands and in protest against inhuman conditions on the mines"

Artisans
Star
backing
officials

Labour Reporter

An artisan mining union yesterday voiced its support for a mining officials association in its dispute with the Chamber of Mines

The executive committee of the 26 000 member SA Boilermakers Society declared its unanimous support for the Mine Surface Officials Association (MSOA)

The resolution cuts across the usual antipathy which exists between the mining unions and mining official associations

A statement from the boilermakers said the MSOA had the right to negotiate the best terms for its members

Two other mining official associations last month accepted the Chamber of Mines' nine percent increase offer

But the MSOA declared a dispute with the chamber over the wage offer and called for the establishment of a conciliation board to resolve the dispute

The general secretary of the association, Mr Robbie Botha described the chamber's offer as "incomplete" as it omitted many members

The MSOA has also attacked the Chamber of Mines for alleged violations by mine managements in connection with the promotion of blacks to official positions

Mine pay demands are set to continue

By STEVEN FRIEDMAN
Labour Correspondent

DESPITE the settlement of the wage dispute between the Chamber of Mines and the Council of Mining Unions, the mines still face wage demands from the three mine officials associations

The 15 000-member Mine Surface Officials Association (MSOA) has declared a dispute with the Chamber on wage demands and a CMU union, the SA Boilermakers Society, has unanimously passed a motion of support for the MSOA's stand

It said the dispute involved the association's right "to negotiate the best agreement for its members"

Boilermakers' general secretary Mr Ike van der Watt said the dispute between the Chamber and MSOA still posed a threat to "the stability of the mines"

And the 14 000-member Underground Officials Association (UOA) which last month reached agreement with the Chamber giving its members an increase equal to at least 9% of their minimum wage has approached the Chamber asking for the same increase won by the CMU unions

The 2 000-member SA Technical Officials Association which reached the same agreement as the UOA is likely to also want a 12% rise for its men

The two associations were sharply criticised by CMU unions for accepting the increase CMU unionists said they believed the officials associations "expect us to do the hard bargaining while they sit back and wait to reap the rewards"

UOA secretary Mr Doc Coertze said his union reached the agreement with the Chamber "because they said they could not possibly afford more — now they suddenly seem to be able to afford it after all"

He said the Chamber told the UOA it could expect an answer next week "and if that answer is no we will certainly take the matter further"

However the surface officials did not accept the increase offered the officials associations and the MSOA has declared a dispute on the issue

It charges that the mines have made an offer to a minority of MSOA members and have delayed dis-

covering the...
negotiating agreement...



ight them in the ring, then fight them on the baseball diamond
boxer Mike Koranicki isn't getting many fight offers, so to keep
decided to pitch for his first love — baseball. He will turn out for a
ation side against the Giants at the Wanderers on Sunday.

Picture RAYMOND PRESTON

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Minister accused of hitting woman

By ANDRE VILJOEN
Mail Africa Bureau

HARARE — There were angry exchanges in the Zimbabwean House of Assembly yesterday when a white MP, Mr Donald Goddard, accused the Minister of Parliamentary and Legal Affairs, Dr Eddison Zvobgo, of beating up a middle-aged white woman after a traffic accident.

Mr Goddard, a Republican Front MP, said Dr Zvobgo had dragged her from a car and hit her in the face "She was left pale, shaken, weeping and bloody-nosed," said Mr Goddard, who asked that appropriate action be taken against the Minister

The Minister of Home Affairs, Mr Herbert Ushewokunze, told the House the woman did not want to press charges as the "man with her was not her husband"

part in the debate, but as the Speaker left the House, he shook his finger at Mr Goddard and shouted "She is a prostitute She nearly killed me That is why I beat her"

The government yesterday fobbed off parliamentary questions about the secrecy surrounding a High Court judgment this week in a case in which a detained RF MP, Mr Wally Stuttford, claimed damages of about R27 000 for alleged assault and torture by government security agents

The Minister of Justice, Mr Simbi Mubako, told Republican Front MPs it was not in the public interest for any of the proceedings to be made public

The government orders that the judgment be kept secret in terms of the emergency powers regulations which

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Expert warns

Mail Reporter
SOUTH Africa's suicide rate could reach the 4 000-a-year mark if counselling services were not improved, a leading official of Suicides Anonymous said yesterday

Mr S Bloomberg, a founder-chairman of the organisation, said there was a lack of services and experienced people who could give immediate advice to people contemplating suicide

He was commenting on a report released in Britain this week which predicted that an "alarming" 4 000

men, women, and would commit suicide country this year

Mr Bloomberg was also a need to improve the failure rate of attempt to deter committing suicide.

He said very little had been spent on search in South Africa suicides brought a commu disrepute

"The moment comes obvious, you're regret that there are so unhappy people are said

He received the

Thieves ring up R

By ANN PALMER
BURGLARS cut through the high-impact glass of a Bedfordview jewellery shop and escaped with between R40 000 and R50 000 in diamond and gold rings on Thursday night

Mr Gerald Kamberg, manager of Gerald's in the Bedford Centre, Kirby Street,

might after the alarm triggered

"I arrived 10 minutes after the alarm went off and one of the display trays with a hole in it. Trays of expensive jewellery had been removed"

He was sure the thieves had been involved as had cut through the

Mining turmoil breeds nest for more unrest

13/7/82
211
215
Sowetan

NN
BOOK



EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

All answers

Number
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First Name

Date

Degree/Level you are reading

Subject (to be completed)

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By SELLO RABOTHATA

SOUTH AFRICA's social problems were brought to the fore earlier this month with the mines being the focal point of labour unrest — different reasons were given for the turmoil and labour observers are still in the dark as to the real cause.

Among the reasons advanced for the unrest in the mines in Kloof, West Driefontein and East Driefontein in Westonaria, and Grootvlei in Springs, are rumours and misconceptions, tribalism, wage increases and miner "status" causing jealousy

According to mine officials, rumours were started by maybe 100 miners in a hostel spreading unrest to the other 10 000. Dissatisfaction with wage increases is another cause which also has its roots in the fact that black miners have no union representation whatsoever. Wage increases decided by mine authorities are non-negotiable. Miner "status" is said to be causing a group of miners to be jealous of new, high rates of pay going to their colleagues

After the week of unrest at the mines the list of casualties reads 1 400 miners sent back to their homelands from Kloof, 1 083 sent back from West Driefontein, 200 sent back from East Driefontein 75 miners were arrested and 10 are reported dead

There may be a 101 reasons for all the unrest, but one of the most important is the insensitivity and racial tones of mine officials and authorities. Some of the statements they made at the height of the upheavals were also a cause for the number of workers sent back home

Secretary of the white Mine Workers' Union Mr Arne Paulos, of the "blacks are like baboons" fame, said "White miners were 'against' black miners, and if they did not like the jobs they were allowed to do on 'white' South African mines, they should go and look for jobs in their own homelands"

He agreed that blacks were needed at the mines but they should do only the jobs given to them;

The PRO of the Gold Fields Mine Mr J J Moller was quoted as having told a reporter that the fire brigade was not called because "who wants to see thousands of savages dancing around a fire" — a remark he made referring to the black miners who were rioting

Mr Moller later said he had been asked a stupid question by the reporter and he had given a stupid answer

He said "Racial relations are very good on the mines. When asked that question I was under severe provocation I cannot comment on Mr Paulos' statement"

NOTE CARD

- 1 Enter a number of the question
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- 4 Do not v

WARNING

- No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- Candidates are not to communicate with other candidates or with any person except the invigilator
- No part of an answer book is to be torn out
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination

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Examiners' Initials		

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

IDENTS ANGRY REFLECTIONS

ATION of Yulamehlo Party with the electoral D Smith, to decision by

the local community council to postpone elections.

Meanwhile, a separate memorandum to be sent to Mr Smith is being prepared by a delegation elected by Mamelodi residents at a public meeting to be held at the local community hall on Sunday

The party's main argument is that postponement of the elections called for by the council a week ago could keep the council in office illegally and indefinitely

We feel, democracy is violated if a few men take major decisions without consulting the people " the statement read

Demo

PORT LOUIS — Several hundred demonstrators chanting anti-American and anti-Israeli slogans - demonstrated in front of the United States embassy in Mauritius at the weekend.

They carried placards condemning the Israeli invasion of Lebanon and United States military support of the Tel Aviv government.

UNION WOOS MINERS

By LEN KALANE *Sowetan*
THE NEWLY-FORMED Municipal and General Workers' Union wants to incorporate mineworkers into its fold as part of a plan to recruit migrant labourers working in the urban areas

But before tackling this massive task, union leader Mr Garsby Mazwi said, they first wanted to recruit migrant workers employed inside town in Johannesburg. This will include gardeners and most of the migrant workers employed in every industry in the city

Mr Mazwi, who was elected president of the new union at the weekend said: "But this does not mean we are going to steal members already registered with other unions. Our idea is only to protect the migrant labourer

14/7/82 who tends to be exploited in the urban areas"

Mr Mazwi replaces the late Mr Joe Mavi, who was the president of the Black Municipal Workers' Union. The new boss said they had decided to change the shape of the old union in order to accommodate migrant workers

He added "This was all Joe's idea before his death. I am just carrying on where Mavi left off"

He continued "Our other dream is to have the mineworkers organised and protected. Look at what happened on the mines during the recent pay strikes"

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Vital role for women

By ALINAH DUBE

WOMEN freed from social restraint could play a better role in the national liberation of their societies, a statement delivered at the National Union of South African Students (Nusas) conference on women said yesterday.

The conference being held at the University of Witwatersrand, is aimed at working towards an understanding of feminism in South Africa

The statement said post-revolutionary countries put women's issues aside, while they

tried to ensure positive economic change

Zimbabwean women had played a vital role in the armed struggle for freedom. They had been involved in providing food, concealing c dresses and transporting weapons

A woman Comrade Nhongo, who is Minister of Youth, Sports and Recreation, had still been commanding forces only two days before her baby had been born

However, the statement said women had experienced considerable problems in the armed struggle. It said there had been no grassroots mass mobilisation of women demanding their inclusion in the

struggle

The conference heard that in China, Mozambique, Zimbabwe and Cuba women had been drawn into the struggle for liberation. Their involvement, however, had not risen directly out of a feminist consciousness

At the conference Samora Machel of Mozambique was quoted as having said "The main objective of the revolution is to destroy the system of exploitation and build a new society that releases the potentialities of human beings"

Generally speaking women were the most oppressed, humiliated and exploited beings in society, the statement said

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R231-m paid out to black miners

A TOTAL of R231-million in savings was paid out on behalf of black miners last year by the Chamber of Mines' recruiting organisation, The Employment Bureau of Africa (Teba).

The president of the chamber, Mr L W P van der Bosch, said that this amount represented 34.2 percent more than in 1980.

This represents an important injection of funds to the economies of these territories where it operates and a significant contribution to the improvement of living standards of the families of the mine-workers, he said.

An important aspect of the labour scene was that while there was a shortage of skilled manpower, unemployment remained a major problem in southern Africa.

Referring to education he said that the recommendations of the De Lange Commission had brought a welcome focus of attention on the urgent need to restructure and upgrade the educational system as a whole, but especially for blacks.

Sowetan 15/7/82
(112)

MINE LABOUR FM 16/7/82
Organising blacks

Trade unionism will soon become a fact of life for the more than half a million blacks in SA's mining industry if predictions by the leadership of the Black Mine Workers' Union (BMWU) are to be believed

In May the BMWU became the first black union to be granted access to recruit on mines affiliated to the Chamber of Mines. Its general secretary, Chillian Motha, claims the union is attracting widespread interest and says there are plans to sign up half of the blacks, coloureds and Asians in the industry by the end of 1983

However, few observers believe that the union has the expertise or the resources to achieve such a goal. Motha admits that the union is suffering from a severe shortage of funds and that so far it has only about 800 members

Motha has adopted an interesting approach towards improving the financial position of his union. He has approached

several employers for donations. So far he has had little success. He has received valuable aid from the SA Boilermakers' Society, which has given the union office accommodation and has helped it to set up its own internal organisation

"We are definitely not going to run a sweetheart union," says Motha, a former law clerk who says he has had experience as an organiser in the the Black Allied Workers' Union (Bawu) and the SA Allied Workers' Union (Saawu). "We are non-political, but we will comment on political issues affecting our members"

He says the union will register once it has signed up more than a quarter of the blacks, coloureds and Asians in the industry

Never before have the prospects been so good for the creation of a union (or unions) to represent black mineworkers. Tough regulations laid down by the chamber, which were a formidable barrier to the entry of black unions into the industry, have been watered down

Mining employers are observing the growth of black unionism with great interest. Some are nervous about this growth in an industry where black wages have traditionally been set unilaterally by employers. Others, however, are hoping that there will be advantages. They believe that one of the most urgent problems faced on the mines is the poor communication between black

workers and management. They say this was particularly evident in recent unrest at some mines. A union representing black workers could play a constructive role in bridging communication gaps

Of course, the BMWU is not the only union trying to recruit black miners. In Natal, Bawu has had discussions with managements at some collieries. The Boilermakers' Society has organised the Federated Mining, Explosives and Chemical Workers' Union which has substantial coloured membership. The SA Electrical Workers' Union has parallel unions for blacks, coloureds and Asians, while two mining officials' associations have opened their ranks to all races

211

Mine unions get wage increase

Own Correspondent

JOHANNESBURG — Three unions representing about 33 000 mine officials yesterday reached agreement with the Chamber of Mines on an average 13 percent pay increase. Minimum pay

rates will rise by 12 percent

One of the associations the Mine Surface Officials' Association, had declared a dispute with the Chamber after rejecting a nine percent pay offer as "incomplete" because it

did not cover all MSOA members

The MSOA general secretary, Mr Robert Botha, said in a statement yesterday that the union would now begin talks on other issues which had formed part of its dispute

These included "the refusal by employers to allow the MSOA to negotiate the best possible conditions for its members, the vagueness of the original nine percent offer and the failure by employers to consult the MSOA on changes in job patterns"

"If no solution is found soon, the dispute regarding these aspects will be reinstated," he said

The other two unions, the Underground Officials' Association and SA Technical Officials' Association, had earlier accepted a Chamber offer which raised minimum pay rates by nine percent

But they approached the Chamber for new pay increases after the Council of Mining Unions, representing 22 000 mine workers, had accepted a 12 percent wage increase

Effective date

Their revised increases will come into effect from the June pay month, but the MSOA's will come into effect from July because it refused the first offer

Mr Botha said the fact that his members would miss a month of their increase was a "petty penalization" of the MSOA for rejecting the first offer

He said that in spite of this, the MSOA "has come out the winners in the dispute"

We carried the can for the others and proved that positive action works"

A Chamber statement yesterday said officials' minimum salaries would be raised by 12 percent, but that guaranteed actual salaries would rise on average by 13 percent

The general secretary of the UOA, Mr Doc Coertze, said the offer his union originally accepted had led to rises of between nine and 14 percent in his 14 000 members' actual pay because mines had also granted officials merit increases

The new increase would lead to rises of up to 18 percent for some officials



Now that the dust appears to have settled at the gold mines which were hit by unrest this month, the mining houses are trying to uncover reasons for the disturbances.

A number of factors have already been advanced for the unrest, ranging from wage increases, bad communication, tribal differences and jealousy over miner status.

Only two mining houses were affected by the week-long unrest — Gold Fields and Genrec.

Individual mine managements are investigating the unrest, according to the mining houses, although it is not yet known whether or not any findings will be made public.

Unrest on South African gold mines is not a new phenomena. This prompts the immediate question "Haven't the mines learnt from these earlier disturbances?"

The mines will answer that only a small percentage of the gold industry's 440 000 black miners were involved.

But, of course, that does not explain away 10 reported deaths, thousands of dismissals and thousands of miners reported to have chosen to leave their jobs.

Wage increases are cited as a key issue in the unrest — a 12 percent minimum for

Mines should overhaul their labour set-up

Labour Reporter Tony Davis, giving the background to recent unrest on two gold mines and comparing it with previous disturbances, says the lesson is clear.

novices coming into effect the day the unrest started

Miners do receive above that scale, but the figures are not made public.

Communication is another key issue. Mine managements are supposed to keep an ear to the ground regarding miners' grievances.

Could these channels have been plugged at the mines which saw unrest this month?

Tribalism during the unrest appeared to have manifested itself as a result of other grievances as various ethnic groups chose sides.

The last period of serious unrest on the gold mines occurred over several periods — late 1973 to mid-1974 and late 1974 to early 1975.

One of the causes was attributed to the "pay deferment" scheme in which a large percentage of the foreign miners' earnings went back to Lesotho in trust.

An issue which was raised then and again this month was the lack of communication — particularly in the lack of any effective black mining union to reflect worker grievances.

Worker committees did not appear to have provided a safety valve for the unrest that built up.

Criticism was levelled in early 1975 against the Chamber of Mines for not launching any scientific investigation, nor had any of the affected mining houses attempted

to pool their own studies.

With the latest unrest, the Chamber observed that the disturbances were limited to two mining houses and was not an industry-wide problem.

A spokesman for Gold Fields said they hoped they had learnt from earlier troubles and added that communication was an ongoing problem.

Wages, communication problems and genuine misunderstanding may be root causes for the latest unrest, but they do point with some validity to criticism made during the 1973-75 unrest — the industry needs an overhaul of its industrial relations set-up on the mines.

Oppenheimer calls for federation of all SA

Chief Reporter

Blacks could still be accommodated in a wider South African federal system in which people of all races enjoyed an overriding South African nationality. Mr Harry Oppenheimer said in a statement published today.

This view was contained in his last annual statement as chairman of the Anglo American Corporation before retiring at the end of the year.

He said the crux of the political debate as it had now evolved, was whether blacks were

to be recognised and treated as South Africans.

The alternative was for the Government to insist that black nationality and allegiance should lie solely with the independent black states or autonomous black territories which Government policy had created.

"Plainly the Government's policy cannot now be reversed. It is far too late for that.

"But could it perhaps be accommodated, as the Buthelezi Commission suggests, within a wider South African federal system — one in which people of all races would enjoy an overriding South African nationality, carry South African passports and come perhaps in time to feel a common

South African patriotism?" he asked.

Mr Oppenheimer said that following the President's Council report, the Government was unfortunately thinking of a consolidational system applying to only about 30 percent of the population made up of white, coloured and Indian people.

"The Government evidently still clings to the concept that the entire black population, including those settled in the 'white' urban areas, should satisfy their political aspirations through tribal states of territories with which the majority of urban blacks no longer have any close ties," he said.

Mr Oppenheimer said such a system might be thought reasonable if the tribal states were to

be linked with South Africa in a federal system.

It could then be said that urban blacks were at least in a position to influence the government of the country in which they lived.

But this concept had so far been rejected by the Government, he added.

Mr Oppenheimer said if the Government could bring itself to accept that black, coloured and Indian people should have a fair share in the central Government of South Africa, it might be possible to work out a constitutional solution through a process of patient negotiation.

He said this would be a long-term process and success could not be guaranteed.

Mr Oppenheimer . . . time for a common patriotism.

W. J. VAN DER MERWE, Editor

211 Star Labour Reporter 21/7/82

The mining industry in South Africa needs an adequate and acceptable industrial relations structure, said Mr Oppenheimer.

He noted that since the publishing last year of the sixth Wiehahn Commission report into labour legislation in the mining industry, there had been talks between employers and unions on abandoning job reservation without jeopardising job security.

Other issues — such as the opening of membership of white mining unions to all races,

discussions on the closed-shop principle and the presence of a black mining union — had emphasised the need for an acceptable industrial relations structure on the mines.

He also noted the high number of work stoppages and strikes, attributing these to recent labour reforms, and said labour relations were going through a transitional period.

The Government's legislative programme for labour matters had been "right and courageous," but corresponding reforms in other areas such as education were still required.

LABOUR

Star

Miners claim 22/7/82 pay victory

Labour Reporter
The Mine Surface Officials Association (MSOA) has claimed a victory in its dispute with the Chamber of Mines by winning a 12 percent minimum increase for its members.

The association declared a dispute with the chamber last month and rejected a nine percent offer, describing it as "incomplete"

It then applied for the establishment of a conciliation board to resolve the dispute. After Friday's settlement the application fell away.

But the general secretary of the association, Mr Robbie Botha, warned that the dispute could flare again

if other labour issues were not resolved.

The MSOA has criticised the chamber over the appointment of blacks to officials' positions.

The 12 percent increase also applies to the two other officials' associations — the SA Technical and the Underground Officials — which had earlier accepted the nine percent offer.

A Chamber of Mines statement said members of the associations would receive an average 13 percent increase on their salaries.

The increase will be effective from July for MSOA members and from June for the other associations.

Fosatu gives GWU support

The 100 000 - member Federation of South African Trade Unions (Fosatu) has announced its support for the General Workers' Union in its dispute with the South African Transport Services (SATS) and called on the State body to open recognition talks immediately with the union.

Fosatu accused the SATS of using intimidatory tactics against General Workers' Union members and warned that the black staff association, with which the SATS dealt, was unacceptable to the majority of workers.

The message of support came from a Fosatu central committee meeting held in Johannesburg at the weekend.

Mines to lose 20 000

A DECISION by the Zimbabwean Government to have nothing to do with deals between South Africa and the then Rhodesia has led to a move by the RSA to repatriate more than 20 000 Zimbabweans.

Spokesman for the Department for Co-operation and Development, Mr J Oosthuizen revealed this to THE SOWETAN in an interview at the department's headquarters in Pretoria.

Mr Oosthuizen said this started on February 6, 1981, when Mr Kumbirayi Gangayi, Minister of Labour and Social Services for Zimbabwe announced that his Government would not renew a licence for the recruitment of mine la-

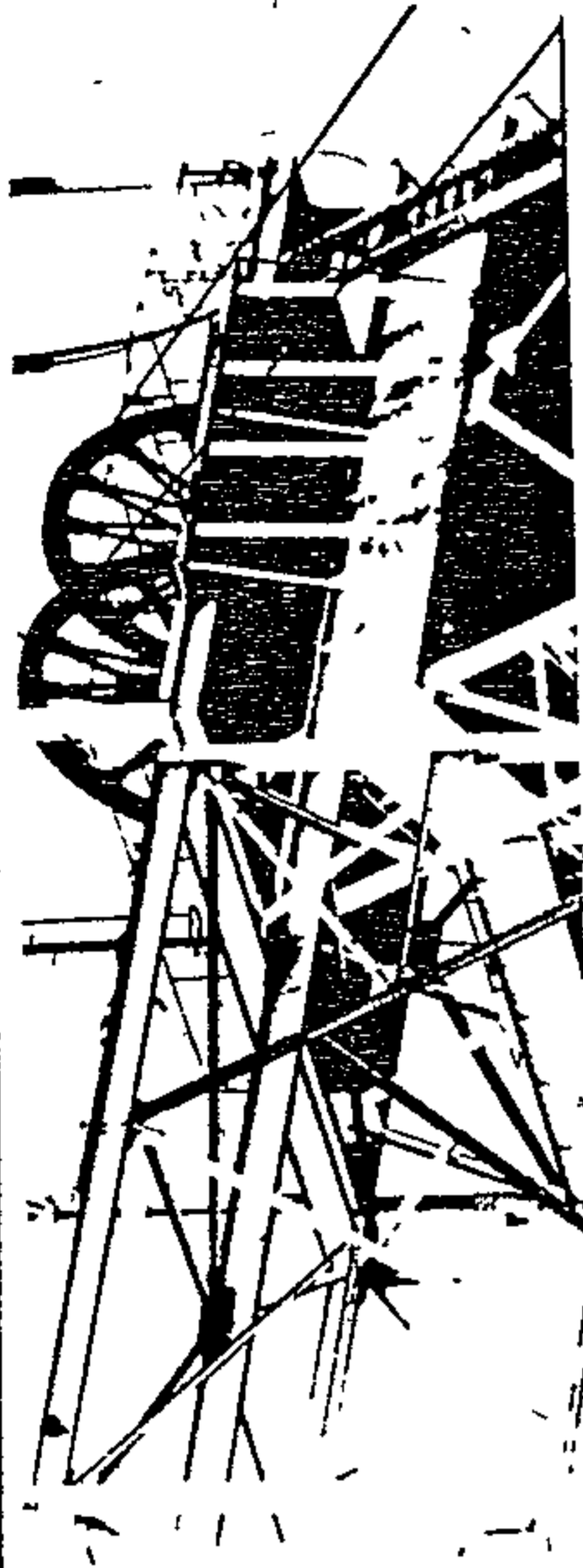
bourers. Mine labour in Zimbabwe and other neighbouring states has long been recruited through the employment bureau of (KwaTemba) an independent Johannesburg based recruiting company.

An agreement on other categories of labour entered into between the RSA and the then Rhodesian Government on a five yearly

BY NORMAN NGALE

basis has also not been renewed, according to the spokesman.

"All this has put South Africa in a difficult position because you cannot have workers from foreign countries without the existence of any labour agreement. This means that South Africa would have workers from another country without the knowledge and consent of the country", Mr



Oosthuizen said "Zimbabwean workers in South Africa are now being repatriated after existing labour contracts expired, he said. Already, according to a spokesman, between 4 000 and 5 000 Zimbabweans have been repatriated since the beginning of this year. Following border control established in 1963, Mr Oosthuizen said, two concessions to accommodate Zimbabweans who lived in the Republic at the time were made

and in dealing with individual cases, the department has taken a very humane attitude," Mr Oosthuizen said.

The Zimbabwean Government gave notice that they did not recognise the validity of any document which bore the word Rhodesia", Mr Oosthuizen said.

This, he said, affected Zimbabweans who in the past used to travel between the two countries through what was known as the Rhodesian Workers Travel Document

"We receive applications for exemption from repatriation daily

THE first step against the ever-rising cost of living is to curb impulsive buying, according to the South African Co-ordinating Consumer Council.

The council says the urge to buy impulsively — spending money unnecessarily — is characteristic of most con-

sumers are advised to plan their shopping by

- Jotting down all necessities — goods in supermarkets are displayed to prompt you to buy additional articles
- Preparing a list completely, thoroughly and with the estimated prices.
- Never allowing a

shopkeeper to plan your menu and housekeeping. This is your duty — do it according to your taste and to suit your pocket

- Eliminating daily shopping — this demands extra time and transport, while leading to buying unnecessary goods
- Slower customers buy permarket's own brand

right quality at the right price

- Instant foods may save time but they are more expensive
- Add up what you've spent before reaching the checkpoint and compare your total with that of the cashier
- Consumers are advised to compare goods purchased with the original

Save money: curb impulsive buying

Booze, booze, booze - Soweto

AA invites you

ALCOHOLISM has long been recognised as a leading health problem. Within recent years, a number of new and increasingly hopeful approaches have been made and among these is the recovery programme of the informal fellowship known as Alcoholics Anonymous.

The Soweto Group of Alcoholics Anonymous (AA) invites everybody to two important meetings on alcoholism on July 31 at the Dube YWCA, Soweto. The first session starts at 11 a.m. and the second at 2

211 ~~13~~ Star 24/7/82

Mining union deserters sank raise

Labour Reporter

A break in the ranks of mining unions helped ruin a position of strength during recent wage negotiations with the Chamber of Mines.

The chairman of the eight-member Council of Mining Unions, Mr Arrie Paulus, has accused two mining officials' associations of breaking ranks in the wage negotiations with employers.

The dispute between the council and the

Chamber of Mines was resolved on the brink of a strike vote by miners with a settlement of 12 percent.

The wage negotiations had started out with the mining union — asking for a 15 percent increase for the new agreement, but employers offered only three percent

The chamber's offer was rejected, as were subsequent counter-offers to five percent and eight percent.

