

MINING LABOUR - 1985

JANUARY - OCTOBER

(211)

Firm stance on labour by Gencor

JOHANNESBURG — Gencor is pushing for better job opportunities for blacks on the gold mines — but it also seems prepared for a major battle, if necessary, with the black National Union of Mineworkers

These points emerge in comments by the chairman, Mr Ted Pavitt, and other senior Gencor executives in the annual reports of the group's gold mines

Mr Pavitt says in the Unisel report "The productivity of artisans could be greatly improved at the work face, where much of the maintenance is done on relatively unsophisticated machinery.

"Much of this work could be done by less skilled personnel"

"The resolution of this matter with the trade unions should go a long way towards reducing the shortage of artisans and at the same time give more job satisfaction to those who choose to work underground

"The Chamber of Mines is negotiating with some trade unions and official associations regarding a security of employment agreement, the industrial relations structure and the elimination of 'scheduled person' from the Mines and Works Act.

"It is essential that meaningful progress should be made in this regard in order that members of any sector of the labour force can participate on an equal basis and on merit"

Mr Pavitt adds, however "The National Union of Mineworkers (NUM), representing black workers, conducted wage negotiations (in 1984) with the Chamber of Mines on behalf of its members, representa-

tive in certain categories of labour, on seven mines in the industry

"These negotiations were not settled by July 1, which is the normal date for the implementation of wage increases"

Mr Pavitt comments "The delay in settlement with the NUM can be attributed to unrealistic expectations

"Requests for increases commencing at 60 per cent and reducing to an absolute minimum of 18 per cent puts the union's credibility regarding realistic negotiations on the line

"While accepting the necessity for having to negotiate with trade unions, management does not see these unions as the only or most important medium for communicating with employees"

Mr C R Netscher, the chairman of the Winkelhaak, Leslie and Bracken mines, goes a little further

He says "It should be appreciated that the NUM's membership is alleged to be 70 000 in a total labour force of some 550 000.

"At present there is no means of verifying this figure"

It would seem from these comments that the wage negotiations between management and the NUM are likely to be extremely tough in 1985 on both sides — DDC

4/11/83 (21) (13)
**Strike ends at
Witbank mine**
4/11/83

The brief strike by 600 miners at the Tweefontein Colliery in Witbank ended today when all workers returned.

They went on strike over alleged forced overtime and the dismissal of six workers, said the general secretary of the National Union of Mine Workers (NUM), Mr Cyril Ramaphosa.

The Chamber of Mines said today the management had lengthy discussions with the NUM.

Mr Ramaphosa said discussions on the dismissals and overtime, "as well as other ugly incidents", will continue.

211 ~~HEB~~ ~~HEB~~ C. Press

NUM backs Scargill's fight



ARTHUR SCARGILL SA miners support him Chamber.

BRITISH mine union strongman Arthur Scargill and his miners' strike received a boost from black South African miners last week.

The third annual National Union of Mine-workers congress in Welkom in the Free State resolved to give full support to the striking British miners and pledged solidarity with them.

"An injury to one is an injury to all," NUM general secretary Cyril Ramaphosa told the 3 500-strong congress

On the thorny issue of wage negotiations with the Chamber of Mines, Ramaphosa said last year his union had five sessions with the Chamber.

But this year NUM was only prepared to have one session of negotiations with the

Ramaphosa said if wage negotiations were not resolved by July 1 — the date the mining industry reviews wages — NUM would be forced to take industrial action

He said black miners were scared of going on a legal strike because of alleged police harassment.

"Five hundred miners sustained injuries from police last year," he said

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London brokers see bleak future for SA mines

The Star Bureau

LONDON — A fairly bleak picture of the future of the South African gold mining industry has been painted by London stockbroking firm Grieveson Grant

In its latest newsletter it says: "While there appears to be little further downward risk on bullion, equally, there seems to be little reason for any significant improvement in the gold price in the near-term"

The firm believe the average gold price for 1985 may be about \$35 an ounce lower than 1984's average of around \$360 an ounce.

Grieveson Grant adds: "In the last month the gold price has

cracked, and is now around the \$307 an ounce level, while a new low for two-and-a-half years was reached at \$296,75.

"We expected the current decline in the gold price, and envisage that bullion will ease back further to around the \$290-300 an ounce level. We would expect bullion to remain around \$300 an ounce for some time."

And they point to further problems with the unionisation of the black labour force, increasing black militancy and their expectations of a static rand-gold price.

For foreign investors, they say, the problem is compounded by the strength of the dollar.

Grieveson Grant adds that there can really be little surprise in the decline of bullion, and the supply and demand equation looks weak.

On the supply side, a large number of mines in Australia, Canada, the United States, Brazil and Papua New Guinea are currently entering production.

They point out that while

most of these mines are small, the aggregate sum of their output should result in gold production in the Western world having risen by 6,25 percent in 1984, while in 1985 output should rise by an additional 7,7 percent.

"Most gold mines have operating costs of between \$200 and \$300 an ounce, and we would therefore need a sustained period with gold at or below \$300 an ounce before we see the suspension of new projects and the closure of any existing mines.

"The continuing existence of companies mining other commodities which have suffered from an even tighter price squeeze provides ample evidence to support this belief."

Turning to the labour situation in South Africa, they say it can be expected that in the future the black National Union of Mineworkers will grow in experience and efficiency, making future pay agreements between the union and the Chamber of Mines harder to achieve.

Rand slides to another record low as gold slips

By Duncan Collings and Associated Press

The rand slumped to a new record low against the dollar on the local foreign exchange market this morning, under the influence of the steadily declining gold price and firmer dollar

The local unit was quoted at 48,20/30 US cents at midday — its low point today and a new low against the dollar

It opened at 48,65/75c compared with Friday's 49,10/17c close, but quickly fell under the influence of persistent dollar demand.

The Standard bank says that given the dramatic fall in the gold price to \$295,25 this morning further rand depreciation becomes a distinct possibility

On the domestic front the picture seems equally discouraging

Renewed fears of drought conditions and, therefore, reduced maize output appear to be mounting while local interest rates look set to rise further.

Although the weaker rand implies higher export values in rand terms a reduced maize crop could once again necessitate grain imports

This factor, in conjunction with the higher cost of all imports, is likely to negate to some extent the benefits of higher export revenues on the current account of the balance of payments

With the dollar set to strengthen further the rand is unlikely to experience any sustained upward movements

Having said this, however, very short-term changes in market conditions such as central bank intervention could precipitate some temporary dollar weakening and the rand

could evidence some appreciation from its low level

Nevertheless, the market is experiencing a continuous demand for dollars from importers which adds to the rand's vulnerability on the downside

Standard bank adds that importers would, therefore, be advised to cover all dollar payables while exporters could consider staying out of the forward market

On world bullion markets this morning, gold declined steadily after it had dropped through \$300 in New York on Friday night

In the Far East it closed today at \$295,25 but on the key European, Zurich and London markets recovered slightly to \$295,35/295,85 at midday. It closed at around \$303,50 on Friday on these markets

In London the dollar opened well bid against other currencies after rising in the Far East to trade above 3,17 marks. Early business was active but nervous amid speculation of possible central bank intervention

The dollar was quoted at 3,1745/55 marks and sterling was quoted at \$1,1427/37

Meanwhile in Tokyo the dollar surged to a 25-month high of 254,85 yen and made inroads on other major currencies in Asian foreign exchange markets today

In Hong Kong, the US currency started trading at 3,1737 West German marks and rose to 3,1790 after breaching the psychologically important 3,1750 level with little difficulty. Friday's New York close was 3,1660 marks.

Japanese money dealers returning to the market in force

after a longer New Year holiday than in most other world money centres latched onto last week's world trend and bought dollars heavily

Their action shoved the dollar to a 25-month high against the Japanese currency and Hideki Naito, foreign exchange manager with the Manufacturers Hanover Trust in Tokyo predicted a 260-yen dollar soon

Dealers said there was a feeling in the market that the Bank of Japan tried to bolster the yen in the morning by selling some dollars, but its action was shrugged off by the rising dollar

The dollar also firmed against European currencies, reaching 3,1795 marks at one stage of trading compared with 3,1660 at the end of trading in New York on Friday.

Naito said the market was calm and still had enough energy to push the dollar higher, but it might not rise much above 255 yen for one or two weeks. After that, it will head to 260, he forecast.

In New York, oil prices, which plunged Friday on the Mercantile Exchange, continued to point to moderation in inflation and dampened hopes for a rebound in gold, traders said

"It's more of the same," said Mr Larry Schoen, chief bullion dealer at Rhode Island Hospital Trust National Bank in Providence, a jewellery center.

Mr David Nelson, a metals analyst at Dean Witter Reynolds in New York, said that until crude oil prices level off and the dollar gives up some of its gains gold is likely to remain depressed

ROM
15/1/85

Three killed in hostel fight

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Mall Reporter

THREE hostel inmates, who died in a faction fight, are among 12 people murdered in Soweto at the weekend.

The three, from the Roodepoort Durban Deep hostel, were bludgeoned to death with knobkieries, bottles and iron bars in a revenge fight at the Dobsonville hostel.

It is believed the bloody battle was between two groups from Dobsonville hostel and Roodepoort Durban Deep mine.

The three, aged 26, 48, and 48, died in the heat of the battle which, according to eyewitnesses, was believed to be a grudge fight.

Police have made no arrests.

Nine other people also died from stab wounds in separate incidents. A man has been arrested in connection with one of the deaths.

Two women were raped and no arrest has been made in connection with both incidents.

There were six robberies, including that of a minibus owner who was forced off the road and held at gunpoint by two men and robbed of his vehicle.

In another incident a man has been arrested for stealing meat from a kitchen at Baragwanath Hospital.

Five men have been arrested in connection with four stolen cars. Nine cars were reported stolen.

Police also recovered 13 stolen cars and another 20 suspected of having been stolen.

A total of 40 people have been arrested for illegally dealing in liquor and 559 dozen cases of liquor have been confiscated.

RAM
 By PHILLIP VAN NIEKERK
 THE unregistered National Union of Mineworkers, South Africa's largest trade union, is set to make a key policy turnabout at its annual congress this weekend when it debates a resolution calling on it to register

The resolution has been proposed by the NUM's Carletonville region but is believed to have widespread support and little opposition within the union

Other major issues to be discussed at the congress — to be held in Thabong township near Welkom — are the formation of a Southern African mining union federation and the NUM's affiliation to the Council of Unions of South Africa

The union also seems set to make racial job reservation on the mines a bargaining issue alongside wages this year

Mr Cyril Ramaphosa, general secretary of the NUM, said a motion to this effect had been tabled by the Free State region, to put pressure on the Chamber of Mines to hasten talks with the white unions on scrapping mining apartheid

This means that if there is no movement on the issue in the next few months, the chamber could find itself in dispute with the NUM and face the possibility of industrial action.

18/11/85
NUM to debate policy change

Mr Ramaphosa said the move to register the union was because as an unregistered union, the NUM had to apply to the Minister of Manpower for stop-order facilities

"We feel that registration is no longer a political issue," he said

The NUM's relations with the union body to which it is affiliated, Cusa — which reached a low point in October last year when the NUM delegation walked out of Cusa's annual congress — are high on the agenda

The proposed formation of a Southern African federation of mine unions — encompassing eight countries on the sub-continent — will also be discussed.

The union will also examine last year's legal strike over wages, discuss ways of counteracting police action during strikes and reassess the whole question of legal strikes

NUM's pledge to fight job reservation

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21/1/85
Cape Times

Own Correspondent
JOHANNESBURG — The 110 000-strong National Union of Mineworkers (NUM) is preparing for a major battle against job reservation, which protects white workers and blocks black advancement in the mining industry

Conflict

In a move which could bring them sharply into conflict with the Chamber of Mines and white unions, the NUM has resolved to put mining apartheid on the bargaining table this year

This was one of several key policy decisions taken at the NUM's annual congress at Welkom this weekend, attended by 350 delegates and more than 3 000 members

The NUM which has grown into the country's largest union, resolved to register in terms of the Labour Relations Act

The decision was taken because, delegates said, the union's paid-up membership was being prevented from maximum growth by delays in being granted stop-orders by the Minister of Manpower

In addition, the NUM resolved to organize mineworkers in SWA/Namibia and to apply for registration there as well if necessary

The resolution on job reservation on the mines is significant, as this is the last major preserve of legal white worker privilege in South Afri-

can industry

Mr Johannes Phathe, chairman of the NUM's Free State region, said workers were disturbed that the talks initiated by the Chamber with white unions aimed at scrapping job reservation had excluded the NUM

He said the NUM would press to be included in these talks, and that failing this the whole issue would be placed on the bargaining table alongside wages and other demands for 1985

This was one of several signs at the congress that the NUM is preparing to take a tough stance in negotiations with the Chamber this year

Mr Cyril Ramaphosa, general secretary of the NUM, warned the Chamber that if they did not bargain in good faith from the first meeting with the union this year, workers would take action on July 1

The NUM took no decision to disaffiliate from the Council of Unions of South Africa (Cusa), but NUM speakers at the congress referred to Cusa in harsh terms

Speculation that the NUM might leave Cusa followed the NUM walkout from Cusa's congress in October last year.

Explaining the reasons for the walkout, Mr Ramaphosa said the other unions in Cusa had clubbed together to oppose the NUM and many of these unions did not practise worker control.

NUM set for battle over job reservation

By PHILLIP VAN NIEKERK

THE 110 000-strong National Union of Mineworkers is preparing for a major battle against job reservation in the mining industry, which protects white workers and blocks black advancement.

In a move which could bring it sharply into conflict with the Chamber of Mines and white unions, the NUM has resolved to put mining apartheid on the bargaining table this year.

This was one of several key policy decisions taken at this weekend's NUM annual congress at Welkom, attended by 350 delegates and more than 3 000 members.

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The decision was taken because, delegates said, the union's paid-up membership was being prevented from achieving maximum growth by delays in the granting of stop-orders by the Minister of Manpower.

In addition, the NUM has resolved to organise mineworkers in Namibia and to apply for registration there as well, if necessary.

The resolution on job reservation on the mines is significant as this is the last major preserve of legal white worker privilege in South African industry.

Mr Johannes Phathe, chairman of the NUM's Free State region, said workers were disturbed that the talks initiated by the chamber with white unions aimed at scrapping job reservation had excluded the NUM.

In addition, they were disappointed

that the whole issue had taken so long to be resolved.

He said the NUM would press to be included in these talks, and that failing this the whole issue would be placed on the bargaining table alongside wages and other demands for 1985.

This was one of several indications at the congress that the NUM is preparing to take a tough stance in negotiations with the chamber this year.

Mr Cyril Ramaphosa, general secretary of the NUM, warned the chamber that if it did not bargain in good faith from the first meeting with the union this year, workers would take action on July 1.

He warned that a lot of people were asking themselves if it was worthwhile going on a legal strike, as they did in September last year, if workers were "still going to be shot down".

Cusa comes under fire

Mail Reporter

THE National Union of Mineworkers (NUM) has taken no decision to disaffiliate from the Council of Unions of South Africa (Cusa) — but NUM speakers referred to Cusa in harsh terms at their annual congress at the weekend.

Speculation that the NUM might leave Cusa followed its walkout from Cusa's congress in October last year.

Explaining the reasons for the walkout, Mr Cyril Ramaphosa, general secretary of the NUM, said other unions in Cusa had clubbed together to oppose the NUM and many of these unions did not practise worker control.

He said Cusa had not sent fraternal greetings to the NUM congress even though several overseas and local unions, including the Federation of SA Trade Unions, had wished the NUM well.

Delegates of the NUM expressed support for the dismissed Sasol workers.

summer
22/1/85 (21)

Miners express their doubts

By PHILLIP VAN NIEKERK

THE predominantly white Underground Officials Association (UOA) has questioned the Chamber of Mines' good faith in pressing for the abolition of job reservation in the mining industry.

An editorial in the January edition of "The Underground Official", the union's official mouthpiece, says that even given the problems inherent in the issue "one still doubts the chamber's bona fides".

The editorial was in reference to talks being held between the chamber and 12 mainly-white unions, to reach an agreed formula to present to the Government for the scrapping of job reservation.

The colour bar on the mines seems set to be a leading issue this year with the black National Union of Mineworkers (NUM) deciding at their annual congress at the weekend to put job reservation on the bargaining table this year.

And the issue is certain to get a full airing at the all-white Mine Workers' Union (MWU) conference next week.

Mr Arrie Paulus, general secretary of the MWU, who refused to comment on the NUM's congress decision, said there were a number of resolutions on job reservation for the conference.

A chamber spokesman said they were still involved in discussions with the 12 unions and could not comment on the decision of the NUM and the allegations of the UOA.

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Mail Reporter

Court frees five mineworkers

FIVE mineworkers who spent four months in custody were freed this week when a Roodepoort magistrate acquitted them of taking part in an illegal strike.

All are members of the Black Allied Mining and Construction Workers' Union (BAMCWU) em-

ployed at Rand Mines' Durban Deep gold mine on the West Rand.

They were arrested on September 17 last year during nationwide strikes in the mining industry over pay

The magistrate, Mr B P Luyt, said the charges were not framed correctly in terms of the Labour Relations Act.

The men are Mr Vivian Mabiko, Mr Paulus

Mchunu, Mr Sebolokane Maihayona, Mr Joseph Thilanko and Mr Paulus Ndluh.

It could not be established yesterday whether they had been discharged by Rand Mines.

BLACK MINE UNION Num gears up

After a tumultuous 1984 the black National Union of Mineworkers (Num) enters the fourth year of its existence determined to continue its challenge of some of the most difficult and sensitive issues in the SA mining industry.

Potentially the most explosive resolution passed at Num's annual congress in Welkom last weekend committed the union to take on the Chamber of Mines and the established mining trade unions on the issue of job reservation in the industry

Unions and the chamber are currently discussing the possibility of changing the definition of the "scheduled person" in the Mines and Works Act to allow blacks to attain certificates to do skilled work. Num is not party to the discussions as it was not yet formed when the chamber and the other unions were first instructed by a government White Paper on the Wiehahn Commission to set about changing the definition

Num general secretary Cyril Ramaphosa tells the FM that the union will approach the chamber very soon and demand to be involved in the talks. "If we get a negative response we will put the issue on the agenda for the negotiating table and the stage will be set for conflict," he says.

This threat and Ramaphosa's statement in his speech to the congress that Num is prepared to meet only once with the chamber to discuss 1985 wage increases before it will take strike action on July 1 - the date when increases are traditionally implemented - are further indications of Num's militancy.

On a more practical level, the congress gave Ramaphosa a mandate to apply to the Department of Manpower for Num to be registered. The reason for this is the problems Num has been experiencing in getting stop order facilities. As an unregistered union it has had to have permission from the Minister of Manpower and there have been grumbles that this procedure has been too slow.

Another issue discussed was Num's relationship with Cusa. This is clearly problematic. No decision on affiliation was taken.

Financial Mail January 25 198

But Ramaphosa spelt out some of the reasons why Num walked out of last year's Cusa conference. He objected to the fact that

- Most of the Cusa unions do not practise worker control,
- Other Cusa unions are opposed to the new federation of emerging unions, and
- Cusa's affiliation to the International Confederation of Free Trade Unions

Speaking about other Cusa affiliates, Ramaphosa said "There was a misunderstanding between us and various Cusa affiliates. We found out that our large size is bothering them so they clubbed together and opposed our union." Ramaphosa also made a point of stating that Cusa had not sent a goodwill message to the conference.

For these reasons Num appears anxious to relocate itself in the union movement and there was a notable resolution calling on the participants in the talks aimed at forming the new federation to speed up the process.

Num joined forces with these unions in resolving to embark on a national strike if Sasol fails to reinstate the thousands of workers it dismissed during last year's stayaway.

Ramaphosa will have a difficult task to realise all the conference resolutions. Last year Num won some battles and lost others and even when it struck avoided outright

confrontation with the chamber by staging what are generally regarded as one day demonstration stoppages. But this year it seems poised to make a far more concerted challenge. A membership of 110 000 (45 000 of them paid up), 29 recognition agree-

ments with seven more in the pipeline and stop order facilities at 23 mines no doubt contribute to Ramaphosa's confidence

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We'll take legal action - Bamcwu

THE BLACK Allied Mining and Construction Workers' Union has threatened to take legal action against a gold mine if five of their shop stewards, acquitted on charges of intimidation following a strike at the

plant, are not reinstated. Bamcwu's general secretary, Mr Pandelani Nefolovhodwe, yesterday told The SOWETAN that the management of Durban Deep Gold Mine, owned by Rand Mines, has refused to accept the workers in their

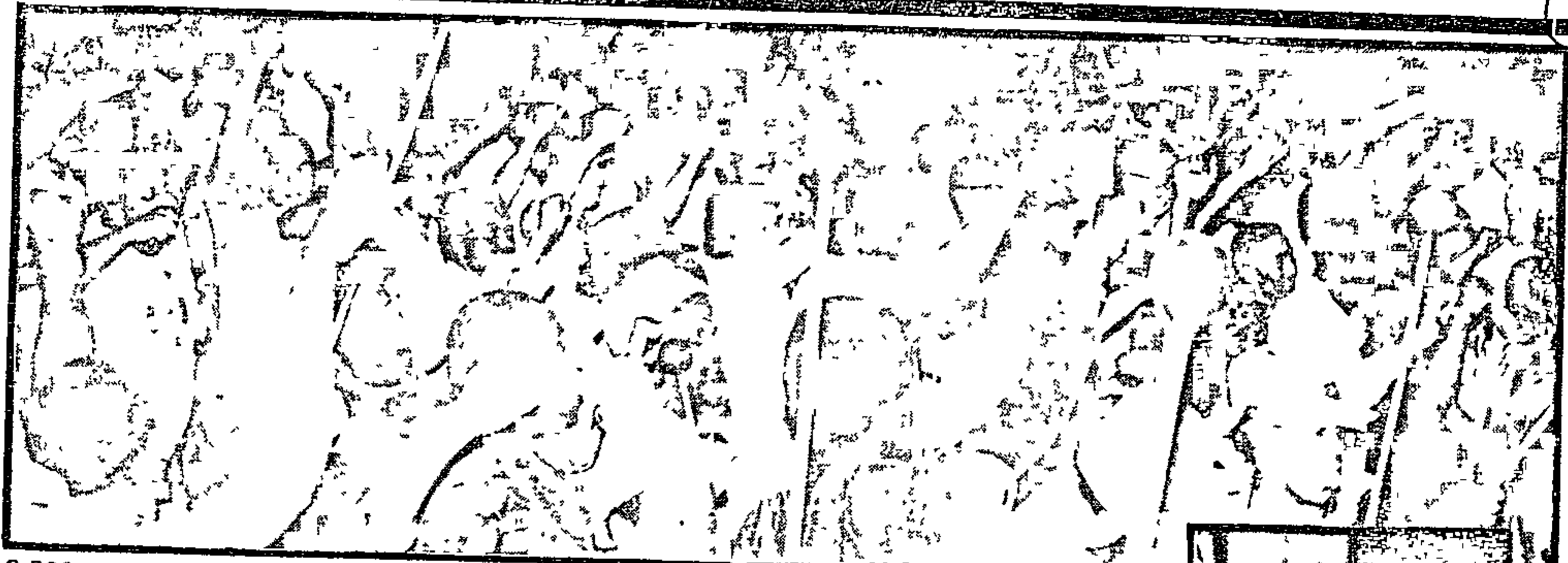
posts after a court hearing. The five, Mr Themba Mabika, Mr Paulos Mchunu, Mr Sebokane Maihayona, Mr Joseph Chulanko and Mr Paulos Nhlozi, were found not guilty and discharged in the Roodepoort Regional Court

this week when they appeared on charges under the Intimidation Act. Their appearance is a sequel to the industrial action taken by hundreds of miners at the plant on September 17, last year, in Roodepoort. They were arrested after violence

broke out. Mr Nefolovhodwe claimed that the workers went back to their company for their posts and were refused admission and told to fetch their money the following day — because they were dismissed. But, the company's

general manager, Mr Gordon Mosenthal, said in a statement, two of the workers were reinstated after they had approached management. The three other workers, he added, had not yet approached the company for their posts

Mr Nefolovhodwe said that the union was convinced that from the beginning it was clear that the actions of the company were calculated to stop the activities of the union in the plant. The workers were fighting for their rights — wage increases



3 500 miners at the third National Union of Mineworkers congress in Welkom — and, right, general secretary Cyril Ramaphosa

CUSA UNDER FIRE!

211 27/1/85
C. Press



THE COUNCIL of Unions of SA came under fire at the third National Union of Mineworkers' annual congress at Welkom last weekend.
But a breakaway decision was not taken
NUM general secretary Cyril Ramaphosa told more than 3 500 members at the congress

By HERMAN LETSIE

about the circumstances which led the union to stage a walk-out from Cusa's annual congress in Hammanskraal last November
He also said there were other Cusa affiliates who were bothered by the largeness of NUM This, he said, had resul-

ted in them clubbing together to oppose his union on a number of crucial black worker issues at the mother body's forums
He said there were four main differences NUM had with Cusa at the November congress
● The said unions did not practice worker control
● Cusa's congress was not at-

- tended by workers
- The new federation
- Cusa's affiliation to an overseas federation with which NUM doesn't agree

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TWO factors to dominate mining

TWO structural issues seem set to dominate industrial relations on the mines in the coming months.

The one is the scrapping of job reservation, a subject which was heated up again last weekend with the National Union of Mineworkers resolving to put it on the bargaining table this year.

The other — the creation of a unitary bargaining system, or industrial council — is the subject of talks between the Chamber of Mines and 12 established unions.

At present the complicated and elaborate IR arrangements in the industry mean that the chamber has to negotiate three wage agreements every year with the officials' associations, with the predominantly white unions and with the black unions.

According to chamber sources, negotiations towards an industrial council have made fair progress — as an issue linked to the abolition of the colour bar.

The creation of an industrial council in the industry could mean that agreements would in future be published and monitored, overcoming a perceived lack in the present set-up.

Though the NUM and other emerging

LONDON — Talks to end Britain's 10-month-old coal strike could reopen soon, according to Mr Michael Eaton, a spokesman for the state-run National Coal Board.

"The chances of a meeting are very high but it has to be on proper grounds," he added.

The two sides seemed to be on the

LABOUR WEEK By Philip Van Niekerk

unions have not been included in the talks, one assumes that the creation of an industrial council would be futile if it excluded them, because they represent the vast bulk of the workforce.

However, the NUM have denied speculation that the decision at their annual congress last weekend to register in terms of the Labour Relations Act is long-term planning for participation in an industrial council.

Registration is a prerequisite for joining an industrial council.

The reason given for the decision to register is the lengthy delays caused by having to apply, as an unregistered union, to the Minister of Manpower for stop-order facilities.

The NUM now claims a membership of about 110 000, with 29 recognition agreements. As a result of stop-order delays only about 45 000 NUM members on little more than half these mines are paid-up.

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JOB reservation and the formation of an

UK miners ready to start talking

verge of agreeing to fresh peace talks. Then the board announced it wanted written guarantee that the closure loss-making pits would be on the agenda.

President of the National Union of Mineworkers, Mr Arthur Scargill, said earlier that he was willing to enter talks with no precondition.

Reuter

industrial council in the industry are likely to feature high on the agenda when the all-white Mine Workers' Union holds its annual congress tomorrow.

But observers hoping to determine the political direction of the union from the opening speaker are likely to be left a little puzzled.

This year the MWU congress will be opened by Mr Jaap Marais, leader of the Herstigte Nasionale Party.

Last year when it was opened by Dr Andries Treurnicht, leader of the Conservative Party, there was some speculation that the union was moving to the left, an opinion which would now have to be revised.

In fact, last year the MWU initially asked Mr Danie Steyn, the Minister of Mineral and Energy Affairs, to open the congress — and was offended when, according to the Mynwerker, he never even had the courtesy to reply.

The matter was subsequently patched up.

RDM 30/1/85 (211) ~~211~~ ~~211~~

Rightwing white union boss retires

By PHILLIP VAN NIEKERK

THE retirement of Mr Arrie Paulus, general-secretary of the Rightwing Mine Workers' Union (MWU) and implacable opponent of the Government's new labour dispensation, was announced at the union's annual congress yesterday

But soon after the announcement there were moves afoot to pressure Mr Paulus, who has been general-secretary since 1967, to reconsider

The MWU is facing its biggest-ever battle in the months ahead — with job reservation on the mines under threat as never before — and the union sees itself in need of a strong-man defender of the white worker

If Mr Paulus, who is now 55 and of pensionable age in terms of the union's constitution, goes ahead with the decision, his likely successor

would be Mr P Ungerer, at present the assistant general-secretary

The MWU president, Mr P C de Jager, said the moves to scrap job reservation would be the most important issue at this year's congress, which was opened yesterday by Mr Jaap Marais, leader of the Herstigte Nasionale Party

Mr De Jager's speech set a hard-line tone against the scrapping of job reservation, but left the door slightly open for change

"The scrapping of the scheduled persons definition would open the way for white miners to work for black shift bosses, mine captains or managers," he warned

Mr De Jager said the present legislation had worked well until the "winds of change" had brought confusion in the mining industry, and there was now pressure on the MWU to betray the worker

"We must now negotiate with the Chamber of Mines to protect the white worker which is, of course, unnecessary because we are already protected by the current law"

Mr De Jager said that until the MWU received a written document, it would not be prepared to even look at the proposed amendments to the Mines and Works Act which would lead to the scrapping of job reservation

● The Star's labour reporter, Mr Langa Skosana, was hustled out of the MWU congress by an agitated Mr Paulus yesterday

Blacks are barred from attending MWU congresses

An enraged Mr Paulus spotted Mr Skosana outside the congress hall with a white reporter from the Star and ordered him to leave

RSM 1/2/85 (21)

Problems of a 'two country' mine

Mall Reporter

JOHANNESBURG Consolidated Investments' giant Rustenburg Platinum Mine, which straddles the border between South Africa and Bophuthatswana, has found itself torn between two diverging labour systems

The mine's anomalous situation came to the fore this week when it signed a recognition agreement with the black Federated Mining Union (FMU), which is based in South Africa.

The agreement covers the mine's approximately 4 500 black surface workers on the South African side of a border which zig zags arbitrarily past shafts and living quarters.

On the Bophuthatswana side, the FMU is banned in terms of the territory's Industrial Conciliation Act.

Four of Rustenburg's shafts are in South Africa, while two and the main administration buildings are in Bophuthatswana.

Underground, the workings weave back and forth across the border and signs have been put up to inform miners when they are entering or leaving Bophuthatswana.

Thus, while it has been relatively easy to establish which workers can belong to the FMU on the surface, no criterion has yet been established for those working underground.

RPM's consulting engineer, Mr Bruce Sutherland, said the company was waiting for the authorities to agree on whether the actual point of work or the location of the shaft where staff went down should determine whether a worker was in South Africa.

On the Bophuthatswana side, RPM has been approached for access rights by the Bophuthatswana National Union of Mine Employees (Bonume), a union set up in the wake of the territory's new labour laws.

RAM 2/2/85 (21)

2 more unions allowed to recruit

By PHILLIP VAN NIEKERK

THE Chamber of Mines has reached agreement with two more emerging unions, granting them the right to recruit workers on the properties of chamber mines

The unions are the South African Mineworkers' Union (Samwu), which is affiliated to the South African Allied Workers' Union, and the African Miners' and Allied Workers' Union (Amawu)

In terms of the agreements, announced by the chamber on Thursday, accredited representatives of the two unions may recruit on mine property "subject to conditions that may be determined by individual mine managers"

Samwu — which is based in Johannesburg — was formed in 1983, while Amawu — which operates in the Carletonville/Westonaria area — was formed last year by Mr Vuyani Madolo, a former organiser of the National Union of Mineworkers (NUM)

This brings to seven the number of emerging unions that now have access to recruit on chamber mines

The Federated Mining Union (FMU) is recognised at several De Beers diamond mines in the Kimberley area, at two gold mines and was recognised at Rustenburg Platinum Mines this week.

The other three unions with access rights are the Black Allied Mining and Tunnel Workers' Union, which is linked to the Black Allied Workers' Union, the Black Allied Mining and Construction Workers' Union, and the Black Mineworkers' Union

LABOUR WEEK
BY PHILIP VAN NIEKERK

RDM 4/12/85 (211) (104)

TWO more emerging unions signed access agreements with the Chamber of Mines last week to recruit workers on the properties of Chamber mines, further cluttering a rapidly expanding field

If one takes into account the potential strength of black mineworkers if there is just one united union in the industry, there must be some glee in employer circles at these developments

At last count there were 12 unions known to be organising black workers on the mines

This is a brief field guide for the bewildered observer.

● The National Union of Mineworkers (NUM), whose general secretary is Mr Cyril Ramaphosa, towers over the rest of the contenders, with some 110 000 members and 29 recognition agreements. It is organised at mines in the Free State, Klerksdorp, Carltonville, Witbank, Phalaborwa and North Western Cape areas and is rapidly expanding, already being the largest trade union in the country.

Affiliated to the Council of Unions of SA (Cusa), the NUM is the only mining union party to the talks leading to the formation of a super-federation of emerging unions later this year. The NUM's motto is "One union, one industry."

● The Federated Mining Union (FMU) has agreements with De Beers diamond mines in the Kimberley area, some recognition on gold mines and last week signed an agreement with JCI at Rustenburg Platinum Mines. The FMU is closely allied to the S A Boilermaker's Society which has a multi-racial membership, and is the only other union to be formally recognised by the Chamber.

● The black consciousness-oriented Black Allied Mining and Construction Workers' Union (Bamcwu) is known chiefly for its anti-asbestos campaign following the strike at Penge mine. With no major agreements, Bamcwu has some organisation on chrome and other mines in the North Eastern Transvaal and on the gold mines close to Johannesburg.

● Two other unions already have access to Chamber mines but little has been heard of them. They are the Black Allied

Mining and Construction Workers' Union (Bamtwu) which is allied to the original black consciousness union, the Black Allied Workers' Union (Bawu), and the Black Mineworkers' Union, of which little is known.

● One of the two unions granted access this week is the Johannesburg-based South African Mineworkers' Union (Samwu), an affiliate of the South African Allied Workers' Union (Saawu). General secretary of both is Mr Sisa Njikelana.

● Saawu's ally, the General and Allied Workers' Union (Gawu), is organising mineworkers in the northern Cape, while a Saawu offshoot, led by the union's former general secretary Mr Sam Kikine, has organised mineworkers in Natal.

● The other union granted access this week is the African Miners' and Allied Workers' Union (Amawu), formed last year by Mr Vuyani Madolo, a former organiser of the National Union of Mineworkers (NUM). Amawu is organising on the Randfontein/Westonaria/Carletonville line.

● Fosatu's Chemical Workers' Industrial Union (CWIU), which has been involved in a major

dispute with Sasol over mass dismissals, has organised workers at Sasol-owned coalmines.

● The United Mining, Metal and Allied Workers of South Africa (Ummawosa), a break-away from Fosatu's Metal and Allied Workers' Union, is organising mineworkers chiefly in

the Eastern Cape. ● The Bophuthatswana National Union of Mine Employees (Bonume), is trying to organise all mine workers in that territory. The union was set up following the banning of South African trade unions by the Bophuthatswana authorities and is being "fully encouraged"



Tom Boardman ... hardware boutique chain

persuaded Barclays to finance them "One man in that bank put his neck on the line. He told us that on paper our plan was horrendous, and that the gearing levels we were looking at were nightmarish. But he was captivated by the concept."

It proved an inspired decision. The new Boardmans has not looked back, and within two years came the approach from Pick 'n Pay which led to that group acquiring a 50% share.

Unlikely as it may seem, Boardmans and Pick 'n Pay have much in common. Both are essentially family businesses, directly controlled and run by their owners. And both are highly consumer-orientated. Indeed, the young Boardman is already showing much of Raymond Ackerman's gutsy style of business management. He is facing legal action from a major SA wholesaler after refusing to accept their markups on an imported range of kitchenware and arranging his own direct supply through an Italian agent operating out of Sicily.

"After mark-ups by the wholesaler and retailer, the range is pushing a 350%-360% premium on the shelves in SA. We were not prepared to take that. With a healthy mark-up, we are able to retail the same goods for 10% under the wholesale price. If I can get the goods on the free market and sell them cheaper, I am fighting a restrictive practice. I don't care if a court case costs me thousands of rand. I welcome that kind of advertising any day," he says.

Trim and energetic, Boardman has the heady whiff of success in his nostrils and makes no bones about liking the smell. He sees room for at least 20 stores across the

country and, recession or not, talks of nothing but growth. And he has the backing. "What young retailer could ask for better people than Raymond Ackerman, Hugh Herman (Pick 'n Pay's MD) and Chris Hurst (financial director of Pick 'n Pay) on his board?"

ARRIE PAULUS

Bowing to history

He has compared blacks to baboons and in turn has been called the supreme South African racist. This he is. But it cannot be denied that Petrus Jacobus Paulus is a loyal man.

The announcement that "Arrie," staunch fighter for white workers' rights, has retired as general secretary of the ultra-rightwing Mineworkers' Union (MWU) after 19 years was made last week at the union's annual congress. For those in the know in the mining industry, the news did not come as a surprise, despite the fact that he is stepping down just when the MWU faces the greatest challenge in its history.

Negotiations to abolish the last remaining job reservation provisions in the industry have been dragging on for some years. But in the last year the Chamber of Mines has stepped up the pressure considerably and although the road to sanity on this highly sensitive issue is by no means obstacle-free, some progress has been made.

It would seem out of character, therefore, for this man who has dedicated his life to defending white workers to bow out at

this crucial time. Nevertheless, it is common knowledge that Paulus planned to retire when he reached 55.

Far less well known is that there have been growing strains within the MWU. It is not clear what the precise nature of the tension is. The *FM* has received unsubstantiated reports that Paulus walked out of the congress last week, although this has been denied by other sources.

But even though this is bound to come out in the wash if it is true, and will prove that he has been stabbed in the back by his cohorts, Paulus won't talk. From his pig farm at Muldersdrift he says he's taken leave until his notice takes effect. Adept at handling the press after a long and controversial career, he refuses to confirm or deny the allegations. In fact, he refuses to say anything about himself or the MWU.

Such loyalty is rare indeed. However, it is characteristic of this man whom many hate for his views but whom many — including his ideological enemies — acknowledge to have been a committed and innovative trade unionist with a high degree of integrity and, surprisingly, a quaint sense of humour.

Paulus, who by all accounts had achieved some distinction as a rock breaker in his days at the rockface, took over the reins at the MWU in 1967. The two major issues he has faced since then have been the five-day working week and job reservation. The former took the MWU to the brink of a major



Arrie Paulus ... loyal to a fault

(AP) (211)
 From 8/2/85

strike in 1976 which was only averted when former Prime Minister John Vorster intervened. The latter, it is believed, was a large part of the reason why the MWU went on strike in 1979.

Ostensibly, the strike was in support of white miners at O'Okiep copper mine in the northern Cape who objected to coloureds obtaining skilled jobs. Commentators, however, saw it as the MWU flexing its muscle in anticipation of the Wiehahn Commission's historic first report which led to blacks being recognised as "employees" in the then Industrial Conciliation Act. Whichever way you look at it, the strike ended in a crushing defeat for the MWU and Paulus faced a severe test as leader of the union.

What was also notable about the strike was that, unlike what happened previously, government did not step in to help — a sign of the National Party's alienation from the union's aims. That difference has become more entrenched over the years. Paulus is widely believed to support the HNP and the CP and has spoken at their meetings, although he has always denied that he has any links outside the MWU.

Paulus raised a great storm of controversy when he likened blacks to baboons in an interview with a *New York Times* journalist. Clever defence by his lawyers subsequently got him off a charge of *crimen injuria*, but blacks and many whites have never forgiven him for that statement.

According to mining industry sources, Paulus's greatest achievement, if it can be viewed as such, is that he succeeded in delaying what most South Africans want and what it is hoped is inevitable: an end to job reservation on the mines. He's a man who has fought against the tide of progress. Misguided? Certainly. There is some poetic justice that he's going down just when the black National Union of Mineworkers (NUM) is becoming a major force in the mining industry. Perhaps only such a powerful force such as history will be able to persuade Paulus that he was wrong.

BRUCE HUTCHISON

Selling the Sun

Bruce Hutchison became Southern Sun's marketing director at the end of last year, catapulted back from New York ("We'd only just found an apartment") where he had been running the chain's marketing office.

Sol Kerzner's restraint of trade runs out in a couple of months. By now, Hutchison is used to fielding questions about it, though he points out that he's getting miffed about being continually asked what Kerzner will do, and not what Southern Sun is planning.

"I don't expect that Sol is about to pressure us. The SA hotel market is not a mass market, and he's a very astute businessman. We're happy if he buys into existing hotels like the Mount Nelson in Cape Town



Bruce Hutchison
 ... waiting for Sol

and the Royal in Durban. Although those are in direct competition with us, our 25% holding in Sun International means we'd start getting a share of the competition's profits."

So what are Hutchison's own plans? "We're looking into a lot of expansion possibilities, in SA and neighbouring territories, offshore and internationally." He won't discount the possibility of stepping onto Kerzner's turf in the homelands.

He adds "We've been approached by a number of international hotel chains looking for chances of co-operation, of buying in here, or even looking to be bought." He won't give more detail, but points out that with the Johannesburg Sun coming on line early next year, further major developments in SA are unlikely, especially with the present oversupply of upmarket hotel space.

Expansion possibilities in SA, he believes, are smaller developments, aimed at the leisure market, to take advantage of the rise in resort trade precipitated by the cheap rand.

Hutchison's style is the kind most commonly described as "mid-Atlantic." He's 35, compact and precise, and has rapidly worked his way up in his trade, literally from peeling potatoes in the kitchens.

His grandfather was German, one of the

first hoteliers in Namibia, and his influence directed SA-born Hutchison towards the hotel world. He started in Namibian hotels "as waiter, barman, storekeeper, and receptionist" before going to Germany, where he worked in a century-old hotel in Ostnabrück, again working his way up from page to manager of the front part of the hotel.

"The boss offered me the chance to buy in, but at the same time advised me to turn it down, saying that the hotel business these days is bigger than having one's own hotel. He helped me apply to the Hilton chain, with its planned management training programme, and I went on to the Berlin Hilton."

There Hutchison's interest was caught by marketing and money management. He became a sales representative and was sent to Cornell's summer school, then to the Hilton management school in Montreal for an intensive three months in hotel development and marketing. He set a record there by graduating with a clear 100%.

Back in Germany, he was in the pre-marketing team opening the Munich Hilton for the Olympics. "And afterwards, of course, all those rooms sat empty." Marketer Hutchison got into gear in a US-directed drive whose success won him the award of a key to the city.

Then on to Chicago, as marketing director of Hilton's German-speaking office, to continue the marketing drive.

A visit to SA in the early Seventies got him pulled in to solve Anglo's Cabana Beach hotel's 25% occupancy rate. He re-did the hotel as a year-round resort, and used his European marketing connections to bump the rate up to 85% within 14 months. "Yes, my European connections were useful, but in the end it's the product that sells rooms, and we got it right."

Shortly afterwards, he was approached by Kerzner to join the then new Southern Sun. "Sol's dynamic and creative all right, but he's also an accountant and marketing man, so he's controlled. We had a lot of healthy disagreement on marketing philosophy. Maybe he even learned something from me."

Hutchison went back into operations as Cape regional manager until the Cape Sun opened in October 1983. "I enjoy being in on the creation of a hotel, when things are changing all the time."

Then off to the US office, where he ran last year's big marketing drive. It was "a success" somewhat blighted by extensive coverage of the Vaal unrest. He and his wife spent 12 months living in hotels — "but then I'm also married to my job." Just as well, back here they're still living in hotel rooms.