But then a nine percent offer was accepted by two mining officials' associations, the SA Technical and Underground Officials

Mr Paulus described the two bodies as "handsupper unions" who deserted the other unions and helped keep them from reaching 15 percent

He was, however, full of praise for a third officials association, the Mine Surface Union, which also declared a

dispute with the chamber after rejecting the nine percent offer

Recently the three associations also received the 12 percent increase

Mr Paulus rejected the Chamber of Mines argument that wage demands endangered a shaky industry

The upgrading in wage offers proved the chamber was like an orange "The more you squeeze it, the more juice you get," Mr Paulus said

The chamber's rejection of a union call for arbitration in the dispute proved that the employers' story of increased wages threatening the national economy was untrue, he added.

Mining unions and officials' associations had to stand together in negotiations with the chamber if they wanted to work from a strong bargaining position and win a fair increase, Mr Paulus said

204 27/7/82
**Anglo chief slams
black wages call** (211)

By STEVEN FRIEDMAN
Labour Correspondent

A SENIOR Anglo American executive has attacked statements that black workers should not receive further real wage increases until their productivity improved

Mr Dennis Etheredge, head of Anglo's gold division, said recently that South Africa's productivity was the lowest among Western industrial nations even though the country had "so much going for it in terms of climate and resources"

But he suggested that racial policies and some management practices should be blamed for low productivity

The country's shortage of skilled labour — a key production factor — was "the heritage of years of race discrimination and neglect"

Despite improvements in black education, 30% of the workforce had no education, and another 36% had primary schooling only

Blacks had to work in an environment in which their home language was not spoken and were either migrants, who had to leave their families behind, or city dwellers "living in crowded conditions in small houses"

Their career opportunities were limited by racial practices and they could not move freely in the labour market. Black city dwellers were not paid enough to ensure that their families were properly fed or housed

"This is the profile of the worker of whom managers say 'No increase in wages without an increase in productivity'", Mr Etheredge said

Union for coloureds *Star*

211 ~~188~~ Labour Reporter ~~28/7/82~~ 28/7/82

A registered trade union is seeking recognition from the Chamber of Mines to represent coloured workers on the mines.

The union's first talks with the chamber were held this week and plans were made for further talks.

The Federated Mining, Explosives and Chemical Workers' Union is closely tied to the SA Boilermakers' Society and shares the same secretary.

Swatani
Miners
29/7/82
refused
bail

SIXTY mine workers from Lesotho, arrested during unrests at the Kloof Gold Mine near Westonaria, will again appear in court on August 11 to face charges of public violence.

Bail was refused to the 60 mine workers who have been in police custody since July 16 when rioting broke out at Kloof over pay disputes.

According to the lawyer representing the men, Mr Sello Monyatsi, the State refused to grant bail because it was feared that the 60 might fail to appear in court as all of them were from Lesotho.

The miners had appeared in the Westonaria Magistrate's Court on charges of public violence following the disturbances at the mine in which mine property was destroyed and three people killed.

Mr Monyatsi said the mine workers had allegedly been dismissed from Kloof and if granted bail the State argued they would have nowhere to go except Lesotho.

The mine workers are now in custody at the Krugersdorp Prison awaiting trial. Their docket has been sent to the Attorney-General for a decision.

FM 30/7/82

MINING UNIONS (21) Breaking the logjam

The way in which white mineworkers' trade unions are allied for collective bargaining could be restructured following the creation of a union for coloured workers in the industry.

Stormy times may lie ahead for the all-white Council of Mining Unions (CMU), in the wake of the announcement that talks have been held with the Chamber of Mines about the recognition of the Federated Mining, Explosives and Chemical Workers' Union (FMECWU).

Exploratory discussions held this week between the chamber and the union, which has already been recognised in the diamond industry, were "extremely fruitful," according to a terse joint statement. It said the union wants to represent coloured workers "in certain occupations on certain mines."

What this amounts to is that the union is seeking recognition on gold and coal mines where a majority of its members occupy specific job categories, for example as drivers, operators or painters.

The union has already signed up about 500 of the more than 1 000 coloured employees on mines affiliated to the chamber. Barring unforeseen hitches in further negotiations with the chamber, a recognition agreement should be signed soon.

Once this has been achieved, there remains the problem of fitting the union into the industry's collective bargaining system which caters for whites only. The CMU, in which the conservative Mineworkers' Union is a strong force, represents the interests of white employees who are members of eight unions. Employer sources believe that initially they will probably have to negotiate with the FMECWU separately.

Boilermakers

However, Ike van der Watt, who is general secretary of both the SA Boilermakers' Society (which is a member of the CMU) and the FMECWU, says he will seek representation for the new union on the CMU.

"The union wants to be part of the negotiating body in the mining industry," he says. He believes the time has arrived for the CMU to explore the possibility of representing coloured workers — or to even consider creating a new structure for all groups in the mining industry. He intends raising the matter at the next meeting of the CMU.

Some observers predict that a majority of unions in the CMU will vote in favour of allowing the coloured union to link up with them for collective bargaining, either through the CMU or a new body. But whatever happens, the chances are that an angry debate will rage, with the Mineworkers' Union putting up a strong fight against admitting the FMECWU.

CMU chairman Arrie Paulus, who is general secretary of the Mine Workers' Union, declines to comment.

Van der Watt admits that he could face strong opposition from some elements in the CMU to any effort to have the new union represented on the council. But he adds "You don't go through life these days without opposition."

That opposition could become even more vehement if there are attempts to include black workers on a body representing all mining unions. Some influential members of the FMECWU believe the union should apply for extension of scope to represent black mineworkers as well.

3/8/82 Star

R145-m for training of SA miners

211
~~211~~

Labour Reporter

The mining industry has committed itself to a multimillion rand programme for 1982 to overcome the skills shortage and improve existing skills in the industry

About R145 million will be spent on training this year, according to the Chamber of Mines group publication, "Mining News"

The money is being pumped into the industry as an alternative to recruiting foreign labour.

The chamber's president, Mr W W Malan, states that the solution to the shortage of skilled personnel for the industry lies in

"the vast pool of unskilled labour available on the sub-continent."

Another R30 million is being used to construct artisan training centres, the report states

These are a centre at the Harmony Gold Mine for the Rand Mines group, a centre at Stilfontein for the Anglovaal group, a centre at Welkom for Anglo American and an engineering training centre near Ellisras for the Goldfields group.

The chamber has also introduced teaching programmes to improve skills called "criterion referenced instruction," the report states.

TB figures in SA 'appalling'

CAPE TIMES 4/8/82

Staff Reporter

STATE policies and capitalism in South Africa directly effected the incidence of tuberculosis (TB) in this country, Dr Dave Webster, a senior lecturer in social anthropology at the University of the Witwatersrand said this week

He was speaking at the three-day conference of the UCT Medical Students' Council, which has the theme "TB in South Africa — Consumption in the Land of Plenty"

He said "Our appalling TB disease statistics are primarily due to the discrimination and oppression to which the mass of our people are subjected Without fundamental social and economic change, and the key to bringing about change — political power — the scourges of TB and other such diseases will not be successfully overcome"

Dr Webster said the incidence of TB in South Africa was paralleled by and usually linked to the

process of proletarianization — the creation of a labour force

"South Africa is a Third World country with an unevenly developed capitalism Our history is one of concomitant development and underdevelopment, with increasing profits on the one hand and poverty and malnutrition for the mass of the population"

He said early records showed that there was little or no TB in pre-colonial times Since the turn of the century, however, the incidence of TB in South Africa had steadily increased, in spite of the production of drugs in the 1950s to combat the disease

'Web of causes'

"Tuberculosis is a disease which springs from a web of causes Primary among these are underdevelopment, with attendant poverty, malnutrition, poor housing, low wages etc"

Dr Webster said TB

first became prevalent among black people in South Africa at the turn of the century and later reached "epidemic proportions" in rural and urban black communities

Responsible

He said the mining industry was the "main agent" responsible for the spread of TB among black people, particularly in the homelands Mines produced the physical and social environment in which diseases such as TB, phthisis and silicosis were nurtured and spread Workers who contacted these diseases were repatriated to the homelands and prevented from returning to the mines, he added

"The effect was to spread highly-infectious diseases into communities already in crisis from overcrowding and poverty The homelands, from the earliest stages, were the dumping grounds for the rejects of a crippling industry," Dr Webster said

Cusa to get miners' union for blacks going

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Unions of SA is to launch a union for black mineworkers — the first attempt by a major emerging union group to organise black miners.

Cusa, which claims a membership of 60 000, is the second largest emerging union group. The decision to launch the mine union was taken at its second national conference at the weekend. The Black Mineworkers' Union, which is assisted by Tucsas's SA Boiler-makers' Society, has already been granted organising facilities by the Chamber of Mines and a coloured union

organised by the Boiler-makers is considering opening its doors to blacks. But the Cusa initiative is the first to be launched on the mines for decades without the assistance of an established union. Cusa is committed to organising black-led unions and the mine union will follow this pattern.

At the conference, Cusa also resolved to organise a Security Workers' Union and accepted membership applications from three new unions. The three are the SA Black Municipal Workers' Union, the Textile Workers' Union (Transvaal) and the Hotel Liquor and Allied Workers' Union.

Two of the three were previously unaffiliated and the third, the Textile

Workers' Union, recently left Tucsas. This means that ten unions now belong to Cusa, excluding the two planned. In a resolution at the conference, Cusa resolved to establish a mine union to be known as the National Union of Mineworkers (NUM).

Cusa said it had decided to organise the union after "persistent requests" from mineworkers.

In a reference to recent unrest on the mines, it said it was "appalled at the harsh and inhuman treatment in recent weeks to thousands of workers in this industry by unscrupulous companies".

Unions affiliated to the council resolved to give the NUM "every organisational assistance possible".

K

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
L(C)	7	
Examiners' Initials		

(to be copied from the heading on the examination paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

vy - more jobs to go

the heavy naval vessels the past. After all we have only one frigate left and are concentrating on like craft and corvettes. A navy spokesman Simon's Town said today.

This meant that the navy would be taking in school leavers and people with skills in the electronic fields who would replace the unspecified number of civilian employees in the Simon's Town naval dockyard laid off at the end of last

month. The navy spokesman said a further 60 apprentices many of them riggers, shop builders, welders, marine fitters and boilermakers would be retrenched over the next few months once they have completed their apprenticeships.

Several Defence organisations and labour organisations had been contacted by the navy and some 'positive results' had been obtained to accommodate them.

Concern at worsening TB on mines

ARGUS 4/8/82

IN SPITE of intense screening of new recruits nearly 4 000 African miners were certified as having tuberculosis in 1980/1981. Dr N White of the occupational health project of the Health Care Trust said in Cape Town yesterday.

The TB problem on the mines showed no signs of disappearing he added.

Addressing the Medical Students' Council conference on tuberculosis at the University of Cape Town Dr White said the incidence of TB among black miners in fact appeared to be worsening.

CONDITIONS

'It appears in the main to be determined by economic factors - how much the mining companies are prepared to spend on housing, on feeding the miners or on improving the underground working conditions,' he said.

'The most important factor is the length of the working day.

'If black miners worked a 46-hour week as do industrial workers and white miners and if their working day inclu-

ded the time taken to travel from the surface to the face where they work, then I am convinced that the incidence of tuberculosis would decline.

'But economic concessions of this nature are not made lightly. They affect the rate of profit. They will only come about when the owners of mining capital realise that it is in their own economic interests to make concessions.'

IMPROVEMENTS

Dr O Maitiny, medical adviser to TEBA, the mines' recruiting office, and president of the Mine Medical Officers' Association said living and working conditions for miners had improved considerably in recent years and improvements were still being made.

'After representation by us Government legislation has been amended as far as compensation is concerned,' he said.

'It is now possible for miners to be paid out lump sums in compensation and we are presently awaiting the mining industry to work out the details of this scheme.'

Victims healed - but jobs lost

ARGUS 4/8/82

MANY tuberculosis sufferers who were under treatment and no longer infectious, still lost their jobs simply because of their disease, the Medical Students' Conference heard yesterday.

Miss J Cornell of the Industrial Health Research unit at the University of Cape Town said there were no legal requirements for employers to allow workers to be treated on the job, to pay workers for time spent at clinics or if they were put in hospital to assure them of a job once they were cured.

'Workers are dependent entirely on the goodwill of their employers. With high unemployment it is all the more likely that employers with a steady supply of healthy workers will choose to dispense with workers who have TB,' she said.

'There is also the question of loss of pay. The Factories Act provides for sick leave on full pay for two weeks a year.

'For longer periods of illness workers have to rely on unemployment sick pay or disability grants for which many are not eligible because they are classified as homeland citizens.

'This starts a vicious cycle that makes it very hard to cure the disease.'

Rescued from ice floe

The ship is expected to arrive into Greenwich on August 30. The expedition, led by Robert Burton, a three-year expedition around the globe by way of both poles. Expedition spokesman Colin Eales said they celebrated their rescue with champagne and chocolate cake. 'They started off with 90 kg of equipment

each. There were some large areas of open water which they were able to paddle through and they did the last 11 km in a few hours.

'They came up to the side of the ship dragging the canoes. The ship's bosun put down a rope ladder and it was the quickest trip up a rope ladder you have ever seen. Two men make'

Honours military

The mayors of neighbouring towns which fall within the commando's area will also be present.

After a tea break the chief of the Defence Force, General Constand Viljoen, will unveil a memorial to the fallen.

MEMORIAL

Villiersdorp has lost three of its sons on the border and their names will appear on the memorial.

They were Jan Hendrik Malan who died on October 25 1976, Isak Nel Myburgh, who died on January 26 1977 and Abraham Dante van der Merwe who died on August 23 1978. The ceremony starts at 11 am.

'After an official luncheon in the town's banquet hall General Viljoen will officiate at a medal parade of Overberg Commando. The SACC band will take part in all three ceremonies.

The test that's stood the test of time

Mr. Glass would fill a glass and

UNION MATTERS ~~211~~ 211

Cusa and the mines

Fm 6/8/82

The Council of Unions of SA (Cusa) has approved the membership of three new affiliates and announced plans to establish trade unions for black mineworkers and security guards

Cusa is the second largest emerging union group in SA. Excluding the two unions which still have to be created, it now has 10 unions affiliated to it, boasting a total membership of about 67 000

The three whose applications to join Cusa were approved at its national conference at the weekend are The Hotel, Liquor and Allied Workers' Union, the SA Black Municipal Workers' Union, and the Textile Workers' Union (a former affiliate of the Trade Union Council of SA)

The decision to establish the National Union of Mineworkers (NUM) is the first attempt by a major emerging union group to represent blacks in the mining industry. Previous efforts have been assisted by established unions

Community involvement

The Security Workers' Union will be created to aid unorganised workers who face claimed "inhuman working conditions" in the security industry

The conference reaffirmed Cusa's policy of seeking out like-minded unions to promote worker unity and called on union members and officials to "increase their commitment to their communities."

The conference emphasised its belief that existing industrial councils are authoritarian, bureaucratic and unrepresentative structures which have to be drastically reformed. However, it did not rule out the possibility of industry-level bargaining. It said affiliates should continue to determine through worker participation the best negotiating structures within their particular plant and industry

Cusa will also investigate the possibility of increased union and worker participation in the management of pension funds, and will strive to have these funds invested to benefit the black community

LETTERS

The Editor, Rand Daily Mail,
Box 1138, Johannesburg 2000

Black SA miners are losing their patience

(211) 200M 31/8/82

HARD hit by unemployment in South Africa's neighbouring states — like Lesotho, Botswana, Swaziland and Mozambique — and in the independent and dependent South African states and reserves, family men are compelled to leave their wives to come and lead bachelors' lives in the so called free boarding and lodging mine compounds.

These men have as their assembly point TEBA (The Employment Bureau of Africa Limited) in Johannesburg. Here all mine recruits go through a primitive medical check-up, a kind of medical treatment that has no place in a highly developed society like South Africa.

Men of all ages are made to strip naked and queue for VD examinations which are too quick to be thorough. Granted, medical check-ups are appreciated for the prevention of disease, its spreading and most important, to ensure a healthy work force. It only becomes a matter of concern when it is carried out like it is at TEBA.

When we miners (for I am one as well) arrive at our various mining companies, we are once more subjected to yet another awful TB check-up. The free striptease show continues, followed by a very pretty long injection which goes from chest to chest without any sterilisation whatsoever.

Next there is a four hours' acclimatisation session which extends over a period of four days. This is a hot house which prepares underground workers for the bowels of the earth where the precious metals lie hidden. For those who have never been below surface, I leave it to your imagination to guess what the underground weather conditions are like.

Then comes the annual July increments. What an anticlimax! Instead of rejoicing we bleed and mourn. Yes, we are mourning today because we refused to accept the bosses' of-

fer, which we are supposed to accept with two open hands, coupled with a broad smile.

What did we get in return? Deaths by shooting, injuries and repatriations. Maybe these miners were stupid enough not to engage the services of the Council of Mine Workers Union to negotiate for better and acceptable increases or, alternatively, the liaison committees which are known to negotiate on the questions of morvite, gloves and accommodation for visiting wives and undercooked, fatty and uncleaned tripe.

According to mine management, production has not been seriously affected nor will be seriously affected. This is quite right. Blacks can be killed and repatriated at will and be replaced with ease. For there are always a lot of idle Africans within the proximity of the TEBA recruitment stations — starving Africans who are prepared to jump into the nearest train heading for the mines. It would not be surprising if the contingents of repatriates are immediately replaced when the trains return.

The truth, which holds good in all South Africa's industries, is that there is nothing as cheap as black labour. Be that as it may, the question is: how long shall a black man endure this torture? Surely he will not endure it for ever?

For those with eyes, the writing is on the wall. The indications are here already. If nothing is done about the situation, today's gold mines will be tomorrow's land mines. When the explosions come, South Africa's economy will be fortunate to escape with injuries. Never say we were not warned —
REALISTIC MINE EMPLOYEE, Carletonville

● There was no response from the public relations adviser of the Chamber of Mines when asked for comment. — EDITOR

Unions open ranks to black mineworkers

211
Smetan
9/9/82

ATTEMPTS TO unionise thousands of black miners in the country seem to be gaining momentum with mining officials opening their ranks to admit blacks.

Three unions, the Black Mineworkers' Union (BMWU), the National Union of Mineworkers (NUM), and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU), are making moves in this regard.

Although this move by the unions is likely to change the way labour relations have been conducted in the mining industry, thousands of black miners are still dissatisfied with their earnings.

This they showed recently when they went on strike, burning buildings in protest over pay demands. Some of them were repatriated while 60 are to face charges of public violence in the Westonaria Magistrate's Court today.

The BMWU, under the chairmanship of Mr

By **JOSHUA RABOROKO**

Chilhan Motha, was the first union to be granted access to mines affiliated to the Chamber of Mines.

Mr Motha said that he was expecting that, with the progress of time, the union would make "wonderful strides" in unionising black mine workers in the country.

The union had moved a long way since been given this access in fighting for the rights of miners, and was also negotiating with mining industrialists to recognise "our rights," Mr Motha said recently.

Although the BMWU is making strides towards unionising black miners, few observers contend that the union has the necessary re-

sources or the expertise to become an effective force in the short term.

Observers see two other unions which are emerging in the mining industry as a much more significant development. These are the NUM, an affiliate of Council of SA (Cusa), and the FMECWU.

At its recent congress Cusa said the formation of NUM came about as the result of persistent requests by workers in this industry.

According to reliable services the FMECWU, representing coloured workers, is to be granted a recognition agreement by the Chamber of Mines in the near future.

One way or another, the admission of the unions and the growth of other emerging unions in the mining industry will affect the way in which white unions have "monopolised the show" in the past.

Union breakthrough in gold mining industry

By STEVEN FRIEDMAN
Labour Correspondent

FOR the first time in the history of the country's gold mining industry, a union representing workers other than whites has been granted bargaining rights by the Chamber of Mines

Yesterday the Chamber of Mines signed a recognition agreement with the Federated Mining, Explosives and Chemical Workers union, granting it the right to bargain on wages and work conditions with Chamber mines

The 600-member union established by the Tucsia-affiliated SA Boilermakers Society, is registered to represent coloured and Asian workers. But it has already begun recruiting black workers and the agreement will enable it to negotiate on their behalf when it is sufficiently representative of them

In terms of the agreement, the union

will initially be allowed to negotiate on behalf of specific categories of workers at two West Transvaal gold mines

Anglo Vaal's Hartebeesfontein and Anglo American's Vaal Reef. It will be granted similar bargaining rights at any mine where it signs up a significant number of workers

The Chamber has also granted access to its mines for recruitment purposes to the Black Mineworkers Union and is considering a similar request from the Cusa-affiliated National Union of Mineworkers

The agreement indicates that the Chamber has sharply modified its guidelines on union recognition, a first draft of which said that unions could only be recognised when they represented 30% of workers in the entire industry

Until now, black mine wages have been set unilaterally by the Chamber. Though most will still have their pay set in this way, the agreement opens the way to bargaining rights for a growing

number of black mine workers

In a statement yesterday the Chamber said it was the first time in its 95-year history it had "formally recognised a union representing employees other than whites"

It said the union would initially be granted bargaining rights for vehicle drivers, handymen and painters at the two mines

In terms of the agreement Chamber mines where the union is representative will grant it "stop orders" and negotiate a range of issues with it including pay, shop steward recognition, redundancy procedures and training

The union's general secretary, Mr Ike van der Watt, said yesterday that recognition negotiations, while initially tough, had gone "surprisingly well over the past three months"

"They now appear to have accepted that it is enough for a union to be representative in a particular mine rather than in the industry as a whole before winning bargaining rights," he said

Handwritten notes in circles: 134, 139, 112, 130

Vertical text on the right margin: N, I, F, v, v, e, r, i, b, F, h, tr, r, a, f, e, O, A

211 (134) (135) (136)
Rightwingers likely to oppose move

Union bids to join all-white group ^{ROOM} 11/9/82

By STEVEN FRIEDMAN
Labour Correspondent

A UNION for coloured, Asian and black mineworkers, which won recognition from the Chamber of Mines this week, is seeking membership of the all-white Council of Mining Unions.

Its application to join the council is certain to spark a major controversy as the Rightwing Mine Workers Union, which rejects co-operation with black or multiracial unions, is a major CMU member. Its general secretary, Mr Arrie Paulus, is at present chairman of the CMU.

The union, the Federated Mining, Explosives and Chemical Workers Union, this week became the first union for workers other than whites to be granted bargaining rights by the chamber.

It was established by the SA Boilermakers' Society — the biggest trade union in the country — which is affiliated to the Trade Union Council of SA.

The union is registered to represent coloured and Asian workers, but it has begun recruiting black members and is seeking registration to represent them as well.

Speaking after the FMECWU signed a rec-

ognition agreement with the chamber this week, the union's general secretary, Mr Ike van der Watt, said he thought it was "appropriate" that the union should seek CMU membership.

"Although we have not formally applied for membership, we did indicate to the CMU at a recent meeting that we would like to join."

"The Mine Workers Union's attitude was that we should raise it once the FMECWU had received its registration for black workers," he said.

The MWU has thus far refused to comment publicly on the possibility of the FMECWU joining the CMU.

However, the union has always refused to belong to any body which has black, coloured and Asian members.

Although several CMU unions are multiracial, their coloured, Asian and black members work in industries other than the mines and their mining membership has so far been restricted to white workers.

But any agreement by the MWU to belong to the same council as a union which represented mining workers who are not white would be a major shift in MWU policy and most observers expect the union to oppose the FMECWU's membership bid.

Unskilled mine labour outstrips inflation

13/9/82 211

By Mervyn Harris

A sharp jump in unskilled labour charges over the past 10 years has pushed up working costs on gold mines at a faster rate than inflation

This picture of gold mine working costs from 1971 to the end of 1981 is given in the latest newsletter of the Chamber of Mines.

It shows that working costs rose by an average of 18,1 percent a year from R7,87 a ton milled in 1971 to R41,57 at the end of last year.

The consumer price index increased by an average of 12 percent a year over the period

However, these increases in costs were offset to some extent by an increase in tons

milled of 2,2 percent a year

Although the share of costs represented by wages paid to skilled mineworkers decreased from 30,5 percent to 18,1 percent, the actual skilled labour charges a ton milled went up by 12,1 percent from R2,40 to R7,52.

This was mainly because of an increase in the number of skilled people employed from 36 633 in 1971 to 41 494 in 1981.

The average increase in the wage bill for skilled workers rose 12,8 percent a year from R386,60 a month to R1 294 a month

Unskilled labour charges a ton milled increased at a much faster rate over the period. Shift rates increased by 23,7 percent a year from

R1,37 to R11,53

Unskilled labour charges at the end of 1981 accounted for 27,7 percent of total working costs against only 17,4 percent in 1971.

An increase in the unskilled work force from 371 853 to 421 874 and an average increase in earnings from R18,40 a month to R310,80 were the

reasons behind the jump.

Stores and material charges increased over the period from 34,4 percent of total working costs to 35,1 percent.

The proportion of total costs attributable to power and water charges increased slightly from 9,4 percent to 9,7 percent.

Miners' dispute over back pay

Labour Reporter

The Mine Surface Officials' Association has declared a second dispute with the Chamber of Mines — this time over the issue of back pay.

The second dispute follows one in July between the MSOA and the Chamber which was resolved after the association accepted a 12 percent wage offer.

The general secretary of the MSOA, Mr Robbie Botha, said his association had applied for the conciliation board because the chamber had refused to pay his members for the month of June.

Two other officials' associations had earlier accepted a nine percent offer by the Chamber while the MSOA fought for the 12 percent increase.

But when the two other bodies also received the 12 percent they were also paid for June while the MSOA members did not receive any retrospective increase.

Mr Botha described the chamber's action as "vindictive" and proof of being unwilling to change its stance — so the MSOA had called for the board to be established.

However, a statement from the Chamber of Mines said the MSOA had accepted the condition that the 12 percent increase would be effective only from the July pay month.

Mr Botha said he was willing to take the case to the industrial court if necessary.

● Several other areas of dispute are still to be discussed by the MSOA and the Chamber.

GFSA to employ

Indians and coloureds

Mercury
24/9/82
Mercury Correspondent

JOHANNESBURG— The Gold Fields of South Africa group intends to open employment opportunities on its mines on the West Wits line to coloureds and Indians, Mr R A Plumbridge says in the annual report.

'In the past, one of the main stumbling blocks has been the lack of suitable accommodation in the area.

'Permission has now been obtained for the establishment of adjoining townships for both racial groups. Work is expected to start shortly on the servicing of the townships and money has been voted for the building of suitable accommodation.'

'It is hoped to commence the employment, on a merit basis, of people from these racial groups in the near future

One of the most complex problems relating to the removal of discrimination in the semi-skilled occupations is the establishment of appropriate market-related wage scales, Mr Plumbridge says

Wage curve

'Some years ago the group established its own objectives in this area and designed a unified wage curve applicable to the whole spectrum of unskilled to skilled workers

This allows workers to increase their earning capacity in accordance with their own ability and emphasises that the gap in earnings should relate to skills. This concept is entirely consistent with the basic thinking within the Chamber of Mines

'Good progress has been made towards achieving our objective, but unfortunately the process cannot be achieved overnight. It is complicated by the fact that certain black employees do have markedly different views on the relative worth of different

occupations.

'Traditionally they have given more weight to physical effort than to the skill and decision-making factors, which are the cornerstone of modern job evaluation techniques.

It is clear that this was one of the main causes of the labour unrest which occurred on certain of the group's gold mines at the time of the latest wage increase for black employees

'The great majority of our employees have accepted the position and those who have decided to sever their employment have been replaced without any difficulty by new recruits who were attracted by the wage rates offered,' Mr Plumbridge says — (Sapa)

Jobs for minority groups on mines

(21)

Stw. 27/9/42

By Eugene Saldanha

A major mining group intends to open up employment opportunities on its mines to the west of the Witwatersrand to Indian and coloured people

In the annual report of Gold Fields of South Africa Limited, the company's chairman, Mr R A Plumridge, says one of the main stumbling blocks to opening up such employment opportunities has been the lack of accommodation in the area

"Permission has now been obtained for the establishment of adjoining townships for both racial groups

"Work is expected to start shortly on the servicing of the townships and money has been voted for the building of suitable accommodation," says Mr Plumridge.