All in all, Hutchison believes, now is an ideal time for a marketing man. "It's a time for innovation. Our chain average occupation levels are 70%, and must rise. This is when promotions, public relations and marketing count."

trench the incumbent's position by shielding him from recall by rank and file membership, and make him more amenable to the wishes of the executive — to whom he owes his job

At this stage there is no indication of who will replace Paulus MWU assistant general secretary, Peet Ungerer, who is acting as general secretary while Paulus is on leave pending retirement, reportedly does not want the job. Whoever gets it is unlikely to lead the union in a more moderate direction

Talks are already in progress between the union and the chamber on the industry's wish to change the definition of "scheduled person" in the Mines and Works Act. The definition prevents blacks from qualifying for skilled positions on the mines. In his address to the MWU conference, union president Cor de Jager made it clear that the protection of the white mineworker would remain a priority item on the agenda. Changes to the Act which would admit blacks to more skilled positions are likely to be resisted to the bitter end

Meanwhile, the MWU enjoys growing success in its efforts to recruit members outside the mining industry. The campaign to extend its influence to other sectors is based almost entirely on its reputation as the pre-eminent fighter for white worker privilege

The MWU recently had its registered scope extended to include large groups of workers at Iscor in Pretoria and Vanderbijlpark, Highveld Steel in Witbank, AECI at Modderfontein and a number of other plants

There are also hints that the MWU may begin to take a more active political role. It has always had informal links with right-wing political organisations but has stopped short of allying itself to any particular group

In a major departure from this stance, De Jager last week called on members to join the Afrikaner Volkswag

Whoever steps into Paulus's shoes will have a tough job on his hands. To sustain the union's growth, it will be necessary to translate slogans into reality and conserve the racist measures which are unpopular in almost all other sections of SA society

WHITE MINEWORKERS

As Paulus goes

FM 8/1/85

The announcement that Arrie Paulus, the hard-line general secretary of the Mineworkers' Union (MWU), is to retire after 18 years came just as his union was preparing for its decisive battle to preserve white worker privilege

The MWU is facing immense pressure from the Chamber of Mines, the black National Union of Mineworkers, government and public opinion to abandon the fight to maintain job reservation in the industry. There are also indications of internal strife in the union.

An unconfirmed report has it that Paulus walked out of the MWU conference last week in protest against a proposal that the general secretary should henceforth be appointed by the union executive rather than elected by members. This could both en-

RDM 11/2/85 (21) 2/85
DOUBT persists about whether Mr Arrie Paulus has really thrown in the towel or is to remain on as general secretary of the all-white Mine Workers' Union (MWU).

He resigned at the MWU's annual congress (as the union's constitution required him to) but is now having second thoughts as a result of pressure from within the MWU's ranks.

"Maybe they will get someone fiercer," says Mr Paulus, indicating that this is the quality that whoever occupies the MWU hot seat will most need in the months ahead, in their tenacious defence of racial job reservation.

It is important to note that the union is now not only on the defensive but on the offensive, organising outside the mines in an attempt to rally white workers.

According to the latest edition of the Mynwerker, under headlines proclaiming "We grow from strength to strength", the union has been granted further extensions of scope enabling it to organise certain categories of workers at a number of new enterprises.

The Mynwerker refers scathingly to another union — which sources say is the SA Yster en Staal — which is getting in the way of the MWU's rapid expansion.

With the record of having defended job reservation where others have failed, the MWU's attempt to become a right-wing general union of all white workers could threaten the future of other white unions and be of major political importance.

It is doubtful — having lost the ear of the government and with unionised blacks no longer toler-

ating racism on the shopfloor — that time is on the MWU's side.

Sowetan 11/2/85 (21) (139)

'Rhodesian' keeps calling them 'kaffirs'

WORKERS at Crown Mines in Johannesburg have claimed that a white supervisor, formerly a Rhodesian, calls them "stubborn kaffirs" who would have been killed if they lived in the old Rhodesia.

The workers at the goldmine — owned by the Rand Mines — told The SOWETAN that the supervisor had used other racial slurs and had cast aspersions on their black trade union.

They also accused the supervisor of contributing to the dismissal of several members of the Black Allied Mining and Construction Workers' Union (Bamcwu) on the mines' surface operations, after allegedly refusing to address him as "baas".

Company spokesman Mr Paul Forbes, however, explained that there were grievance procedure forms, which workers were expected to use.

The management had not received any such complaint "and if they were properly channeled then we should have known about them," he said.

Mr Forbes also said the matter would be looked into, and if anybody was found guilty, "drastic" action would be taken.

The workers however maintain that their bosses have ignored their grievances. "They ignored our complaints, allowing his remarks," said one. "Unless these grievances are taken as very seriously by management, then we are sure that this matter could spark off industrial action on the plant," the workers said.

Mr Forbes said that the management had denied receiving any letter of complaint from the union, though, he added, "we take a strong view of anybody who uses racial slurs."

Robben Island lifer opts for 'freedom'

ONE prisoner serving a life sentence on Robben Island has accepted President Botha's freedom offer — and it is almost certain that he is Wilton Mqca, one of the Rivonia trialists.

The Prisons Department's statement this weekend said the prisoner would be released "soon". The statement said the prisoner, whose name would be given only when he was freed, had served more than 20 years of his sentence.

The man had accepted President Botha's amnesty offer "unconditionally and without

qualification", a spokesman said.

There are only two lifers still on Robben Island. One of them is Govan Mbeki, a hard-line ANC militant who was also a member of the outlawed Communist Party before he was arrested in the Rivonia sloop.

Informed sources believe there is little chance that Mbeki would have accepted the offer without first hearing the reply from Nelson Mandela. His son, Thabo, is currently a key member of the ANC's Department of

Information and Publicity in Lusaka.

The other is Mqca, the 62-year-old former treasurer of the SA Congress of Trade Unions (Sactu) and a leader of the 1952 Defiance Campaign in the eastern Cape. Mqca left the country in the 50s to seek support for Sactu and returned secretly, going into hiding before he was arrested in the huge Rivonia sloop that netted the core leadership of the ANC's military wing, Umkhonto We Sizwe. He was charged with helping to organise Umkhonto and received a life sentence.

in Soweto opened by Mayor Edward Kunene.

13 000 miners
refuse to work

By JOSHUA RABOROKO

MORE THAN 13 000 mineworkers at Kloof Gold Mine near Westonaria yesterday stopped work and refused to go underground.

The Westonaria gold mine — one of the largest gold producers in the country — was virtually brought to a standstill when the workers refused to go underground in the presence of "heavy security"

According to a spokesman for Gold Fields of SA (GfSA), owners of the mine, production was "obviously" affected by the workers' action which had been peace-

ful

The spokesman said that it had not been ascertained what the reason for the work stoppage was, but management held discussions with the leader of the National Union of Mineworkers, Mr Cyril Ramaphosa yesterday

Resume duties

A spokesman for the Chamber of Mines yesterday said that the Kloof Gold Mine produced 32 000 kg of gold last year.

GfSA's spokesman told The SOWETAN that after discussions with Mr Ramaphosa yesterday

the workers resolved to resume duties at 9 pm last night.

However, it could not be established by late last night whether or not the workers had returned

Although it could not be established what the cause of the stoppage was, it is understood that white miners were brought to the surface and withdrawn from the mine at about 10 am on Monday morning

An industrial relations consultant and several trade unionists have said that this is probably the biggest industrial action by workers so far this year

12/21/85 (21/2/85)

Management promise ends miners' strike

By PHILLIP VAN NIEKERK

MORE than 13 000 striking miners from the Kloof goldmine near Carletonville began returning to their jobs last night after gaining an undertaking from management at the Gold Fields-run mine to look into their grievances

The workers went on strike on Sunday night, demanding the dismissal of a hostel manager, the payment of leave pay and citing a number of other grievances

A spokesman for Gold Fields of South Africa said the workers had agreed to return following negotiations between management and the National Union of Mineworkers (NUM)

The spokesman said manage-

ment had undertaken to look into the long list of grievances supplied by the workers

Mr Cyril Ramaphosa, the general secretary of the NUM, said the workers were demanding the dismissal of a hostel manager who was allegedly victimising them in a "blatant and racialistic" way

He said most of the victimisation centred around the three-week-old boycott of the local concession stores, one of a number of such boycotts launched by union members in recent months

Mr Ramaphosa said the workers had also objected to only receiving their leave pay when they returned from leave "Management has agreed now that they will pay the

Union may go to court

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union (Bamcwu) is considering legal action against Rand Mines, owners of Durban Deep Goldmine on the West Rand for the reinstatement of their members sacked during a mine strike last year.

The workers claim they were dismissed after they were found not guilty and discharged in the Roodepoort Magistrate's Court when they appeared on charges under the Intimidation Act, according to Bamcwu's publicity secretary, Mr Motshumi Mkhini yesterday.

He said the workers

went back to the mine for their jobs after the court hearing but were told that they could not be employed again and their services have been terminated.

They were then subjected to an inquiry which found them "guilty", but were immediately told that they could appeal against the conviction. This they did and "it appears that management is not prepared to re-employ them because of the court case — and this is aimed at victimising union members," he said.

Resigned

However, the company's spokesman Mr Paul Forbes, said the workers were re-engaged after the trial, but a disciplinary inquiry found them "guilty". One of the workers then resigned and later applied for a vacancy which he could not get.

He added that the rest of the workers were told that they have the right to appeal against the disciplinary inquiry and "we are still looking into their case."

A worker who did not want his name mentioned told The SOWETAN that his "bosses" accused him of being a trade unionist, being in-

involved in an illegal strike and terminated his services. He was paid his wages, but did not get his severance pay and other benefits.

Two other workers who management had claimed did not approach them after the court case, declared that they did apply for their jobs, but were not welcomed. They were also not going to be paid for the period they have been awaiting trial.

Mr Forbes said that much will depend on the outcome of the "appeal hearing". He could not guarantee that they will be re-employed.

But Bamcwu's Mkhini said if they were not reinstated they will consider taking legal action against the company.

Le Grange faces claims for strike 'assaults'

RAM 13/2/85

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164 mineworkers suing Minister

By PHILLIP VAN NIEKERK
IN SOUTH AFRICA'S
first mass civil action
by labour against the
police, 164
mineworkers are suing
the Minister of Law and
Order for damages
arising out of alleged
assaults and beatings
inflicted on them dur-
ing last year's legal

mine strike.

Letters of demand from the
164 — all members of the
National Union of
Mineworkers (NUM) — were
served on the Minister, Mr
Louis le Grange, on Monday.

The workers — who were em-
ployed at two Anglo American
mines in the Free State —
President Brand and Western
Holdings — are claiming dam-
ages ranging from R5 000 to
R30 000.

The workers claim that as a

result of the beatings, they suf-
fered injuries which included
severe head wounds, broken
limbs and lost eyesight. The
majority of them were hospital-
ised at the Ernest Oppenheimer
Hospital in Welkom.

The alleged assaults took
place during the country's first-
ever legal strike by black
mineworkers, which took place
at six Anglo American mines on
September 17 and 18 last year.

A spokesman for the NUM
said the general idea of the de-
mands was to show they were

taking seriously every single in-
stance of alleged police assault
during the strike

"What makes us especially
concerned is that this was a le-
gal strike. Circumstances sug-
gest that the attacks on our
members were unjustified and
unprovoked."

Among instances cited by the
mineworkers was the teargass-
ing of hostel residents while
they were in their beds, and
then subjecting them to police
outside, who allegedly beat
them with dangerous objects

250 mineworkers down tools

By JOSHUA RABOROKA

MORE than 250 mineworkers at Rietspruit Opencast coal mine near Bethal yesterday downed tools following a row with management over a memorial service for a colleague who was fatally injured on the mine last year.

A spokesman for Rand Mines, owners of the mine, said that the stoppage took place despite "strenuous efforts" by management to come to an agreement with the shop stewards on a mutually suitable time for the holding of a service.

Mr Eric Gumbi, a

member of the National Union of Mineworkers, was killed on the mine last year. The union was arranging to have a memorial service for him on the premises before his funeral at Witbank on Saturday.

The spokesman said that NUM rejected all offers made by the management and were not prepared to discuss the matter.

The spokesman added that Rietspruit employees were notified of the intended work

stoppage at a meeting by the union last night which was supposedly called at a report-back meeting on shop stewards training.

Four employees have been suspended on full pay pending an enquiry into the incident — in terms of the established

Rietspruit disciplinary code, according to the spokesman.

This is the second strike this week by members of the NUM following the massive industrial action by over 13 000 mineworkers at Kloof gold mine near Westonaria.

99-year-lease for Wattville

THE 20 000 residents in Wattville, Benoni, were yesterday granted the 99-year leasehold rights by the Government.

The announcement that the black township would remain a black residential area was made at a Press conference in Pretoria yesterday after a meeting between the village council and senior officials of the Department of Co-operation and Development, who were led by Deputy Minister Sam de Beer.

The councillors were led by their mayor Mr Noel Mlokoti.

made at the Press

RDM 14/2/85

Four suspended after stoppage

By PHILLIP VAN NIEKERK
RAND MINES' Rietspruit colliery has suspended four workers after a two-hour work stoppage yesterday during which a memorial service was held for a worker who died in an accident on the mine last week.

A statement from Rand Mines said the stoppage was illegal and had taken place despite "strenuous efforts" by management to come to an agreement with shop stewards on a mutually acceptable time for the holding of a service.

The four had been suspended on full pay pending an inquiry into the incident.

□ □ □

THE South African Police has refused to comment on the civil action brought by 164 mineworkers against the Minister of Law and Order for alleged assaults during last year's legal mineworkers' strike.

In a statement to the Rand Daily Mail yesterday, the SAP Public Relations Division said that if civil proceedings had been instituted, comments would be presumptuous as the matter "must be considered sub-judice".

It said that as the allegations had been published in

the Mail yesterday, comments at this stage would be superfluous. The Mail telephoned the police at 4pm on Tuesday for comment.

The mineworkers are claiming amounts ranging from R5 000 to R30 000 for a variety of injuries allegedly inflicted on them by police during the strike.

□ □ □
SASOL and the Chemical Workers Industrial Union have concluded another round of gruelling negotiations over the reinstatement of the 5 100 workers dismissed during last year's stayaway.

Bamcwu to act against Minister?

Seweta
15/2/85
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THE Black Allied Mining and Construction Workers' Union is to hold an urgent executive meeting on Sunday to consider taking legal action against the Minister of Law and Order concerning the alleged "rough treatment" their members received from police during a strike on the West Rand last year.

The union was reacting to reports that 164 members of the National Union of Mineworkers (NUM) were serving letters of demand on the Minister, Mr Louis le Grange, amounting to a total of R2-million.

Bamcwu's publicity secretary, Mr Motsomi

Mokhine, said that the meeting was important, especially in the light of new developments — the sacking of their members following a strike at the goldmine near Roodepoort last year.

The mineworkers are suing the Minister for damages arising out of the alleged assaults and beatings inflicted on

them during the last year's legal strike.

The workers, who were employed on two Anglo American mines in the Free State, are claiming damages ranging from R5 000 to R30 000.

A spokesman for Mr le Grange yesterday said that the Ministry had not yet received such letters of demand.

Fm 15/2/85
SUEING THE MINISTER

211
The National Union of Mineworkers (Num) has launched a campaign against the use of "police violence" during industrial unrest

This week the union served letters of demand on the Minister of Law and Order on behalf of 164 workers who, it says, were injured as a result of police action during a legal strike at the President Brand and Western Holdings mines in September last year. According to the union's legal adviser, the claims range from R5 000 to R30 000.

The Minister has 30 days to decide whether to pay. If he refuses, summonses will be issued.

Says Num general secretary Cyril Ramaphosa: "We want to check the police as well as mine management from using violence against our members during peaceful industrial action. We want to send them a clear message that if they engage in such sinister activity they will have to be prepared to pay out thousands and millions in the end."

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Cape Times 10/2/85
**12 000 strike at
Rand gold mine**

Own Correspondent

JOHANNESBURG — Helicopters dropped leaflets, police dispersed picketers and 12 000 workers at Gold Fields' East Driefontein gold mine near Carletonville were threatened with dismissal yesterday afternoon if they did not return to work

The workers have been on strike since Thursday night over a long list of grievances. Their action brings to 25 000 the number of Gold Fields miners who have been on strike this week.

Food

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said the workers were complaining about the quality of the mine's food, its handling of disciplinary cases and assaults by white miners on black workers.

He said management had refused to talk to the union in an effort to resolve the dispute.

The dispute at the nearby Kloof mine earlier in the week had been resolved after management had met with the union and undertaken to look at the workers' grievances.

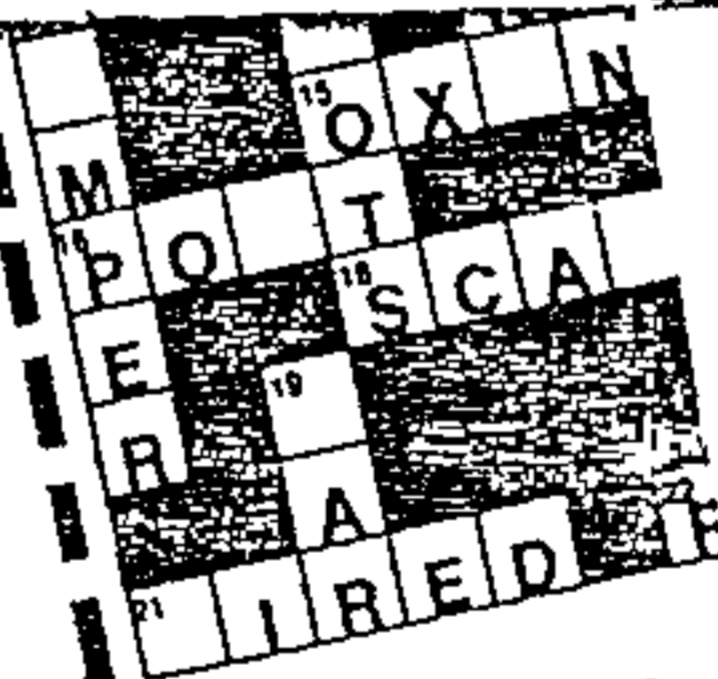
A statement from Gold Fields said efforts were under way late yesterday to persuade the workers to end their illegal stoppage and that if they did not return they would "regrettably" have to be discharged.

Meanwhile, about 1 200 miners at Rand Mines' Rietspruit colliery near Witbank continued their strike yesterday over the dismissal of two NUM shop stewards.

The shop stewards were dismissed for their role in organizing a two-hour prayer service on Wednesday in memory of a worker who died in an accident on the mine last week.

A spokesman for management said the men had been fired following an inquiry into their role in the stoppage and that they had been given notice to leave.

- REGULATION**
- 1 Only copies from newspapers, permutations are acceptable
 - 2 CHEQUES AND POSTAL ORDER made payable to St John Ambulance
 - 3 DO NOT — Send registered letters, bank notes in postal entries, tape, affix stamps to postal orders
 - 4 All entries and sufficient donations must be in one envelope
 - 5 Late entries will be disqualified and treated as unconditional donations
 - 6 Any solution altered, including overtyping or use of erasive substance, will be automatically considered incorrect
 - 7 In the event of a tie the winners will share the cash prize
 - 8 Prize money is payable in SA Currency
 - 9 Anyone may enter excluding the staff, members of St John Centre and Crossword Committees and their immediate families or agents
 - 10 Nom de plumes are unacceptable. Names and addresses of prize winners will be published
 - 11 Prize money will be paid out two weeks after the closing date. Notwithstanding any results published, in the event of a winning claim being substantiated during this period only such a winner will be paid out or in the event of a tie the prize will be shared
 - 12 THE DECISION OF THE ORGANISERS IS FINAL AND NO CORRESPONDENCE WILL BE ENTERED INTO.



NAME
ADDRESS

TICK HERE IF YOU WOULD
No. 5:



NAME
ADDRESS

- ACROSS**
- 1 One might have to saw away with knife at thick — before it cuts properly CORD/CARD
 - 4 Sometimes a union brings great — DOWER/POWER
 - 7 One — might quite overshadow another WIN/WIT
 - 8 Frantic or sudden fright PANIC
 - 9 Pen for swine STY
 - 10 Thick, black, sticky liquid TAR
 - 13 It must be great relief to gave done with demanding — GUEST/QUEST
 - 15 Plural of ox OXEN
 - 16 Obscure — might suddenly come into prominence PORT/POET
 - 17 It certainly suggests trouble when — suddenly ceases to operate SPA/SPY
 - 18 One might be sharply warned to avoid dangerous — SCAMP/SCARP
 - 20 — is particularly hard for person of impatient and domineering temperament AGE/AWE
 - 21 Audience may be — by passionate orator hammering away at them TIERED/FIRED
 - 22 — may come as a surprise to everyone REPORT/RETORT
- DOWN**
- 1 A — is hardly the kind of person in whose company one would like to spend much time CAT/CAD
 - not plainly read the signs of strain on —'s face ROWER/ROVER
 - what one has learnt at school remains a — in one's person to keep balance

TICK HERE IF YOU WOULD

RAM 16/2/85

12 000 (20)

strikers (21)

face (22)

sacking (23)

By PHILLIP VAN NIEKERK

HELICOPTERS dropped leaflets, police dispersed picketers, and 12 000 striking workers at Gold Fields' East Driefontein gold mine near Carletonville were threatened with dismissal yesterday afternoon if they did not return to work.

The workers have been on strike since Thursday night over a long list of grievances. Their action brings to 25 000 the number of Gold Fields miners who have been on strike this week.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said the workers were complaining about the quality of the mine's food, its handling of disciplinary cases, and assaults by white miners on black workers.

He said management had refused to talk to the union in an effort to resolve the dispute.

The dispute at the nearby Kloof mine earlier in the week was resolved after management met with the union and undertook to look at the workers' grievances.

A statement from Gold Fields said all efforts were under way late yesterday to persuade the workers to end their illegal stoppage, and if they did not return they would "regrettably" have to be discharged.

The statement said police had moved in to disperse the crowd which had been picketing the gates of the hostels.

● About 1 200 miners at Rand Mines' Rietspruit Colliery near Witbank continued their strike yesterday over the dismissal of two NUM shop stewards.

The two were dismissed for their role in organising a two-hour prayer service in memory of a worker who died in an accident on the mine last week.

A management spokesman said the men were fired after an inquiry into their role in the stoppage.

18/2/85
2

RAND DAILY MAIL

Gold Fields may axe 750

By PHILLIP VAN NIEKERK
AS CALM returned to Gold Fields' East Driefontein goldmine near Carletonville at the weekend, management began investigating a list of about 750 workers who face possible firing.

A spokesman for Gold Fields said these were the workers who had missed two shifts between Thursday night and Saturday.

The mine was the scene of a strike by more than 11,000 workers late last week, which led to 100 miners being hurt and one seriously injured when police opened fire with birdshot on Friday night.

The seriously injured man is in a satisfactory condition in hospital.

A police statement said they were called to the mine compound after alleged incidents of intimidation, and that police and mine security guards were pelted with stones when they entered the compound.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said police arrested six union shaft stewards on Friday.

He said management had turned down NUM requests to talk in an effort to resolve the dispute.

The Gold Fields spokesman — who confirmed that only one official NUM shaft steward had been arrested — said the NUM was only recognised for two categories at the mine.

She said management had given workers a deadline to present grievances, and that no reply had been forthcoming.

UNION

211 ~~218~~ S. Times
Mozambique in vain
mine labour bid 17/2/85

By Amrit Manga

MOZAMBIQUE wants to more than double its quota of miners in South Africa and is negotiating a deal for payment of deferred wages

Lesotho, Mozambique and Botswana lost considerable revenue when South Africa stopped paying deferred wages in gold at ruling market prices

Exchange rate

Maputo is seeking a return to some kind of favourable rate of exchange to recoup part of that loss

But an agreement is likely to lead to a cut in its labour quota instead of raising it to

more than 30 000

The most recent in a series of meetings between mining officials and Mozambique regarding labour issues took place in Pretoria this week

About 45 000 Mozambicans are employed on SA mines — down from the pre-independence peak of 115 000

South Africa reduced its quota of all foreign workers to 40% of the total in 1970

But as unemployment in South Africa reaches new peaks, imported labour poses a problem. The white mineworkers union has called on the Chamber of Mines to halt recruitment of foreign labour

Because of the unemploy-

ment problem, South Africa is unlikely to change its policy of reducing its dependence on foreign labour

Burden

A mining-industry spokesman says "All 450 000 jobs on the mines are filled and there is no possibility in the short term of increasing the complement"

The only relief for Mozambique would be a reduction in labour imports from Lesotho and Botswana. But that could place a great burden on the Lesotho economy

Lesotho depends to great extent on revenue from 100 000 of its nationals working in South African mines

NUM 20/2/85 (21) (2/3) (5/2) RAND I

NUM hits at 'use of force'

By PHILLIP VAN NIEKERK

A BITTER war of words has erupted between the National Union of Mineworkers (NUM) and Rand Mines over the dismissal of 86 workers at the Rietspruit Colliery, near Witbank, who ignored an ultimatum to return yesterday.

Management imposed the ultimatum in a bid to break the strike by more than 800 workers, which started on Thursday over the suspension of four NUM shop stewards and the later dismissal of two.

More than 500 workers at Rand Mines' Duvha Colliery, near Witbank, went on strike yesterday in sympathy with the Rietspruit workers but returned after being threatened with sacking.

The NUM yesterday alleged that many of the fired workers had been forcibly evicted from their homes and that several workers were injured by the mine security organisation which had been "empowered to harass and assault workers".

The union said those who had refused to work had been forced into buses and forcibly ejected from the mine.

Mr Allen Cook, deputy head of Rand Mines' coal division, dismissed the allegations as "absolute nonsense". He said no-one had been forcibly evicted, but that some people had left the mine voluntarily.

About 85% of the workers had returned and the mood at the mine had changed, he said. "We are pleased with our chaps who are back at work at both mines and sincerely hope this is the end of illegal stoppages."

Mr Cook said 86 workers had elected to be discharged and many of these were the "hard-core trade unionist Turks — people whose hearts and minds we could never win — and we're glad to see the last of them."

● About 1 600 workers at the explosives section of the AECI plant at Modderfontein continued their stoppage over safety conditions at the plant in the wake of last week's blast which killed 14 people.

● The Supreme Court's hearing of an application for an eviction order against workers who went on strike at the East Driefontein gold mine last week has been postponed to today, a statement from Gold Fields said.

RAM 24/1/85 (211) ~~177~~

Job reservation on mines hovers on the brink

THE STAGE has been set for a real life drama in the mining industry this year with South Africa's most enduring labour anachronism — racial job reservation on the mines — being challenged as never before

The cast includes the country's largest and fastest-growing black trade union, the most hard-line white union, the Chamber of Mines and the Nationalist Government

The 110 000-strong National Union of Mineworkers served notice on January 16 that it was preparing to put the colour bar on the bargaining table this year, and if necessary, take action on the issue

The chief thrust of its campaign would be aimed at the Chamber of Mines, whom it has accused of dragging its feet and not being serious about its stated intention of eliminating mining apartheid

The Chamber last year initiated talks with 12 mining unions aimed at reaching an agreed formula to present to the Government for the scrapping of statutory job reservation

But the chief obstacle is reaching agreement with the established unions, especially the all-white Mine Workers' Union (MWU), which can see little benefit in signing away the traditional rights of its members

Ultimately, the Government has the final say in changing the law, but has said it is not going to initiate change until there is agreement within the industry.

The origins of this contorted tale go back to the days of Paul Kruger's South African Republic, when key jobs underground were reserved for white miners.

Job reservation has been entrenched by legislation since 1911 and was bolstered through the years by the political clout of white labour.

But change at last seemed imminent when the

PHILLIP VAN NIEKERK

SECTION 12 of the Mines and Works Act defines who can gain a "certificate of competency" on the mines. Those included are "Europeans, Cape coloureds or Cape Malays" and "the people known as Mauritius creoles or St Helena persons or their descendants born in the Republic". Blacks are excluded

One has to acquire a certificate of competency before one can be employed in most key skilled jobs underground, there are a total of 13 "scheduled" persons categories. The most important of these include miners (for which one is required to obtain a blasting certificate), shift bosses, mine overseers, winding engine drivers carrying passengers, lamp-room issuers and banksmen

sixth report of the Wiehahn Commission was tabled in Parliament in 1981

Today, almost four years later, about 13 skilled job categories — including the crucial right to obtain an underground blasting certificate — are still reserved for "scheduled persons" who, by definition, cannot be black

The Wiehahn Commission's basic recommendation was that the Mines and Works Act be amended to replace the racial definition of "scheduled person" with a non-racial definition of a "competent person"

In a white paper, the Government accepted the recommendations, but handed the issue back to the mining industry to sort out among themselves — with the proviso that agreement be reached within "reasonable time".

Since then the lack of progress towards scrapping job reservation has been criti-

cised by sources within the mining industry, by some established unions and by Professor Nic Wiehahn himself.

In his outgoing address in June last year, Mr Colin Fenton, the Chamber's immediate past president, said it was essential that the last remaining racially discriminatory provisions be removed from labour legislation

Last year the Chamber initiated talks with the established mining unions aimed at reaching consensus within the industry

Mr Joel Liebenberg, labour adviser to the Chamber, says there have been seven to eight meetings so far and that progress has been fair — even though the MWU have attended only as observers

"Our responsibility now lies in persuading the white miners that their jobs would not be in jeopardy if they agreed to the cancella-



tion of the scheduled persons definition," Mr Liebenberg said

A security of employment agreement — which has been under discussion — would be designed to calm whites' fears about their jobs

Mr Liebenberg believes the next three to four months are crucial in persuading the white miners

Mr Cyril Ramaphosa, general secretary of the NUM, believes the Chamber is treading too softly in trying not to upset the white unions opposed to the scrapping of job reservation

"What concerns us is that these unions represent a tiny proportion of the total workforce, while we represent the majority. Is the Chamber prepared to sacrifice the interests of the majority for this tiny elite?"

Mr Ramaphosa can see

no benefit in a special security arrangement for whites

"It's the same thing that has been happening since 1911 — the protection of white workers. Whatever his race, a person should be sufficiently competent if he wishes to survive in the capitalist job market"

Mr Ramaphosa says black mineworkers are growing increasingly impatient with the stalling that it is possible that racial tension could get very high

The union has chosen 1985 as the year to make a statement on job reservation because with 110 000 members and 70 recognition agreements they believe they are for the first time in a position to take on such sensitive issues

The NUM is also angry that it has been left out of the talks aimed at finding

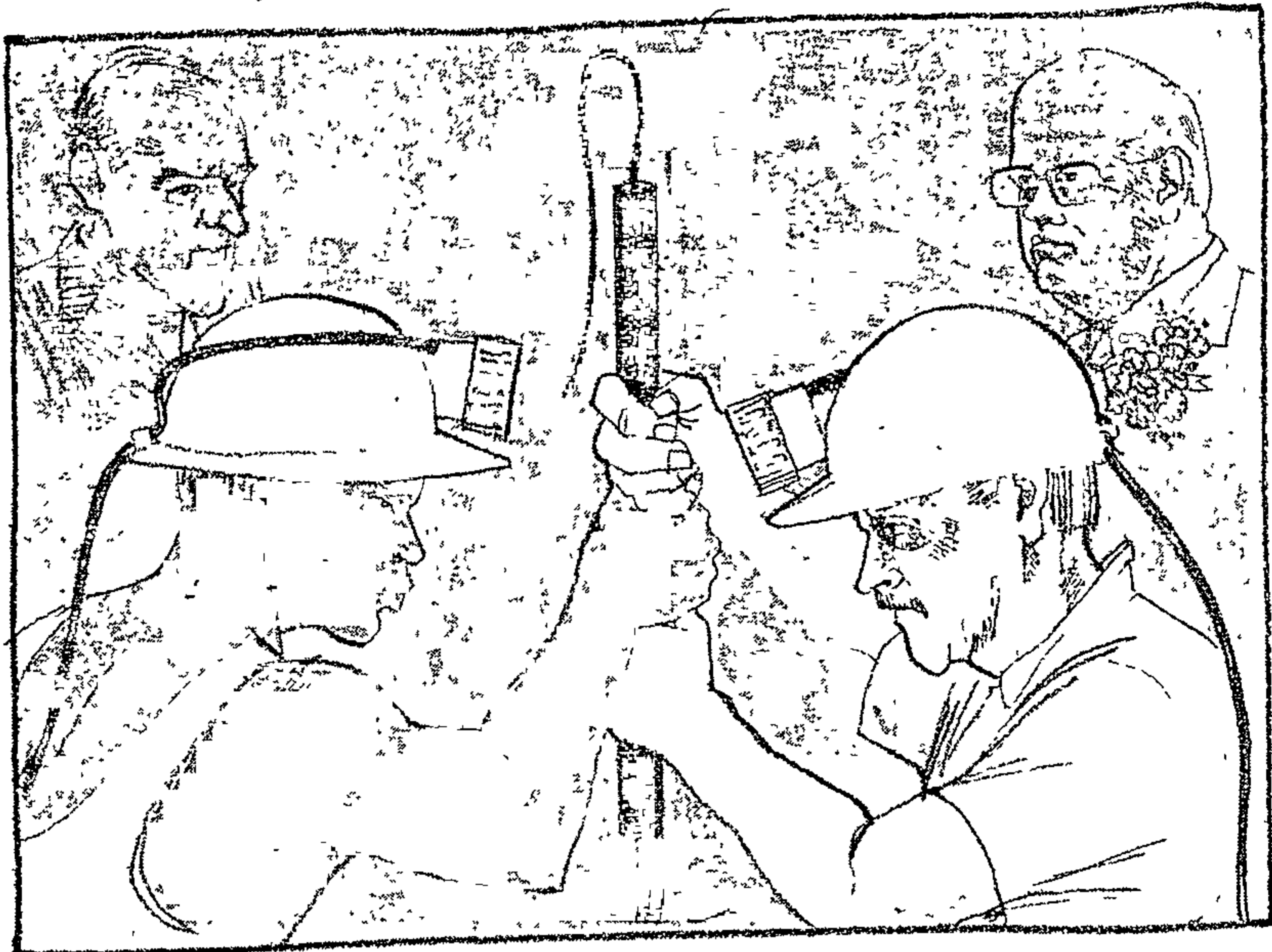
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recognition agreements,
they believe they are for the
first time in a position to
take on such sensitive is-
sues

The NUM is also angry
that it has been left out of
the talks aimed at finding a

workable alternative to job
reservation, though the
Chamber says it is talking
to the people who need to be
convinced — and that
doesn't include the NUM

"There is no role the
NUM can play at this
stage," he said "We're talk-
ing to the unions that have
to join us in an approach to
the Government We agreed
last year, however, to work
jointly with the NUM in
scrapping discrimination"

Mr Liebenberg denies the
Chamber has been moving
too slowly and points to
three major reforms in the
past five years which have
contributed to abolishing
job reservation

These include the 1981
agreement with the Council
of Mining Unions, opening
the way for black appren-
tices, the agreement in 1983
with the Underground Offi-

cial Association leading to
the scrapping of job reser-
vation order 27, thus per-
mitting all races to become
samplers, surveyors and
ventilation officers, and the
opening of the mine offi-
cials pension fund last year
to all races

But the big hurdle — pro-
tection of the white miner
— is only being approached
now Mr Liebenberg hopes
that "substantial progress"
will be made in the direc-
tion of scrapping job reser-
vation this year

Today when the MWU
meets for its annual confer-
ence, job reservation will
feature high on the agenda

Mr Arrie Paulus, general
secretary of the MWU,
won't say whether any
major policy changes are
being contemplated

Or whether the white
miners are gearing up to
make their last stand

Violent pattern that must be broken

By PHILIP VAN NIEKERK

IN THE 30 months of its existence the National Union of Mineworkers (NUM) has challenged many established patterns and practices on the mines.

Health and safety conditions, wages, benefits, job reservation, even the overcharging by concession stores and mine taxi services, have been tackled in a way it would have been difficult to imagine just two years ago.

But it was to be expected that the development of black unions on the mines, resulting in the voice of a group that had been largely silenced for a century being heard, could bring fundamental changes.

Last week's action by 164 workers, who are suing the Minister of Law and Order for damages as a result of alleged assaults and injuries inflicted during last year's legal strike, was historic.

Whatever the merits of the cases, it is the first time that black miners have challenged police action against them in such a way.

According to the NUM the actions are hot only designed to claim damages for many people who were allegedly beaten up badly — losing eyesight or sustaining broken limbs — but to dissuade the police from similar action.

And, given the volatile and often violent history of labour relations on the mines, that is a pattern that needs to be broken.

Incidentally, while this is the first civil action on this scale, the first multiple damages action to be brought by black workers against the police was following the Henneeman strike in 1976.

The action was eventually settled out of court in 1980 with each of the 20 workers — members of the Metal and Allied Workers' Union — getting payouts ranging from R800 to R1 000.

According to a Mawu official, the importance of that action was that it made police much more hesitant to take action against black strikers in the industrial areas of the East Rand.

□ □ □

WITHIN days of the NUM's action there was again violent conflict between black miners and police.

On Friday night one man was seriously injured and several others hurt when police fired birdshot at striking miners at Gold Fields' East Driefontein mine near Carletonville.

A Gold Fields spokesman said they had not talked to the NUM because it was not significantly representative at the mine, was recognised only in two categories and that management "preferred to do it their way".

In addition, management had set a deadline for workers to come forward with grievances and they had failed to do so.

The NUM claims a paid up stop-order membership of 3 000 out of the mine's 12 000 workforce and a signed-up membership of 6 000.

The union said about six of its shaft-stewards had been arrested and the company had adamantly refused to speak to union officials.

The strike happened within days of a similar stoppage at Gold Fields' nearby Kloof mine where workers returned without incident after management had spoken to the union and undertaken to look into grievances.

MINE STRIKES ^{FM 22/2/8}
Growing conflict ⁽²¹¹⁾ ⁽¹⁹³⁾ ⁽¹⁹²⁾



NUM's Ramaphosa ... are his shaft stewards 'irresponsible'?

orial service for a miner who died in an accident. At the time of going to press, 730 of the workers were back at the coalface and 50 had been paid off. A Rand Mines spokesman says 28 "agitators" were arrested.

Rand Mines personnel director Don King accuses NUM of not observing its agreement with the colliery. He says the action by NUM members contravened the agreement and placed it in jeopardy "It is a worthless piece of paper if the union refuses to abide by it," he says. King adds that management will insist on compliance with the agreement and if that does not happen it will adopt a hard line.

According to King, Ramaphosa himself told mine management that his shaft stewards had behaved irresponsibly and recommended that they be stripped of their position. Charges have been laid against eight black miners by other miners who had been assaulted, he says. Ramaphosa was not available for comment.

At Duvha more than 500 workers struck on Tuesday in sympathy with the Rietspruit strikers. A spokesman for Rand Mines says they returned to work the same day after being given "return or be sacked" ultimatum.

Industrial peace on the mines was shattered in the last fortnight with members of the black National Union of Mineworkers (NUM) joining strikes at Gold Fields' Kloof and East Driefontein mines and Rand Mines' Rietspruit and Duvha collieries.

Kloof was the first to be hit. A strike of 12 000 workers in all three shifts occurred at the mine two Sundays ago. The strike ended the next day when NUM general secretary Cyril Ramaphosa met management to discuss worker grievances.

The East Driefontein strike was more serious. When the *FM* went to press NUM and Gold Fields were at loggerheads in the Pretoria Supreme Court where management applied for an urgent order to evict dismissed strikers from company hostels. There are indications that some have left voluntarily.

The strike started last Thursday over a long list of worker grievances. Police were called in on Friday and one miner was seriously injured and 100 hurt in the subsequent confrontation. A number of shaft stewards were arrested, but there is confusion as to the exact number. Management used a helicopter to drop pamphlets warning the strikers that they could be dismissed.

A management spokesman tells the *FM* it is impossible to gauge the number of strikers but that at least 794 workers failed to report for work over the three-shift period from last Friday night to Saturday. According to the spokesman, mine management had invited the strikers to make submissions about their grievances but that none had been received.

Why the different approaches by the two Gold Fields' management teams? The spokesman says it is simply explained by the fact that Kloof management has a longer-standing relationship with NUM and had been expecting some form of industrial action. East Driefontein management, on the other hand, had only recently recognised NUM and the strike was completely unexpected.

The total black labour force of 1 000 men at Rietspruit struck last Friday after a disagreement between NUM shaft stewards and management over the date for a mem-



APC Times 22/2/65
211

600 UK miners for SA mines

STOCKHOLM — Six hundred British miners, many of them made idle by the long coal strike at home, have been recruited to work in South African mines in the past six months, an official of the black South African miners' union said yesterday.

Mr Cyril Ramaphosa, secretary-general of the National Union of Mineworkers, told a news conference here that British miners were being hired to combat a shortage of skilled white miners in South Africa.

They were paid up to R3,000 per month, about eight times as much as black miners, he said.

"We are concerned that members of the British National Union of Mineworkers, a union we support, should come to South Africa and take jobs away from our workers," Mr Ramaphosa said.

His union had recently urged the British Trades Union Congress to discourage British miners from signing up for jobs in South Africa.

Mr Ramaphosa and four other union officials are in Sweden for a 10-day visit at the invitation of the Swedish Mineworkers' Union — Sapa-Reuter.

ADM 22/2/85 (21) (21)

SEVERAL thousand workers at Anglovaal's Hartbeesfontein gold mine near Klerksdorp have launched a boycott of bars and shops inside their hostel area

The workers — members of the National Union of Mineworkers — are claiming that the food is poor and liquor at the mine bars is too expensive. They want the hostel manager sacked

Star
22/2.8
21

'UK miners taking jobs from blacks'

The Star's Foreign News Service

STOCKHOLM — South African trade union leader Mr Cyril Ramaphosa has told Swedish trade unionists that up to 600 British miners — out of work because of the miners' strike — have gone to work in the Republic in the past six months.

Speaking in Stockholm yesterday, Mr Ramaphosa, secretary-general of the SA National Union of Mineworkers, said the "flood" of men from the UK posed a threat to South Africa's own miners.

"The British miners are taking jobs from our own members," he said. "They are being paid up to R3 000 a month — many times more than black miners are paid."

PLEA TO TUC

"We are concerned that members of the British National Union of Mineworkers — a union we support — should come to South Africa and take jobs from our workers," he said.

His union had recently asked the Trades Union Congress in Britain to discourage British miners from going to the Republic to work.

Heading a five-man delegation from South Africa, Mr Ramaphosa is today meeting Sweden's Socialist Prime Minister, Mr Olof Palme, for a Cabinet lunch. Mr Palme was expected to discuss new ways in which Sweden plans to support the union's work.

211 April 23/24/85
ISCOR has fired and de-
ported to the Transkei 144
miners who went on strike
at Durban Navigation Col-
lieries near Newcastle this
week over an alleged unfair
dismissal.

THE MINISTER OF HEALTH AND WELFARE

This question cannot be answered at this stage, because the data are not yet complete

Lung cancer

317 Dr M S BARNARD to ask the Minister of Health and Welfare:

How many persons in each race group died of lung cancer during the latest specified period of 12 months for which figures are available?

THE MINISTER OF HEALTH AND WELFARE

The period chosen is from July 1983 to June 1984 Deaths notified

Group	Cancer of lung
White	162
Coloured	121
Asian	4
Black	52
Other/Unspecified	1
TOTAL	340

Commissions/departmental committees

405 Mr K M ANDREW asked the Minister of Mineral and Energy Affairs

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of his Department in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

THE MINISTER OF MINERAL AND ENERGY AFFAIRS.

1. None.

2, 3, 4 Fall away

Commissions/departmental committees

414. Mr K M Andrew asked the Minister of Finance:

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of the Office of the Auditor-General in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The Minister of FINANCE:

(1) (a) and (b) Nil

(2) (3) and (4) Fall away

Own Affairs.

First-year students

13. Mr K M ANDREW asked the Minister of Education and Culture:

(a) How many, and (b) what percentage of the total number of, first-year students enrolled at each university administered by his Department in 1984 (i) dropped out during the year and (ii) failed their exam-

inations in all subjects at the end of the year?"

THE MINISTER OF EDUCATION AND CULTURE

The information requested is not yet available. The universities are at present compiling the 1984 statistics

TUESDAY, 26 FEBRUARY 1985

†Indicates translated version.

For oral reply

General Affairs

Prohibition of Political Interference Act

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Whether the Government intends to take any steps in respect of the Prohibition of Political Interference Act, No 51 of 1968, during the current session of Parliament, if not, why not, if so, what steps are envisaged?

THE DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

Yes, action with regard to this Act is under consideration and any steps which may result from this will be announced in due course.

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211 *Howard Q. 6/242*
Blasting certificates 26/2/85
3 Mr D J DALLING asked the Minister of Mineral and Energy Affairs

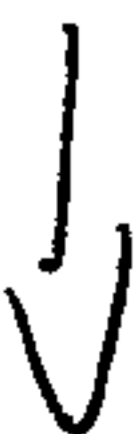
(1) Whether any non-White persons are allowed to qualify for blasting certificates on the mines, if not, why not,

(2) whether it is the intention to take steps in the near future in respect of allowing non-White persons to qualify for such certificates, if not, why not, if so, (a) what steps and (b) when?