It is hoped to begin employment — on a merit basis — of people from these racial groups in the near future.

One of the most complex problems relating to the removal of discrimination in the semi-skilled occupations is the establishment of market-related wage scales, Mr Plumridge says

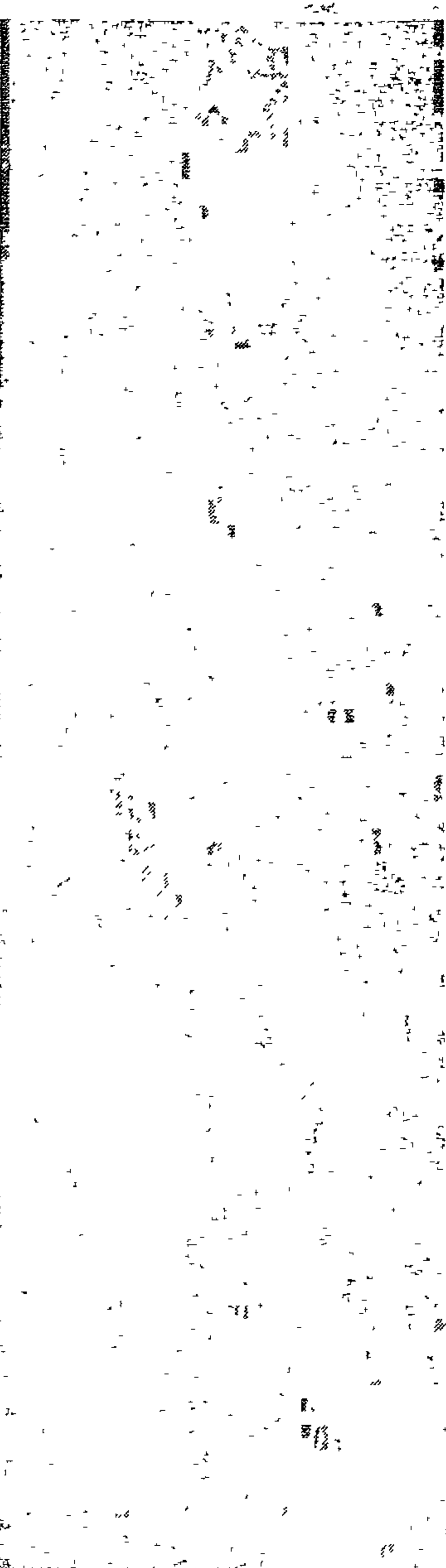
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"This allows workers to increase their earning capacity in accordance with their own ability and emphasises that the gap in earnings should relate to skills

"This concept is entirely consistent with the basic thinking within the Chamber of Mines," says Mr Plumridge.

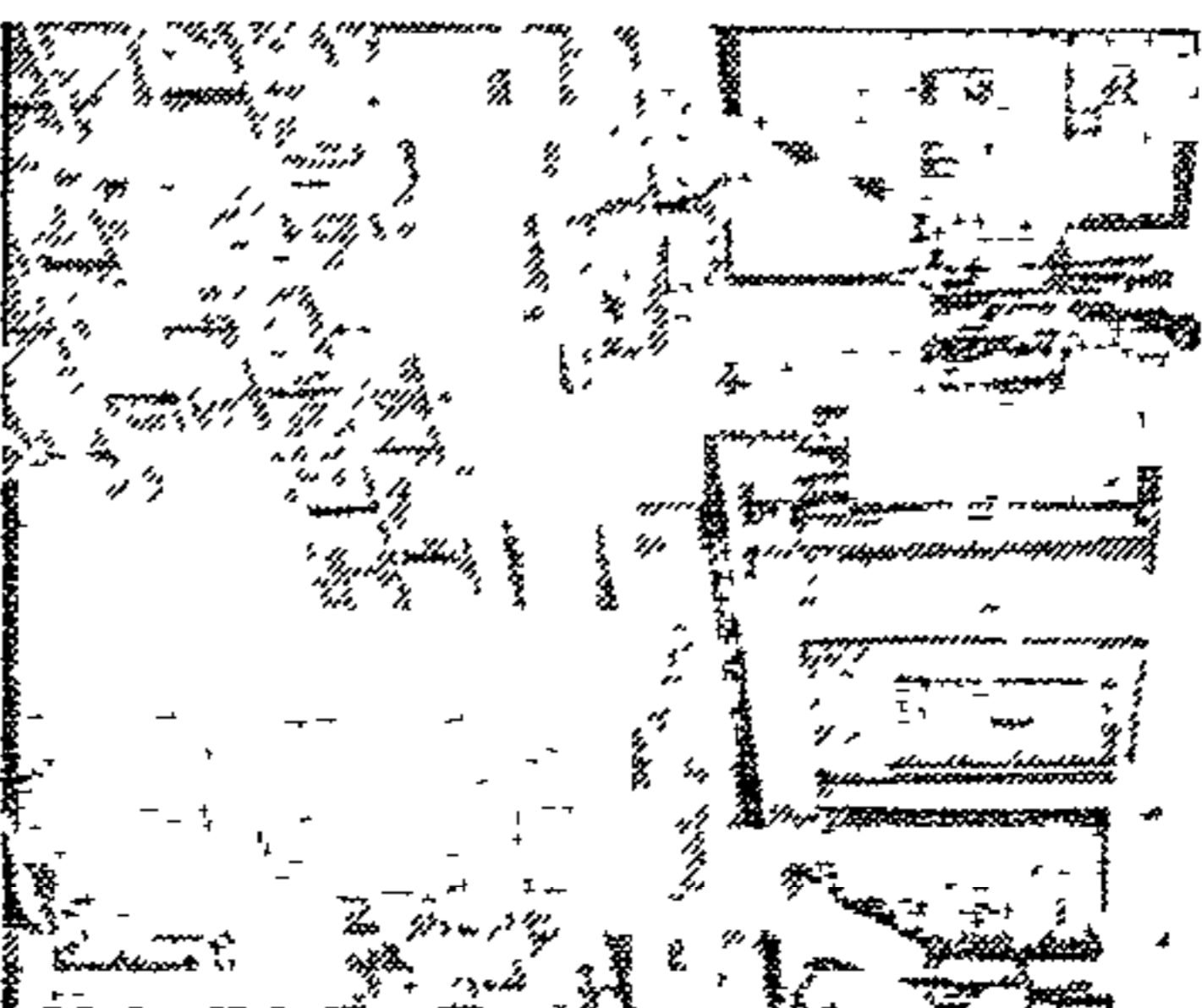
SKS 2819/82

SOON, a new lifestyle for migrants



An aerial picture of the fast-rising Umhlati hostel complex shows the residential blocks which can be turned into flats, and the amphitheatre with

its huge concrete screen (to the left) The long building in front of the residential blocks is the main indoor recreation centre for the R60 million development.



A taste of the new-style hostels. This

By Tony Dugan and David Pincus
Employers of large numbers of migrant workers will spend hundreds of millions of rands in the coming decade to build better-class worker accommodation — and are even anticipat-

ing the end of the single - sex hostel system
In a series of interviews with some of South Africa's large employers the following has emerged
● the age of the old dormitory compound housing workers in row upon row of ugly con-

crete bunks is gradually passing.
● new-era single accommodation is being built in such a way that it can be turned into family units with a minimum of renovation
— a firm indication of the growing emphasis on major employers that migrant

workers will in future bring their wives and families with them
● In contrast to the soulless character of the old hostels the new single - accommodation complexes are being planned as self-sufficient community centres with sports, shopping and full rec-

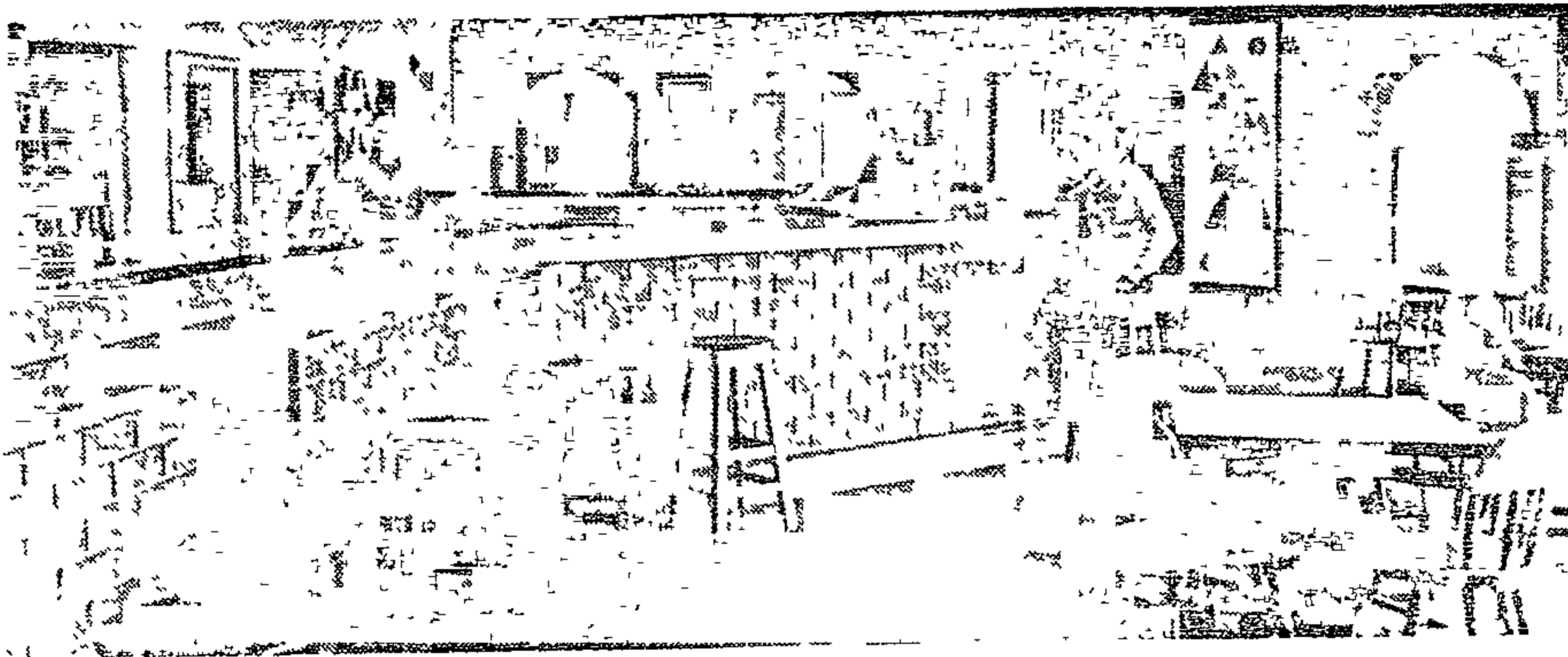
reational facilities laid on
The biggest push in new worker accommodation is from the South African Transport Services, which is building or planning complexes for more than 23 400 black and 1 000 coloured workers in the coming decade at a

cost of close to R1 000 million
And it is from this huge employer that the firmest indication of the rethink about migrant labour comes
"We realise that it won't take long before we will not get contact workers unless we allow them to bring

their wives and families with them and unless we provide them with really good family accommodation," said Mr K o o s Harding, deputy personnel director of SA Transport Services, shortly before he retired recently
Even before this happens wives will be en-

couraged to stay with the new families in blocks for them furnishing rooms and he added, Manning

migrant workers



the new-style hostels. This is the bar at a new hostel for blacks working on the Rietspruit colliery in the Eastern Transvaal.

and families and provide them good family accommodation," said Mr. Harding, personnel director of Transport and recently there this happens will be en-

couraged to visit their families regularly in the new hostels and stay with them for a few days at a time in blocks specially built for them and containing furnished double rooms and full cooking and ablution facilities, he added. Mining houses are

also spending millions to upgrade old compounds and put them on a par with the new generation hostels as well as building new complexes at costs of R20-million and more. "The people aspect is all important," says Mr. David Morgan, group labour consultant for

Rand Mines. "They work for us and we have a social responsibility towards them and must provide the best accommodation and treatment we can afford." Mr. Aubrey Pitt, group deputy managing director of LTA Construction, said his group

was taking over hostels from administration boards and upgrading them. It was also building its own modern hostels which also compare with the new era accommodation being put up by the railways, he added.

Millions will be spent on 'super hostels'




Part of the architect's model of the Umlazi hostel shows two of the seven soccer fields that are planned.

Tens of thousands of black migrant workers live in compounds and

black and coloured workers will be housed in these new complexes

blocks — intended for more senior workers — there will be both single rooms and rooms



Part of the architect's model of the Umlazi hostel shows two of the seven soccer fields that are planned.

Tens of thousands of black migrant workers live in compounds and dormitories built decades ago without much deference to human comforts.

The plight of these men and women, who may spend a working lifetime in a dismal dormitory, excited little response from the authorities and employers in the past.

But now a new approach to worker accommodation is slowly gaining ground.

New-generation hostels that will give workers greater privacy, comfort and a full range of recreational facilities are either being built or planned in several of South Africa's largest centres to accommodate thousands of workers.

MILLIONS

Heading the drive for better single-worker housing is SA Transport Services, one of the country's largest employers of black labour, which is to spend R1 000 million in the next decade on new hostel and flat complexes.

A block of flats to house 1 000 coloured workers and six hostels for blacks — to cost about R141 million — are already under construction for Sats.

In addition to these complexes work has started on a single accommodation complex at New Canada near Soweto and another at Vryheid. The cost of these two projects will come to well over R100 million.

BUDGETS

The almost R300 million needed for another four hostels to accommodate 10 500 black workers is expected to be allocated in budgets between 1985 and 1987, according to a Sats spokesman.

One of these "super hostels," to house 6 048 workers, is planned for Palmietfontein on the East Rand.

Taking work in progress and accommodation on the drawing board close on 25 000

black and coloured workers will be housed in these new complexes by the early 1990s.

But most significant of all is the thinking on which the planning for all this worker accommodation is based. All these hostels are so designed that they can be transformed into blocks of flats for families with the minimum of alterations.

WIVES

The reason for this, according to Mr Koos Harding, who retired recently as deputy director personnel of Sats, is that "we realise that it won't be long before we will not get any contract workers unless we allow them to bring their wives and families with them."

This is the firmest indication of the way big employers are nudging the Government to think how migrant workers may be given a better deal.

Under present legislation, strictly applied, no migrant worker may bring his or her spouse and family to live in an urban area where he or she may spend a whole working life.

To alleviate this situation a little, Sats is building special blocks in its hostels consisting of furnished room and kitchen facilities where a migrant worker's spouse may stay for a few days — a practice that will be encouraged says Mr Harding.

COMFORTABLE

And in the sphere of making workers as comfortable as possible the new hostels appear to be generations ahead of many present-day complexes.

Libraries, beer gardens, well-furnished bars, sports facilities and gymnasiums, smaller rooms, well-appointed kitchens and canteens — these features are an integral part of the new hostels.

Take the R60-million Umlazi hostel which is going up in kwaZulu to house 6 660 people. Fifteen of the 24 residential blocks will be ready for occupancy by the end of the year, according to Sats.

In three of these

blocks — intended for more senior workers — there will be both single rooms and rooms for a maximum of four people each. A far cry from the old dormitories.

Each floor in these four-storey blocks will have ablution facilities and each sleeping area, storage space and sitting room in these blocks is designed to become, if necessary, a family flat with one or two bedrooms.

Underground parking and a fully-equipped workshop is also being built into the Umlazi hostel.

One of its most striking features is the huge amphitheatre and athletics soccer stadium sited alongside the complex. Dominating the amphitheatre will be a 43 m by 19 m cinema screen for open-air shows.

Seven soccer fields and a rugby pitch make up the outdoor facilities. Inside a canteen will supply food 24 hours a day and provide seating for 4 000 at any one time.

SHOPPING

A community centre will be laid out for the senior workers staying at Umlazi hostel and will consist of a shopping terrace, library, meeting room and recreation hall.

Once completed the entire hostel area will be landscaped and all roads will be tarred — giving it the impression of a self-contained village complex.

Much of the brick-laying, plumbing and wiring of the new hostel is being done by black workers trained on site by the contractor.

"The new generation of hostels will make it possible for us to provide proper and decent accommodation and to help those who have never had the chance to live in a more sophisticated way," said Mr Harding.

"Many migrant workers, when they come to us, do not know what to do with their leisure time and have to be shown. All their lives they have worked seven days a week."

Mine charges withdrawn

CAPC. Trials 1/10/82

Own Correspondent

JOHANNESBURG — Sixty migrant mineworkers arrested during unrest at the Kloof mine in July yesterday had charges of public violence against them withdrawn in the Westonaria Magistrate's Court.

All but five of the men have been in prison since July because they have been unable to afford bail money and their union, the Cusa-affiliated National Union of Mineworkers, is considering legal action against the police for alleged wrongful arrest.

And in another development yesterday, Mr Cyril Ramaphosa, coordinator of the NUM, confirmed that Kloof had agreed to take the men back after representations from the union.

The 60 men were arrested during the unrest which flared on West Rand mines owned by the Gold Fields and Gencor mining houses during July. It followed the annual wage increase granted

to black miners by the Chamber of Mines, which was the lowest in some years.

The men have appeared in the Westonaria court four times since their arrest.

Mr Ramaphosa said the NUM would now consult its legal advisers on whether there were grounds for bringing a wrongful arrest action on behalf of the men.

All 60 belong to the union, formed recently after a decision at a Council of Unions of SA conference.

He also confirmed that the union had made representations to Kloof management requesting that the workers be granted their jobs back and that the mine had agreed to this.

"We are very pleased with this development because contract miners in the same position as the 60 men are usually regarded as deserters and are unable to get their jobs back," Mr Ramaphosa said.

FACE OF WEST RAND SET TO CHANGE DRAMATICALLY

NEARLY a third of the people employed in the gold mining industry on the West Rand will lose their jobs by the turn of the century — only 18 years away

And in 40 years' time only five of the West Rand's 11 gold mines will still be operating

Experts predict that 50 000 of the 137 000 people now employed in the mining industry in the region will lose their jobs by the year 2000. By then the area will be mined out and the mines closed

Many of those who earn their living in mining are likely to be employed in industries which will spring up in the wake of the decline of the mines

At a Strategy for the Future conference in Carletonville this week mining experts explained how West Rand towns would have to provide alternatives to gold mining if they are to survive into the next century

The warning was levelled mainly at Carletonville, Westonaria and Fochville — long-term future for themselves and their children

He said it was essential for the mining companies to diversify their interests to ensure that they had a role to play in industrial development in the area which would take place in the area

More than 60% of all jobs offered on the West Rand are related directly to the gold industry, and most of the area is involved indirectly in the industry

By the turn of the century, there will be only eight mines in the area and only five of these will still be operating in the year 2024

At present more than 13 000 whites are directly employed by the industry

The 1990s will see the decline of the Blyvooruitzicht, Western Areas and the Ven-

when the mines close

Alternative industrial activities must be phased in when mining begins to diminish. In this way the population will be assured of a long-term future for themselves and their children

He said it was essential for the mining companies to diversify their interests to ensure that they had a role to play in industrial development in the area which would take place in the area

More than 60% of all jobs offered on the West Rand are related directly to the gold industry, and most of the area is involved indirectly in the industry

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The 1990s will see the decline of the Blyvooruitzicht, Western Areas and the Ven-

REPORT BY NINE EXPERTS

termost mines

Most of the people employed on the mines by the end of the century will still be migrant workers, said Mr Peter Janisch, general manager of gold operations for Gold Fields South Africa

"With the total population of South Africa, including the homelands, being projected at 40 to 50-million by 2000, there will be strong pressure for mines to continue to offer employment to rural residents

In the year ending June 1982, black gold miners spent R65-million at their

places of employment"

The acting town clerk of Westonaria, Mr Jan du Preez, said future industrialisation plans would be aimed at using as many of the black workers shed by the gold industry as possible

"Their buying power is considerable, but their labour is also invaluable to new industry

"Provision is also being made for the construction of coloured and Indian housing between Westonaria and Carletonville. Skilled workers in these groups will then be able to move in when industry becomes established"

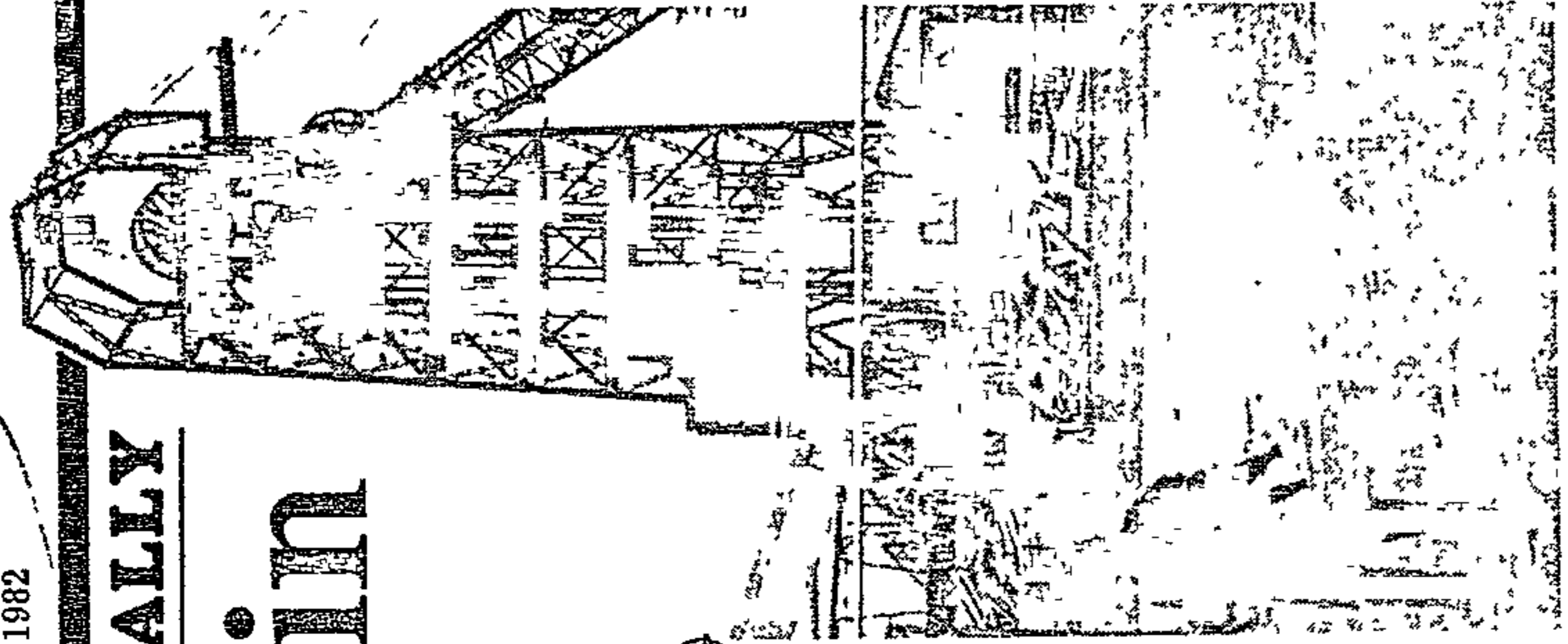
Mr Rosmarin said careful thought should be given to

the type of industries introduced to the area and the methods involved in doing this

"Consideration should be given to the types of industrial uses that should be attracted to the area

"It is not advisable to try to compete directly with existing industrial areas in the Pretoria/Witwatersrand areas

"Ideally, the West Wits area could attract certain types of industries which could act as a catalyst for further growth, and also give the area a character which could become a marketing tool for promoting the area," he said,



The mines on the West Rand employ thousands of workers, but by the year 2000 a third of them could lose their jobs. And in 40 years' time, only five of the present 11 gold mines in the region will still be operating. Experts are already looking into ways to attract industries to provide those people with alternative employment

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WHICH DIRECT
the lives of people and
that it is necessary "to
make the Gospel relevant
to people in their situa-
tion in South Africa to-
day

He said his greatest
pain as he entered the
presidential chair was
the realization that he
had to speak the truth
"which can often hurt"
and yet also maintain the
unity of the Church

Dr Mgojo will be induct-
ed as president in Johan-
nesburg on October 15

bold letters "Confronta-
tion" was flashed on the
screen

However what Dr
Boesak had actually said
was "Reconciliation
comes through confronta-
tion of sin" This is what
the seconder of the mo-
tion, the Rev Johan
Relief said

He said Dr Boesak was
"clearly referred to as
part of the Church's role
in the so-called total on-
slaught against the Re-
public"

**Mine pay
dispute
settled**

Cape Times 5/10/82

211

JOHANNESBURG A
dispute between the
15 000-member Mine Sur-
face Officials Association
and the Chamber of
Mines over the implemen-
tation of this year's pay
rise for mine officials had
been settled a joint state-
ment announced yester-
day

The MSOA had called
the dispute in protest at
the fact that its compul-
sory members had re-
ceived their pay increase
a month after other offi-
cials

The MSOA charged that
the difference in dates
was an attempt to "pun-
ish" it for refusing a 9
percent pay increase ac-
cepted by the other mine
officials' associations

But the Chamber re-
plied that the MSOA had
agreed that its compul-
sory members would get
their increases only a
month later

The two sides agreed
yesterday that a bonus
equal to half-a-month's
increase would be paid to
members of the MSOA
who were in employment
on a mine in June and
who received salary in-
creases with effect from
the July pay month

**New Damara
election due**

WINDHOEK — The Ad-
ministrator-General of
SWA/Nambia Mr Danie
Hough, announced in
Windhoek yesterday that
he had decided to call a
new election for the
Damara Legislative As-
sembly

The decision is the re-
sult of Thursday's Appeal
Court decision in Bloem-
fontein setting aside
Damara election results
of November 1980

An election would be
held soon, Mr Hough said,
and in the meantime, the
chairman of the Govern-
ment Service Commis-
sion, Mr Fred Visagie
would act for the Damara
Administration — Sapa

Political comment by A H
Heard, G E Shaw, R A Norval
J V Scott and M P Acott Car-
toons by A M Grogan Head-
lines and sub-editing by A J
Moth and W Odendaal All of
77 Burg Street, Cape Town

Lone Ranger"
Corny and prosaic, this
series nevertheless man-
ages to convey old values
to younger viewers

Geraldine Branagan
opened Video 2 with her
haunting melody "Hold
your face a little closer to
the candle"

Viewers were then
shown a preview of
attractive summer fash-
ions but the ins and outs
were totally lost to me be-
cause of the indistinct
voice of the commentator

It seems that the mini is
with us for the next two
seasons at least, but view-
ers were warned that this
fashion would probably
fade out towards the end
of next year

JUDY VEITCH

centre was an eye-opener,
although regrettably I
have learnt that the cen-
tre — run by the squatter
camp community — has
ceased to operate

Watching with admira-
tion the Galaxy of top dis-
abled sportsmen and
women from all over the
world gathered at the
1982 Stoke Mandeville
Games in England, one
got the feeling that this
was a place where broth-
erhood among all races in
the world was achieved.

I was pleased with the
edited version of the
Mainstay Cup final be-
tween Moroka Swallows
and Arcadia Floride My
only criticism was of the
bad camera angles

JOE GUWA

Too late for classification

DEATHS

SHAER — Charles passed away on
October 2 Fondly remembered by
Mary Ann and Betsy

SHAER — Charles, passed away on
October 2 Deeply mourned and
always remembered by Hetty, Jenni-
fer and Trevor

VAN DER MERWE — Michael (Mike)
my beloved husband passed away
suddenly on October 2 The love of
my life has passed into his Master's
higher service but nothing and no
one can take my memories from me
Deeply mourned by his heartbroken
wife Maureen

VAN DER MERWE — Mike aged 48
passed away suddenly on October 2
Deeply mourned and lovingly re-
membered by his mother in law
Rose sister in law Sheila and
Michael

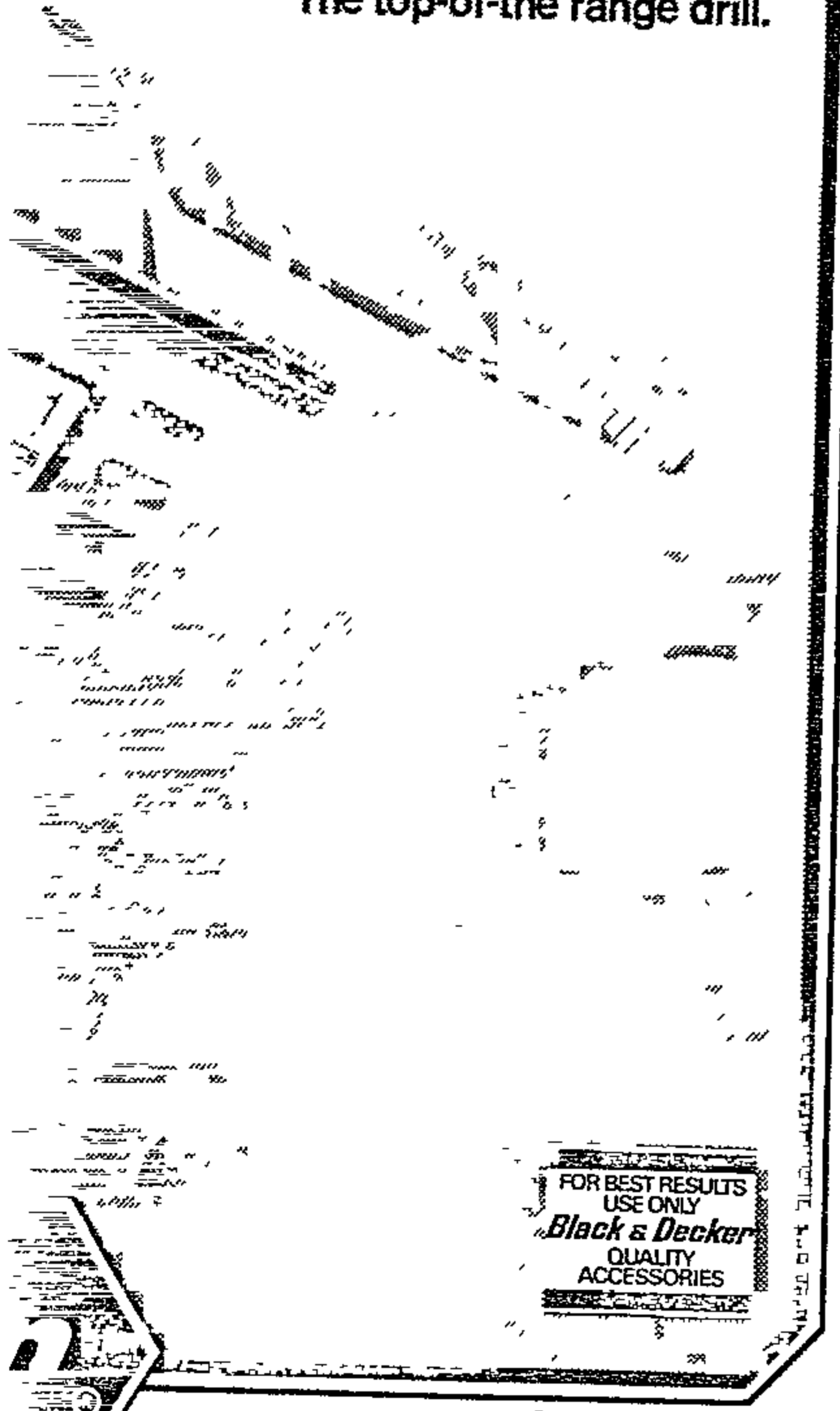
VAN DER MERWE — Mike In loving
memory of our dear uncle who
passed away October 2 Treasured
memories forever Sadly mourned
by Patrick and Estelle

VAN DER MERWE — My loving dad
(uncle) who passed away suddenly
on October 2 Dad we shared many
years of laughter and fun together I
will miss your teasing your laugh
and smile but you will always re-
main a part of me forever and my
love for you will never die Deeply
mourned by 'Oumeid' (Carren)

VAN DER MERWE — Mike our lov-
ing uncle passed away suddenly on
October 2 Will always be missed by
Reg Sue and Bronwyn Always a
kindly deed always a helping hand,
the call was so sudden the shock
severe the tear in our eyes we can
wipe away but the ache in our
hearts will always stay

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SILENCERS**

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94 1175
71 7063
55 9992/3
43 3792, 22 2400

Goodwood
Bellville
Wynberg
Salt River
Cape Town

SNAPPY SERVICE!

VISA

CREDIT
CARDS
WELCOME



Union ²¹¹
~~may sue~~
Secretary
Minister
^{6/10/82}
of Police

THE National Union of Mineworkers, an affiliate of the Council of Unions of SA, is considering taking legal action against the Minister of Police for the alleged wrongful arrest of 60 miners.

The 60 miners who were arrested during rioting which broke out at the Kloof gold mine last July, had charges of public violence withdrawn when they appeared in the Westonia Magistrate's Court last week.

ARREST

The acting secretary of the union, Mr Cyril Ramaphosa said that the union was considering suing the minister for wrongful arrest.

He did not know exactly when the union intended taking the matter to court, but "we are dealing with our lawyers at the moment."

Most of the miners were migrant workers from Lesotho. They have all been given back their jobs after discussions with management.

Beina 7

~~12/10/82~~ (211) SKW 12/10/82

New township for black mineworkers

The LTA group is building a shopping complex, the first phase of a civic centre and 900 houses in the Umuzimhle Township near Orkney for black mineworkers of Vaal Reefs Mine.

Contracts for the shopping centre and civic centre were awarded to LTA Building (Southern Transvaal), while LTA Housing recently established to combine the expertise of the conventional and block housing sections of the group hopes to complete a contract to build 900 family homes and a 16-classroom primary school in the township.

Town planners for the village and architects for the civic centre and housing are the architectural department of the Anglo American Corporation.

The shopping centre, developed and to be operated by Retail Property Projects an LTA subsidiary, will have a lettable area of 3 600 sq m and will comprise 13 shops ranging from kiosks to a departmental store.

The first phase of the civic centre will have a multi-purpose hall with a cinema and an administrative block. Architects are H Moross and Partners.

Unions ^{2/1} ^{5 rw} cleared ^{15/10/72} to recruit ^{15/10} on mines

By Tony Davis
Labour Reporter

The Chamber of Mines has granted access to the newly established National Union of Mineworkers to recruit workers on mines in the chamber's group.

A chamber spokesman said access would be determined by individual mine managements.

The union affiliated to the Council of Unions of South Africa was established early in August this year. It was created to help the large number of unorganised black miners, said its secretary, Mr Cyril Ramaphosa.

The chamber also granted access to the Federated Mining Explosives and Chemical Workers' Union.

The union which has close links with the SA Boilermakers Society, recently amended its constitution to include black mineworkers.

Its membership was for coloureds.

The two unions now join the Black Mine Workers' Union which is also recruiting black members on the chamber's mines.

S. Express 17/10/82

Gold price plunge stalls mine's R25m hostel plan



210

● The new hostels — photographed from inside an unfinished dining room

THE heavy drop in the gold price during the past two years has forced Rand Mine Properties to halt construction of a R25-million hostel complex for blacks at Durban Reef Mine

Although the 109 houses planned are complete, construction of the kitchens and recreation facilities have been stopped. It is not known when work on these facilities will be started

Until the kitchens and dining rooms are built the houses will probably stand empty unless Durban Deep Mine decides on alternative ways to supply the miners with meals.

The hostel plans — said to be the most sophisticated in the country — consists of 109 houses on 30ha. Each house has bedrooms, bathrooms, a lounge, change rooms, three hot and cold showers, toilets, laundry basins

By DEENA SHAPIRO

and a washing line

The decision to build the hostels was taken two years ago when the gold price stood at \$620 an ounce but, when building started six months later, the price had dropped to \$541 an ounce.

Construction finally stopped when gold reached a low of \$296 in June. It is not known when it will be resumed

In the year of construction before building was halted, contractors completed 73 eight-bedroomed houses and 36 15-bedroomed houses.

Mr Dave Morgan, labour consultant for Rand Mines, said the aim of building the hostels in separate units was to get away from the traditional barracks-type accommodation

The houses will accommodate four men in each bedroom. In the old hos-

tels 20 men shared a room.

The complex, it is estimated, will cost Rand Mine Properties R6 000 a person to build and will accommodate 4 000 senior black miners.

It will eventually include a sports stadium, soccer field, tennis courts, swimming pool, literacy classrooms, liquor outlets and an administration block.

Housing units are also planned to contain a TV, two-way communication with the administration block, electric heating and hotplates

Two hostels at Durban Deep mine will also be upgraded when the new hostels are finished, according to Mr Morgan

"We are trying to make it as pleasant for black miners as we can within the system," he said



Let more families in, say mines

WN BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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Own Correspondent
CAPE TOWN — The mining industry did not believe that the total replacement of migrant workers with settled black married communities was economically feasible at this stage, the Chamber of Mines told the economists committee of the President's Council yesterday.
 The assistant general manager of the Chamber, Mr Tom Main, and the chamber's chief economist, Mr M F Brown, gave evidence on factors inhibiting the effective functioning of the free enterprise system.
 In response to questions, they said the industry was nevertheless pressing the Government for permission to increase the percentage of black workers who could be housed and settled permanently.
 Statutory limits allowed only three percent of the black labour force on mines to be permanently settled. Although the industry still felt it was economically desirable for migrant workers to be available to it, mines were eager to stabilise their work forces as far as possible.
 "Mines are a wasting asset and since some of them employ as many as 20 000 men it would

not be feasible to bring in families and to replace migrant workers totally" Mr Main said.
 Asked what prevented the mining industry from employing more South African black mineworkers and fewer from neighbouring territories, he said the industry had been reducing the percentage of foreign black labour as part of its efforts to stabilise its work force.
 In 1975 about 75 percent of all blacks on the mines were foreigners. At present about 40 percent were foreigners and about 60 percent came from South Africa and the independent homelands.
 In a memorandum presented to the economics committee, the chamber criticised the Mines and Works Act because it discriminated against the advancement of workers on the basis of their race.
 This created artificial labour shortages which diminished mining operations. As an example, the chamber said there was a shortage of about 2 000 skilled workers on the country's mines.
 By law, these workers had to be whites even though blacks could be trained to fill the posts.

- 1 question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- 4 Do not write in the left hand margin.

	Internal	External
(1)	(2)	(3)
2		
7		
7	12 1/2 = 50	
Examiners' Initials		

(per)
(per)

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator.
- 3 No part of an answer book is to be torn out.
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Backing for more settled black miners

AGGWS 20/10/82

2/1

THE mining industry did not believe the total replacement of migrant workers with settled black married communities was economically feasible at this stage, the Chamber of Mines told the economics committee of the President's Council yesterday.

Giving evidence on factors inhibiting the effective functioning of the free enterprise system were the chamber's assistant general manager, Mr Tom Main and the chief economist, Mr M F Brown

They said in response to questions that the industry was nevertheless pressing the Government for permission to increase the percentage of black workers who could be housed and settled permanently

Statutory limitations allowed only three per cent of the black labour force on mines to be permanently settled

EAGER

Although the industry still felt it was economically desirable for migrant workers to be available to it, mines were eager to stabilise their work forces as far as possible

"Mines are a wasting asset and since some of them employ as many as 20 000 men it would not be feasible to bring in families and to replace migrant workers totally," Mr Main said

He was asked what prevented the mining industry from employing more South African blacks and fewer blacks from neighbouring territories

He replied that the industry had, in fact, been reducing the percentage of foreign blacks as part of its efforts to stabilise its work force

DISCRIMINATION

In 1975 about 75 per cent of all blacks on the mines were foreigners. At present about 40 per cent were foreigners and about 60 per cent came from South Africa, including the independent homelands

In a memorandum presented to the economics committee, the chamber criticised the Mines and Works Act because it discriminated against the advancement of workers on the basis of their race

This created artificial labour shortages which in turn diminished mining operations

Western 5 initiative could collapse

Observers say Govt has dashed hopes for SWA

(21)
12 p.m.
26/10/82

By CHRIS FREIMOND
Political Reporter

PROSPECTS of an early settlement in South West Africa have crashed in what appears to be a change of strategy by the South African Government which could lead to a collapse of the Western Five initiative, according to observers interviewed yesterday.

Their assessments follow a weekend statement by the Minister of Defence, Mr Magnus Malan, implying the Government's unwillingness to accept a Swapo election victory in the territory.

And the chairman of the Progressive Federal Party's federal executive, Dr Alex Boraine, said yesterday Mr Malan's statement was "most disturbing". He asked the Prime Minister, Mr P. W. Botha, to clarify the situation.

The director of the Johannesburg-based Institute of International Affairs and authority on SWA, Professor John Barratt, said yesterday Mr Malan had expressed more clearly than ever before a strategy that seemed to have been developing for some time.

He said he believed it signalled the end of the current round of negotiations.

While the Government could expect some protection from the United States, strong opposition on its new line was likely from the other four Western powers involved in seeking a settlement.

Prof Barratt said he believed the new attitude could even lead to the disintegration of the Western Five as a negotiating group, if not immediately then within the next few months.

He attributed the new outlook to a growing

hard line towards a possible Swapo election victory, the Cuban and Unita factors, and the disarray in SWA's internal political forces.

He said he also detected a change in strategic thinking SWA now seemed to be seen as an essential factor in the defence of South Africa itself and was being looked on less as a separate country.

Another informed source said "The statement is the strongest indication yet that we can't look forward to an early settlement".

He said the statement was "an astonishing diversion from past posture".

Sapa reports that Mr Malan yesterday clarified South Africa's attitude to withdrawing from SWA.

Responding to inquiries arising from reports of the speech he made in George on Saturday night, Mr Malan said

"Any interpretation that I announced a new policy concerning South African withdrawal from SWA on Saturday night would be incorrect."

"I merely made it very clear why we are there and why we cannot simply withdraw, as questions concerning this matter are asked frequently."

"It certainly does not mean that South Africa has changed its attitude with regard to its negotiations on SWA/Namibia."

"South Africa is in the territory because withdrawal without a settlement there — which has not been achieved yet — would move the Operational Area southwards to the Orange River."

"Any report which gave another impression would not be reflecting the context of my speech, because I said in the course of the same speech that South Africa could not withdraw from SWA/Namibia without a withdrawal of the Cubans from Angola."

rpm 26/10/82

Close shave for tourists

Mail Africa Bureau

211

WINDHOEK — A group of tourists miraculously escaped without serious injury when their vehicle detonated a landmine in far northern Kaokoland, near the Angolan border, on Thursday, October 4

The tour leader, Mr Norbert Magura of the Bambatsi Guest Farm near Outjo, was reluctant to comment for fear of losing further business

The incident occurred 60km south of the Kunene River and 60km east of the Skeleton Coast

The four wheel drive vehicle, which struck the landmine, had a two-way radio with which the army was summoned

Some of the injured were taken to the hospital in Ondangua
The SWA Territory Force confirmed the incident

Cape Times 4/11/87

Mine workers held 6 months awaiting trial

2-11
2-11
2-11
Own Correspondent

JOHANNESBURG — Black mine workers arrested during a strike at an Eastern Transvaal mine have spent more than six months in jail — although they have not yet been tried in court

One of the reasons they have never been released is that they cannot afford the bail of R1 000 each

The 29 men were arrested in April on public violence charges during a strike at the Winkelhaak gold mine near Evander, which is owned by the Gencor group

According to Mr Cyril Ramaphosa of the Cusa-affiliated National Union of Mineworkers' (Num), which has taken up their case, the strike stemmed from a dispute over working hours

He said they were being held in Bethal, but their case was in the Evander magistrate's court. Since their arrest, they had appeared in court several times for remand but the trial had not yet been held

The trial has apparently been delayed because of attempts to trace a mine official who is needed to give evidence. The case against the 29 will now be heard in Evander on November 22

Mr Ramaphosa said the Num had only recently intervened in the case, but it was now arranging legal representation for the men

7/11/82



Strikers await trial after months in jail

By STEVEN FRIEDMAN
Labour Correspondent

BLACK mine workers arrested during a strike at an Eastern Transvaal mine have spent more than six months in jail — despite the fact that they have not yet been tried in court.

One of the reasons they have never been released is that they cannot afford bail of R1 000 each.

The 29 men were arrested in April on public violence charges during a strike at the Winkelhaak gold mine near Evander, which is owned by the Gencor group.

According to Mr Cyril Ramaphosa of the National Union of Mineworkers (NUM), which has taken up their case, the strike stemmed from a dispute over working hours.

He said they were being held in Bethal, but their case was being heard in the Evander Magistrate's Court.

Since their arrest they have appeared in court several times for remand, but the trial has not yet been held.

The trial has apparently been delayed because of attempts to trace a former official of the mine who is required to give evidence.

When the men appeared in court bail was set at R1 000 each, which none of the men could afford.

A trial date has now been set and the case against the 29 will be heard in Evander on November 22.

Mr Ramaphosa said the NUM had only recently intervened in the case but it was now arranging legal representation for the men.

A spokesman for the Evander magistrate's office confirmed that bail had been set at R1 000.

According to the spokesman three days have been set aside for the trial beginning on November 22.



...inspects the new Oppenheimer Life Sciences Building yesterday afternoon at Wits University.

Border escape to the West

MUNICH — A 38-year-old East German crossed a minefield and scaled border fences to flee to West Germany, border police said yesterday.

They said the man, a civilian, managed to cross the East German border with West Germany unhurt on Sunday evening at a point fortified with a minefield and fences — UPI.

Big Nigerian project delay

LONDON — The Nigerian government has postponed a R2 900 000-million railway project because of cash problems, say bankers quoting a special economic adviser to President Shehu Shagari.

The 400km spur was to have run north from Port Harcourt to Ajaokuta on the Niger River where a large steel plant is under construction — Sapa-Reuter.

blackmail

Bail reduction plea yesterday — the Brixton Murder and Robbery Squad had told her that Mr Mylchreest and Mr Westgate wanted to flee the country.

The two men's defence counsel, Mr P Shapiro, accused the State of showing no logic in its refusal to lower the bail, and criticised Mrs Rath for not having the police officer ready to testify.

He also accused the State of showing no regard for and acting discourteously towards the rights of his clients. The case had started late for the second time and no apology had been received.

Argument on the bail question continues today.

'Basic housing needed'

Mail Reporter

THE director of the Urban Foundation, Mr Jan Steyn, sharply criticised forced resettlement yesterday and called for the provision of basic housing in squatter areas to help overcome the black urban housing shortage.

But he refused to comment on last week's refusal by the Soweto council of a R77-million housing plan proposed by the Urban Foundation.

Speaking at the Pretoria Press Club, Mr Steyn said he was hopeful that the combined efforts of concerned South Africans would prevail in securing the future of people living in settlements.

He also criticised the proposed Orderly Movement and Settlement (Black P...

80 tons of diesel oil threaten SA coast

PORT ELIZABETH — Department of Transport officials arrived in Port Elizabeth yesterday and immediately left for O...

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Cloudy and cold with fog or drizzle patches over the highveld and along the escarpment in the morning. It will clear partly and become warmer. Isolated showers may occur.

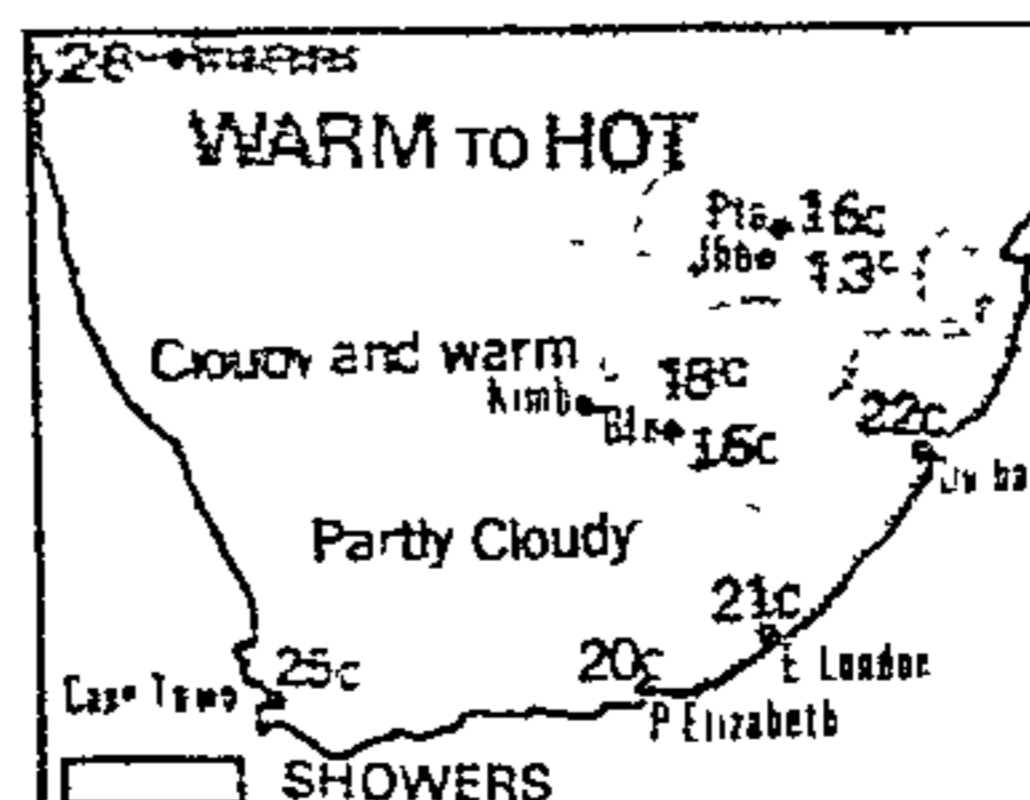
FREE STATE and CAPE north of the Orange — Fine and warm, but cloudy and cool over the north-east Free State with fog patches in the morning.

CAPE south of the Orange — Mainly fine and warm, but mild along the coastal regions with fog patches.

NATAL — Partly cloudy and warm with isolated showers over the north.

Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station
YESTERDAY
Tuesday
November 2 1982
Temperatures
09h00 14h00 21h00
11°C 13°C 10°C
Humidity
93% 85% 95%
Max temp 14°C
Min temp 9°C
Rain 24 hours to 20h00
23mm
Sunset today 18h07
Sunrise tomorrow 05h46



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

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the only large aircraft can cover the 4000 km the mid-Atlantic island of the mid-Atlantic island of Stanley and land at Port Stan-

aircraft refuel twice in meaning that three take every one that lands in the

find, as is not uncommon unpredictable weather landing at Stanley immediate pilots have no other air the area to which they can

must then make the long back to Ascension, an abort trip of up to 25 hours.

long term, military planners see the British garrison islands being reduced to 1000 men, of which half be ground combat forces could use the empty inland

valuable training commanders would to keep several frigates at least one submarine in the waters and a mixture of Harrier jump-jets and air defence

it would not give report-ers for Stanley a figure for defence costs of the It's going to be an enormous commitment, but one can bear," he said

contrast with the military constitutional future of the islands has been much less thought out

Hunt, the governor the expelled, returned in the new title of civil governor — a gesture intended to show the intention to end the islands' colonial status

those changes might says he does not know the Falklands tied to Britain, even incorporated as a political part of the United Kingdom Sapa Reuter

irm

each me anything new. It's just a question of having a bit of humour and not arguing back"

John Fright, patrolling the West End, Only experience can you how to handle people down the angry motorists said A lot of it is common sense Motorists difficult sometimes It to me that they are the need to be taught awareness not us"



A black miner drills for gold

By RICHARD LANDER

JOHANNESBURG — After firmly making their mark in the manufacturing industry, South Africa's black trade unions are now gearing up to capture their most coveted prize — the organization of the nation's black gold miners

The task is an immense one — there are more than 450 000 black mineworkers — and one that could prove crucial for an industry whose fortunes decide whether the South African economy booms or slumps

For the first time in its 95-year history, the Chamber of Mines which groups the major mining houses, has recognized one trade union to represent non-white workers and has allowed others to enter mine compounds to recruit members

For many black South Africans, the mines have long been the cutting edge of apartheid

Since mining began in the 19th century the industry has relied on black contract labour recruited from the countryside and neighbouring countries to dig, hack and collect the ore-bearing rock, while the skilled tasks of blasting and managing were kept for whites

While white miners developed strong craft unions to protect their jobs the mines until recently had refused to recognize black worker groups

Then last July at least 10 black workers died at six mines and more than 1 000 were sacked after rioting at six mines the worst disturbances the industry had seen since the mid-1970s

Officials of the fledgling unions

ascribed the riots to dissatisfaction with the 12 percent pay rise awarded by the Chamber, with workers unable to voice their grievances peacefully through any bargaining process

They now hope the decision to recognize a trade union representing black workers means that future disputes concerning pay and conditions could be settled around a table between union and chambers representatives rather than across a mine compound between angry miners and armed security guards

The officials are under no illusion that the mines can be unionized on a large scale overnight

"We're just creating the negotiating machinery and a group of black organizers now We haven't even started recruiting yet" said Mr Ike van der Walt general secretary of the Federated Mining Explosives and Chemical Employees Union which made the breakthrough recognition agreement with the chambers

Encouraged

Mr Van der Walt said he was encouraged by the Chamber's move to recognize his union but said the employers still remain very cautious about union dealings

His views were echoed by Mr Cyril Ramaphosa, black organizer of the National Union of Mineworkers which was formed this year in response to the July riots and has also been given permission to recruit in the mines

The chambers do not really know what will happen Mr Ramaphosa said "It's a new phase for them and they're treading very softly

A spokesman for the Chamber

Black gold miners set to form own trade union

CAPL TIM B

5/11/82

(Handwritten scribbles)

211

emphasized it had an open attitude towards black unionism

"We don't believe in putting up barriers towards unions, but we don't think it's our job to help them set up We want to deal with independent unions," he said

We will deal with unions that can show us that they represent a significant proportion of a group of workers at one or more mines," the spokesman said

The chambers attitude is generally seen as realistic, particularly in view of the spread of black unions in the manufacturing and retail sectors

As in those areas the chambers may have to face up to strikes and stoppages as workers begin to press their claims for better wages and conditions

However it could be the black unions themselves that face the biggest problem Apart from the huge practical chore of recruiting almost 500 000 workers, black union officials are worried about their relations with white unions.

They are eager to narrow the wage gap with white workers, but black miners have found their white colleagues more determined than ever to hang on to their exclusive rights to skilled jobs granted by law after a strike in 1922 against cheap black labour being used in the mines

The unions may find many miners who are working on one-year contracts reluctant to join close observers of the industry said

With virtually all the black miners brought to the mines on contract lodged in hostels hundreds of kilometres away from their families many might not see any long-term benefit from joining a union especially if it meant possibly taking part in a prolonged strike — Sapa-Reuter

The door opens to blacks

The establishment of the Confederation of Associations and Mining Unions this week paves the way for fundamental changes to the way in which collective bargaining has traditionally been conducted in SA's mining industry

Membership of the confederation, which so far consists of all eight unions affiliated to the Council of Mining Unions (CMU) and two of the three mining officials' associations, is open to all registered unions in the industry. Emerging black, coloured and Asian mining unions can, therefore, apply to join.