†THE MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Yes, certain non-White persons defined as "scheduled persons" in the Mines and Works Act, 1956 (Act 27 of 1956) and the regulations in force thereunder, namely Cape Coloureds, Cape Malays, Mauritius Creoles and St Helena persons, are entitled under this legislation to qualify for blasting certificates in the mines. Other non-White groups do not qualify for such certificates

(2) In part VI of its report, the Commission of Inquiry into Labour Legislation recommended, *inter alia*, that the definition of the term "scheduled person" in the Mines and Works Act, 1956 (Act 27 of 1956), and the attendant regulations be deleted and replaced by a non-discriminatory de-



definition of "competent person" on certain conditions. In the White Paper on part VI of the said report the Government indicated that it was, in principle, in favour of adjusting the definition of "scheduled person" to a non-differentiating definition of "competent person" on condition that—

- (i) adequate measures are taken to allay possible apprehensions about their future job security on the part of White workers within the industry,
- (ii) standards of work are rigorously maintained,
- (iii) all workers are required to achieve the same level of proficiency with respect to training and experience before being appointed to a post,
- (iv) the principle of "equal remuneration of work of equal value" is maintained,
- (v) 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,
- (vi) adequate job security measures are incorporated in collective agreements, and
- (vii) adequate protection against racial victimization is provided for all groups.

The Government agreed after negotiations with employers and employees that the industry will on its own initiative come to an agreement within a reasonable period of time, before the Government would determine further action or consider any amendment of the Act.

Although efforts are still being made, no agreement could as yet be reached. The matter is constantly being monitored

HOA

and the Government's standpoint will be made known in due course

Dr A L BORAINÉ: Mr Speaker, arising out of the hon the Minister's reply, can he tell us how much longer the Government is prepared to wait for the Chamber of Mines and the Mineworkers' Union in particular to reach a satisfactory result concerning this very long overdue change?

†The MINISTER: Mr Speaker, I do not regard that as an unfair question; in fact, it is very fair, but I think that we should afford the people who are involved in the workplace daily i.e. the Chamber of Mines, and even the employer and the employee, a fair opportunity to find a solution for the problem on their own initiative. I am not satisfied that progress is going as desired and I therefore intend, if it is within our means and if we can come to an agreement, to introduce legislation in this regard next year. It will definitely not be introduced this year. Perhaps I can just mention that we have already come to an agreement with the Coloureds and with the employee organizations in the mining industry in terms of which Coloureds *per se* are now qualified persons. They are now enrolled persons, and I am also discussing it with the Indians, and soon I have an appointment with the Leader of the House of Delegates to discuss it.

Dr A L BORAINÉ: Mr Speaker, further arising out of the hon the Minister's reply, may I ask whether the Government, having decided a considerable while ago to scrap job reservation in South Africa, is prepared to wait a further year, although the recommendation from the Wischahn Commission was made well over a year ago? How long—I want to stress this part of the question—will it be before the Government stops passing the buck?

†The MINISTER: Mr Speaker, we are not "passing the buck". I do not think the hon member listened when I read the reply to the original question. He sat thinking about other things. He was, of course, thinking about his questions. When I read the Government's conditions for acceptance, I referred specifically to Item 5, in which was set out that

Changes to labour practices and conditions of service cannot be effected unilaterally by employers alone, but rather with proper regard of the process of consultation and negotiation with employee organizations affected thereby.

That is the principle of consensus. However, now that we are working on the principle of labour arrangements in terms of consensus, the hon member—whose party is the great supporter of consensus—says that we are dragging our feet. We are not dragging our feet, we work on it day after day, and we hope that, if circumstances allow, we will be able to introduce the legislation next year. It is in any case too late to introduce such legislation this year.

Dr A L BORAINÉ: Mr Speaker, further arising out of the reply of the hon the Minister, bearing in mind that the Government on its own initiative and by its own decision allowed Blacks to enter into collective bargaining and into normal trade union activities, will he explain how it has happened that he suddenly decides that he cannot make any further decisions without the permission of a particular trade union?

The MINISTER: Mr Speaker, we did not decide suddenly.

†We decided on this the moment the Wischahn Report was published.

Dr A L BORAINÉ: What is the date?

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HOA

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- (1) Whether, with reference to his reply to Question No 18 of 27 June 1984, the Attorney-General has reached a decision on the findings submitted to him by the South African Police pursuant to their investigation into the riots in Kaitleng in 1983, if not, (a) why not and (b) when is it anticipated that a decision will be reached, if so,
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The MINISTER OF JUSTICE

- (1) Yes
- (a) and (b) Fall away

(i) The Attorney-General, Johannesburg decided not to institute any prosecutions.

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Handwritten: Hemond Q. 601. 246
Kaitleng: riots 26/2/85



The MINISTER OF HEALTH AND WELFARE

This question cannot be answered at this stage, because the data are not yet complete

Lung cancer

317 Dr M S BARNARD to ask the Minister of Health and Welfare

How many persons in each race group died of lung cancer during the latest specified period of 12 months for which figures are available?

Group	Cancer of lung
White	162
Coloured	121
Asian	4
Black	52
Other/Unspecified	1
TOTAL	340

The MINISTER OF HEALTH AND WELFARE

The period chosen is from July 1983 to June 1984 Deaths notified

Commissions/departmental committees
405 Mr K M ANDREW asked the Minister of Mineral and Energy Affairs

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of his Department in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees;

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees.

(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

1 None

2, 3, 4 Fall away

Commissions/departmental committees

414 Mr K M Andrew asked the Minister of Finance.

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of the Office of the Auditor-General in 1984,

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Own Affairs

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Eviction order for 91 mine workers granted

An order evicting 91 out of 273 mine workers at East Driefontein gold mine near Carletonville was granted in the Pretoria Supreme Court yesterday.

211
843
Pretoria Bureau

The case was postponed to give the mine workers the opportunity of putting forward reasons why they should not be dismissed.

The strike began on February 15 when miners refused to go down on the morning shift.

During the day the mine manager, Mr. Barend Oberholzer, issued an ultimatum to report for work. The eviction order was being

28/2/85
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sought against those men who refused to return. Nine mine workers opposed the application and the case against them was postponed until April 30.

According to papers before the court, the men have applied for to the Industrial Court for their

reinstatement at the mine.

The rule against the other 173 mine workers was discharged.

According to affidavits before the court by the mine, they were under police arrest at the time the ultimatum to return to work was made.

They were taken to Oberholzer police station and kept in custody until February 18 when they appeared in court and were released on bail.

One of the bail conditions was that the men were not allowed onto mine premises.

RDM

February 28, 1985

Miners' plea to Dutch company

By PHILLIP VAN NIEKERK

THE general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, will fly to Holland on Friday to meet senior Shell management over the dismissal of more than 70 black miners from the Rietspruit colliery.

Shell and Rand Mines jointly own the mine

The workers were dismissed last week for ignoring an ultimatum to return to work and end a five-day strike over the dismissal of two NUM shop stewards.

An NUM spokesman said Mr Ramaphosa — who is already in Europe — would also speak to Dutch trade unions in an effort to put international pressure on the mine to reinstate the workers.

● The Supreme Court has ruled that 91 of 100 mineworkers be evicted from their hostel at the Gold Fields of South African East Driefontein goldmine near Carletonville.

They were arrested last week during a strike by more than 11 000 workers.

The court was asked to discharge the order in respect of another 172 workers, who have either been re-employed or who left the mine on their own.

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Industrial ~~148~~
211 ~~143~~
court backlog
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^{6/3/85} black unions

Black mining trade unions were to blame for the backlog of cases before the Industrial Court, the secretary-general of the white Mineworker's Union (MWU), Mr Arrie Paulus, told the union's annual congress in Johannesburg recently.

Mr Paulus' report was reproduced in the February issue of the MWU's official organ, *The Mineworker The Star* was unable to cover the congress because its labour reporter was barred from the meeting.

"Most cases deal with problems caused by black unions striking illegally. The moment the employers sack them, they run to the industrial court," said Mr Paulus.

The court was so loaded with work it took six months to get a case on the roll, he said.

Mr Paulus criticised the use of temporary staff at the court, saying this was wrong "because it may happen that a legal man today acts as chairman, and the next day is representing a client in the court".

The MWU rejected a proposal from the Government Mining Engineer that certain mines in self-governing Lebowa and Gazankulu be granted exemptions enabling black workers to do the jobs of scheduled workers.

The matter was referred back to the union after talks with the Minister of Energy and Mineral Affairs.

MINERS WILL END BOYCOTT 'IF SHOPOWNERS MEET DEMANDS'

By HERMAN LETSIE

THE three-month-old boycott of "shark shops" on Kloof Gold Mine near Westonaria will be called off at the end of March if shopowners meet mineworkers' demands.

A spokesperson of workers, who are members of the 110 000-strong National Union of Mineworkers, told City Press that four demands have been set before the boycott is called off.

The conditions to be met

by shopowners are that they:

- Stop harassing miners;
- Stop offering bubble gum in place of small change;
- Stop selling rotten food to the miners, and
- Charge legal prices on all goods.

A NUM official in Johannesburg told City Press that a shopowner contacted NUM's office, saying they were prepared to meet workers' demands.

The official said there was nothing their office could do, "because the whole matter lies with the mineworkers at Kloof". The loss incurred by the shops during the boycott is estimated at millions.

Ngoye report 'coming soon'

THE long-awaited report into violence at the University of Zululand in 1983 has been handed to Co-operation and Development Minister Gerrit Viljoen

The report was written by a one-person committee — Professor A J Middleton — who was appointed to investigate the incident in which several people died.

Viljoen said that he would submit it to the Government soon, but he could not reveal the contents until it was tabled in Parliament or was made public by the State President.

By MONO BADELA

10/3/84
C. Press
10/3/84
AFRICAN National Congress Press defector Nkonono Kave, who testified in 1982 before a United States Senate judicial sub-committee in Washington, was this week admitted to the Livingstone Hospital in Port Elizabeth after suffering from acute emotional disturbance.

She was discharged after being observed by doctors for more than six hours.

She told City Press she had become hysterical after a white man at the offices of a Port Elizabeth daily newspaper had threatened to report her to the police

She had gone there to inquire about an interview she gave to a journalist, which had not been carried by the newspaper.

When she became hysterical, an ambulance was summoned to take her to Livingston Hospital

Ms Kave said "I was not treated decently. They threatened to call the police and I became upset

"I said, 'Call them, I am not afraid of the police'.

"They thought they were going to terrorise me with the police."

However, a spokesman for the newspaper said Ms Kave started screaming and was complaining about police behavior. He said she then became hysterical and an ambulance was summoned

City Press visited her at the hospital about five hours later, and found she was being kept in one of the rest rooms of the casualty section under observation

In 1982 Ms Kave told the Denton sub-committee of the United States Senate that the ANC was communist-controlled. She said she stood by what she told the sub-committee on terrorism but she was far from being anti-ANC

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Arrie

Paulus

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Miners' leader returns to lead the white revolt

back in the fray

By GRAHAM WATTS

MR ARRIE Paulus has come out of retirement after only six weeks to lead the white Mine Workers' Union in the fight against the abolition of job reservation on the mines

His return coincides with the tide of anger over pay cuts among such powerful traditional supporters of the National Party as the railway workers, the civil service unions and teachers' associations

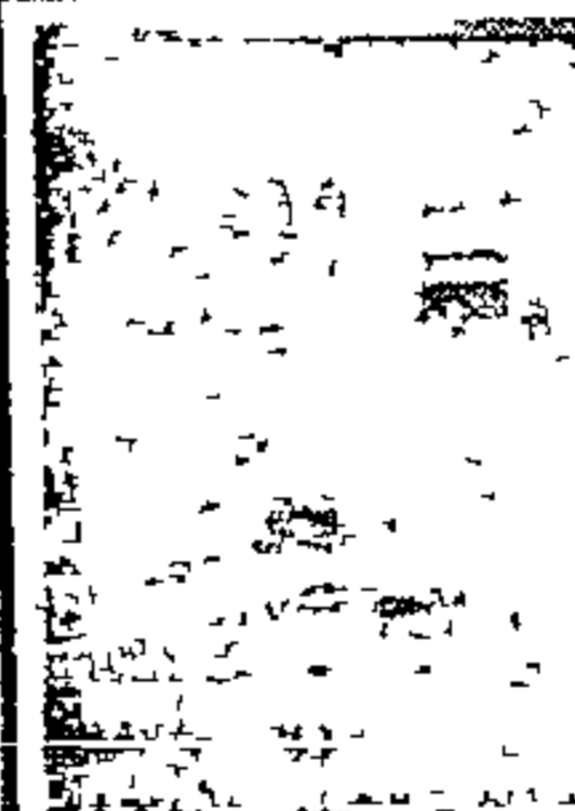
He was called back by the MWU's executive committee and rank and file members to lead them in "these difficult times" and is likely to find himself in the forefront of a growing conflict between both government and private sector employers and organised white workers

At meetings in all the major centres this week, thousands of railway workers called for strike action and for the mass resignation of the Cabinet

KITT KATZIN reports that veteran railway union leaders this week described the mood of railwaymen as ugly and frightening and said the crisis was one of the worst in railway history

Mr Jimmy Zurich, president of the 24 000-strong railways' Artisans Staff Association, said it was the ugliest he had seen in 43 years service with Sats

And transport workers are planning further action this week in which they are to hold a string of protest meet-



Public service in crisis
● PW warns the rail men — and the rail men warn of trouble
PAGE 2

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Why are more people switching

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Automatic Pool

FOR THESE GOOD REASONS

★ It's ultra-fast and efficient

★ It has no nuts or corrosion
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ings in all large centres to
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fidence in the government
and the Cabinet

Mr Paulus, 55, confirmed
from the MWU office this
week that he had postponed
his retirement "for one or
two years"

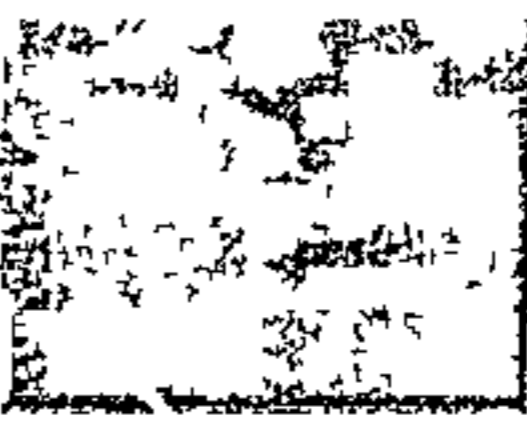
Strong

He would not say why the
union had asked him to re-
turn from the retirement
they announced at their an-
nual congress in January, but
it is reliably understood that
members feel the position of
white mineworkers is now
more threatened than at any
time since the 1920s, and they
need a strong and exper-
ienced leader to see them
through

The Chamber of Mines, for
one thing, has stepped up
pressure to abolish the re-
maining job reservation pro-
visions in the industry And
the independent black
National Union of
Mineworkers (NUM), under
Mr Cyril Ramaphosa, has
placed the abolition of those
provisions high on this year's
agenda for negotiations

The ultra-conservative Mr
Paulus has tirelessly fought
for the cause of white work-
ers both in and outside the
MWU for 18 years, frequently
inflaming passions and invit-
ing accusations of racism

Meanwhile, the white
worker anger seen this week
can be expected to spill over
into political forums where
Mr Paulus is no stranger
Though he says he has no af-
filiations outside the MWU,
he has frequently cam-
paigned among miners for
conservative political candi-
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NUM strikes
condemned

By BRENDAN RYAN

THE National Union of Mineworkers (NUM) has been irresponsible in supporting wild-cat illegal strikes by its members, says Mr Clive Knobbs.

In his annual reviews as chairman of East Rand Proprietary Mines (ERP) and Durban Roodepoort Deep (Durban Deep), he says the NUM has supported such illegal strikes before making use of local grievance procedures.

"The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted

"It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basis requirements of a good-faith relationship," Mr Knobbs says.

He adds that the day-to-day relationship between white and black employees on the mines must be developed more positively.

The other major industrial relations problem to be dealt with in the coming year is the "scheduled" person restriction in the Mines and Works Act. Mr Knobbs says this must be replaced with a non-racial "competent" person definition.

He says the safeguards governing security of employment in the transition from the designated scheduled person to competent person are as important to the employer as to the employee because standards of performance must be maintained.

"The country has an acute shortage of skilled workers and it is for this reason that the majority of skilled white workers need not fear for their future.

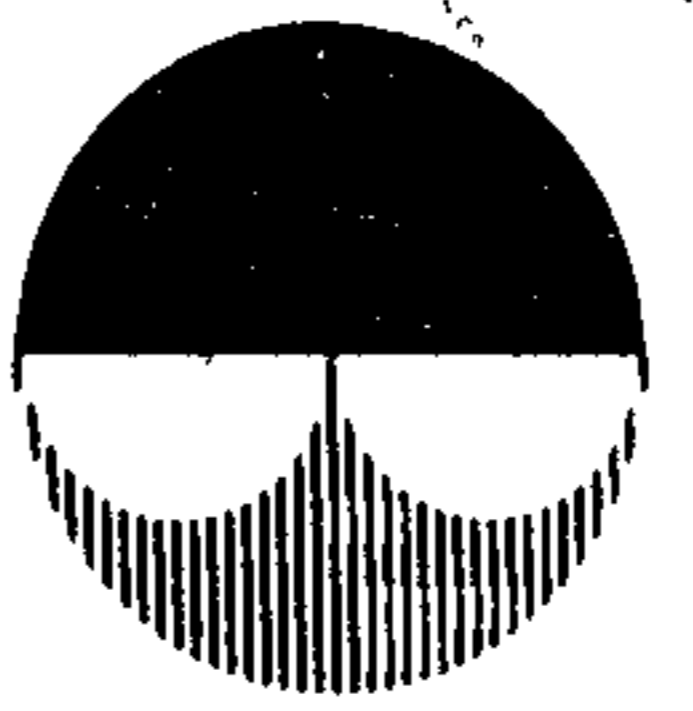
"However, unless opportunities are provided for suitably-trained and qualified black workers to progress, the future for all could be very bleak.

"It is hoped that employers and employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable," he says.

Rom 1 14/3/85

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Extracts from the Chairman's Statements



Durban Roodpoort Deep, Limited East Rand Proprietary Mines, Limited

(Both companies incorporated in the Republic of South Africa)
Members of the Barlow Rand Group

"For several years now the companies' revenues have been adversely affected by the gradual decline in the average grades of ore mined while the costs of operations have been subject to mounting pressures" - C. G. Knobbs.

Gold

The scenario for 1985 is that the US Dollar gold price is expected to increase moderately and the anticipated stronger Rand should result in an average Rand gold price similar to that experienced in recent months

Industrial Relations and Personnel

The year under review saw growing black trade union activity within the mining industry. Nine gold mines and five collieries have become parties to a recognition agreement between the Chamber of Mines and the National Union of Mine Workers (NUM) for certain categories of workers, but the companies have not been involved in any of these recognition agreements. Three non-Chamber mines within the Rand Mines group have negotiated their own recognition agreements with NUM or other emergent black trade unions. Strike activity by black trade unions in the mining industry also increased, with twenty-four work stoppages having been recorded since January 1984. Of concern is the irresponsible behaviour of NUM in supporting "wild-cat" illegal strikes by their members before making use of local grievance procedures. The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted. It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basic requirements of a "good faith" relationship.

The 1984 industry wage negotiations between the Chamber of Mines and the Council of Mining Unions representing white employees and various officials' staff associations led to an average increase of 10 per cent on the Chamber minimum rates of pay. Negotiations between the Chamber and NUM in respect of black employee wages ended in dispute and the appointment of a conciliation board. The companies, together with the rest of the industry, nevertheless granted increases to all black employees from 1st July, 1984. Basic wages were increased by an average of 14.4 per cent and 13.5 per cent on Chamber minimum rates for surface and underground employees respectively. Benefits were improved by the introduction of overtime and shift allowances plus an industry service increment scheme.

The conciliation board's efforts to resolve the dispute between NUM and the Chamber ended in deadlock but further discussion resulted in an agreement to restructure the "package". The agreement was reached on the evening before a planned strike by NUM and the union was unfortunately unable to communicate this to their members in time to avert the stoppages on the 17th September, 1984. Most of the affected mines returned to normal the next day.

There are two industrial relations problems which will require particular attention in the ensuing year. Firstly, the day to day relationship between white and black employees will need to be developed more positively and the management of the companies have directed greater training efforts to this end. Secondly, the statutory "scheduled person" restriction contained in the Mines and Works Act must be removed and it must be replaced with a non-racial "competent person" definition. Talks with white unions and officials' associations have commenced in order to resolve this controversial issue. The inevitable demise of the legislated "scheduled person" should be recognised by the white employee bodies. Efforts should be directed towards devising new work and employee practices, with consideration being given to allaying fears by white employees of mass retrenchments by including security of employment provisions in the agreements. However, these agreements must contain the fundamental concept of selection and promotion on merit, regardless of race.

The safeguards governing security of employment in the transition from the designated "scheduled person" to "competent person" is as important to the employer as it is to the employee as standards of performance must be maintained. The country has an acute shortage of skilled workers and it is for this reason that the majority of skilled white workers need not fear for their future. However, unless opportunities are provided for suitably trained and qualified black workers to progress, the future for all could be very bleak. It is hoped that employers and employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable.

RACING ROW

SABC's power play

There is more than meets the eye to the row between the SABC and Radio 702 over rights to broadcast horse racing commentaries from the various turf clubs. Certainly the SABC seems to be using its muscle to pressure the clubs into refusing commentary rights to 702.

Also at issue, however, is the question of the R1m or so that 702 would like to make out of racing, SABC pressure on freelance broadcasters who work for 702 and even an argument over the "accidental" broadcasting of 702 advertising banners by SATV.

Despite some intensive meetings this week the position remains unchanged — 702 can still broadcast from Turffontein but not from the other courses. And it seems that if 702 broadcasts from Turffontein the SABC will refuse to do so, withdrawing TV coverage and possibly radio coverage as well.

Officially the SABC will not comment on the issue. But sources not far removed from Auckland Park say that part of the issue involves 702's demand that racing clubs pay it in excess of R1m in return for broadcasting their races.

This, says 702's Chris Gibbons, is a distortion of the truth. He admits that the figure of R1,033m was mentioned in negotiations with the racing clubs and says this was the figure calculated by 702 as the value of the broadcast time it would devote to racing this year.

Says Gibbons "This is time we could sell if we did not broadcast racing. We did tell the clubs that at some time in the future, it was as vague as that, we would like to come to some sort of agreement over the money."

Gibbons says this was certainly not a factor in the clubs refusing broadcast rights to the station.

Radio 702 spokesmen believe the SABC wants exclusive broadcast rights in order to bolster its expanding regional services, which are in direct competition with 702 in the PWV area.

They will not comment on the personalities involved but some broadcasting sources believe the SABC went to war with 702 following an incident at the Wanderers cricket ground.

The station had made an arrangement with the Transvaal Cricket Union to erect advertising banners at the ground. They have since been removed, but for a while they made a fine showing on SATV. According to sources, SABC director general Adriaan Eksteen phoned the TV commen-

tators to ask why he was seeing 702 hoarding signs all over his TV screen. Eksteen was out of town this week and unavailable for comment.

A more likely explanation is that the SABC is worried about the impact of 702 which has been far more popular with listeners than the corporation's regional stations.

Radio 702 itself has discovered that punters are an important and vocal part of its listenership. When it originally changed its coverage to recorded coverage it was inundated with complaints from punters who wanted immediate results.

The war continues — and 702 worries that Turffontein will not be able to hold out against SABC pressure despite the fact that one of the major Turffontein race sponsors is Sun International whose MD Sol Kerzner has a major stake in 702.

UNIONS FM ~~21/1/85~~ Arrie bounces back

The grizzled warhorse returned to the fray this week. Six weeks after the dramatic announcement that Arrie Paulus was to retire as general secretary of the ultra-rightwing Mineworkers Union (MWU) after 18 years, he is back in the saddle.

As yet there is no clarity about what is going on in the union. Characteristically, Paulus is not saying anything beyond the fact that he has postponed his retirement "for one or two years." But it is clear that there must have been a great deal of tough talking behind the scenes. According to one source, Paulus was begged to come back.

The original announcement of Paulus's retirement was made at the MWU congress in late January by the union's president, Cor de Jager. Coming at the time it did — when the MWU is fighting moves to abolish

the last remaining job reservation restrictions on the mines — the announcement was puzzling. Why would Paulus, who had devoted his life to protecting white workers' rights, recoil from battle now? But mining industry sources said that Paulus had always made it clear he intended retiring at 55.

Even so, there were strong indications that the parting was not such "sweet sorrow." One source says Paulus was surprised when De Jager announced his retirement in his presidential speech. Another unconfirmed report says Paulus stormed out of a closed session in protest against moves to amend the MWU's constitution to make the general secretary's position far stronger than it is now. Another source denied this. Others said the MWU has been in a state of internal conflict since last year's congress and that Paulus has been battling to retain his position.

Paulus was more taciturn than usual after the congress and went "on leave." When the FM asked him to respond to allegations of bad blood in the MWU, he refused. This week he was back in the MWU's Braamfontein office.

The position of general secretary of the MWU is a pivotal one. Speculation in late January was that whoever replaced Paulus was likely to be even more conservative. It now seems that experience is more valuable to the union than demagoguery.

Paulus has been the MWU's representative at the talks aimed at abolishing the racially based definition of the "scheduled person" in the Mines and Works Act. Repeal of the definition will allow blacks to obtain certificates of competency to do skilled work. The key certificate to black advancement is the "blasting ticket." It's a life and death matter for the MWU as "blasting certificates" represent the thin line between their skills and those of black workers beneath them.



MWU's Paulus ... winner of a power play?

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15/3/85
Change in labour
policy on mines
seen as inevitable

JOHANNESBURG — White employee bodies should recognise the inevitable demise of the legislated "scheduled person" restriction applicable on the mines, Mr Clive Knobbs, chairman of East Rand Proprietary Mines (ERP) and Durban Roodepoort Deep, says

In his chairman's statement in the annual reports of the two companies for the year to December 1984, he refers to the talks being held by the Chamber of Mines with the white unions on the controversial issue of replacing the existing "scheduled person" restriction with a non-racial "competent person" definition in the Mines and Works Act

Efforts should be directed towards devising new work and employee practices, with consideration being given to allaying fears by white employees of mass retrenchments by including security of employment provisions in the agreements

However, these agreements must contain the fundamental concept of selection and promotion on merit, regardless of race, he says

The country has an acute shortage of skilled

workers and it is for this reason that the majority of skilled white workers need not fear for their future

However, unless opportunities are provided for suitably trained and qualified black workers to progress, the future for all could be very bleak

Another industrial relations problem which would require particular attention this year was the day to day relationship between white and black employees which needed to be developed "more positively"

Mr Knobbs accuses the black National Union of Mineworkers (NUM) in supporting "wildcat" illegal strikes by their members before making use of local grievance procedures

The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted

It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basic requirements of a 'good faith' relationship — Sapa

13 hurt in mine boycott unrest

By PHILLIP VAN NIEKERK

UP TO 13 workers were injured after unrest flared at Hartebeesfontein gold mine, near Klerksdorp, during a five-week boycott by Anglovaal workers in an attempt to break the monopoly of mine liquor outlets.

A spokesman for the National Union of Mineworkers (NUM) said there had been clashes with police after management took action against independent liquor traders outside the hostels.

Sapa reports that a spokesman for the Anglovaal Group confirmed yesterday that the unrest arose from action taken at about 6pm on Wednesday by mine management against illegal liquor traders outside the hostels at the number five, six and seven shafts on the mine.

He said the main disturbance occurred at the Number Six shaft hostel, where stone-throwing occurred and the liquor outlet was set alight.

Mine security forces and police were called in and used rubber bullets and teargas to bring the rioters

under control. Three workers were injured in the unrest, none seriously.

However, the NUM spokesman said 13 workers were seriously injured, but that workers had returned to their jobs yesterday morning.

Similar action was taken at numbers five and seven shaft hostels, the mine spokesman said.

This is the third recent boycott at the mine, the others having been aimed against local concession stores and taxis operating in the Klerksdorp area.

Unrest also continued in the Eastern Cape townships as youths stoned police vehicles, beer halls and set fire to schools.

Black unrest spread to Northern Natal this week, leaving one person dead, while police said they used tearsmoke and rubber bullets to disperse more than 500 striking mineworkers in the Western Transvaal.

In the Port Elizabeth area black schools and homes were petrol bombed yesterday. Classrooms and offices at three schools in New Brighton were damaged by fire.

4 000 fight at Welkom gold mine

10 dead in faction fighting

22/4/85

211
~~Star~~

Ten mineworkers died and eight were seriously injured yesterday during faction fighting at the President Steyn gold mine near Welkom, police reported.

The trouble started at about 12.45 am between hostel dwellers from Lesotho and the Transkei at the mine's Number Four Shaft, said a police spokesman for the Northern Free State.

About 4 000 people — Xhosa labourers from the Transkei and Basotho workers from Lesotho — clashed, a spokesman for the Anglo-American Corporation, the mine's owners, confirmed today.

The workers were apparently reacting to the fatal stabbing of a Lesotho worker by a Transkeian last week.

TALKS

The men fought with "everything they could lay their hands on", the police spokesman said.

Four men were discharged from hospital after treatment, and the condition of four others at the Ernest Oppenheimer Hospital was described as "satisfactory".

The situation at the mine returned to normal this morning. Police said talks were in progress between the two factions and mine management.

The names of the dead will be released when their next of kin have been informed. Sapa

ROM 15/3/85 (21) 11/13

Latest Rand Mines report blasts NUM

By PHILLIP VAN NIEKERK
MR CYRIL RAMAPHOSA, general secretary of the NUM — South Africa's largest and fastest-growing trade union — said he was not surprised by the unprecedented attack on the union this week by Rand Mines

Mr Clive Knobbs, chairman of Rand Mines' gold and uranium division and vice-president of the Chamber of Mines, accused the NUM of "irresponsible behaviour in supporting illegal wild-cat strikes" in his latest chairman's report.

Mr Ramaphosa said: "It only shows that the union is making them feel uncomfortable regarding the injustices they are committing against their workers."

Rand Mines was recently hit by industrial action at two of its collieries, Riet-spruit and Duvha while another giant mining house, Gold Fields, has had strikes at two gold mines recently.

Mr Ramaphosa said the Miners International Federation was co-ordinating a campaign against Riet-spruit, owned by Shell and Rand Mines, where more than 70 NUM members were fired last month.

A spokesman for the Chamber of Mines agreed yesterday that the mining industry was concerned at the number of wild-cat strikes, and shared Mr Knobbs' hope that this was just a transitory phase.

Tension mounts at Anglo mine

By PHILLIP VAN NIEKERK

THE situation was tense at Anglo American's Vaal Reefs mine near Klerksdorp last night after more than 5 000 mineworkers downed tools underground at three shafts of the giant mining complex during the day

Management was holding urgent talks with representatives of the National Union of Mineworkers (NUM) in a bid to resolve the dispute which threatened to spread to include more of the 42 000 workers employed at the mine

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said workers were protesting against alleged victimisation of shaft stewards and delays in recognising them

Tension has risen at Vaal Reefs since workers launched a boycott of liquor outlets and stores on the mine last week

Workers downed tools yesterday morning after working half a shift, and were later brought back to the surface

A spokesman for Anglo American said he could not comment because talks were still in progress

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211 D. Dispatit

22/3/85

Trade union breakthrough

NEW YORK — American television viewers of the third Nightline programme saw white trade union leader Arrie Paulus and black trade union leader Cyril Ramaposa brought together — “The past and the future of South Africa colliding head-on” as producer Ted Koppel put it

At the end of their encounter the two men produced one of the most positive responses seen so far in the much-discussed series

Mr Koppel asked Mr Paulus, who had, throughout, been quietly-spoken “Will the day ever come when you and a Cyril Ramaposa can sit down together for the good of all workers in this country?”

Mr Paulus responded immediately “That may be possible I don’t know what will happen in future”

Mr Ramaposa swiftly intervened and said “Mr Paulus, I’m pleased you say that it may be possible.”

This remarkably conciliatory exchange between two men who have thus far been poles apart on the South African

labour scene came on the third night of the series being broadcast live from South Africa

The programme started with Mr Koppel interviewing mining magnate Harry Oppenheimer.

The industrialist, asked what were going to be the “engines of change” in South Africa, replied “Unions if the government persists in denying political rights to all black people at the centre, I’m quite sure the unions are going to be used for political purposes”

Mr Oppenheimer said he was strongly opposed to the policy of disinvestment “I think the ostensible objective of that policy to bring about change to a just society — is not going to be achieved in that way.

“It will have the effect of pushing South Africa toward a conflict situation that would be a disaster for the black population it would cause despair among black people and would not lead to peaceful change, but violent change”

Apparently referring

to his own situation, Mr Oppenheimer said: “If the country sinks I shall have to go down with it, but I do not intend to drown because I jumped overboard”

The programme then focussed on Mr Paulus, sitting in his office in the Mineworkers’ Union in Johannesburg, and Mr Ramaposa.

Mr Paulus said he was opposed to government policy “because it’s moving too much to the left. In the past the government protected the white worker in white South Africa.

Mr Ramaposa said the government had been promising to make changes for a long time, “but hasn’t lived up to its promises”

On the issue of disinvestment, Mr Paulus, speaking calmly, described it as “a storm in a teacup” and asserted that South Africa had overcome at least three previous attempts to impose boycotts against the country

Asked about the effects of American pressure on South Africa, he said “We’re be-

coming one of the states of America we’re being governed from America”

Mr Ramaposa said the disinvestment campaign had “resulted in making the government make a number of changes that many people would not have thought possible”

The black trade union leader agreed that if there was disinvestment people would suffer, but added “The point is that black people in this country have suffered for over 300 years and the suffering they have gone through and the suffering they will go through is not much more than they’re going through now”

The half-hour programme concluded with the conciliatory exchange between Mr Paulus and Mr Ramaposa

Because protocol does not allow the State President to participate directly in such debates, he will be interviewed separately from his Nightline antagonist — banned ANC leader Oliver Tambo — SAPA

Faction fight (211)

The Supreme Court has withdrawn a *rule nisi* prohibiting the National Union of Mine-workers (NUM) from inciting and/or organising an illegal strike at three Goldfields of SA mines. However, a similar interdict against a former NUM organiser, now running his own union, was confirmed.

In a widely-publicised case last year, Goldfields applied for, and was granted, a *rule nisi* restraining the NUM and its organiser Vuyani Madolo from inciting unlawful strike action at the Libanon, Venterspost and Kloof gold mines. It was alleged that Madolo had, with the support of the NUM, called on workers at the three mines not to work on February 28 and 29 1984 in protest against the mines' withdrawal of office facilities.

In affidavits presented to the court, the NUM denied knowledge of Madolo's alleged actions and argued its policy against calling or encouraging illegal strikes is well known. Madolo denied having called on workers to strike, but this was not accepted by the court.

Mr Justice A J Strydom has ordered that

- The *rule nisi* relating to the NUM be discharged,
- The *rule nisi* relating to Madolo be confirmed, and that
- Madolo pay the costs of both the mines (on the basis of their having used one counsel) and the NUM.

Madolo, has since broken away from the NUM (which he describes as a "sweetheart union") and formed his own organisation, the African Mining and Allied Workers' Union (Amawu). He tells the *FM* that he still denies having called for strikes and says he will not pay the costs. "I would rather go to prison," he says.

He claims Amawu now has about 7 500 members at a number of mines, including the three where the dispute originated. A Goldfields spokesman confirms the union has sub-

stantial membership there

Goldfields executive director Colin Fenton does not believe the NUM was not involved in the strike calls. "The NUM is behind most of the boycotts and strikes on the mines of late, including having been behind the Venterspost, Libanon and Kloof story. Never mind that the court absolved it," he claims.

NUM general secretary Cyril Ramaphosa declined to respond to Goldfields' allegations.

42,000
miners
strike

By PHILLIP VAN NIEKERK
MORE than 42 000 workers at Anglo American's Vaal Reefs mining complex near Klerksdorp downed tools yesterday, halting all production at the world's largest gold mine

Workers are demanding they be paid the same increases granted to a handful of monthly-paid workers in January

The strike began on Tuesday when about 9 000 workers at three shafts downed tools underground

Despite negotiations between management and the National Union of Mineworkers, the strike spread to the entire complex yesterday, stopping production at the mine which produces more than 10% of the country's gold

Anglo American has warned the workers that unless they return to work today they will be "in breach of agreement".

An Anglo spokesman would not say whether this meant that they intended firing workers — an action which could severely diminish South African gold production

Mine unions in wages dispute

By PHILLIP VAN NIEKERK

IN AN unprecedented step, eight trade unions representing 20 000 white mine workers have declared a dispute with the Chamber of Mines at the beginning of their annual wage talks, which started yesterday.

Talks deadlocked after the Council of Mine Unions (CMU) demanded a 20% increase in wages, in reply to the chamber's offer of 8,5% which was later increased to 9,5%.

The dispute could be the first step on the road to a legal strike by white mineworkers, with the chamber also facing the prospect of tough bargaining this year with unions representing black mineworkers.

The chamber said in a statement that at the start of negotiations yesterday the unions demanded a 20% wage increase and further improvements exceeding 7%.

"The chamber responded with an offer of an 8,5% wage increase and the CMU changed its demand

to an overall 20%.

"At a second meeting today the chamber improved its offer to a 9,5% wage increase together with an increase in the split shift allowance. The council did not moderate its 20% demand and declared a dispute," the statement said.

● Industrial unrest continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) conveyed to its members details of a management offer.

About 42 000 workers downed tools on Thursday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement.

Despite management denials that there had been no violence at the mine, Mr Cyril Ramaphosa, general secretary of the NUM, said 30 were wounded when police fired buckshot and teargas at workers walking to a meeting.

Review 22/2/85
**Striking
miners
'shot'**

Mall Reporter

INDUSTRIAL action by black mineworkers continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) relayed details of a management offer to members.

About 42,000 workers downed tools on Thursday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement.

Miners, who had been working only half-shifts before downing tools, continued their industrial action yesterday.

Despite management claims that there had been no violence at the mine, Mr Cyril Ramaphosa, general secretary of the NUM, said police fired buckshot and teargas at workers walking to a meeting, wounding 30

An Anglo statement yesterday said management expected the NUM to assist in bringing a "return to normalcy" on the Vaal Reefs complex and demanded that the "intimidation of workers" should end.

"Management expects a return to normal working conditions by Saturday," said the statement by the mine's general manager Mr Bob Williams.

WORKERS FINED c. lens

211 ~~170~~ By DANIEL DHLAMINI 24/3/85

A POTCHEFSTROOM magistrate this week fined 88 Potchefstroom municipality workers a staggering R35 200 for offences under the Internal Security Act.

The 88 workers - members of the SA Black Municipal Workers' Union - appeared before Magistrate B J Bester, and changed their plea of not guilty to guilty during the trial.

The court found that the 88 accused were among 276 workers who convened an illegal meeting on February 20 at the Potchefstroom municipal premises, and refused to disperse when ordered to do so by a senior police officer.

They were each fined R400 or 12 months' imprisonment - with R220 or nine months of each sentence suspended conditionally for five years, which means each worker has to pay R180.

Ram 25/3/85

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Mining industry faces gruelling year

BY PHILLIP VAN NIEKERK

THIS year's wage negotiations in the mining industry look set to be the most gruelling in years.

With the Chamber of Mines already gearing up for the prospect of a major battle with the black unions, particularly the National Union of Mineworkers, unions representing whites have fired the first salvo.

On Friday, the Council of Mining Unions (CMU) took the unusual step of declaring a dispute with the Chamber virtually at the beginning of their wage talks.

The CMU, representing some 20 000 predominantly white workers in the industry, came in asking for a 20% increase, with the Chamber offering 8,5%, later upping that to 9,5%.

The CMU consists of the Mine Workers' Union and the seven unions belonging to the Federation of Mining Unions.

These are the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Electrical Workers' Association, the Amalgamated Society of Woodworkers of SA, the Amalgamated Building Trade Workers of SA, the Iron Moulders' Society of SA and the SA Engine Drivers', Firemans and Operators' Association.

Last year these unions declared a dispute with the Chamber over a 0,5% difference in demands and, given the lack of substance in the dispute, settled within a day of the dispute being declared.

This year, by pre-empting the whole process of horse trading over half-a-percent here and there, the white unions have already launched themselves into a course of action which could culminate in legal industrial action.

On analysis, there are three factors which back the view that the white unions are deadly serious.

The first is the large profits the mines have been making as a result of the sustained high rand price of gold. The white unions believe that a below-inflation offer of 9,5% is not serious bargaining.

The second is the re-emerging labour militancy of white workers, artisans and white collar workers.

This has been seen most clearly in the railway unions' response to their bonus cuts, and disputes such as that of the SA Society of Bank Officials (Sasbo) over the extension of Wednesday working hours.

So far this new mood has yet to be translated into concrete action. But there is little doubt that, after years of being passive observers of a burgeoning black union movement, white workers are re-awakening to the benefits of collective trade union action.

Lastly, the militancy of black mineworkers has sent a ripple through the entire industry. The fear that the collective power of black workers could win them gains at the expense of white workers must lie at the back of the minds of the white unions.

□ □ □

THIS year the black unions — including the NUM, the Federated Mining Union and maybe the Black Allied Mining and Construction Workers' Union, who have applied for recognition at two Chamber mines — are also likely to set tough demands.

And, given the mood of militancy at the NUM's congress earlier this year, one is left wondering whether an early settlement, averting steps towards a strike, is possible.

The volatility of the mining industry was displayed again last week when more than 40 000 black workers downed tools at Anglo Americans' Vaal Reefs complex near Klerksdorp, the world's largest gold mine.

This action is unlikely to please the mining houses who say they are growing increasingly upset with the National Union of Mineworkers over the number of stoppages by NUM members.

More than 70 000 mineworkers have been on

strike this year — and the real battle, over the annual wage increases and related issues such as racial job reservation, has not even begun.

Mr Clive Knobbs, the chairman of Rand Mines' gold and uranium division, recently accused the NUM of "irresponsible behaviour in supporting illegal wild-cat strikes". The Chamber of Mines agreed, saying

they shared Mr Knobbs' hope that this was just a "transitory phase". In fact, the first transitory phase of black unions on the mines — when the NUM could be regarded as a novelty, as a group of beginners with the near-impossible task of organising half-a-million black workers — is over. This is telling in both the hostility of the criticisms now being levelled at the NUM

from within the industry, and the reply of Mr Cyril Ramaphosa, general secretary of the NUM, to Mr Knobbs. Pointing out that he was not surprised at the attack, Mr Ramaphosa said: "It only shows that the union is making them feel uncomfortable regarding the injustices they are committing against their work-

10/11/12/11/14/15 c p. 100
7/14/15

Six arrested in courtyard

By HERMAN LETSIE

SIX MINERS were arrested in the courtyard of the Oberholzer Magistrate's Court this week when armed police swooped on a group of more than 100

The swoop took place when members of the National Union of Mineworkers sang freedom songs and shouted slogans before 21 of their colleagues appeared in the Western Transvaal court

The accused are out on R300 bail each, were not asked to plead and their case was postponed to May 7.

An Oberholzer police spokesman confirmed the courtyard arrests and said the six men.

Send from 28/1/85

Striking miners returning to work

2/3

By JOSHUA RABOROKO

MOST of the 42 000 black miners on strike at the world's largest goldmine, Anglo American's Vaal Reefs, yesterday started returning to work while the National Union of Mineworkers has warned management not to involve police in the labour dispute.

Anglo's spokesman said that the morning shift reported and the situation was back to normal and calm following last week's outbreak of violence

About 42 000 members of the NUM downed tools last Thursday and continued their industrial action on Friday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement

However, the NUM has said that 35 of their

members were shot and wounded when police clashed with them at the mines, but a spokesman for the police directorate in Pretoria, Lt A J Beck, said police used teargas to disperse the workers

The NUM has warned management not to involve the police in the matter and said chaos might erupt if the police presence was continued, according to a statement to **The SO-WETAN.**

Management was expecting the rest of the labour force to return to work today — thus ending the industrial action which management claimed was marred by intimidation

Miners, who had been working only half shifts before downing tools, had continued their strike while management was engaged in talks with the union

Chamber to scrap

By JOSHUA
RABOROKO

Sowetan 11/4/85

colour bar

THE Chamber of Mines has committed itself to scrapping job reservation — an issue the fast growing National Union of Mineworkers is to challenge at the coming round of wage talks in May.

The Chamber includes Anglo American Corporation, Gold Fields of SA, Rand Mines and the General Mining Union Corporation Ltd, who contend that unskilled and semi-skilled labour has continued to be in oversupply while shortage of skilled labour remains high because of

racial discrimination.