The establishment of the confederation marks a historic turning point in the mining industry's stormy labour history, and is described by Manpower-Director General Dr Piet van der Merwe as "a positive development". In the past, the CMU, which represented the interests of white workers, and the officials' associations, which had begun to admit black members, have conducted separate wage negotiations with employers. Because there have been no black unions in the industry black mineworkers' pay has been set by employers.

However, in recent months two potentially powerful unions seeking to recruit black, coloured and Asian mineworkers have begun to penetrate the industry. They are the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), and the Federated Mining, Explosives and Chemical Employees' Union (FMECEU).

They have made an appearance at a time when employers and established unions have been ordered by government to reach agreement on the phasing out of statutory and non-statutory job reservation in the industry. Very slow progress has been made so far in talks held between the unions and the Chamber of Mines.

The general secretary of the FMECEU is Ike van der Watt, who is also general secretary of the SA Boilermakers' Society, which was a member of the CMU. It appears that the decision to form the confederation was accelerated by Van der Watt's recent application for the FMECEU to join the CMU.

There had been predictions that the ultra-conservative Mineworkers' Union (MWU) might strongly resist the formation of a multiracial co-ordinating body for unions in the mining industry. However, MWU general secretary Arrie Paulus has been elected the confederation's chairman.

He told the *FM* he was pleased with its formation. "It is the first time in the mining industry that all unions, except one, have joined forces to look after the interests of

enforcing of agreements, and could go a long way towards convincing white workers that their jobs will be safeguarded



MWU's Paulus . . . now heading a multiracial body

employees in the industry," he said.

"Doc" Coertse, general secretary of the Underground Officials' Association, says he has reservations about joining because "although my association is colour-blind at the workplace, some of the members of the confederation are not." He expresses the fear that his association might find itself being unwillingly bound by some decisions taken by the confederation. He says his association has also not had enough time to reach a decision about joining.

The *FM* understands from reliable sources in the confederation that a two-thirds majority is needed for decisions made by the new body, including ones on the admittance of new members. These sources predict, however, that this will probably not be a significant barrier in the way of the NUM or the FMECEU joining the new body.

The creation of the confederation will now add impetus to efforts to establish an industrial council for the mining industry — something recommended by the Wiehahn Commission. Such a council would provide for the effective monitoring and



Star 6/11/82

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Paulus may head mixed labour body

Labour Reporter

Mine Workers' Union secretary Mr Arrie Paulus may be chairman of a new mining union confederation which could include black members

The Confederation of Associations and Mine Unions replaces the eight-member Council of Mining Unions and includes three mine officials associations

The confederation allows for membership of black and coloured miners in its constitution which is a significant departure for some of the member unions.

The open ranks of the confederation allow two distinct possibilities that black or coloured-member mine unions will seek to join it or present member unions will start organising black and coloured miners.

The Federated Mining, Chemical and Explosives Workers Union has applied for membership of the confederation. It is basically a coloured union but it recently received the go-ahead from the Chamber of Mines to recruit black miners.

Mr Paulus has not changed his views about keeping the ranks of the Mine Workers Union white.

Asked if the MWU may start recruiting black and coloured miners, his response was a direct, "no".

It will be up to the confederation's executive committee to decide on admitting black and coloured mine unions.

The MWU has caused a row in Bophuthatswana, where the union is allpowerful and will allow only white members on the platinum mines despite their situation in a black state.

1982 11 21

Labour Week By STEVE FRIEDMAN

Behind the jobs problem

WITH retrenchments becoming commonplace, it was only a matter of time before estimates of black unemployment appeared in the Press

The other day, Professor Jeremy Keenan of Wits and pioneering unemployment researcher Mr Charles Simkins of the University of Cape Town put the figure at between 2 800 000 and 3 300 000 — and growing

Now, unemployment is only noticed in the cities during economic hard times

But Mr Simkins makes a point which is too often forgotten — that we would still have growing unemployment even without a recession

Sure, recessions add significantly to the jobless. They hit the unskilled — the workers with least chance of finding new jobs — hardest and weaken the bargaining power of city workers

But researchers say black unemployment had topped one million during the boom of the early 70s

Most of the jobless are in black rural areas where there is no work — and influx control stops many coming to the cities

Of course, if white industry needs their labour they are allowed in — so a massive boom could theoretically cut unemployment sharply

But the chief problem is that booms don't create hundreds of thousands of jobs because employers are switching increasingly to using machines, not people

This is a world-wide trend but is worsened here because employers can't get the skilled labour they need — even during a recession. And that is largely the fault of influx control, poor black education, and other Government race policies

In 1976, Mr Simkins said 200 000 new jobs a year were needed just to keep joblessness around two million. They haven't been created and won't be as long as the switch to machines — and the policies which cause this — continues

But, while most of the jobless are in the countryside, the cities are the places in which they are more likely to react against their plight

The 1976 township unrest occurred some 18 months into a recession. Some suspect the main cause was frustration because black matriculants could not find jobs

The number of black matriculants is growing steadily. The same stage in this recession is due next year. So the need to defuse the situation may be urgent.

Mine movement

AFTER years of near-stagnation, mine labour relations are changing rapidly

Latest development is the disbanding of the all-white Council of Mining Unions in favour of a confederation of mine unions and officials associations which includes two multi-racial unions

This means Mr Arrie Paulus's Mine Workers' Union has now abandoned its refusal to negotiate together with multi-race mine unions

It also means the official body which bargains with the Chamber of Mines is open to all races for the first time

This is a major step. It may lead to an industrial council in the mining industry, which the MWU has always opposed because it is difficult to exclude black and non-racial unions from a council. This will further entrench multi-racial bargaining

There are now hopes that the long-awaited labour breakthrough on the mines, the last stronghold of racial colour bars in industry, has occurred and that changes allowing blacks to do more skilled work are on the way

This may be premature, but there is no doubt the move will increase the chances of change in the country's most vital industry

But it may have one other spin-off. There are at least two emerging black unions now recruiting black mine workers for the first time

What if one of them refuses to join the new body, just as some metal unions have refused to join white-led unions on an industrial council?

Because there is a multi-racial forum for bargaining now, would the Chamber insist that any union that wants to bargain with it join the new confederation?

- Ceteris Paribus
- Price
- Function
- Inferior Good
- Substitutes
- Complements
- Perfect Competition
- 'Rise' in Demand (or Supply)
- 'Increase in Quantity Demanded' (or Supplied)
- Equilibrium
- Maximum Price
- Minimum Price
- Rent Control
- Minimum Wages Legis
- International Trade
- Transport Costs
- Tariff
- Economic Rent.

211 1911/82
**4 miners die
in rockburst**

Mall Reporter

FOUR men were killed in a rockburst on the 41st level of the President Brand Gold Mine No 3 shaft, near Welkom in the Free State, last night

A spokesman for Anglo American Corporation said the names of the dead men were being withheld until their next of kin had been informed

A list of mine disasters in which men have been killed — compiled from Press reports — brings this year's total to 116 This includes the latest deaths in Welkom

Rbm 23/11/82
November 23, 1982

Blow for all-race plan for mines

By STEVEN FRIEDMAN
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines were dealt a serious blow yesterday and labour relations in the industry were thrown into turmoil as a new confederation of white-led mine unions refused to admit a union for black and coloured mine workers.

The Federated Mining, Chemical and Explosives Workers Union (FMECWU), was refused entry by an alliance between Rightwing unions, led by the Mine Workers Union, and Tucsa's multiracial Mine Surface Officials Association (MSOA).

Although most unions voted for the FMECWU, it did not receive the required two-thirds vote needed to gain membership of the body.

The SA Boilermakers Society, which set up the FMECWU, is now likely to leave the new body and unionists believe the confederation, which had been seen as a crucial step on the way to multiracial bargaining, may now collapse.

The vote is a major setback to a year-long search to find an agreed labour relations structure on the mines.

And the split among mine unions may leave workers without a recognised bargaining forum in the industry.

The confederation was set up recently as a replacement for the all-white Council of Mining Unions and seeks to become the official worker bargaining body on the mines.

It was believed black unions would be able to join it and bargain with the Chamber of Mines, thus giving black miners a say over working conditions for the first time.

But yesterday the FMECWU's application received 12 votes for and eight against.

No new black union is now likely to be allowed into the new body.

Mr Ike van der Watt, general secretary of both the FMECWU and the Boilermakers Society, said yesterday the Boilermakers would reconsider their membership of the confederation.

He said a new worker body would have to be found if black workers were to have mine bargaining rights.

Mine unionist Mr Ben Nicholson said he feared the vote could spell the "doom" of the new confederation.

uncertainty; firm undertake of some particular profit. This profit rate throughout is expected - i.e. incorporated into results from this curve adjusted.

Critics

approach, attack. The critics say situation of uncertainty consumed (individual profit) be assumed.

They say no, that

If it under excess capacity, it utilised and the most efficient use

resources means low output for consumers or a off than if all resources

If however, no excess capacity the individual's perfect competition.

is what the consumer had therefore the of utility from enjoy who look at quantity

is or the owners of the utility with the expectation the wise known as as the general profit tends to be uniform) and it which should be active. The model which has an average cost

ied against this s of uncertainty concept.

we in such a as households, the movement. Should a fixed appropriate in all cases?

is a part of life. competition there exists re not being fully of working under the

tion. Unemployment of one (i.e. low GNP) and welfare terms, the

we more and is worse by utilised at the margin. stand that there is historic competition, then

fferent than under in cost that is perceived to pay for variety - and go a particular level of products. Theorists determinant of price



Disabled skydiver first in Africa

RARE — A Harare man Mr Neville Schwartz 29 became Africa's first paraplegic skydiver on Saturday when he plunged 1 000m into a lake 've never felt better' he said after he was hauled aboard a rescue boat and handed a bottle of bubbly soon after completing his jump into Lake McIlwaine near Harare

Mr Schwartz lost the use of both legs through polio. He was treated at St Giles Rehabilitation Centre in Harare until he left for England nearly 20 years ago and returned to Zimbabwe last year and, while watching parachutists floating down recently, he decided he wanted to try the sport. So far his jump has raised several thousand rand for St Giles and several of the centre's patients were present to watch the big jump. Mr Schwartz, who completed his jump after only two days' training, said he hoped to do it again soon. The chairman of the Mashonaland Skydiving Club, Mr Paul Hogan, said as far as he knew Mr Schwartz was the second paraplegic ever to have skydived. The first was in the United States last year.

'e' Stalin

mass purges carried out by out of a new edition of the viet Union just published in

ern historians believe up to 1 and millions more died in 1956 by a Communist Party 'city'

th point of criticism, Stalin Now the authoritative one-st Union — prepared last — has finally deleted all of socialist legality and the 1930s — Sapa-Reuter

Labour Week By STEVE FRIEDMAN

Crucial day for miners

Unions face up

TODAY could prove crucial to future labour relations on the mines

The new Confederation of Mine Associations and Unions is to decide whether to admit the Federated Mining Explosives and Chemical Workers Union (FMECWU) which represents coloured and black workers

The new body was formed recently and brought together mine unions and two of three officials' associations

Up to now, the worker body bargaining with the Chamber of Mines has been the all-white Council of Mining Unions

Pay for the country's 500 000 black miners has been set by the mines without any bargaining

The two officials' unions which joined are multiracial, and it was assumed that, because the move brought them into the same group as unions such as the all-white Mine Workers Union, it had opened the way to multi-race mine bargaining

So a vista opened up in which unions with black members would join the new body negotiate with the chamber, and blacks would have a say in their conditions in the industry for the first time

But now snags have emerged

Unions must be admitted to the new body by a two-thirds majority, union voting strength is based on membership — and the MWU is the biggest union

But Rightwing unions would still need support from outside their ranks to keep a new union out

Imagine, then the alarm of some mine unionists when they were to learn that the Rightwing was an unlikely voting ally in Tucca's multiracial Mine Surface Officials Association, which also wants to recruit blacks!

The MSAO executive wants to vote against the FMECWU and, if the MWU and its ally also do, it will not gain two-thirds support.

The reason is that the MSAO sees the FMECWU as a rival for black support

If it and the two Rightwing unions do keep the FMECWU out, they may scupper the new confederation as a multiracial bargaining forum

They would also drive the Boilermakers out and force the chamber to accept a separate channel to deal with black unions

If the FMECWU is admitted, the next test will be whether the chamber deals with the new body. It favours multi-race bargaining

but may have qualms about dealing with miners and officials in one body

If these hurdles are cleared the question will be whether new black unions will join the new body

Multiracial bargaining faces big test

211
[scribble]
[scribble]

Edm 17/11/42

By STEVEN FRIEDMAN
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines face a crucial test soon when a new grouping of white-led mine unions will decide whether to admit a union open to black and coloured workers

And an unlikely alliance between a multiracial mine officials' union and the Rightwing Mineworkers Union could thwart efforts to admit the union — which would be a major setback to multiracial bargaining on the mines

The decision will be taken at a meeting of the new Confederation of Mining Associations and Unions on Monday

The confederation's formation recently — which brought together mine unions and officials' associations — was hailed as a key breakthrough towards breaking down labour race barriers in the country's most important industry

Because the new group — which seeks to bargain with the Chamber of Mines — brought unions like the MWU into the same body as multiracial officials unions, it was expected to open the way to multiracial bargaining in the industry, but there are now signs the confederation may refuse to admit

the (black and coloured) Federated Mining Explosives and Chemical Workers Union on Monday.

FMECWU, formed by Tucsas SA Boilermakers' Society, is recognised by the chamber. Most mine unions believe it should be allowed into the new body, but new unions may only be admitted by a two-thirds vote of the new group's executive and unions' voting strength is based on their membership

Unionists say Tucsas's multiracial Mine Surface Officials Association may vote against FMECWU's application because it sees it as a rival for black and coloured mine worker support

If it does, its votes, with those of Mr Arrie Paulus' MWU and a small mine union allied with it, would be enough to deny FMECWU a two-thirds vote

Unionists believe this would be a serious blow to multiracial bargaining in the industry and could prompt the boilermakers — the country's biggest union — to quit the confederation. These developments would dash the hopes of those mine employers who want to bargain with a single multiracial union grouping.

The chamber has yet to decide on whether to recognise the new confederation. The two sides met on Friday but the chamber gave no indication at the meeting of whether it will agree to bargain with the new body

In-house training beats staff crisis

TO overcome the acute problem of shortage of skilled manpower, and to ensure that its black staff are trained in all aspects of their work, Thomas Foundry has extended its intensive and on-going training programmes for all personnel

A qualified black lecturer, operating from the training centre recently built in Germiston, gives two-hourly lessons twice a day in literacy and numeracy

Regular sessions are also held for all racial groups in skills training

Thomas Foundry is

now able to give training not only in respect of specific jobs and the advancement of workers in certain positions, but also to provide indepth lecturers on all aspects of foundry operation up to the highest level

A spokesman for the firm, Terry Ryan, said "We have had to provide this training ourselves, and results are already being seen in the enthusiasm of the staff at all levels

"With the shortage of skilled manpower in SA, we need to provide our own skilled workforce in order to maintain and develop high standards"

Mine unions in row over confederation

By STEVEN FRIEDMAN
Labour Correspondent

A ROW has broken out between the mining unions over an application by a black and coloured union — Federated Mining, Chemical and Explosives Workers Union (FMECWU) — to join a new mine union confederation.

And yesterday the multi-racial Mine Surface Officials' Association denied it had withheld support from the FMECWU because the MSOA had allied itself with the Rightwing Mine Workers' Union.

The MSOA general-secretary, Mr Robert Botha, said his union had withheld support because it "was too early" for the new confederation to admit new members.

The FMECWU failed to gain the two-thirds majority needed to gain admission.

Mine unionists believe this may herald the collapse of the new body and set back attempts to develop multi-racial bargaining on the mines.

FMECWU failed to obtain the votes of the MWU, a small Rightwing union, and Tucsa's multi-racial MSOA, which has been sharply criticised by other mine unionists for not supporting the application.

It has been accused of "setting back unionism" and of thwarting the application because the MSOA sees FMECWU as a rival for black worker support.

Mr Botha yesterday rejected these charges, saying that the MSOA remained "fully committed to unionism for black and coloured workers" and did not fear competition from other unions for their support.

It had not supported the application because "the confederation's constitution has not been finally approved. Until we have a constitution, we do not even officially exist, so how can we admit new members?"

On this basis, Mr Botha said, he had suggested that this application be postponed, but this had been defeated.

Mr Botha also denied he voted against FMECWU. He said he was told by his executive to abstain from voting but had not been given the chance to do so.

"The chairman of the meeting simply asked who was in favour of the application and, when only 12 hands were raised, the application failed. But we were never asked whether we were against or were abstaining."

Mr Botha said he hoped the new confederation would continue despite yesterday's move and said it was "irresponsible" to predict its collapse.

Meanwhile, the Chamber of Mines is still to decide whether to deal with the new confederation and it is understood that the decision to bar FMECWU may have a bearing on its decision.

Miners jail stint may soon be over

By STEVEN FRIEDMAN
Labour Correspondent

TWENTY-NINE black mine workers who have been in jail waiting for their trial since a strike more than six months ago may finally be released next week.

The men, who stayed in prison because they could not afford bail, are charged with striking illegally at the Winkelhaak gold mine near Evander, in April.

The men have been in jail since May 7, when they were arrested. Their case has been repeatedly remanded and bail was set at R1 000.

But even if they are released next week, they have nowhere to stay unless the mine, owned by the Gencor group, agrees to take them back. Mr Cyril Ramaphosa, of the National Union of Mineworkers (NUM), said yesterday.

Apparently, the case has not yet been heard because of difficulty in tracing a crucial witness.

This week, the men appeared again in the Regional Court in Evander and the case was remanded again — this time until January 3.

But the regional prosecutor for the area said yesterday bail had been reduced from R1 000 to R500 each.

Mr Ramaphosa said the union was arranging to pay bail on behalf of the men.

However even if bail was raised, the men had nowhere to live. "One bail condition is that their travel documents be impounded. They are from Lesotho and Transkei and so cannot return to their homes," he said.

"The only place they are entitled to live legally is the Winkelhaak compound, but they have been fired and so cannot live there."

sociations and Unions (CMAU) This week however, the CMAU failed to live up to hopes and refused to admit the Federated Mining Chemical and Explosives Workers Union (FMCEWU), a multiracial union — dashing hopes of the establishment of non racial bargaining on the mines

According to Ike van der Watt, secretary of the SA Boilermakers Association and of the FMCEWU "Opposition to FMCEWU's admission is not unexpected I predicted the voting pattern a month ago The unions opposing FMCEWU's entry are not prepared to accept that all unions in the mining industry should act as a single body It's easier to talk than to act"

FMCEWU's admission to the CMAU was opposed by three white CMAU unions — the Mine Surface Officials Association, the Mine Workers Union (MWU), and the Winding Engine Drivers Association

However, secretary of the MWU Arrie Paulus is adamant that "any union can apply for membership of the confederation But two-thirds of the full executive must vote in favour of the motion In this case 12 voted for and eight against"

On merit

He adds "The rejection of this application does not mean that other unions with a coloured or black membership will be automatically rejected in the future If a black union is recognised by the Chamber of Mines (CM) and they apply for CMAU membership, we might admit them Each application will be treated on merit"

Paulus declined to comment further on the FMCEWU rejections To date, black mineworkers' pay has been non-negotiable, set by employers No black unions operated on the mines The CMAU constitution, which allows for integrated membership, means that the official body which bargains with the CM is, for the first time, theoretically open to all races

But, according to Paulus "If a union is not admitted to the confederation, it's up to them to negotiate wages and conditions with the Chamber The Industrial Conciliation Act is clear that individual unions can negotiate with employers"

It seems that the FMCEWU's relationship with the CM will not be jeopardised by the CMAU rejection According to Johann Liebenberg, CM industrial relations adviser "Obviously, we're disappointed that the FMCEWU was not accepted as a member However, this does not affect our relationship with the union which we recognise to represent workers, employed on specific mines in specific occupations, in the collective bargaining process Our relationship with the union is not affected and we will bargain with them"

But, according to Van der Watt "It is very likely that a separate channel for black unions will be set up However, I think this should be avoided because it would mean the position would be polarised into a black and white situation, which is

one of the greatest dangers"

Van der Watt is adopting a wait-and-see attitude, "but there is a strong possibility that the Boilermakers Society will pull out of the new confederation The decision is being referred to our executive committee, which will meet on December 8 to reconsider our involvement with the CMAU"

Paulus appears unconcerned "My union has 16 000 members in the industry and the Boilermakers only about 5 000 I feel confident they will remain members of the confederation but if they do pull out we will carry on just as before" he says

MINE LABOUR FM 26/11/82
Hurdle no-1

(211) ~~132~~
Labour relations on SA's mines have historically been volatile, though in recent months serious efforts have been made to create better lines of communication Part of this process entailed disbanding the all-white Council of Mining Unions (CMU), and the creation of a Confederation of Mine As-

1029

Split vote confounds new union

211 ~~133~~ ~~134~~ ~~136~~
Industrial Week 30/11/82

By Lynn Carlisle

CONFUSION broke out in the "mixed" Confederation of Mines Unions, after the split vote over the entry of a "black-coloured" union at a meeting last week.

In the light of the Arrie Paulus-led Confederation's executive rejection and application by the "black" Federated Mining, Chemical and Explosives Workers Union (FMCEWU) some founder members have been thrown into a state of disarray over their future membership of the six-week-old umbrella movement.

Doubts also reign among some executive members concerning last week's voting "tactics", and there is disagreement as to whether any vote should have been taken as the Confedera-

tion's constitution has not been registered with the Department of Manpower



Ben Nicholson . . . doubts about any real abstention.

When chairman Arrie Paulus asked if a request by Ike van der Watt, general secretary of the Boilermakers' Union and the FMCEWU to vote there and then (at last Monday's meeting) be taken, only the Mine Sur-

face Officials Association (MSOA) abstained with what could have been the deciding "yes" votes, (14 were needed)

"Based on a technicality, we felt the Confederation - with its constitution only in draft form - is not in a position to accept or reject members," said MSOA general secretary Robbie Botha

The question now arises whether last week's hitch could jeopardise new membership of other non-white mining unions

Visions of the country's 500 000 black miners, currently without any pay bargaining forum, joining unions acceptable to the Confederation look slim

An alliance of rightwing founder members, led the Arrie Paulus' Mine Workers Unions (MWU), appears to have staved off admission a by non-white union although still prepared to share membership with several "mixed" unions under the Confederation umbrella

Founder member and leader of several unions, Ben Nicholson, expressed reservations about there having been any "real" abstention on the day

"But as the FMCEWU is a member of our Federation of Mining Unions we will discuss its rejection at FMU executive level before deciding our future in the Confederation", said Nicholson

134 135 136 211 SHS 1/12/82

Mine unions may face split

By Tony Davis,
Labour Reporter
The 53 000 strong SA
Boilermakers Society
will decide next week
whether it will continue
its membership in
the new mining union
confederation

Last week the Con-
federation of Associa-
tions and Mining
Unions refused to ad-
mit the black and
coloured member
Federated Mining,
Chemical and Explo-
sives Workers Union
into its ranks

The general secretary
of the Boilermakers
Society, Mr Ike van der
Watt, is also secretary
of the FMCEWU and
he told an Anglo
American seminar in
Johannesburg yester-
day that the confedera-
tion's decision had

created difficulties for
the Boilermakers

An executive commit-
tee meeting of the
union next week would
decide on its future
association with the
confederation he said

Mr van der Watt
said he had hoped the
confederation would
create an opportunity
to form a labour caucus
made up of all
workers in the mining
industry

Whatever next
week's executive meet-
ing of the Boilermakers
Society decided, he
said he would continue
to work towards estab-
lishing such a caucus

The reason for the
current dispute was the
"inability on the part
of some of the people
involved to abandon
existing structures"

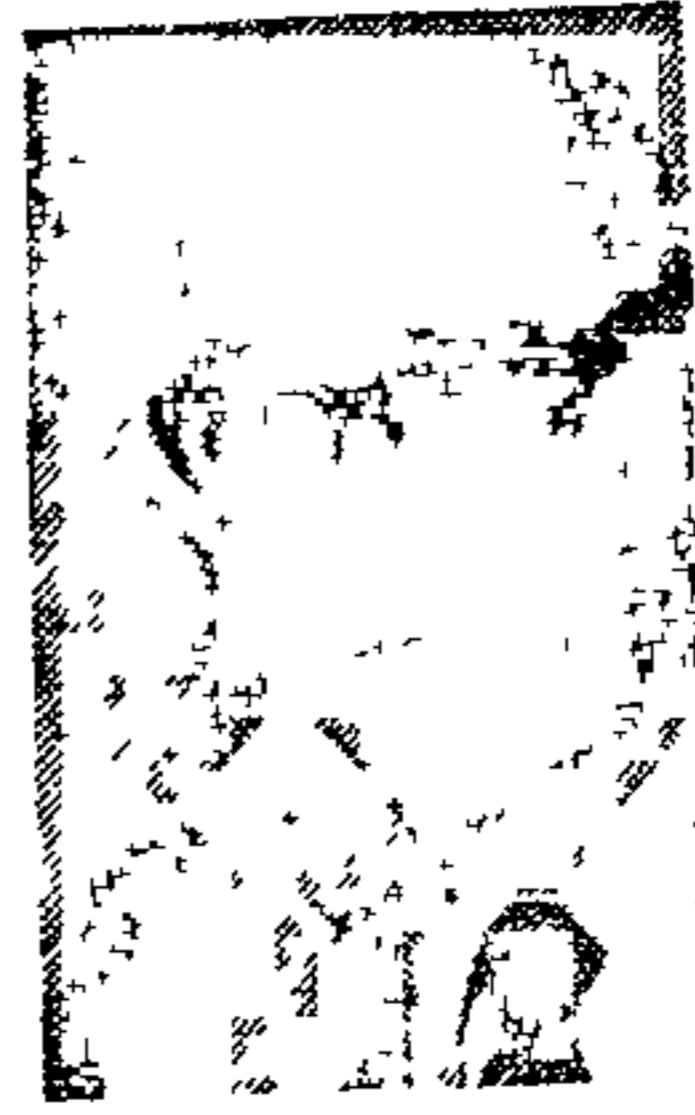
and to accept new prin-
ciples which were basic
to sound labour rela-
tions and democratic
trade unionism, Mr van
der Watt said

Freedom of associa-
tion was essential and
many closed shop and
allocation of occupation
agreements would have
to fall away, he said

The dispute had
created a situation in
which many unions in
the mining industry had
to re-assess their tradi-
tional roles in terms of
labour relations

Although racial dif-
ferences did exist, the
Boilermakers adhered
to a policy of non-
differentiation.

"We will not recog-
nise any differentiation
when it comes to pay,
conditions of em-
ployment, trade union



Mr van der Watt . . .
will continue to work
towards a mine labour
caucus.

rights or democratic
rights with a trade
union," Mr van der
Watt said.

Key black mine union conference at weekend

Labour Correspondent

DECISIONS which are expected to have a vital bearing on labour relations on the mines will be taken at the first conference of the National Union of Mineworkers in Klerksdorp at the weekend

And, in a statement announcing the meeting yesterday, the NUM, a recently-formed union for black miners, said it had already recruited 14 000 workers on the mines since it began seeking members only four months ago

The NUM is affiliated to the Council of Unions of SA

The conference is expected to provide a vital early indication of the attitude of unionised black miners to key labour issues in the industry

At the conference the NUM is to take decisions on

whether it will register with the Government and on whether it will attempt to join the newly-formed Confederation of Associations and Mining Unions

It will also decide on its relations with other mine unions, its attitude to job reservation and the Chamber of Mines's criteria for union recognition and its views on a future bargaining system for the mines, including moves to form an industrial council in the industry

The Chamber of Mines granted the NUM access to mine property to recruit workers two months ago. Two other unions with black members have also been granted access and one has been recognised by the chamber

In its statement, the union says it has embarked on an

"intensive recruiting campaign" and had already established contact with black mine workers before being granted access by the chamber

The NUM says it has begun "consolidating membership" on each of the mines on which it is recruiting. Union members had begun electing shaft and branch committees and delegates from four regions would be attending the conference

The meeting is likely to be closely watched as the union's decisions will have a vital bearing on attempts to hammer out a new bargaining structure on the mines for all races

It is expected to reject moves to form an industrial council at this stage and to decide not to attempt to join the new confederation

Rbm 3/2/82

MWU plans united white front

By STEVEN FRIEDMAN
Labour Correspondent

THE Rightwing Mine Workers' Union is to launch a long-planned campaign to recruit white metal workers on a large scale as part of its plan to "organise all white workers into one union"

If it succeeds, the strength of opposition to labour reform could grow

This follows the announcement by the MWU yesterday that the Department of Manpower has, after a three-year delay, agreed to extend its registration to give it official bargaining rights at Iscor's Vanderbijlpark works

It now plans to recruit white metal workers at both Iscor and private firms in Vanderbijl, Pretoria, Witbank and eventually Newcastle and says many white workers who belong to rival unions have already applied to join it

The MWU applied for this extension in January, 1980 but all the unions who represent white workers at Iscor and whose members the MWU is seeking to recruit objected and may now react angrily to the extension

Some four years ago, the MWU announced it would seek to recruit all white workers

As other white unions signed agreements with employers opening the way for black job advancement in metal and other industries, it charged that it was the only union prepared to "protect the white worker's real interests"

This move was seen as an attempt to build a united white worker front against labour reforms, but the planned recruitment of metal workers was held up by the delays in obtaining extended registration to represent them

MWU general secretary, Mr Arrie Paulus, said yesterday the union's extended registration at Vanderbijl would enable it to "spread its wings"

"This is a great breakthrough which will enable us to recruit as many whites as possible in the hope of forming one union for all white workers," he added.

It now expected a membership of 2 000-3 000 at the plant. It would open an office in Vanderbijl and seek to recruit workers from other metal plants there

Mr Paulus said the union now planned to also seek extended registration for Iscor's Pretoria works where, he said, it had already had 700 applications. It would also open a Pretoria office

The MWU, he said, planned to tackle areas "one at a time" but also planned to recruit later in Witbank and Newcastle

Mr Paulus said some of the workers who had joined were artisans, but many are believed to belong to the SA Iron, Steel and Allied Workers Union which, like the MWU, belongs to the all-white Confederation of Labour

He said he did not believe this would hamper relations between the two unions

Stronger MWU is needed for whites — Paulus

12/11
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Stev
3/12/82

Staff Reporters

The rightwing, white-member Mine Workers' Union hopes to have a membership of more than 30 000 white workers by the end of next year.

And the union's general secretary, Mr Arnie Paulus, told a Press conference in Johannesburg yesterday that South Africa needed a strong white union to represent the rights of white workers in face of the growing liberalism in the labour field.

Mr Paulus announced the 18 000-member MWU had received an extension of scope to represent white workers at Iscor's Vanderbijlpark and Pretoria plants.

He said the union already had 700 members signed up at Pretoria and another 1 600 at Vanderbijlpark.

The MWU had plans to open up an office for their Iscor members in Vanderbijlpark early in the new year.

The MWU had also applied to recruit members at Iscor in Newcastle, Natal.

Mr Paulus said workers would leave other unions to join the MWU.

"I hope the small, white unions will come to their senses and amalgamate with larger white unions," he said. "We feel that every white worker in South Africa must belong to a strong, white union."

Mr Paulus spoke of the growing presence of black workers in jobs previously held only by white workers and said this trend had to be stopped.

He said that once the MWU had organised Iscor workers they would go after members in the civil service.

At Escom, where the MWU had extended scope from the middle of 1981, they already had a growing membership.

Through extended scope the union hoped to recruit white members from all categories of shopfloor work.

MINING UNIONS

211 ~~145~~ FM 3/12/82

A new force emerges

... doubts about the ability of black unions soon become a force in the mining industry must be shaken by membership figures released by the National Union of Mineworkers (NUM)

The union claims it has signed up more than 10 000 members since it began recruiting black miners four months ago. Significantly, some well-placed employer sources in the industry are not disputing this claim. They are expecting an approach from the NUM within the next few months for recognition to negotiate on behalf of specific categories of black workers on certain mines.

Most mineworkers signed up by the NUM work in gold mines and it is, therefore, not surprising that an inaugural meeting of the union, scheduled for Saturday December 4, will be held at a township in the Klerksdorp area.

The NUM is an affiliate of the Council of Unions of SA (Cusa) and is the first union in the mining industry to have come from the ranks of an emergent union grouping Cusa. General secretary Phiroshaw Camay appears fairly satisfied with the growth achieved so far, but is critical of the atti-

tude of some mine managements towards the union.

It has certainly not been easy for the NUM to make headway on some mines where, according to some sources, managements have been suspicious of the union and black workers have been very wary of joining it. On one mine, for example, where thousands of black workers are employed, sources say only a few dozen arrived at a public meeting organised by the union.

The NUM's gains, so far, are modest when compared with the total workforce of more than 450 000 blacks in the mining industry. But, given the fact that the union only began recruiting about four months ago, it has made substantial progress. Certainly, it has grown faster than some employers expected it would.

The union is busy formulating its collective bargaining strategies and is keeping a close watch on developments in the newly-formed Confederation of Associations and Mining Unions (Camu). Camu was established to create an alliance of all unions (including those representing blacks, coloureds and Asians) in the industry. However, last week, an application by the Fed-

tical balances within the country.

The election will appoint a new ethnic regional administration for the 47 000 Damara-speaking Namibians. The contestants are Justus Garoeb's Damara Council and Engelhardt Christie's Swapduf party, which is a member of Dirk Mudge's beleaguered Democratic Turnhalle Alliance (DTA).

For both Garoeb and the DTA, the outcome is a political make-or-break — in fact, Christie's party is campaigning as "Damara DTA" and the acknowledged election issue on both sides is the DTA's credibility after four years in central government.

Needing a win

Nor surprisingly, the DTA has pulled out all the stops in its campaign. It needs a win to shore up tottering legitimacy locally and in the eyes of the SA government. The DTA's claim to represent groups throughout Namibia — except for Ovamboland — would be strengthened, as would its argument against SA's planned restructuring of the interim government. It is fighting for its life.

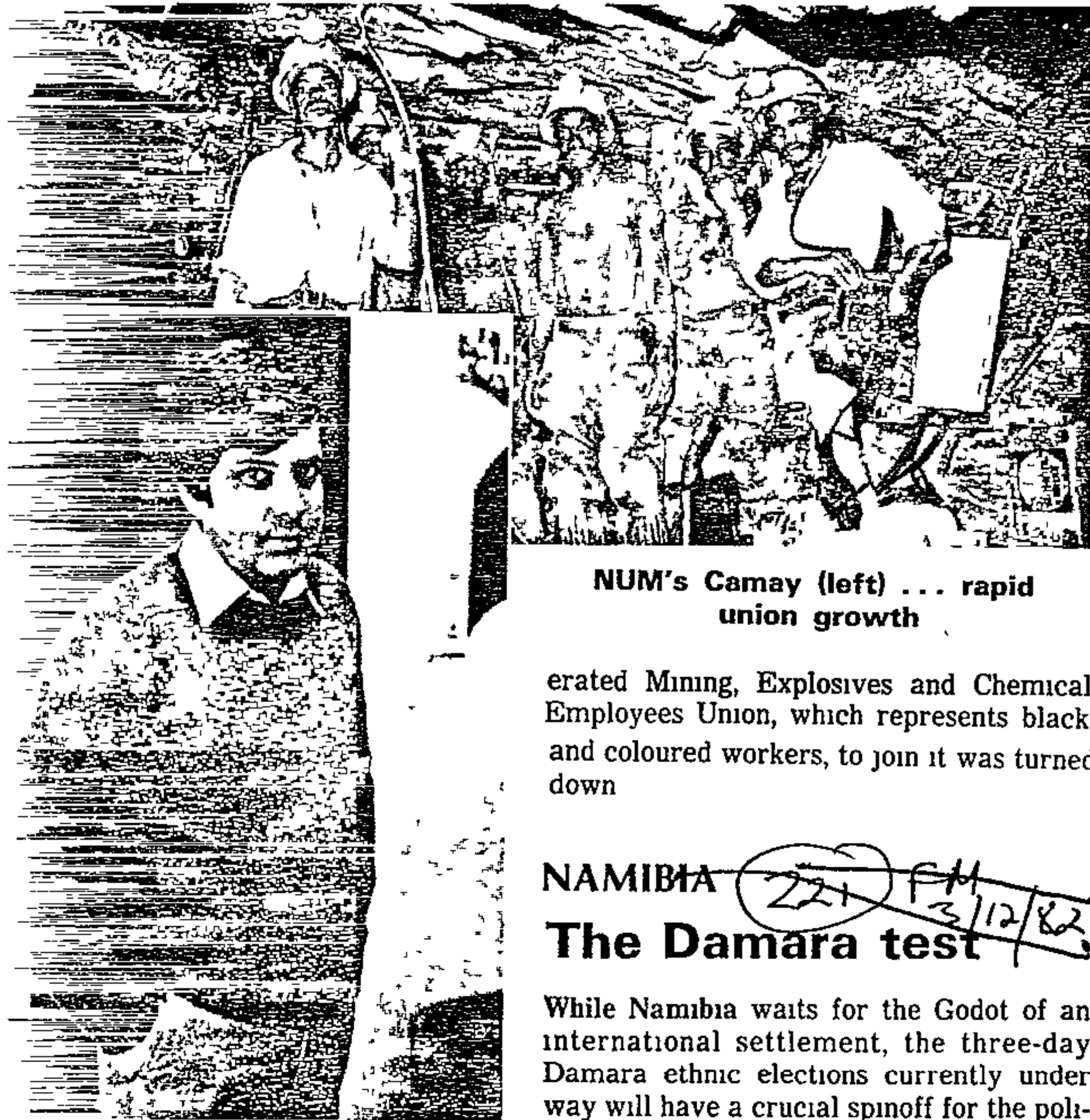
Most observers agree that a DTA win is unlikely. In the last election in 1980, the Damara Council won double the number of seats Christie's party gained. The council is expected to pull in a number of votes from Swapo supporters and its public meetings have been better supported.

A number of Damara Council representatives are traditional headmen, as is Garoeb himself. He is a burly, articulate leader with strong personal appeal. His party is openly nationalist, opposed to the DTA's ethnic system and to SA's presence in Namibia. But unlike any of the other nationalist parties in the territory, it participates in ethnic elections.

Garoeb says his party regards itself as on the same side as Swapo — but he was willing to deal when SA proposed to strengthen the current central government by dumping DTA losers and including five opposition parties.

Garoeb's party is one of this group, which the DTA brands as "the gang of five". The 1980 election which put Garoeb in charge of the Damara administration was recently declared null by the courts on a technicality. Immediately Mudge levelled a number of corruption allegations at Garoeb's administration. These are being investigated by a judicial commission.

It is possible that as a result Garoeb's party may lose some of its majority in the ethnic administration. But it is probable that he and DTA breakaway Peter



NUM's Camay (left) ... rapid union growth

erated Mining, Explosives and Chemical Employees Union, which represents black and coloured workers, to join it was turned down.

NAMIBIA ~~221~~ FM 3/12/82 The Damara test

While Namibia waits for the Godot of an international settlement, the three-day Damara ethnic elections currently under way will have a crucial spinoff for the poli-

little use of its facilities.

Some councillors felt the airport would be a long-term asset. Mr Ni euwoudt said the decision, made behind closed doors, was not influenced by pressure from the Krugersdorp Ratepayers' Association which labelled the airport a white elephant.

Figures released by the Krugersdorp council to the ratepayers' association showed the council had lost R54 478 on the airport's running costs since entering the partnership in 1976.

It paid R216 933 on loan costs and the council's total contribution to all capital costs is R469 339, being repaid by loans.

Millions of rands will be needed over the next few years for extensions and improvements at the airport and about R5 million for repair work on runways. The State has already declined an offer to take over the running of the airport.

NUM ^{5/12/82} meeting set for tomorrow ⁽²¹⁾

Labour Reporter

Cusa's National Union of Mineworkers holds its inaugural meeting tomorrow in Klei's dorp.

The union was founded earlier this year at Cusa's annual meeting because of the large numbers of unorganised black miners.

The NUM already claims a membership of 14 000 black miners.

Issues to be discussed at the meeting will include the registration of the union and the recognition criteria of the Chamber of Mines.

A statement from the NUM said membership at various mines had started with the election by mineworkers of shaft and branch committees.

Tourism aims for national co-ordination ^{5/12/82}

By Richard Paris

South Africa's travel and tourism industry has formed a steering committee that will pave the way for a council to co-ordinate all national tourism activities.

The committee was formed this week after a tourism workshop in September by the Association of Chambers of Commerce and a meeting on Tuesday with a cross-section of representatives of the tourism industry.

The convenor of the committee, Mr J A C Reed, said yesterday the committee would

co-ordinate the private sector's marketing and promoting of tourism, provide the private sector with a forum from which to approach the Department of Tourism, and provide the department with a similar forum to "sound out and discuss tourism matters."

"Our task will be to draw up a constitution and put it to a full meeting of the tourism industry," he said.

If the industry wants to establish a national tourism council, it will put its proposals to the Minister of Tourism. Such a council had

never been successful in the past, partly because it tended to be dominated by one section of the industry, he added.

Mr Reed said Asso-com had taken the initiative because its members are prime users of tourism facilities — as business travellers.

Other members of the committee are Mr L L Leppan, Automobile Association executive, Mr G Palmer, hotelier, Captain M McFarlane, airline executive, Mr Barry Lessing, assistant general manager of the SAR.

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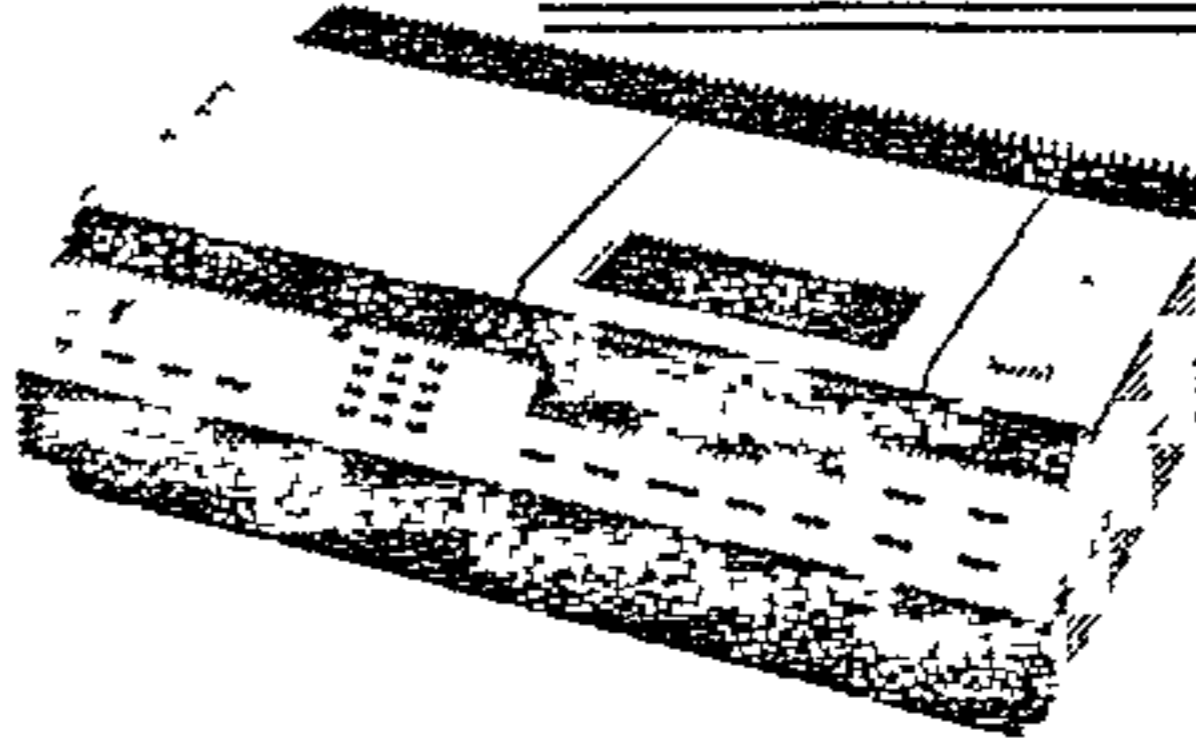
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~~187~~
~~186~~

S. Tribune
5/12/82

Tribune Reporter.
ARRIE Paulus, the doyen of "whites only" trade unionism, pulled off a coup this week when he won approval from the registrar of trade unions to take in 1 600 white workers from the Iscor plant at Vanderbijlpark. Flushed with this victory, Mr Paulus says it is the first step towards the formation of a strong, broad-based, all-white union which will fight integration on the shop floor and protect white workers in the country.

Until this week Mr Paulus's Mine Workers' Union could only recruit members from the mining industry and Escom.

But he firmly believes white workers in other industries are getting a raw deal and says they are turning to the Mine Workers' Union, which has a long anti-integration history, for help.

White workers, he says, are being squeezed out of the job market and are being forced by their managements to share facilities like changerooms with their black colleagues against their wishes.

The emerging multi-racial unions cannot adequately protect the interests of white workers because they have to look after their black members as well and the other all-white unions seem to be accepting non-discriminatory practices in companies, he says.

"At present there is actually job integration with whites and blacks working shoulder to shoulder and facilities like changerooms are integrated," he says.

He now has his sights set on Iscor's Pretoria and Newcastle plants. Already, he says, 700 white workers at the Pretoria plant have asked the Mine Workers' Union to take them in.

He said there had also been requests from white workers at other "small concerns" to join the union.

But in each case the Mine Workers' Union has to apply to the registrar in the Department of Manpower for permission to recruit workers from these plants and if the recent application is anything to go by, this could take a long time.

Mr Paulus approached the registrar of manpower in 1979 for permission to take in the 1 600 Iscor workers.

But this doesn't daunt Mr Paulus.

□ Union boss Paulus . raw deal

"We'll tackle each case one at a time and gradually extend ourselves. As soon as we have enough support in any industry we will apply to the registrar for an extension of our scope," he says.

His intention, he says, is not to "poach" workers from others unions but to give them a choice.

"It is the workers' privilege to belong to the union of their choice. If they choose to belong to the Mine Workers' Union that's their choice. We are not taking members away from other unions," he said.

Mr Paulus emphatically denied the initiative was politically motivated.

Most threatened by Mr Paulus's initiatives is the 35 000 member all-white South African Iron, Steel and Allied Industries Union which, until now, has solely represented the interests of white workers at Iscor.

But this union's acting general secretary, Henry Ferreira, seemed unperturbed when the Sunday Tribune spoke to him this week.

"Every union is free to organise whom they wish," he said. "We don't know what's going to happen. We have to wait and see."

He said membership of his union had not dropped "significantly" and he pointed out that since last year when the Mine Workers' Union had been given permission to recruit workers at Escom, their membership at Escom had actually increased.

Mine union charts course

Six 7/2/82

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By Tony Davis,
Labour Reporter.

At its inaugural conference in Kleiksdorp at the weekend the 14 000-member National Union of Mineworkers rejected an industrial council for the mining industry as well as union registration.

About 1 500 workers attended an emotionally charged meeting on Saturday and elected an executive committee for the Council of Unions of South Africa affiliate NUM members from 13 mines in the Free State, Orkney, Carletonville and Westonaria

Regions passed a number of resolutions, indicating the course the new union is planning to follow.

Delegates rejected registration as long as the Government had a hand in its administration.

The NUM also decided not to seek membership of the newly established Confederation of Associations and Mining Unions, accusing the body of being an alignment of "white, racist mining unions".

Delegates also called on confederation affiliates, holding a belief

in non-racial collective bargaining, to resign from the umbrella body.

The NUM cited the confederation's rejection of membership of the coloured Federated Mining Explosives and Chemical Workers Union as a sign of its racist orientation.

Other resolutions.

● Opposed job reservation on the mines and white mining unions which support such reservation.

● Rejected the Chamber of Mines' criteria for recognition and called for open

talks, without the chamber "dictating" terms to the NUM.

● Opposed unfair labour practices exercised by mine managements against mineworkers.

The NUM has requested a meeting with the Chamber of Mines to discuss recognition and access to mines within the group to recruit members.

Mr James Mollatsi was elected president of the NUM, Mr Elijah Barayi, vice-president, and Mr Cyril Ramaphosa, general secretary.

Mr Cyril Ramaphosa, elected general secretary of the new National Union of Mineworkers.

Don't dictate terms to us mineworkers

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines' criteria for recognising unions has been rejected by the recently formed National Union of Mineworkers (NUM)

The decision could herald conflict between the union and the chamber

The union has called on the chamber to re-negotiate these criteria with it "and not to dictate its terms to the union"

And it implies it will begin asking the chamber for recognition on some mines soon

This is one of several key resolutions adopted by NUM at its inaugural conference in Klerksdorp at the weekend, which was attended by well over 1 500 workers. The 14 000-member union, which belongs to the Council of Unions of SA, yesterday released full details of decisions taken at the meeting.

In a statement it reveals that miners from four Free State mines, and three miners each from the Westonia, Orkney, and Carletonville areas, attended the meeting.

Yesterday the Rand Daily Mail reported that the meeting had rejected Government registration and refused to join an industrial council, had refused to join a new group of mine unions, and had called for the scrapping of job reservation on the mines.

NUM has also decided not to establish links

with other mine unions until it has established itself

The chamber is expected to meet within the next few days to formulate its view on this and other key labour relations issues facing the mines

According to NUM the chamber has decided unions will gain recognition based on the number of members they have in a particular job category and will be recognised for categories where they have a large membership only.

The union says conflict could arise if it is able to bargain for one section of the workforce on a particular mine but not for other union members

In its resolution it says the "mining bosses" should recognise representative unions in order to "maintain industrial peace"

It says it is "convinced that it is representative on a number of mines and therefore has a right to represent its members"

NUM says it believes recognition criteria "set by the chamber along job categories is designed to divide the workers and weaken the representativeness of the union" and that the criteria are "a recipe for industrial conflict"

It calls on the chamber to re-negotiate the guidelines and instructs its national executive committee to begin these negotiations with the chamber

Mine managements warned

Labour Correspondent

THE National Union of Mineworkers (NUM) has accused mine managements of "victimising and intimidating workers who are joining our union" and warned it will take action against them

It also accused some mine employers of "blatantly unfair labour practices"

These charges are contained in resolutions adopted by the NUM at its inaugural conference at the weekend

About two months ago the Chamber of Mines granted

the NUM access to mine property to recruit workers. But it was left to individual concerns to decide what facilities they would grant

NUM leaders claim that, in some groups which have given it the go-ahead to recruit freely, various hostel managers are nevertheless taking a tough line with the union

The union "notes with concern" that "mine managements are interfering in the organising of our union" and are "victimising" members

It condemns those managements and vows it will

"institute action" against them

NUM says in another resolution that "unfair labour practices" on the mines are "a serious threat to industrial peace" and vows to "relentlessly fight those bosses who commit (them) until workers are treated with respect"

In a resolution on the new confederation of mine unions and associations, which it has decided against joining, NUM calls on all those mine unions "who believe in non-racial collective bargaining to resign" from it

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NOISES 2VITZEL 19VO NIJOV OSWIFAN Wednesday, December 8, 1982

Page 5

MINING UNION VOWS 'TO FIGHT'

THE over 10 000 strong Cusa-affiliate, National Union of Mineworkers (Num), has made several far-reaching resolutions, including one to fight "harassment and exploitation" of black miners by "mining bosses", until workers are treated with respect.

By JOSHUA RABOROKO

At its inaugural congress held in Klerksdorp at the weekend, Num demanded white unions, opposed to the

scrapping of job reservation in the mining industry and called for the Government to commit itself to change

The union, the first in the mining industry from the ranks of Cusa, claims to have signed up more than 10 000 members since it began recruiting black miners four months ago

Union sources regard Num's gains as "modest" as compared with the total workforce of more than 450 000 blacks in the mining industry. However, the union is

Mines and the Confederation of Associations and Mining Unions were discussing the formation of an industrial council, and resolved that it would strongly oppose the formation of such a council

It called upon the "mining bosses" to desist from forming an industrial council because the union would not participate in such a council

The congress, attended by over 1 500 black mine workers from 13 regions, noted that the Chamber of

organising of the union, which was aware that workers were being victimised and intimidated

The congress noted that certain mining unions had forced the Confederation of Associations and Mining Unions to form white racist mining unions into a collective bargaining front to oppose and frustrate the black miners' interests

"We, resolve not to apply to join the confederation; that we will strongly oppose the confederation if it seeks to

frustrate the black miners' interests and call upon all those who believe in non-racial collective bargaining to resign from the confederation

"The congress believes that in order to maintain industrial peace in the mines the bosses should recognise representative unions for collective bargaining purposes, and not to dictate terms to the union"

Regarding the registration of unions, the congress said that it was concerned that the pre-

sent process with the Department of Manpower was "a clear indication" that the Government wanted to control and suffocate the development of unions.

It was also convinced that it was fully capable of developing as a union without the unnecessary interference of the Government in its internal affairs.

It therefore resolved not to register with the Department as long as the registration procedure remained unchanged

stws 9/12/82

Mine unions breakthrough

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Labour Reporter
In a far-reaching move, the Chamber of Mines announced today that registration was no longer a requirement for a trade union in gaining recognition. The chamber's industrial relations adviser, Mr Johan Liebenberg, said recent proposed amendments to the Labour Relations Act

gave unregistered unions access to dispute resolution legislation.

"We recommended to the chamber's executive that registration as a cornerstone of our recognition policies be dropped and this was approved yesterday," Mr Liebenberg said.

The policy change comes in the wake of the black-member

National Union of Mine-workers rejecting registration at its conference in Klerksdorp last weekend.

It opens the way for unions such as the NUM to seek recognition agreements with the Chamber. Other unions, including the Black Allied Workers' Union, the Black Mine Workers' Union and the Black

Allied Mining and Construction Workers' Union are unregistered.

In the place of registration the chamber demands that unions present proof of "sufficient representation" in seeking recognition. This could vary from 30 percent up.

● See Page 31.

rcb 9/12/82

(1) (2) (3) (21)

Union to make key statement today

Labour Correspondent

THE SA Boilermakers' Society is expected to announce today whether it will quit a new Confederation of Associations and Mining Unions (CAMU) — a move which could herald the new body's collapse

Boilermakers' general secretary Mr Ike van der Watt threatened to quit CAMU after it refused admission to the black and coloured Federated Mining, Explosives and Chemical Workers Union (FMECWU), which was established by the Boilermakers.

Yesterday, the union's executive met to discuss whether to quit CAMU, but no statement was issued after the meeting

It is understood that an announcement was delayed un-

til today when FMECWU's executive meet in Kimberley to discuss the move

Mr Van der Watt flew to Kimberley last night and it is believed he will inform FMECWU's executive of the Boilermakers' decision in the hope of arriving at a joint stance

Informed sources say Mr Van der Watt has been at work "behind the scenes" since the confederation refused to admit CAMU in an attempt to "patch up" the dispute and revive prospects of all mine unions co-operating in one body, regardless of race

Meanwhile, the Chamber of Mines also met yesterday to discuss its attitude to recent labour relations developments on the mines. It will reveal its views today

Black unions on the march in the mines

By Tony Davis,
Labour Reporter

Blacks in the mining industry are rapidly being organised by trade unions

Until recently, black mineworkers as well as farm labourers and domestic workers were largely unorganised and unrepresented. But while trade union rights for the latter groups are still non-existent, black-member trade unions are now filling the gap in the mining industry.