Gencor's chairman, Mr E Pavitt, says these shortages will worsen materially when the next economic upswing takes place. He charges that one of the solutions to the problem is the phasing out of work reservation practices

Some of the mine bosses have said that overseas recruitment could serve as a relief, but they have been criticised by the National Union of Mineworkers and the Black Mining Construction and Allied Workers Union.

Mine bosses have expressed their discontent on this enduring labour anachronism by holding talks with the chamber and white unions, but the obstacle is reaching an agreement with the unions, especially the all-white Mine Workers Union (MWU), which sees little benefit in signing away their members' rights

In all these talks, the NUM has been excluded and Mr Cyril Ramaphosa, representing over 110 000 black miners, has reiterated that they were growing impatient with the stalling and that it is possible that racial tension could get very high.

The union has chosen 1985 as the year to make a stand on job reserva-

tion, with their growing membership and 29 recognition agreements, they believe they were for the first time in a position to take on such sensitive issues.

NUM was angry that it was excluded in the talks and will put this demand on the wage negotiations which start in May — failure to arrive at a conclusion may lead to industrial action, he said.

However, the chamber has said that talks on the issue will be finalised this year. The spokesman denied that there has been stalling

Job reservation was launched by legislation since 1911 and was bolstered through the years by the political clout of white labour, but change at last seemed imminent when the sixth report of the Wiehahn Commission was tabled in Parliament in 1981

By BRENDAN RYAN

THE Government is taking initiatives to do away with racial barriers in the mining industry.

The issue revolves around the controversial legislation of who constitutes a "competent person" in the industry, and have this defined on non-racial lines.

Informed sources say the Director-General of Mineral and Energy Affairs, Dr Louw Alberts, last month sent a crucial letter to the Chamber of Mines and the unions representing the various affected white workers in the mining industry.

It is understood the letter asked them for their definitions of a "competent person" in various job categories.

It also asked them for their definitions of job security in various job categories.

It further asked the parties if they would accept the proposed Government Mining Engineer's definition of a "competent person", which is based on Canadian mining legislation and is non-

Govt moves to scrap racial bars in mining

racial

The letter was sent out early in March and asked for replies from the various parties by the end of March, which indicates a considerable degree of urgency.

It is understood the Chamber of Mines has already replied to the letter but that replies from the white unions have yet to be received.

The move follows a debate in Parliament on February 26 during which the Minister of Mineral and Energy Affairs, Mr Dame

Steyn, said he hoped to be able to introduce "competent person" legislation next year.

If this is to happen the legislation has to be agreed in principle by the Cabinet by about August this year to allow time for the laws to be drafted and put before the various law advisors and the standing committees of the Tricameral Parliament before it is introduced.

From Page 2

Govt plan to scrap race barriers

The present "scheduled person" legislation contained in the Mines and Works Act prevents black workers holding blasting certificates, which in turn effectively bars them from the top skilled jobs in the industry.

The Government accepted in principle some four years ago the recommendations of the Wiehahn Commission of Inquiry into Labour Legislation that the term "scheduled person" be removed and replaced by a non-discriminatory defini-

From Page 1

tion of "competent person"

However, the Government laid down a number of requirements which had to be met.

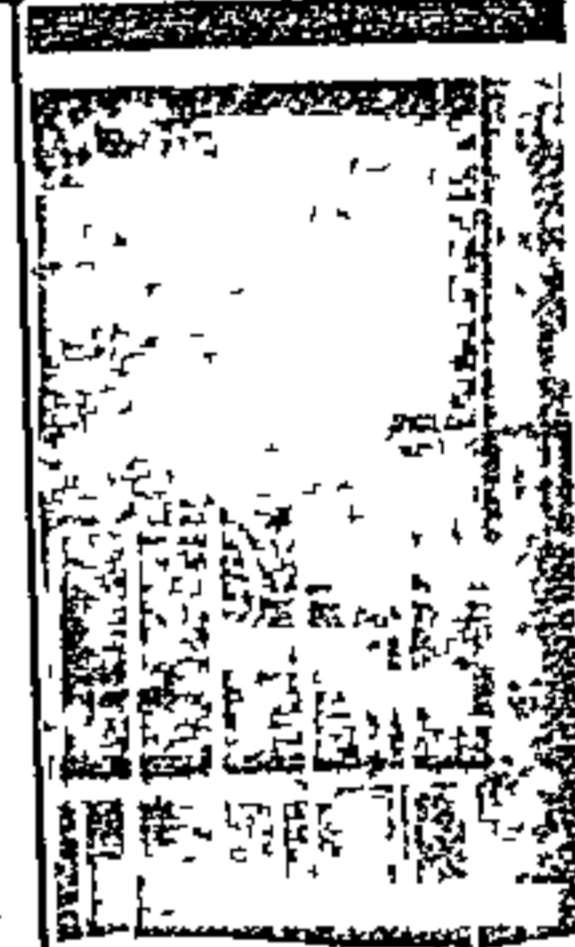
These principally involved protecting the job security of white workers, providing adequate protection against racial victimisation, rigorously maintaining standards of work and standards of training and maintaining the principle

of equal pay for work of equal value.

The Government wanted these conditions to be settled by negotiation between the mining employers and the mining unions.

This was accepted by the mining houses, which immediately set about initiating talks with the white unions.

However, to date, nothing has been achieved because the white unions are apparently not prepared to negotiate and have been stalling.



Chamber may back scrapping of job curbs

211
13/4/85
Ston
Stones

by
Sheryl Raine

The Chamber of Mines has confirmed that it has sent a letter to the Government concerning job reservation on the mines, and it is widely believed that the Chamber is likely to support Government moves to scrap racial barriers in this crucial sector of the South African economy

Swazis face big dilemma

MBABANE — The Swaziland Government is facing a dilemma about what to do with the increasing number of Mozambican refugees entering Swaziland in search of food and work, and who the Maputo authorities refuse to accept back when they are repatriated

The Swaziland Police's public relations officer, Assistant Superintendent Solly Mkhonta, said scores of Mozambican illegal immigrants were turned back at the border every month

He said some greedy businessmen and farmers were to blame for the influx of illegal immigrants — Sapa

A spokesman for the Chamber yesterday confirmed that a letter had been received from the Director-General of Mineral and Energy Affairs and that a reply had been sent back to the Government. The spokesman declined to reveal the contents of the letter

Key jobs underground have been reserved for white miners since the days of Paul Kruger.

In 1981 when the sixth report of the Wiehahn Commission was tabled in Parliament, it was recommended that labour legislation which reserved about 13 skilled job categories for "scheduled persons" who could not be black, should be amended with a nonracial definition of a "competent person".

The Government has asked the Chamber of Mines and various unions representing black and white miners for their definition of a "competent person" in various job categories and whether the parties would accept a nonracial definition of the term.

Mr Arrie Paulus of the white Mine Workers' Union said he had no comment on reports that the Government was attempting to scrap racial barriers in mining nor would he comment on accusations that white unions were not prepared to negotiate the issue and had been stalling

ly
of."

BUSINESS TIMES SURVEYS MANAGEMENT AND TECHNOLOGY

Blyvoor keeps tabs on labour

BLVVOORUITZICHT gold mine in the Western Transvaal has installed a computerised labour management system which will increase the efficiency and effectiveness of its manpower planning and control.

At the touch of a keyboard, the system supplies updated details of mine labour, including labour strength for each job code, gang or section summaries, misplaced labour, overtime reports, training numbers and projected needs.

Blyvoortzucht has included a special innovation in EXTAS (Extended Time and Attendance System). It is designed to help in clearance procedure before blasting by providing information quickly and accurately.

The mine's personnel services manager, Fred Ingram, says the benefits are both direct and indirect. "An indirect benefit of the

system is the accuracy of information that the personnel department is required to produce. If we can get even 10 seconds off the time taken for information to reach the managers, then perhaps we can save a life. Don't ask me to quantify such a benefit."

The system runs on Data General equipment, for which Perseus Computer Systems is the SA representative.

Back-up

It involves two 16-bit Eclipse S/120 minicomputers, one at each of the two production shafts currently in operation. Both computers are connected to a high-speed, 32-bit Eclipse MV/4000 computer at the control centre.

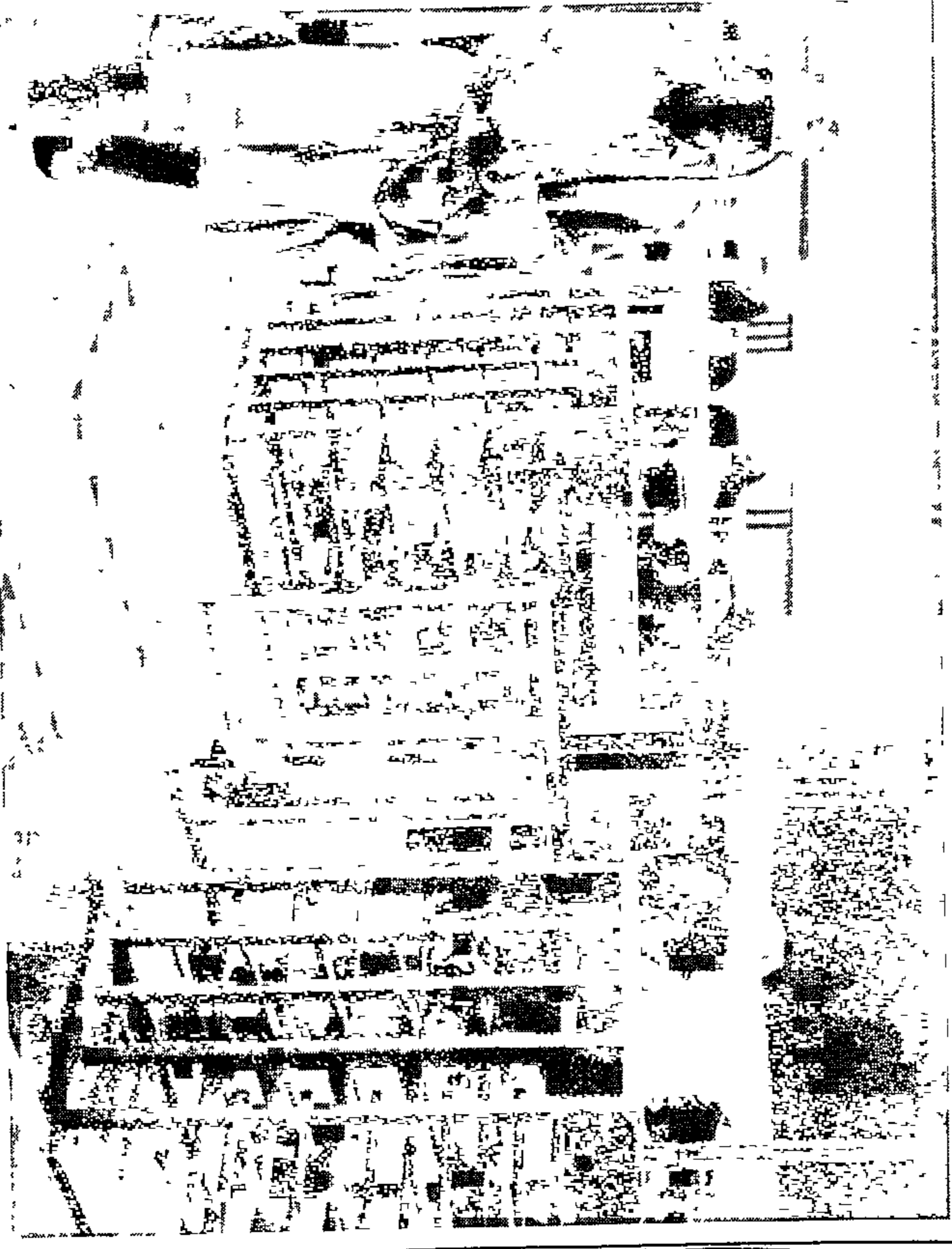
All major labour-intensive and service departments are linked to the system, as are the hospital and hostels. To facilitate data output for effective labour control, terminals and printers are situated at various points, enabling management to access the main database.

The central system supplies back-up to the shaft systems, as well as providing information to departments outside the shaft environment. As a security measure, the central system logs transactions from the shafts and can be used to clear either of the shafts if their computers break down.

Workers carry ID badges with identifying photographs and personal details. Badge readers connected to the shaft computers record the time and attendance details for both surface and underground employees.

Hours worked are recorded, assisting in wage administration and overtime control. If a worker reports ill to the hospital, the information is immediately relayed to the shaft as well as to his hostel.

H G Mosenthal, managing director of Blyvoortzucht, says it is a "terrific advantage" for underground managers to know at the beginning of a shift who is absent and what specialised labour is needed.



Miners clocking out through Perseus' time and attendance system

Racism rocks mines

With African mining industry in the midst of a major manpower crisis, which is the result of racial discrimination...

shortage

The stage has been set for a real life drama in the mining industry this year, and the cast includes the country's largest and fastest-growing black trade union, the most hard-line white union, the Chamber of Mines and the Nationalist government.

issue on the bargaining table during April and if necessary take industrial action

The primary thrust of its campaign would be aimed at the Chamber of Mines, whom it has accused of dragging its feet and not being serious about its stated intention of eliminating mining apartheid.

and the unions in an attempt to get rid of apartheid in the mines.

This, he added, was despite the fact that blacks comprised the majority and most exploited group in the mines. The shortage of manpower in the mines has caused concern in South Africa resulting in mine bosses recruiting striking British miners.

black trade unions, including the Black Allied Mining and Construction Workers Union, on grounds that blacks were not utilised to get better positions and hence better pay in the mines, and yet foreigners were paid more.

The Chamber of Mines last year started talks with 12 mining industry unions aimed at reaching an agreed formula to present to the Government for the scrapping of statutory

job reservation.

The hassle is reaching an agreement with established unions, especially the all-white Mineworkers Union under the conservative Arthur Paulos, which can see little benefit in signing away the traditional rights of its members.

The origins of this tale go back to the days of Paul Kruger's South African Republic when key-jobs underground were reserved for white miners. Job reservation has been entrenched by legislation since 1911 and was bolstered through the years by political clout of white labour.

But change seemed imminent when the sixth report of the Wiehahn Commission was tabled in Parliament in 1981.

Today, almost four years later, about 13 skilled job categories — including the crucial right to obtain an underground blasting certificate — are still reserved for "scheduled persons" who, by definition, cannot be black.

The Wiehahn Commission's basic recommendation was that the Mines and Works Act be amended to replace the racial definition of "scheduled person" with a non-racial definition of "competent person."

The Government accepted the recommendation, but handed the issue back to the mining industry to sort out among themselves — with the provision that agreement be reached within "reasonable time."

Since then there has been lack of progress towards the scrapping of job reservation in the mines.

The chairman of the gold and uranium division of Rand Mines, Mr Clive Knobs, says that the country has an acute shortage of skilled workers, and it is for this reason that the majority of skilled white workers need not fear for their future.

He says however, unless opportunities are provided for suitably trained and qualified black workers to progress, the future for all could be very bleak.

In his latest chairman's statement to the shareholders of East Rand Proprietary Mines (ERPM) and Durban Roodepoort Deep, he says it is hoped that employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable.

A Spokesman for Anglo American, owners of most gold and coal mines in South Africa, said that they were committed to scrapping job reservation in all mines owned by the company.

For this reason, the spokesman added, the company has embarked on a scheme of training blacks for senior positions. Most black miners underground do the job that's supposed to be done by whites, including preparing explosives for blasting.

Stop
Passport

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224185
union man

The general secretary of the 20 00-member Black Allied Mining and Construction Workers' Union, Mr Pandelani Nefolochodwe, has been refused a passport to attend an educational conference organised by the International Labour Organisation in London.

However, three representatives of the Council of Unions of South Africa have been granted passports for the conference.

A Department of Home Affairs spokesman said in Pretoria that they did not usually give reasons for refusing passports.

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, said that two of their three representatives had difficulty in getting passports and had arrived in London late.

ie leaves his pigs and carries on with the fight

LABOUR '85 LEADERS

Industrial relations has become a vital part of the South African scenario with wide implications for society's political and social factors. Here is the first in an occasional series in which SHERYL RAINE speaks about leaders about major issues of 1985.

"We will do everything possible to reach agreement with the Government. We will not feel the union demand for a 20 percent wage increase excessive in these recessionary times. We will be less forthcoming on negotiations to alter the future labour structure of the mining industry. We are in the middle of negotiations with the Chamber on the use of an industrial council," he says, "and to say anything at this stage will not help the situation."

South Africa.
"I feel the only way to protect white workers is with a strong white union."
What can his union hope to gain in terms of white protection?
Does he hope the Government will yield and change the country's labour legislation?
What about the scrapping of job reservation, the repeal of the racially based definition of a scheduled person in the Mines and Works Act and its replacement with the words "competent person"?
He answers: "I don't think white workers will be protected in terms of legislation but by putting their case to the Government I believe the minority can be protected."
"We have examined a document from the Government mining engineer containing his definition of a competent person."
"That document was sent to the Council of Mining Unions."
"We have discussed the document."
"We aren't satisfied with the wording and have asked for a meeting with the mining engineer as soon as he gets back from leave on April 22."
The Mine Workers Union's 23 300 membership includes 16 500 who work in the mining industry; 6 800 are drawn from other sectors throughout South Africa, including Sasol and Iscor.
The latest members to sign up work for a small bakery in Benoni.
"Yes," says Mr Paulus, "this is quite a departure for a union traditionally involved in heavy industry."
"White workers are looking for protection and feel ours is the only union that can give that."
And Mr Paulus intends to give it to them.



Arrie Paulus "we will not turn any white person away"

211

Honest Arrie leaves his pigs and carries on with

The white 23 300-strong Mine Workers Union is facing one of its greatest challenges in 1985.

The Chamber of Mines is committed to removal of job reservation and so is the Government

At the helm of the Mine Workers Union is general secretary Mr Arrie Paulus, a committed knight for whites.

This month he agreed to return from retirement on his small pig farm in Muldersdrif to use his 18 years' experience as a hard-bargaining unionist to fight for the protection of white workers inside and outside the mining industry

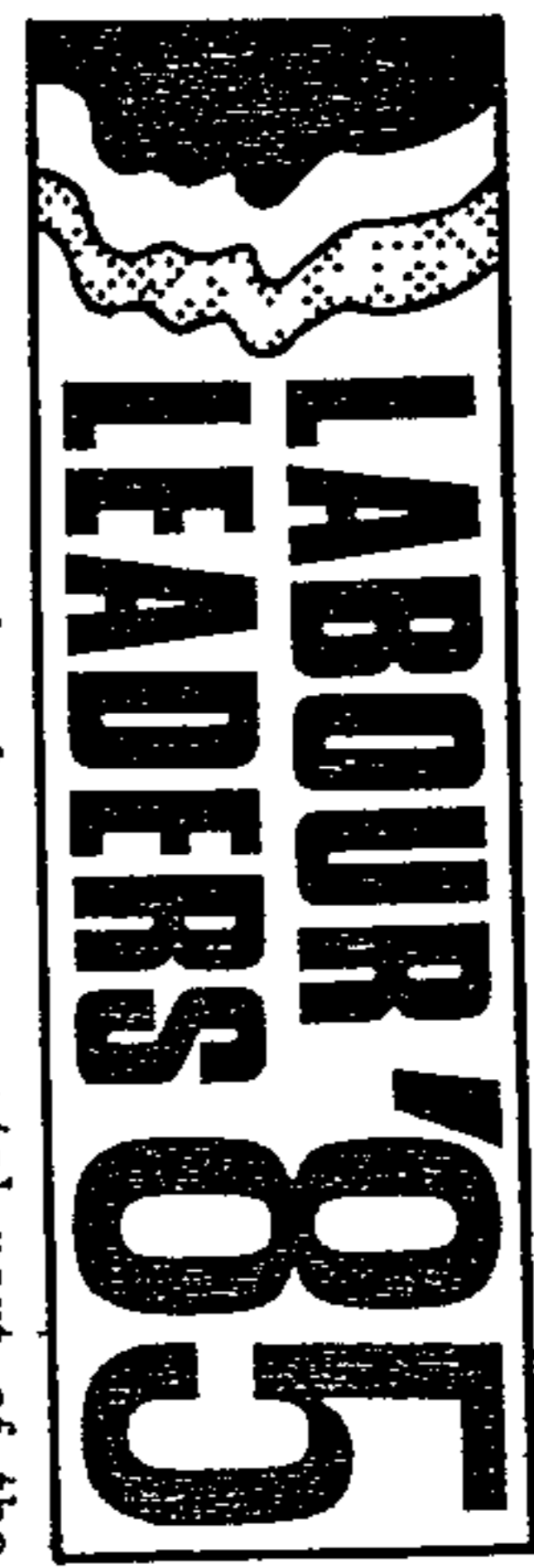
Nowadays the union represents members ranging from bakery employees to rock breakers.

A former rock breaker himself, Mr Paulus is not ashamed of the things he has stood for.

He is blunt and honest and as loyal as ever to convictions that have drawn him into controversy for nearly two decades.

He lists the most important issues for the Mine Workers Union in 1985:

- Conditions of employment.
 - Negotiations with the Chamber of Mines and investigation of an industrial council for the mining industry.
 - Job reservation, the scrapping of the words "scheduled person" in the Mines and Works Act, and job security.
 - Legislation concerning industrial diseases.
 - Wage negotiations between the Chamber of Mines and the Mine Workers Union have deadlocked.
- The union has applied to the Minister of Manpower for establishment of a conciliation board.
- "I am positive he will not reject the request," he says, "because if he does that means we could hold a strike ballot. I am positive he will appoint the board"



Industrial relations has become a vital part of the South African scenario with wide implications for society's political and social factors. Here is the first in an occasional series in which SHERYL RAINE speaks to labour leaders about major issues of 1985.

"Then we will do everything possible to reach agreement with the Chamber."

He did not feel the union demand for a 20 percent wage increase was excessive in these recessionary times.

He is less forthcoming on negotiations to alter the future labour relations structure of the mining industry.

"We are in the middle of negotiations with the Chamber on the issue of an industrial council," he says, "and to say anything at this stage will not help the situation."

But with white worker resistance growing in the face of increasingly powerful emergent black unions, Mr Paulus has a lot to say about the threat he feels is facing white employees.

"At the present moment," he says, "employers want to do away with all so-called discriminatory legislation and practices.

"By doing that they discriminate against the white people in

South Africa. "I feel the only way to protect white workers is with a strong white union."