● This year the Chamber of Mines granted access to three new unions to recruit members at the group's mines

● The National Union of Mineworkers, at its inaugural conference in Klerksdorp last weekend, claimed a 14 000 membership and growing ranks in Free State and Transvaal mines

● The coloured-member Federated Mining, Explosives and Chemical Workers Union opened its ranks to black mineworkers recently

The organising of black mineworkers has been sought for many years but became possible only in 1979 with new labour legislation allowing for legal black trade unionism

HOSTELS

In the mining industry, the rightwing, white-member Mine Workers Union which represents all but artisans and officials in the mines, totally rejects black membership

The task ahead for the black-member trade unions in organising black mineworkers is lengthy, as there are about 450 000 men working in mines across the country

These unions face additional problems in organising black mine workers. Many workers are semi-literate or illiterate and have to be taught the basics of trade unionism from scratch

Organising members hinges on gaining access to the mine hostels. The Chamber of

Mines has granted access to three new unions to date, and has shown no unwillingness in granting it to more

Recognition for the unions is another problem as it usually entails registration by the union — which several of them reject

The Cusa-affiliated National Union of Mineworkers announced at its weekend conference that as long as the Government had a hand in the administration of registration, it would not apply.

It is still unclear at what level the black trade unions could represent their membership.

"RACIST"

The newly formed Confederation of Associations and Mining Unions (replacing the Council of Mining Unions) last month rejected the membership of the FMECU, in what the NUM described as a "racist" action

Whether or not the black mine unions would form their own alignment for negotiations with the Chamber of Mines is still to be seen, but at this stage is unlikely

The need for organised black mineworkers was evident when wage unrest hit some mines in the Gencor and Gold Fields mining houses earlier this year.

ARRESTS

More than 1 000 miners were dismissed and hundreds arrested, and several died during the unrest. Mine managements and the police spoke of the difficulty of trying to hold talks with hundreds of miners at once

The Chamber of Mines had in the past looked at establishing a representative framework for the black miners but eventually left it up to trade unions to take up the task

The chamber's industrial relations adviser, Mr Johan Liebenberg, said it had no objection to black miners being recruited by unions

Quiet ~~150~~ returns ~~1972~~ to motor ~~211~~ plant ~~113~~

RDM
10/12/82

By STEVEN FRIEDMAN
Labour Correspondent

QUIET returned to Datsun-Nissan's Rosslyn plant near Pretoria yesterday after the violence which accompanied the strike at the plant on Wednesday, company sources said.

The company decided to close for the year after its 4 500-strong labour force downed tools on Wednesday over bonuses and the year-end pay increase, but workers gathered at the plant yesterday to collect their pay.

Official comment could not be obtained.

Police intervened in Wednesday's strike at Datsun's request after workers had allegedly damaged cars and threatened to set them on fire.

They used teargas, sjamboks and rubber bullets to disperse the crowd.

Meanwhile, the National Union of Mineworkers yesterday secured the release on bail of 21 miners who were allegedly involved in a strike at the Winkelhaak mine, near Evander, in May this year.

The workers are part of a group of 29 miners who have been in prison since the strike because they could not afford bail of R1 000 each. Their case, in which they are accused of striking illegally, has been repeatedly postponed.

At a recent hearing, however, their bail was reduced to R500 each after representations by a lawyer briefed by the NUM.

Yesterday, union general secretary Mr Cyril Ramaphosa travelled to Bethal, where the men have been held, and paid the bail money.

He said police had dropped a bail condition that the men had to surrender their passports. They would now return to their homes until the trial began on January 3.

By Tonis Davis,
Labour Reporter

The Chamber of Mines announcement yesterday that registration is no longer required for union recognition is an about-face for the organisation in its relations with trade unions

The retraction on the recognition criteria is viewed at two levels.

The chamber's view is that recent proposed amendments to the Labour Relations Act which provide unregistered trade unions with direct access to official dispute machinery have made the registration stipulation redundant.

On the other hand, industry sources see the move as a sop to emergent black-member unregistered unions which show every indication of sooner or later gaining large followings, but refuse to register.

RECOGNITION

The Chamber of Mines has laid emphasis on "significant representation" as the major factor in future recognition agreements in place of registration

The criteria for recognition of unions are:

- The chamber's acceptance of a union's constitution

- Proof of a union's representivity.

- The union must sign an agreement with the chamber detailing which job categories at which mines the union

Mines let up on talks with unions

Star 12/12/82

will represent

- There will be joint negotiation by unions with the chamber in the event that more than one union comes to represent the same job category of workers

- A union will lose its recognition if it is no longer sufficiently representative

The chamber views the new criteria as a simplification. There are only two types of union — representative and unrepresentative

Representivity is pegged on a floating scale which could be as low as 30 percent of workers in a certain job category at a certain mine

The chamber sees future negotiations in terms of the new criteria as both centralised and decentralised. Decentralised to the extent that negotiations will take place at an individual mine and centralised in that mining houses and management any negotiations.

REJECTED

Mr Johan Liebenberg, the chamber's industrial relations adviser, however, foresees some difficulties in adjusting the traditional negotiating structure with white-member and multiracial unions

Of the five black-member unions involved in organising black mineworkers, only one is registered

Cusa's National Union of Mineworkers at its conference in Klerksdorp last weekend rejected registration

The Black Mine Workers' Union, Black Allied Workers' Union and the Black Allied Mining and Construction Workers' Union, are also not registered

Although these unions represent among them fewer

than 20 000 miners out of a possible 480 000 blacks, they have been in the field for only a few months

Three of the unions, the NUM, Federated Mining, Explosives and Chemical Workers' Union and the BMWU have been granted access by the chamber to recruit mineworkers in the various mines

Another criterion scrapped in the chamber's new recognition guidelines is check-off facilities

The union dues were a benefit of registered trade unions but now can be obtained by an unregistered union which gains recognition from the chamber

VARIANCE

Final approval would still have to come from the Minister, although no problem is expected in this regard, according to the chamber

The individual mine level bargaining could lead to differences in salaries and working conditions for workers in the same job categories but represented by different unions

This week's announcement of the criteria represents the fourth series of recognition criteria brought out by the chamber since 1980 — a follow-up to the Wiehahn labour reforms

Earlier criteria included registration applications for extending scope of registration and other principles which all directly involved the Industrial Registrar

At a Press conference yesterday Mr Liebenberg described the earlier criteria as being a conservative approach which adopted rather stringent guidelines.

Cape Times 10/12/82

New union deal on mines

Own Correspondent
DURBAN. — The Chamber of Mines announced yesterday that it was prepared to recognize unregistered black trade unions

The announcement opens the way for unregistered black unions to represent the 480 000 black mineworkers

It follows a decision not to register by the National Union of Mineworkers, the only black union which has been granted access to the mines.

A statement released yesterday said the chamber's executive committee had agreed that registration should no longer be a criterion for the formal recognition of the union as a "partner" in the collective bargaining process.

However, the unregistered union will be required to submit an "acceptable" constitution and must prove it has recruited a "significant" proportion of employees

in the occupations it seeks to represent

It will also be required to enter into a "formal recognition agreement" which will define the categories of employees to be represented and lay down procedural rules for the "regulation" of the relationship between the union and the chamber.

The chamber said the decision would considerably "simplify" procedures leading to full recognition of unions

Mr Phiroshaw Camay, general secretary of the Council of Unions of SA, to which the National Union of Mineworkers is affiliated, said "We are very glad that the chamber has revised its guidelines and become more pragmatic"

He said the union remained opposed to the chamber's insistence on the number of union members in a particular job category as a basis for recognition, but he was sure the chamber would attend to this.

Mines open doors to unregistered black trade unions

211
Mercury 10/12/82

THE Chamber of Mines yesterday announced that it was prepared to recognise unregistered black trade unions — a move which is likely to lead to a radical transformation of the mines' collective bargaining machinery.

Since the chamber agreed recently to recognise a union representing coloured and Indian workers, it has been moving further away from its policy adopted for nearly a century of negotiating only with all-white trade unions.

The announcement opens the way for unregistered black unions to represent the 480 000 black workers employed on the mines and to enter into a bargaining forum together with the Right-wing mining unions.

It follows hot on the heels of a decision by the National Union of Mineworkers, the only black union which at this stage has been granted access to the mines, not to register.

A statement released yesterday said the chamber's executive committee had agreed that registration need no longer be a criterion for the chamber

Labour Reporter

to formally recognise the union as a 'partner' in the collective bargaining process.

However, the unregistered union would be required to submit an 'acceptable' constitution and had to prove it had recruited a 'significant' proportion of employees in the occupations which it sought to represent.

Pragmatic

It also had to enter into a 'formal recognition agreement' which would define the categories of employees to be represented and lay down procedural rules for the 'regulation' of the relationship between the union and the chamber.

The chamber said yesterday that the decision would considerably 'simplify' the procedures

leading to the full recognition of unions.

Mr Phiroshaw Camay, the general secretary of the Council of Unions of South Africa, to which the National Union of Mineworkers is affiliated, said: 'We are very glad that the chamber has revised its guidelines and become more pragmatic.'

He said the union remained opposed to the chamber's insistence on recognition on the basis of the number of members they had in a particular job category, but he was sure that the chamber 'out of necessity' would attend to this.

The Mineworkers' Union general secretary, Mr Arrie Paulus, said he would first like to examine the chamber's new guidelines before he commented.

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FM 10/12/82

MINEWORKERS

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The NUM talks tough

Resolutions adopted by the National Union of Mineworkers (NUM) at its inaugural congress last weekend may have an important impact on the future of industrial relations in the mining industry.

The NUM is an affiliate of the Council of Unions of SA (Cusa) and is the first mining union from the ranks of an emergent union grouping. A marked feature of the congress was the strong sense of enthusiasm shown for the union by the more than 1 500 black mineworkers present.

The union began recruiting about four

months ago and is now claiming a total membership of about 14 000. Delegates to the congress included mineworkers from 13 mines in the Free State and the Orkney, Carletonville and Westonaria regions.

Among the resolutions they adopted were

- A decision not to join the newly-formed Confederation of Associations and Mining Unions (Camu). The NUM believes the confederation was formed to align "white racist" mining unions into a front that will try to oppose and frustrate the black miners' interests. The congress noted Camu's recent rejection of an application for membership by the coloured and black Federated Mining, Explosives and Chemical Employees union,
- Not to participate in an industrial council if one were created for the industry. The union believes that such a council would not be representative of the interests of black workers and that the present industrial council system is "bureaucratic and out of touch with workers at shaft level",
- A refusal to register with the Department of Manpower as long as the present registration procedure remains in force. The union rejects "unnecessary interference" from government in its internal affairs,
- Rejection of recognition criteria for trade unions set by the Chamber of Mines. The congress called on the chamber to negotiate recognition guidelines with the union,
- A call on government to scrap job reservation and a warning that job barriers are a serious threat to industrial peace, and
- A warning that the NUM will take action against employers who commit unfair labour practices.

Tough style

The union's tough style has not dismayed some employers. "One can expect a new union which is trying to get members to make such noises," says one. Neither are some pessimistic about the possibility of reaching agreement with the NUM on some of the issues it has raised. Unprompted by the union, the chamber has, for example, been quietly reviewing its attitude towards registration.

The whole question of the chamber's recognition criteria could raise an interesting debate. The NUM believes that the criteria, which provide for recognition of a union which represents a significant number of workers in a particular job category on a mine, are designed to divide workers. However, employers insist that these criteria were introduced to allow new unions to gain recognition as quickly as possible. They say it could take a new union far longer to achieve recognition if it has to obtain a significant number of members on a whole mine.

Cyril Ramaphosa, who has been elected general secretary of the NUM, is confident that the union will be able to maintain its

impressive growth rate. He says it is possible that the NUM may hold talks with other emerging unions in the industry to prevent clashes between them in the future.

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Miners hail move on unions

10/12/82

Labour Reporter

The decision by the Chamber of Mines this week to scrap registration as a criterion for union recognition has been welcomed by trade unions in the mining industry.

Mr Cyril Ramaphosa, general secretary of the largest black union organising on the mines, the National Union of Mineworkers, today welcomed the decision.

"As our members have rejected registration this area could have led to difficulties in any talks with the chamber," Mr Ramaphosa said.

The NUM meets the chamber next week to discuss recognition.

The general secretary of the SA Boilermakers Society, Mr Ike van der Watt, said abandoning the registration proviso was consistent with the concept of freedom of association.

"It will no doubt smooth the way for new trade unions, including the NUM, into the collective bargaining machinery being created in the mining industry," Mr van der Watt said.

Boilermakers are also investigating the possibility of further talks with other unions in the industry to create an effective caucus.

● See Page 27.

New era as mines face black unions

CAPE TIMES 13/12/82

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By PHILLIP
VAN NIEKERK
Labour Reporter

AFTER 1982 labour relations on the mines — South Africa's key industry — will never be the same again

In July an estimated 70 000 black mineworkers went on strike against low wage increases. A week of unrest and violence, the most widespread since 1946, led to thousands of dismissals, hundreds of arrests and at least 10 deaths

Many saw the unrest as a result of the absence of trade unions among black mineworkers and the lack of genuine bargaining channels with management.

In contrast to the sophisticated negotiating machinery for white mineworkers (and there was nearly a legal strike by white workers about wages this year), black mineworkers have never had a say in their wages or conditions of work.

But since July, the face of organized labour on the mines, which has lagged behind the manufacturing sector in the post-Wiehahn era, has rapidly changed

Last week, the first emerging black union to organize on the mines, the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), claimed it already had 14 000 members after only four months.

Criteria rejected

In a hard-hitting statement at its inaugural conference in Klerksdorp, the NUM said it would not register and rejected the Chamber of Mines' criteria for union recognition

In a major policy change a few days later, the chamber announced that representative unions which refused to register could still win recognition on the mines, a distinct possibility in the next few months.

In another sign of change, the all-white union negotiating body, the Council of Mining Unions (CMU), has been disbanded and replaced by a new Confederation of Mine Associations and Unions (CMAU)

However, the CMAU — which includes Mr Arrie Paulus's right-wing Mine Workers' Union (MWU) — has refused to admit a multiracial union, the Federated Mining, Chemical and Explosives Workers' Union, and its future as a body representing all mineworkers is seriously in doubt

Mr Paulus says his union exists to protect the white worker

"Only a blind man cannot see that by accepting the Wiehahn Commission report and scrapping job reservation the government has sold the white worker down the drain," Mr Paulus said on Friday

The MWU is now organizing white metal workers as well, with the aim of forming one big union for white workers.

Polarizing

Labour on the mines seems set to become polarized.

On the one hand, the black NUM is against joining the new confederation — which it sees as a "collective bargaining front for white racist unions" — and, on the other hand, the white unions have prevented a mixed union from becoming a member of the CMAU

In the middle is Mr Ike van der Watt, general secretary of the 56 000 strong SA Boilermakers' Society, the biggest union in the country

While some would argue that getting the white MWU and the black NUM into the same caucus is far-fetched, Mr Van der Watt, who is determined to bring all mine unions together into a single bargaining group, believes it will be "possible, though admittedly difficult"

He believes that if the black unions are not party to the creation of a new bargaining structure on the mines from the beginning, then that structure will never be acceptable to them.

Mr Van der Watt foresees the eventual emergence of a number of black unions on the mines, all jockeying for the support of the 480 000-odd workers who have never before been unionized

Judging by the NUM's rapid recruitment of workers, the main problem of the new unions will not be getting members, but winning concrete victories such as improving the pay and conditions of black mineworkers

Mining bosses

Meanwhile, the mining bosses are watching developments with interest as well as trepidation. Several, such as Anglo American's Mr Bobby Godsell, have adopted an enlightened attitude and welcomed the emergence of black unions.

But it is no secret that everyone concerned may be in for a harrowing time as the mining industry, which has a volatile history, faces far-reaching, and possibly tumultuous change

Chamber of Mines surges ahead with new policy on unions

IF THERE is ever a world land speed record for labour reform, expect an entry from the Chamber of Mines

A few months ago, the mines lagged well behind other industries. Last week, they broke with decades of tradition and announced new union recognition guidelines which, on paper, put them ahead of many others.

Up to now, a union's registration has been central to whether the mines would recognise it. Not long ago, a union could not be recognised on a single mine unless it had support throughout the industry. Even the terms under which unions could recruit on mines were tough.

Now, registration is not an issue — the main one is whether a union is representative. Unlike some industries which see themselves as reform pioneers, the mines will not insist unions bargain at an industry-wide forum.

Any union which represents a "significant" number of workers — not necessarily 50% — in any job on a mine will be able to negotiate pay and conditions for its members with that mine.

The Chamber will be the body granting recognition and one of its men will take part in negotiations, but bargaining will concern that mine only.

To gain this right, unions will have to have a democratic constitution and agree to negotiate jointly with any other union with "significant" members in the job concerned.

The Chamber, which has been discussing the change

for a while, says the "mood" in the country — including planned changes to labour laws — has softened towards unregistered unions. It also accepts that black unions may not want to bargain at industry level until they feel strong enough.

This change goes further than the Chamber's recent decision to grant access to three black unions. Then it still seemed the mines might not bargain with unions who rejected their terms.

Now any union which makes headway on a mine will be able to bargain — whatever its view on registration and councils. The first beneficiary may be the fast-growing National Union of Mineworkers, which last week rejected both.

There may well be snags ahead. The NUM has criticised aspects of the guidelines and also charges that

some mines are resisting it, despite the Chamber stance. But the change certainly seems to open the way to a challenging new labour era on the mines.

LABOUR history is not only being made on the mines. Last week brought the news that Fosatu's National Union of Textile Workers is likely to join the Transvaal knitting industrial council.

This would be a major break with most Fosatu unions' attitudes thus far. But the move is far from a victory for employers who refuse to bargain pay with unions outside councils.

If the NUTW does join, it will have won employer agreement to radical changes to the council, which will make it unique.

It is likely that a union with a majority at a com-

pany will have the right to bargain directly with it — which other employers who support councils oppose. It will also be able to consult its members on each stage of negotiations.

Industry-wide pay talks may even take place outside the council, which will merely ratify the result.

Changes already include scrapping the "closed shop" and writing into the agreement majority union rights in individual plants.

The NUTW's willingness to join the council comes after knitting employers adopted a flexible stance and dealt with it outside the council.

They recognised the NUTW's right to bargain directly with firms and reached a unique industry-wide pay deal with it outside the council.

So the first employer association in three years to persuade a Fosatu union to join a council is one which did not try to force it to do so.

In their agreement with the NUTW, knitting employers also agreed to work towards paying Fosatu's goal of a "living wage".

Fosatu regards R3 an hour as a "living wage" and minimum knitting pay is not much more than a third of that, so this may seem less of a victory than unionists would have us believe.

But Fosatu unionists argue that employers agreed to a major change in the standards for pay bargaining. Most bargaining now centres on what percentage rise

on their present pay workers will receive. Fosatu men say this — accepts that present wage standards are valid.

Instead, they want a pay goal to be set — the figure both sides see as a "decent wage" — and bargaining to concern how quickly employers can afford to get there.

Many employers will resist this, not only because it seeks to push up wages, but also because they believe a "living wage" is in the eye of

the beholder. But they may well, increasingly be faced with this demand.

NOT for the first time, the industrial court has refused to hear, on technical grounds, a key "test case" — this time on the "closed shop".

Whether the court is interpreting its powers too narrowly or the law governing it

is too hemmed in with tape, it is not playing the central role the Wiehahn Commission expected.

Its inability to act speedily in settling issues, is clearly damaging its credibility. At any rate, yet another test case will be heard by today. Brought by the Society of Journalists against Press groups SAAN and A

gus, it tests key union recognition issues with ramifications for all industries.

By STEVE FRIEDMAN

COM 13/12/82

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Chamber's new deal!

By SELLO RABOTHATA

THE REGISTRATION of a trade union need no longer be a criterion for the Chamber of Mines to formally recognize it as a partner in the collective bargaining process, capable of negotiating binding agreements.

This was agreed upon by the chamber's executive committee last week, when it considered recommendations which had previously been submitted. This policy decision will now make it possible to simplify the procedures leading to the full recognition of trade unions.

The chamber, recognising that in the not too distant future new unions representing black, Asian and coloured mining industry employees would emerge, in 1980 drafted a set of policy guidelines for dealing with the unionisation of employees. These guidelines had to be amended from time to time to reflect the changing circumstances and attitudes.

In the past two years the guidelines have been amended on three occasions and are now being amended again. The chamber has for several months been intensively investigating

the pivotal role that the formal registration of trade unions by the Industrial Registrar, Department of Manpower, plays in the chamber's policy on the recognition of unions.

One criterion for the full recognition of a trade union will now be that the union will be required to submit to the chamber an acceptable constitution which indicates that the union intends recruiting members in the whole mining industry.

Currently mines which are members of the chamber employ 480 559 black, 915 coloured and 423 Asian employees. There are at present five new unions recruiting these mine employees. They are the Black Allied Workers' Union, Black Allied Mining and Construction Workers' Union, Black Mine Workers' Union, National Union of Mine Workers and the Federated Mining Explosives and Chemical Employees' Union.

The FMECEU has been granted formal recognition to represent vehicle drivers at Hartebeesfontein Gold Mining company and painters and handymen at Vaal Reefs Exploration and Mining company.

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Unions seek co-operation

THE SOUTH AFRICAN Boilermakers' Society and the Federated Mining, Explosives and Chemical Workers' Union is to investigate trade union co-operation in the mining industry, it was decided last week.

These instructions were issued to the general secretary of both organisations, Mr A J van der Watt, in the light of the failure of the Federated Union to obtain a two-thirds majority in favour of its application for membership to the Confederation of Mining Associations and Unions

Subsequent statements by the National Union of Mineworkers (NUM) have shown that the matter should be considered carefully with a view to ensuring a totally representative union caucus which can act collectively in dealings with employers

A statement from both organisations stated "Both executive committees are fully aware of the complexity of the situation and of the many difficulties inherent in it. Not the least of the problems involved is the fact that the employers appear to have adopted a policy which will make effective bargaining a reality. A unified union caucus is an essential

part of such bargaining structures

"It would be a pity if the trade unions cannot achieve the degree of co-operation which is required to ensure the new deal in labour relations in the mining industry for which we have all been striving for many years

"We note the NUM's decision not to join the confederation is based at least partly on the failure of the Federated Union to gain admission to the confederation. We do not at this stage see this failure, based on a very narrow margin in the vote, as the last word in the matter."

Mr Van der Watt said the instructions of his two unions were that he must discuss the situation with all parties involved, including NUM and other new unions, and find those points of agreement on which they could build an effective union caucus in the industry

The two unions said. "The decision by the Chamber of Mines to abandon registration as a criterion for recognition is an interesting one and is within the concept of freedom of association. It will no doubt smooth the way for new trade unions, including NUM, into the collective bargaining machinery being created in the mining industry

FM
UNION RECOGNITION

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17/12/82

A lead from the Chamber

No-one with any knowledge of industrial relations in SA will question the significance of the new guidelines for union recognition adopted by the Chamber of Mines

A key element in the guidelines is the decision to allow representative unions, which have not registered with the Department of Manpower, to obtain recognition from mining employers. This decision is remarkable because it comes from a body which, until fairly recently, was widely regarded as one of the most conservative employer organisations in SA.

It does make sense, however, in an industry which is beginning to deal with black unions which refuse to register. The whole status of registration is being downgraded by proposed amendments to the Labour Relations Act (LRA) which are aimed at allowing unregistered unions to negotiate at official conciliation boards. The chamber's view is that if unregistered unions are given the legal right to negotiate binding agreements, then it simply does not make sense for employers to refuse to recognise them if they are representative.

The whole question of what makes a union representative in the mining industry has also undergone fundamental changes. Previous guidelines on this issue were extremely tough, but now a union can bargain on behalf of its members on any mine affiliated to the chamber where it represents a

significant number of workers in any job category.

This provision is questioned by the newly-formed National Union of Mineworkers (NUM) which fears it may create divisions among black workers. But it does hold out, at least on paper, the possibility of early recognition for emerging unions. Chamber sources are also quietly emphasising that they will oppose any bargaining forum in the industry which excludes representative black unions.

In a broader sense, the chamber's guidelines reflect important developments in industrial relations in SA. Firstly, they reveal a more conciliatory attitude towards unregistered black unions. Secondly, representativeness, not registration (still regarded by many employers as a kind of "holy cow") is seen as the crucial issue in dealing with unions. And, thirdly, the chamber has adopted an interesting approach towards creating an acceptable balance between centralised and decentralised collective bargaining.

THE FAR RIGHT

The police act

The recent detention of Eugene Terre'Blanche, leader of the Afrikaner-Weerstandsbeweging (AWB), and eight oth-

er AWB members raises a number of questions. The first is the provenance and source of the explosives, ammunition and arms — including automatic weapons — which were unearthed (in some cases literally) by police searches.

A spokesman for the security police refused to provide information about the arms or to amplify the line of inquiry of the "further investigations" underway, or even to confirm or deny Afrikaans press reports that the AWB nine would be charged within a week.

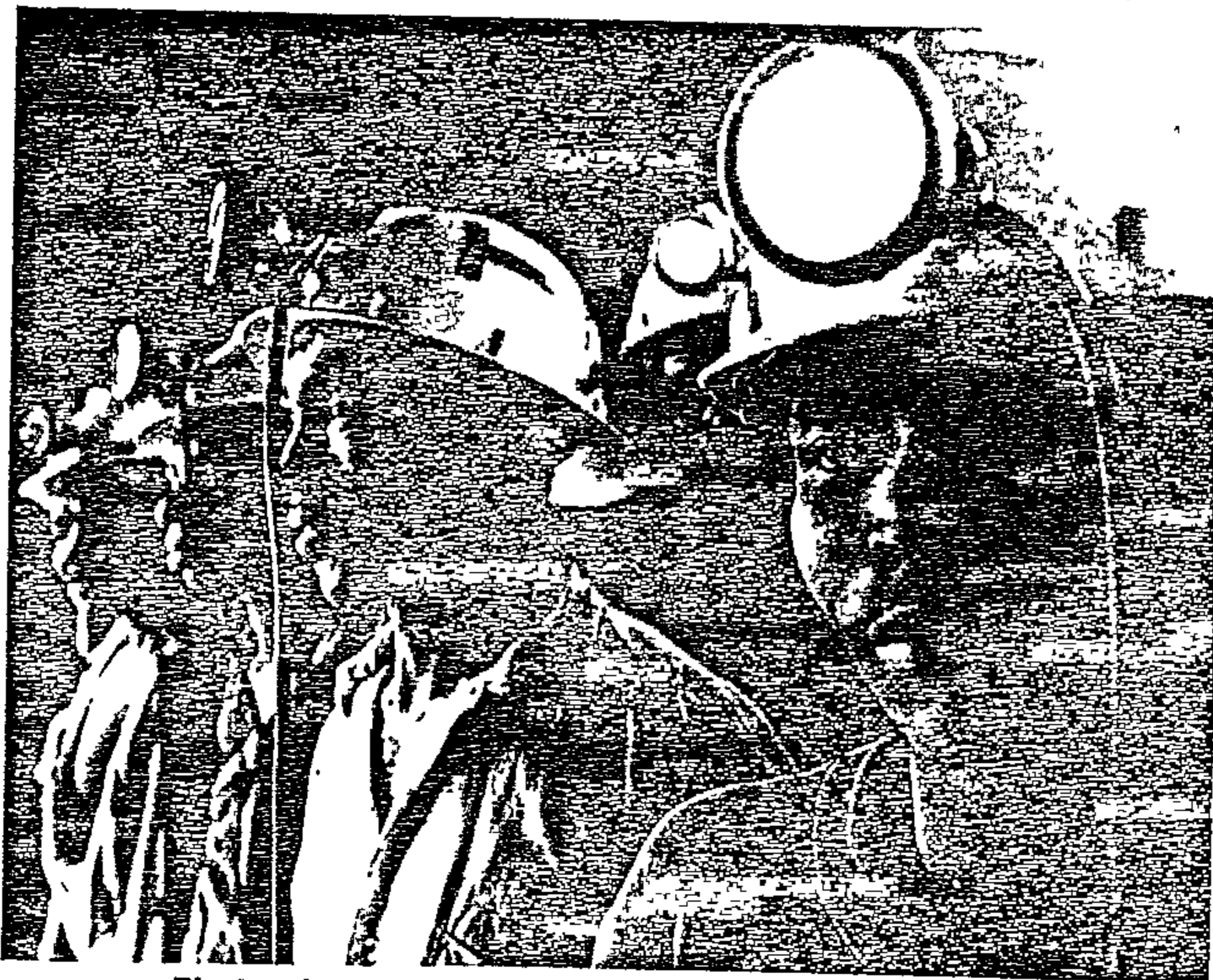
The only amplification of the original bald statement was an official denial that Terre'Blanche had ever been a bodyguard to ex-Prime Minister John Vorster. The AWB hastily issued a statement saying that it could not accept responsibility if any of the nine detainees are found to have broken the law. It also rejected Terre'Blanche's public position on violent action as "unjustified".

The statement added that no discussion was held or instructions given for the alleged offences for which the nine are being held, and if the allegations turn out to be true the organisation distances itself from the offenders. The statement said that the AWB wishes to further its objectives constitutionally within the current system.

The AWB was a target for PM P W Botha's warning earlier this year that there is no place in SA for neo-Nazis. Police members were forbidden to join the organisation.

Terre'Blanche's organisation, with its spidery three-legged swastika emblem, its anti-semitism and obsession with Afrikaner race domination, is a radical-Right splinter group using a number of familiar trappings. It rallied to the support of Andries Treurnicht's Conservative Party — a support that Treurnicht may not welcome.

The AWB seems to have concentrated most of its anger on putative *volksverraaiers* — people seen as betrayers of Afrikaner traditions and principles. One of the most publicised of its antics was the tarring and feathering of Pretoria University professor Floors van Jaarsveld three years ago, when he queried the sanctity of the Day of the Vow.



Black miners ... easing union recognition conditions

CISKEI

Rural realities

106 FM
17/12/82

Ciskei's plan to launch a mammoth subsistence-wage job creation scheme, to combat inordinately high unemployment and

(211) Star 2/12/82

Mines are set for a new labour policy

By Tony Davis,
Labour Reporter

Mining industry employers hope to negotiate in future with union members of 'all races in a centralised negotiating structure

A commitment to centralised bargaining is made in the year-end annual reports of the chairmen of Anglo American's Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton.

They note the emergence of trade unionism among black mineworkers in 1982 and the granting of access to three black unions to recruit members on mines in the Chamber of Mines group.

After a period of recruiting, relationships will be developed between managements and these unions, the reports say.

"In the mining industry we are committed to the principle of centralised bargaining on all matters that concern the industry as a whole, although the form it takes will have to be negotiated between all interested parties."

The chairmen say a primary objective on the mines remains the abolition of racial discrimination in employment practices.

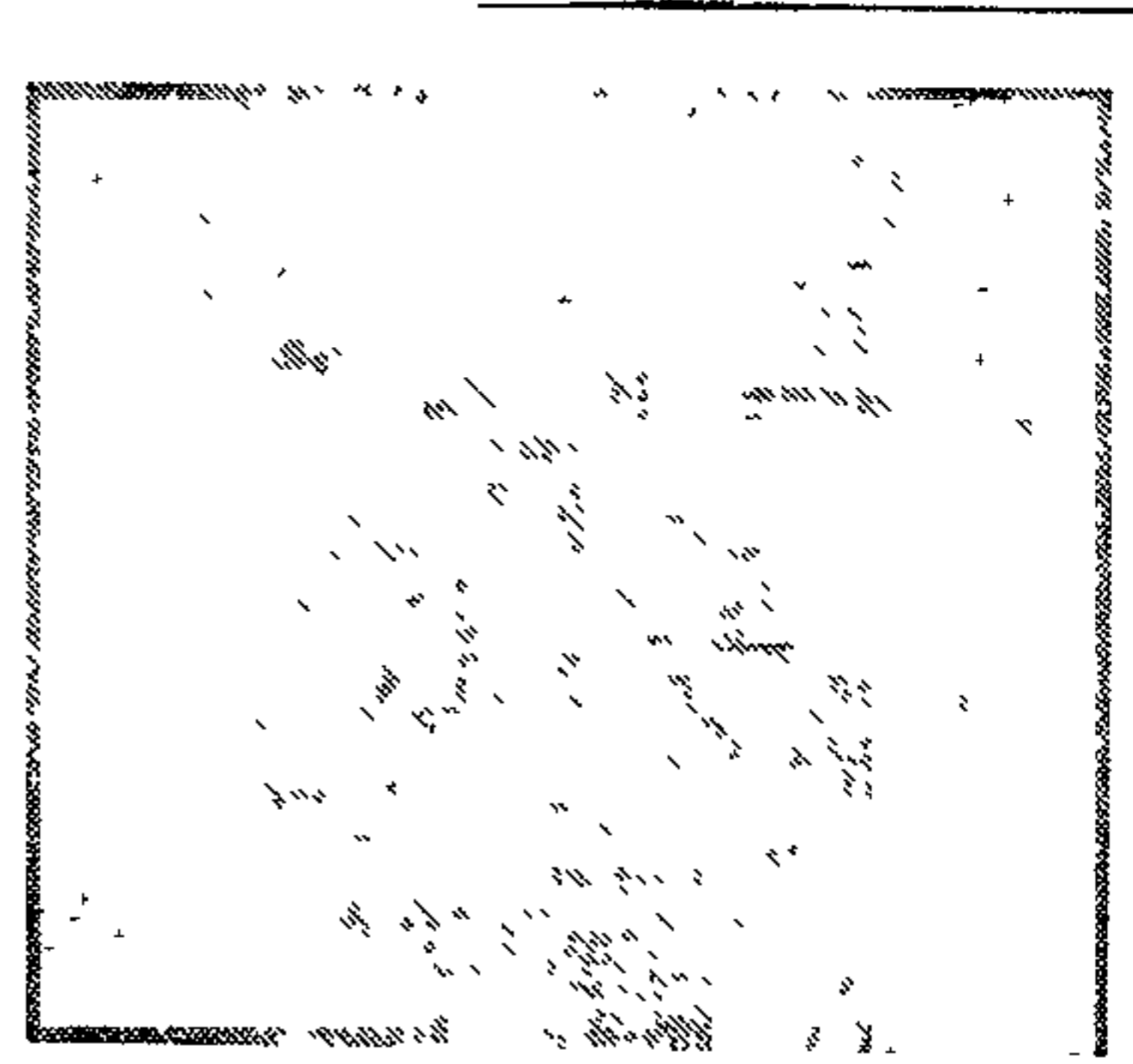
A major problem in this regard is to allay the fears of white

workers about their job security.

"Progress to date in such sensitive areas has been slow, mainly because of difficulty in changing established attitudes and customs of the trade unions," the reports say

The Chamber of Mines is also expected to negotiate jointly with the new Confederation of Associations and Mining Unions which combined unions and officials' associations.

Industrial relations audits on the mines are still being conducted annually in an attempt to improve employment practices, industrial relations and living conditions.



Mr Dennis Etheredge . . . primary object to abolish racial discrimination.

The reports also refer to wage increases and improved hostel conditions for miners in 1982.

Anglo American has also run courses in industrial relations, primarily for white mineworkers although senior black miners have re-

cently been introduced to the programme

But the programme for white miners has been discontinued because of the high turnover of personnel, although Anglo hopes to continue the courses in a remodelled form, the reports say.

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.) *B. B.Sc.*

Subject *ECONOMICS 1A*
(to be copied from the heading on the Examination Paper)

Paper No
(to be copied from the heading on the Examination Paper)

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- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

'We look forward to including unionised workers of all races in a centralised negotiating structure'

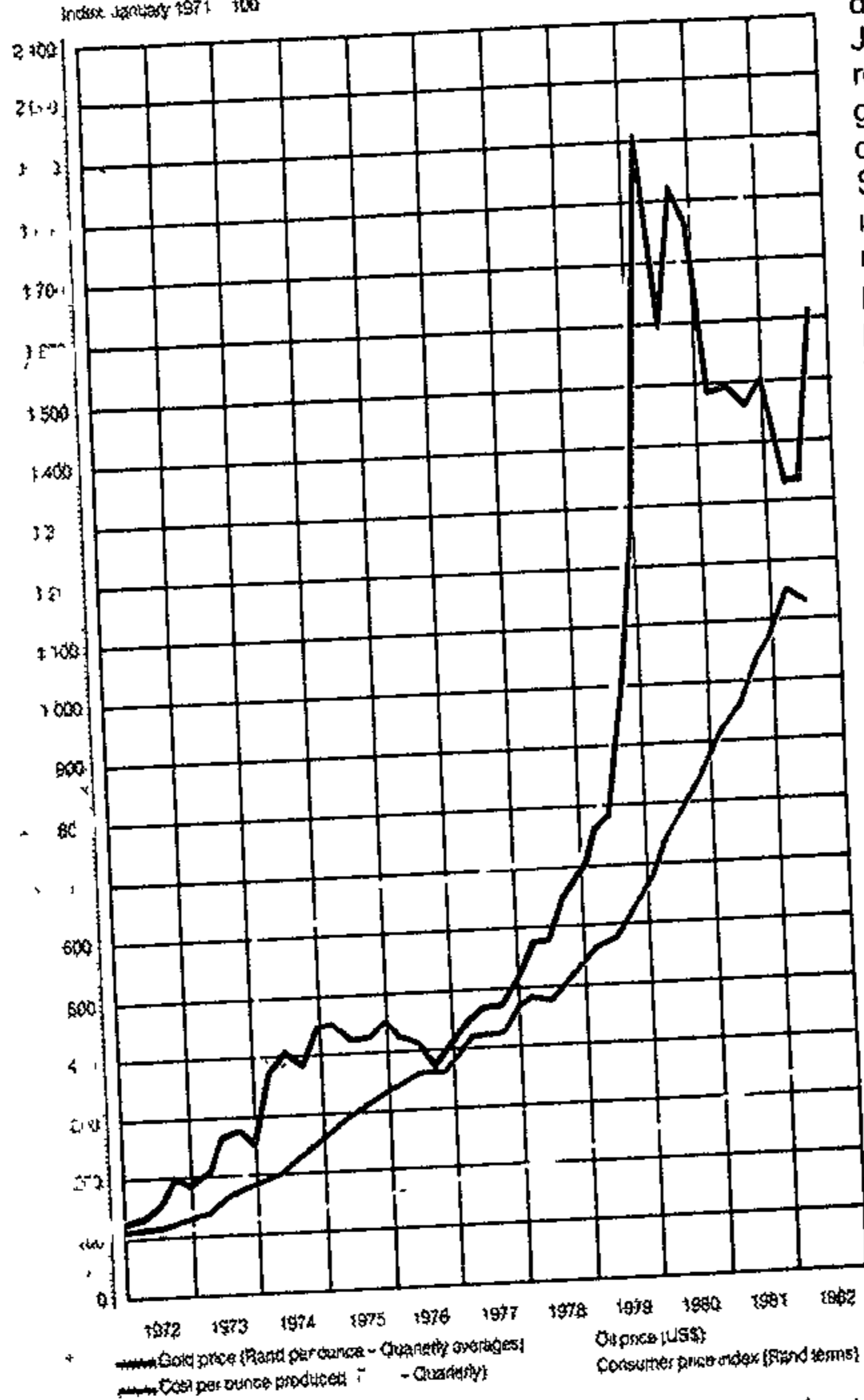
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Reviews by the Chairmen of the OFS Gold Mining Companies administered by Anglo American Corporation.

The following are extracts to the annual reviews for 1982 of
 Mr D A Etheredge, chairman of President Brand and President Steyn,
 and Mr G Langton, chairman of Free State Geduld, Western Holdings and Welkom

declining grades and higher working costs, it was a shock to have an additional burden imposed on the gold mines, in the last budget, in the form of an increase from five to 15 per cent in the surcharge on income tax payable. Part of this tax may be used to finance the State assistance scheme for marginal gold producers. This would be an unacceptable arrangement as, in effect, it would make the profitable producers finance the unprofitable mines. We believe that as all taxpayers benefit from additional gold production such assistance as is needed for marginal producers should be funded by the State per se.

THE GOLD PRICE AND COSTS 1972-1982
 Index January 1971 = 100



The inflation spiral in South Africa must be broken and yet, when it seemed that the fiscal and monetary policies introduced by the Minister of Finance were having some impact, Escom announced a power price rise of more than 16 per cent in January 1983. This takes no account of any coal price increase, which could add another five to six per cent to overall power costs. At the same time, South African Transport Services has announced that because of heavy operating losses there will be a rise in rail tariffs averaging about 15 per cent. This does not augur well for costs in the mining industry in 1983.

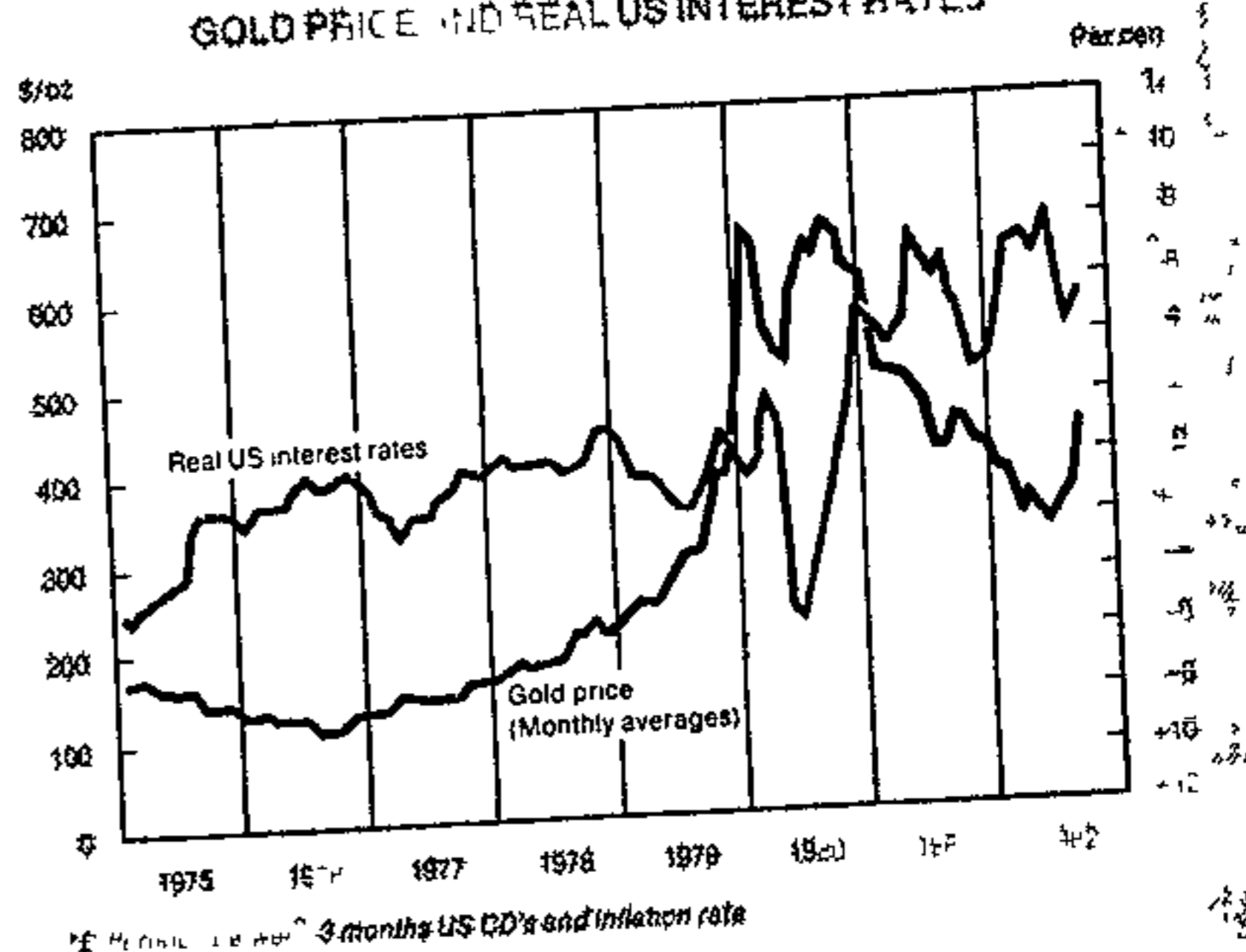
Other costs which have risen rapidly but are considered vital for the future well-being of the industry are research and development and the promotion and marketing of gold. The continued research efforts directed towards higher productivity and safer working conditions are carried out on an industry basis by the Chamber of Mines and also by Anglo American Corporation's research and development organisations. The annual cost to the gold mining industry of running Intergold for the promotion of gold world-wide, has risen to more than R52 million. In view of the squeeze between the lower gold price,

Gold

The year began with the gold price at around \$430 and the market looking relatively strong, following its rally from the previous low of \$390 at the beginning of August 1981. With real interest rates rising in the United States and a strengthening of the dollar, the trend was reversed, and a decline continued until the price fell to just below \$300 in June. During this period of declining prices, physical demand remained at a relatively high level, particularly in the East, but gold failed to attract hedgers against political turmoil as it had done previously. Events such as the assassination of President Sadat, the continuing war between Iraq and Iran, the troubles in Poland, the conflict over the Falkland Islands and, more recently, the Israeli invasion of Lebanon, had little effect on price. Under these conditions the majority of market participants perceived price rallies as profit-taking opportunities.

In July it appeared that the trend had changed. Actual and threatened banking failures, first caused by corporate and then by national financial crises, sent speculators who had sold short scrambling to cover their positions. When interest rates started to decline and it appeared that the US Federal Reserve had altered its strict monetary policy, the price rally gathered momentum. By early September the price rose above \$500 for the first time since May 1981.

GOLD PRICE AND REAL US INTEREST RATES



This rally was short-lived, however, as high prices in all major currencies and a strong dollar brought about a wave of selling. With physical demand weak, the price was driven down further. Adding to the downward pressure were fears of substantial sales by certain central banks anxious to defend their currencies.

Recently, as the immediate threat of international financial stresses receded, the price has again shown a tendency to drift downwards. Any resurgence of physical buying, however, should reverse this trend. There will inevitably be periods of rapid speculative price fluctuations as market sentiment swings in response to economic developments and also to perceptions of price movements.

The floor price at which renewed demand may be expected has, we believe, moved upwards. We have little doubt that the market has broken out of its longer-term downtrend and is currently moving sideways. It is only a matter of time before firm demand is seen again. This will depend upon many factors, but will almost certainly coincide with clear indications that the major economies have turned the recessionary corner and are set for renewed growth or that politically expedient deflation rekindles inflation. Although the outlook for the

SUMMARY OF OPERATIONS

	Free State Geduld		President Brand		President Steyn		Western Holdings	
	1982	1981	1982	1981	1982	1981	1982	*1981
Gold	3 065	2 978	3 429	3 344	3 877	3 859	8 134	7 902
Tons milled 000's	8.11	9.34	7.42	8.19	6.40	6.35	4.91	5.45
Yield grams/ton	25 776	27 813	25 456	27 397	24 827	24 503	39 917	43 039
Production (kg)	62,38	45,88	45,62	39,36	45,78	39,00	39,77	32,82
Cost Rand/ton milled	7 418	4 913	6 145	4 804	7 146	6 142	8 105	6 025
Cost Rand/kg produced	12 518	13 617	12 603	13 535	12 692	13 532	12 654	13 524
Revenue Rand/kg	132 288	243 242	165 178	240 361	138 487	182 170	182 662	324 396
Working Profit R000 s	111 197	96 240	45 717	55 426	44 781	37 885	107 370	87 673
Capital Expenditure	310	610	435	595	380	515	480	†
Dividends cents per share								
JMS Attributable profit R000 s	4 957	5 929	17 421	23 391	19 841	14 544	4 452	4 372

*The figures represent synthesized consolidated statistics relating to the Holdings, 'Welkom', and 'Saarplaas' divisions as if the complex had been in effect for the whole year

†On account of different issued share capitals involved, a consolidated figure is meaningless

current year is uncertain, it seems probable that the average gold price in dollar terms will be higher than that of the year under review

21/12/82

Uranium

The uranium market continued to weaken during the past year to the extent that commercial spot prices in real rand terms, measured against average South African mine working costs, have fallen to their lowest level ever, despite the depreciation of the rand against the US dollar. These very low prices do not reflect long-term contract prices, which remain significantly higher, though they have come under pressure in the past few years.

The current high costs of production in relation to prices are making the position intolerable for an increasing number of producers around the world and this is reflected in the steps taken by the US authorities to limit the volume of imports of foreign uranium. If this attempt to protect US uranium producers from free market forces is successful, a two-tier market probably will develop, and undoubtedly will exacerbate the projected supply-demand imbalance in the rest of the world.

Labour and industrial relations

The various trade union movements in South Africa, and particularly black trade unionists, have been very active over the past year. On the mines, however, this activity was confined to white unions and associations, some of which have opened their doors to other races. At the financial year end, no black trade unions were firmly established. Recently, however, in line with the general move towards trade unionism by black workers, we have witnessed the emergence of a number of unions which are organising black and coloured mineworkers. The Chamber of Mines has granted access to three of these unions to enter mine property for the purpose of recruiting. We expect that after the recruiting campaign there will follow a period during which relationships between unions and mine managements will be formed. In the mining industry we are committed to the principle of centralised bargaining on all matters that concern the industry as a whole, although the form it will take would have to be negotiated between all interested parties. We look forward to including unionised workers of all races in a centralised negotiating structure.

The abolition of racial discrimination in employment remains one of the primary objectives of the mines. One of the main hurdles is to overcome apprehension on the part of white employees about their job security. This and many other issues must be dealt with if agreement is to be reached on the changes to the Mines and Works Act as contemplated by the Wiehahn Commission. Progress to date in such sensitive areas has been slow, mainly because of difficulty in changing established attitudes and customs of the trade unions. An important step forward was made, however, during the year, with the agreement by the Federation of Mining Unions to the introduction of black and coloured apprentices. We expect to indenture the first of these apprentices at the next intake in early 1983.

A recent development, which could have a significant impact on labour relations, is the disbandment of the all-white Council of Mining Unions (CMU) in favour of the new Confederation of Associations and Mining Unions. Previously,

the Chamber of Mines negotiated with the unions through the CMU, and with the three officials' associations jointly or separately. With the formation of the Confederation, it appears that the unions and two of the officials' associations (the third not having joined the new body) will expect the Chamber to negotiate with them altogether.

In the course of protracted wage negotiations between the Chamber of Mines, the CMU and the three officials' associations, the CMU and the Mine Surface Officials Association, having demanded a 16 per cent increase, rejected the Chamber's offer of nine per cent on the minimum salary scales. At a conciliation board a deadlock was reached and, as the Chamber rejected arbitration, a strike ballot was called. Before the ballot took place, however, the parties decided on a further meeting. This resulted in a compromise settlement of a 12 per cent increase.

Minimum wages for black workers were set in the Chamber of Mines, but the increases were left to individual mining houses to determine. The mines administered by Anglo American Corporation awarded a 19 per cent increase on the minimum surface wage and a 17 per cent increase on the minimum underground wage, resulting in an average increase of 16.93 per cent for all black employees. As the consumer price index for the period had risen by 15 per cent, these increases, once again, improved real earnings.

Last year we mentioned that our efforts to improve employment practices, industrial relations and living conditions were being monitored by annual industrial relations audits to determine the extent to which the mine had achieved its targets. A report on industrial relations and employment practices is therefore included for the first time in this annual report as a separate section. In future reports, only changes in the principles and progress over the year will be mentioned.

The annual reports, including the chairmen's reviews, may be obtained from Consolidated Share Registrars Limited, 62 Marshall Street, Johannesburg 2001

Annual General Meetings

The annual general meetings of the members will be held at 44 Main Street, Johannesburg, on Thursday, January 27 1983 at the following times:

Free State Geduld Mines Limited 10h00
Western Holdings Limited 10h15
Welkom Gold Mining Company Limited 10h30
President Brand Gold Mining Company Limited 10h45
President Steyn Gold Mining Company Limited 11h00



1982 a tough year for labour

2004 27/12/82

THE labour year has finally wound down — and a tough year it was, too. What are the prospects for 1983?

The key feature of 1982 was the worsening economy and its labour effects

Lay-offs swept key industries, the Government toughened influx control, and some unions battled to keep members in jobs. Some of the euphoria of the first years of labour reform was dampened as unions accused employers of toughening their stance and of laying off workers needlessly.

But the better-organised unions showed they could survive recession and some important progress was made towards building permanent relationships between unions and employers.

This happened not only in industries less affected by recession — the mines saw their most momentous labour reforms ever — but in some, like knitting, which have been hard hit.

The signs are that 1983 will be even tougher — the worst year for the economy since the 1930s.

This means lay-offs will spread to industries which have been relatively immune — some for decades — and unions may find the bargaining scales weighted against them even more.

But labour unrest cannot be ruled out entirely. Inflation is set to remain high and pressure on worker living standards could create conflict.

While it will test unions, 1983 will also test employers. Prospects for labour peace once the economy picks up could depend on how employers handle unions next year.

Most strike waves have been prompted by grass-roots militancy which unions struggled to contain. If employers seek to prevent union leadership developing, they may face more "anarchic" unrest in 1984.

So 1983 may help decide whether dealings between employers and black workers will move to a more permanent, controlled footing or whether we will continue to see a cycle of union retreat followed by "uncontrolled" militancy whenever the economy picks up.

There will also be a constant threat of unrest outside factories, fuelled by the lack of jobs and rising living costs. The less workers are able to be heard inside factories, the more they may try to be heard outside them.

There are already several long-running bus boycotts in Natal.

But there will continue to be exceptions and the most absorbing labour issue of 1983 may well be developments on the mines.

An historic reform process has just begun and there are certain to be major developments as black unions begin to emerge again in the country's most important in-

dustry — this time, it seems, permanently.

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LAST week brought a new glimpse into the labour thinking of mine employers.

In the reports of their Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton of Anglo American spelt out an approach which, at first glance, seemed to differ with Chamber of Mines guidelines.

The guidelines allow bargaining at individual mines — a demand of many emerging unions. But the Anglo men looked forward to including unionised workers of all races in a centralised negotiating structure.

The difference is imaginary. The chamber believes decentralised bargaining will last only until emerging unions are big enough to find negotiating at each mine unwieldy.

The Anglo men say that, before their goal is reached, there will be a period in which "relationships will be formed" between unions and employers. The precise form of centralised bargaining will then be negotiated.

So both suggest that centralised bargaining, rather than being forced on unions, will grow out of dealings between them and employers.

This has certainly been the experience in many other Western countries.

But the chances of this type of bargaining developing without conflict will depend on when and how employers try to introduce it.

If they are seen to be forcing it on unions before they are ready, the mines could see the same conflict about bargaining which has faced other industries.

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LAST week this column suggested members of Tucsas's Garment Workers Union of the Western Province should join an employer association if they really wanted their interests represented.

Judging by an item in the union's newspaper urging workers to arrive at work on time, this was an error.

It says that, just as a sports team won't win without all its players, a production team won't meet its target if all the workers are not in on time.

"It is also the fact that players who let the side down are dropped from the team," the union paper warns.

It seems these workers already belong to an employer association.

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THIS column is now beginning its traditional "cooling off period" prescribed by labour law. It will reappear in the middle of January.

Compliments of the season to you all and, as a greeting card sent out by a labour relations consultancy put it, "Merry Crisis".

longs?