What can his union hope to gain in terms of white protection?

Does he hope the Government will yield and change the country's labour legislation?

What about the scrapping of job reservation, the repeal of the racially based definition of a scheduled person in the Mines and Works Act and its replacement with the words "competent person"?

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"White workers are looking for protection and feel ours is the only union that can give that."

And Mr Paulus intends to give it to them.

Ten die, eight injured in faction fighting at mine

JOHANNESBURG—Ten mineworkers died and eight others were seriously injured early yesterday in faction fighting at the President Steyn gold mine, near Welkom.

The unrest erupted at 12 45 a m between hostel dwellers from Lesotho and Transkei at the mine's Number Four Shaft, a police spokesman for the Northern Free State said.

About 4 000 Xhosas from Transkei and workers from Lesotho clashed, a spokesman for Anglo-

American Corporation, the mine's owners, said. They were apparently provoked by the fatal stabbing last week of a Lesotho worker by a Transkeian

The men fought with 'everything they could lay their hands on', the police spokesman said.

Four men were discharged from hospital after treatment. The condition of four others at Ernest Oppenheimer Hospital was described by a spokesman as 'satisfactory'.

The situation at the mine has returned to normal. Talks are in progress between the two factions and mine management, the spokesman said. — (Sapa)

211

NM 22/8/85

RD19 22/4/85
10 miners dead
in bloody clash

TEN mineworkers died and nine others were seriously injured early yesterday in faction fighting at the President Steyn gold mine, near Welkom, police said.

The fight, which erupted at 12.45am, involved more than 7 000 Basotho and Xhosa hostel dwellers at the mine's No 4 shaft, according to Northern Free State police.

At least 4 200 Xhosa and 3 000 Basotho mineworkers fought with "everything they could lay their hands on", a police spokeswoman said.

Four men were discharged from hospital after treatment and the condition of five others at the Ernest Oppenheimer Hospital was reported as "satisfactory".

The situation at the mine returned to normal yesterday and talks were in progress between the two factions and mine management, the police spokeswoman said. — Sapa.

Miners get back to work

ROM

23/4/85

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MINEWORKERS involved in the tribal unrest which left 10 dead at Anglo American Corporation's President Steyn gold mine near Welkom at the weekend began returning to work yesterday, an Anglo spokesman said.

Monza race for Sarel

SOURCE

'220 000 affected by mine disputes'

The National Union of Mine-workers (NUM) has applied for a conciliation board to settle disputes declared yesterday with Anglo American and Gold Fields

The NUM, which has more than 100 000 members, released a statement saying 13 mines and about 220 000 workers are involved

The dispute with Anglo American concerns the corporation's gold and uranium divisions

"The dispute revolves round the unilateral and selective granting of increases to certain monthly paid staff members in January," said the NUM

"The mines affected include

Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings Division, Western Holdings Saalplaas Division, Western Deep Levels and Elandsrand Gold Mining Company

"The number of employees affected by the dispute is 154 500. As a result of this discriminatory increment, there have been a number of work stoppages at Vaal Reefs where workers demanded that the increase of 10 percent be given to all employees in Anglo Corporation

"This demand has been refused by the corporation"

The Gold Fields mines affected

by the dispute, the NUM says, are Kloof, Libanon, Doornfontein, Deelkraal and Driefontein Consolidated and the number of employees involved is 65 000

The dispute relates to the payment of cash bonuses to black mine employees either on termination of contract or on re-employment

"The policy of Gold Fields has been that such bonuses are determined by group levels," said NUM

Since 1982 workers had tried to bring the problem to the corporation's attention but received little positive response

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Mining union in 2 major disputes

CAPE TOWN 24/4/82 (21)

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NUM

Own Correspondent

JOHANNESBURG. — A major clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, loomed yesterday after the union declared disputes with both companies over their wage policies

The disputes affect 13 mines and, according to NUM, 220 000 workers are involved. A dispute is a first step towards a legal strike or an industrial court action

'Unilateral' increases

According to a NUM statement yesterday, the dispute with Anglo concerns rises which the corporation allegedly granted some monthly-paid workers in January. It affects eight mines and 154 500 workers. The union charges that these increases were "unilateral and selective".

This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10 percent rise allegedly granted to the monthly-paid workers be extended to all Anglo employees

The dispute with Gold Fields revolves around cash bonuses which it pays to miners on completion of their contracts or in terms of their next contracts. About 65 000 workers on five

mines are affected by this dispute. In both cases, the union charges that the companies have implemented pay decisions without consulting it.

Confirmed

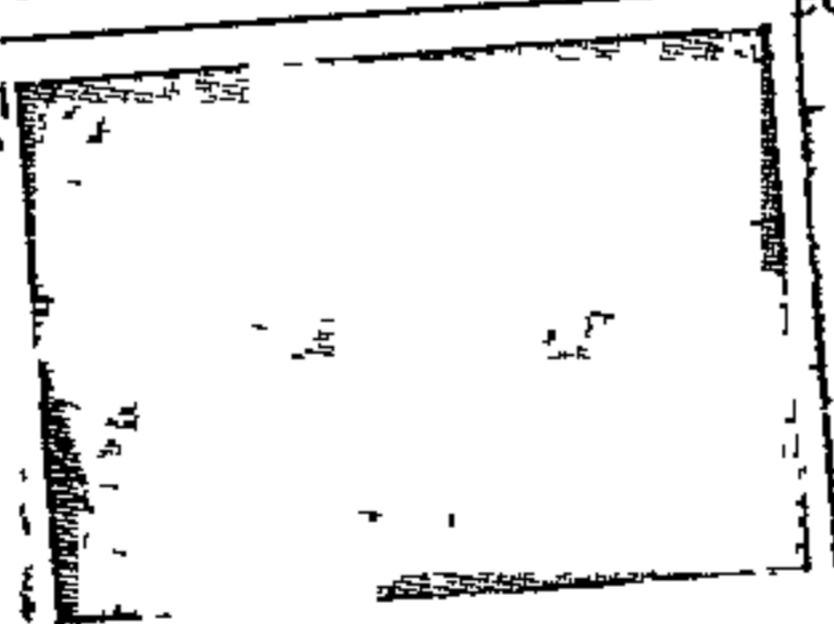
Both corporations confirmed yesterday that the NUM had declared the disputes but neither was prepared to comment on the union's charges. Anglo said it had nothing to say "at this stage" and Gold Fields said it was "considering the merits of the dispute".

In its statement, NUM charges that the increases which Anglo allegedly granted some workers are "discriminatory". It says the corporation has refused requests to extend the pay rises to all workers

It adds that worker dissatisfaction over Gold Fields' cash bonuses dates back to 1982 and that, since then, workers have tried to bring the issue to the corporation's attention "but they have never received much of a positive response".

The Anglo mines affected by the dispute are Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings, Western Holdings, Saaiplaas, Western Deep Levels and Elandsrand

The Gold Fields mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein



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RDM 24/4/85 (211) (214) (215)

Mine union in dispute with mining houses

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, loomed yesterday after the union declared disputes with both companies over their wage policies.

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The Gold Fields Mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein.

CAPE TOWN 25/4/85
Diamond area labour malpractices probe

By **EBRAHIM MOOSA**
 Political Reporter

LABOUR malpractices taking place on the diamond-concession areas in Namaqualand will be fully investigated, Mr Danie Steyn, Minister of Mineral and Energy Affairs, said yesterday.

He was speaking at the committee stage of the Mineral and Energy Affairs budget vote in the House of Representatives

Mr David Curry, Minister of Local Government, Housing and Agriculture, also asked Mr Steyn to ensure that the issue of mining concessions in Namaqualand be brought under the control and administration of the House of Representatives. These areas consisted predominantly

of coloured people. Contracts had been given to prospectors by the now defunct Coloured Development Corporation and were now controlled by the Small Business Development Corporation.

Mr Curry also called for the conditions of these contracts to be changed to ensure that mining companies ploughed some percentage of their profits back into the development of the area.

Mr Steyn agreed to the proposals in principle and said that Mr Curry should take the initiative on this issue.

Labour MPs from the Namaqualand region emphasized that although their constituencies provided a large

amount of South Africa's wealth, the local people gained little from it.

Mining companies in the Northern Cape spent large amounts of money on their white employees while coloured employees were neglected, Mr J D Krieger (LP, Hanatam) said.

Mr Les Abrahams (LP, Diamant) said that developing communities required special State aid to bring them into the mainstream of the mining industry.

Mr A Friedberg (LP Springbok) said that operators on some diamond fields were paid an average of R100 a month.

Mr Les Abrahams also called for greater flexibility in the service station rationalization plan.

Minimum standards for the benefit of consumers were necessary. However, the Motor Industry Federation in its rigid application of the regulations had instructed oil companies not to supply fuel to service stations which did not comply with the requirements laid down.

Coloured service station owners were affected by these regulations.

Mr Steyn said the rationalization plan would be reviewed later this year.

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Belabouring politics

FEATURE

The apolitical union is a myth — at least in SA. Trade unions and their confederations, whatever their complexion, have always played the game of political leverage.

Rightwing unions' preoccupations date at least as far back as the 1922 Rand Revolt. Defence of white workers' privilege against the "cheap black tide" is still the theme, though the SA Confederation of Labour (Sacol) and its best-known member, the white Mineworkers' Union (MWU), no longer retain their privileged position *vis à vis* government.

The MWU is battling to retain the definition of a "scheduled person" in the Mines and Works Act — which excludes blacks from obtaining certificates to do skilled work — in the teeth of pressure from the Chamber of Mines and black unions. The 1979 O'okiep strike, which was seen by many as a warning to government not to accept the reformist recommendations of the Wiehahn Commission, was a crushing defeat for the MWU. Other white unions did not back it, and government, against expectations, did not step in to try to prevent the strike.

Sacol has tight links with the Herstigte Nasionale Party, and seems to be on good terms with Andries Treurnicht's Conservative Party as well. That's not all. MWU president Cor de Jager called for members to join Carel Boshoff's Afrikaner Volkswag at the union's congress this year. Clearly, organised rightwing white labour perceives its defensive battle as a political one, how far it will be prepared to go remains to be seen.

The Trade Union Council of SA (Tuksa), despite breakaways, remains SA's largest union federation. And since the decline of Sacol's intimacy with government at the end of the Sixties, the Tuksa lobby has carried considerable weight — indeed, it credits itself with a major role in bringing about the Wiehahn reforms.

Tuksa representatives sit on a number of government boards and committees, notably the National Manpower Commission — unlike representatives of the emerging union movement who, the *FM* understands, were never invited to join, perhaps because they would not have done so. The Economic Advisory Council, the National Co-ordinating Board, the Unemployment Insurance Board, and the Regional Development Advisory Council all have Tuksa representatives.

Tuksa also has a Parliamentary Liaison Committee. This body's task is made easier by the council's longstanding political connections, and the fact that several Tuksa personalities have served or are serving in Parliament. Anna Scheepers, for decades president of the Garment Workers' Union, was a New Republic Party Senator during the Seventies. Archie Poole, ex-general sec-

retary of the Engineering Industrial Workers' Union, now holds a seat in the House of Representatives. And Ronnie Webb, an ex-Tuksa president, was appointed to the President's Council at its inception.

As the history of black unionisation over the past 50 years indicates, groups barred from overt political activity will be forced to express all their aspirations through union structures. A salient instance of this use of leverage was last November's stayaway, when union members joined with a number of Transvaal community organisations in a two-day work stayaway to dramatise a series of political and economic demands.

Fosatu's participation — as the strongest and best-organised body — was the best evidence yet of its gradual shift from its earlier sedulous avoidance of overt political moves. Calls for a brief nationwide work stoppage in memory of unionist Neil Aggett's death in detention, and for non-parti-



MWU's Arrie Paulus ... ally of the far right

ipation in the tricameral elections, were among Fosatu's few political moves prior to the stayaway.

Reason for the change? Certainly the federation has grown larger and more confident, but, Fosatu sources add, its constituency has also widened to include increasingly politically-concerned workers. The federation structure made it inevitable that workers concerned about the roots of township and educational unrest would pressure their leadership to act.

The stayaway experience, Fosatu sources say, provides practical lessons. First, the organising committee was too small, and its members did not have sufficiently clearly

defined ideas of their functions, responsibilities and limits. Fosatu will in future be wary of the terms on which it co-operates with organisations made up of activists who are not directly answerable to a constituency.

Participation in the stayaway, Fosatu sources say, was the first organisational manifestation of a trend. Recessionary conditions are limiting unions' ability to win concessions for membership on the factory floor, and in compensation there will be a tendency to respond to community problems such as transport, rents and education. These, also exacerbated by recession, increasingly preoccupy union members. However, the stayaway weapon is unlikely to be used by Fosatu again, it is conceded, except in the case of an "absolutely immediate, clear-cut objective."

This was clearly evident in the refusal by affiliates of Fosatu and Council of Unions of SA (Cusa) as well as the General Workers' Union, Commercial Catering and Allied Workers' Union and African Food and Canning Workers' Union to participate in the recent stayaway called by the Port Elizabeth Black Community Organisation.

Then there is the rise of United Democratic Front (UDF) and black consciousness unions. These can be seen as the outcome of unionisation undertaken by political movements, rather than an instance of unions becoming politicised. Their growth in the last five years is another factor which has pushed organisations like Cusa and Fosatu toward responding to political issues, despite their history of shopfloor orientation — which, ironically, has given them structures strong enough to implement and sustain such actions.

Recently there have been nationwide celebrations to mark the 30th anniversary of the SA Congress of Trade Unions (Sactu), the union body closely linked to the African National Congress during the Fifties and early Sixties. These are possibly indicative of a new drive to revive Sactu with all the political implications that this carries.

However, the single most significant lever and development in union strategy, will be the formation of a new federation of emerging unions later this year. Participants are Fosatu, Cusa, the General Workers' Union, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. Once the federation is formed the balance of labour power in SA will be transformed. In the absence of a national black political party, the new federation may be forced, however reluctantly, to don that mantle. And in the leverage game, where the stakes are power and influence, this will put the right wing and the centre in the shade. ■

Own Correspondent

JOHANNESBURG. — Anglovaal has fired more than 2 000 miners for striking at Hartbeesfontein, and Anglo American has fired about 400 workers at Vaal Reefs, amid continuing labour unrest on gold mines in the Klerksdorp area

At Hartbeesfontein, police reported that one miner had died after tear-smoke, rubber bullets and birdshot were used at 3am yesterday to disperse about 3 000 workers

A spokesman for the National Union of Mineworkers (NUM) confirmed the death, and said that several other miners had been serious-

Miners fired in labour unrest

ly injured after management called police to the mine

An Anglovaal spokesman said the death was accidental — a man had jumped over a fence and "impaled himself" — and denied that management had called in the police

The NUM claimed yesterday that the mine's entire black labour complement of 18 000 were participating in the stoppage while Anglovaal claimed only 15 percent

of the total labour force of 16 500 was on strike

The NUM spokesman said the workers were demanding the reinstatement of four shop stewards who they said were dismissed without a hearing and without granting them the right to be represented by other shop stewards

"The shop stewards were driven out at gunpoint, and put on a security van which dumped them in Kroonstad," the

spokesman said "Then they were put on a train to the homelands"

Meanwhile, Anglo American yesterday dismissed about 400 workers at Vaal Reefs. A spokesman for Anglo American claimed the dismissed workers had been participating in go-slows, intimidation and working short shifts

He said the dismissals followed strenuous efforts over several weeks by the mine management to maintain normal working operations

More than 40 000 workers downed tools at Vaal Reefs in March, and Anglo American and the NUM have since been negotiating over the grievances

Court orders strikers to quit hostels

Violence as mines fire 2 400 men

By PHILLIP VAN NIEKERK

ANGLOVAAL has fired more than 2 000 miners for striking at Hartebeesfontein, and Anglo American has sacked about 400 workers at Vaal Reefs, amid continuing labour unrest on gold mines in the Klerksdorp area.

At Hartebeesfontein, police reported that one miner had died after tearsmoke, rubber bullets and bird-shot were used at 3am yesterday to disperse protesting workers.

A spokesman for the National Union of Mineworkers (NUM) confirmed the death and said several other miners had been seriously injured after management called police to the mine.

A spokesman for Anglovaal said the death was "accidental", saying a man had jumped over a fence and "impaled himself". He denied management had called in the police.

The NUM claimed yesterday that the mine's entire black labour complement of 18 000 were participating in the stoppage, while Anglovaal claimed only 15% of the total labour force of 16 500 was on strike.

The spokesman said all the workers who were out — about 2 500 — had been fired for striking illegally, and said management had the "right to maintain law, order and discipline".

The NUM spokesman said the workers were demanding the reinstatement of four shop stewards who, they said, were dismissed without a hearing and without granting them the right to be represented by other shop stewards.

"The shop stewards were driven out at gunpoint, and put on a security van which dumped them in Kroonstad," the spokesman said. "Then they were put on a train to the homelands."

Anglo American yesterday dismissed about 400 workers at Vaal Reefs and a further 300 already fired workers were ordered to vacate their hostel accommodation by order of the Pretoria Supreme Court yesterday.

A spokesman for Anglo American claimed the dismissed workers had been participating in go-slows, intimidation and working short shifts underground.

He said the dismissals had followed strenuous efforts over several weeks by the mine management to maintain normal working operations.

Meanwhile, Vaal Reefs brought two separate actions against two groups of miners before Mr Justice L L Esselen in the Pretoria Supreme Court yesterday.

The judge issued a rule nisi on 264 miners to show reasons on May 7 why their contract of service concluded with the mining company should not be lawfully summarily terminated on April 23.

The miners were further ordered to vacate their accommodation on the mine premises.

Sapa reports that a statement issued last night by the police public relations division on the situation at the Hartebeesfontein mine said the number of blacks involved in yesterday morning's incident was 500 and not 3 000 as reported in the earlier police statement.

Police were not summoned by the mining authorities, but had acted to disperse an illegal gathering, the statement said.

14 000 sacked miners go home

Cape Times
29/4/85

211
~~213~~
~~214~~
~~215~~

Own Correspondent

JOHANNESBURG. — Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to the Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories by bus.

The workers, who were fired at the weekend in the country's largest-ever mass dismissal of workers, are being bussed out after a mass payout yesterday at the Ernest Oppenheimer sports stadium on the Vaal Reefs complex.

The workers were fired for taking part in industrial action which has reportedly cost Vaal Reefs, the world's largest gold mine, revenue losses of up to R25-million in the past few weeks.

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartbeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A NUM statement last night said they were "horrified" by the dismissals and accused Anglo American of a breach of faith.

The giant mining complex, which is near Orkney in the Western Transvaal, was tense yesterday as rifle-wielding security guards blocked off entrances to the number three, seven, eight

Workers said teargas and rubber bullets were fired earlier during a meeting at the number eight shaft hostel, also the scene of unrest the previous day.

Workers said police fired rubber bullets as they were running in all directions, choking from tears and smoke. Some of their colleagues had been taken to hospital at the number six shaft.

One Swazi miner showed a swollen, bruised face, caused by a rubber bullet, he said.

Dispute

The mine management forbade the Cape Times correspondent to take photographs, to enter the hostels or to go near the stadium where the workers were being paid off.

About six weeks ago, almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly-paid workers, and other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the

workers as were being paid to monthly workers.

The NUM yesterday claimed that hundreds of workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement, the NUM said the fact that workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

The NUM also said workers had been dismissed without proper procedures, management had refused to compromise over the dismissals and provocative action by white officials had played a role in preventing the situation from returning to normal.

"Management's action is calculated to deal a devastating blow to the union. Had negotiations been held timeously, the whole situation would have been resolved," the statement said.

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At a press conference yesterday, the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal.

'Unfair'

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries.

Mr Pretorius said management had "bent over backwards" during a five-week period, waiting for the NUM to do something about the situation.

● Meanwhile, miners said they were being forced to leave the mine—although they were prepared to work.

The miners said they had been unfairly dismissed after refusing to report for work on Saturday and Sunday.

"We are still prepared to work. What we were doing was merely to protest against the unfair dismissal of our colleagues. Now this!"

28/4/83 211
C. Times
13 000 in
strikers
pay-off

Sunday Times Reporter
ABOUT 13 000 black mine
workers are being paid off
this weekend at the South
Division of the Vaal Reef
Gold Mine, near Klerks-
dorp, after illegal strike
action

This was confirmed by an
Anglo American spokes-
man, Mr Neville Huxam
He said. "Over the past
several weeks the mine
management has made
strenuous efforts to main-
tain normal operations in
the face of work stop-
pages, incitement and in-
timidation by irresponsi-
ble elements seeking to
create a climate of unrest.
"The mine management has
held ongoing discussions
with the National Union of
Mine Workers to resolve a
number of grievances"

Continued

However, Mr Huxam said, in-
timidation and work stop-
pages had continued.

A spokesman for NUM said
"Our union is still in deli-
cate negotiation with
management over the
strike by 18 000 workers at
Vaal Reef South Gold
Mine

The strike began after man-
agement's dismissal of 92
co-workers

These negotiations have
been made difficult by
management's initial re-
luctance to negotiate with
the Union"

Life below the poverty line

Staff Reporter

MOST workers whose wages are set by the State-appointed Wage Board live far below the poverty line, according to research

A report by labour researchers at the University of Cape Town showed that only 18 per cent earned more than half the supplementary living level (SLL) worked out by economists

This was in spite of an increase of nearly 26 per cent in real wages since 1973

Other points to emerge from

a detailed analysis of wage rates set by the Wage Board, compiled by researchers of the S A labour and development research unit of UCT, were

- Nightwatchmen got the worst wage deal. Only 19 per cent of their rates were above the average for labourers, while 72 per cent of them could be called on to work a 72-hour week

- The average minimum wage for artisans dropped 25,7 per cent in real terms between 1973 and 1984

- Wages set for small towns

were often far below those set for metropolitan areas

- In many cases the recommended minimum wage was the wage labourers received

- Increases were allowed on average only every 18 months — "a great improvement on the Wage Board habit in the 60s of setting new wages at 3,9-year to 6,6-year intervals"

- Wage board minimums were on average 73 per cent of those set by Industrial Council agreements — which were in turn well below the SLL

The report said that although

the Wage Board had succeeded in raising labourers' minimum wages to a higher level, "it can claim little glory as the wages were usually so low to start with"

It concluded there was little hope for a substantial upward shift of labourers' wages in the future

"The board does not appear to have the will to do more than tread water on the question of higher real wages"

The report was compiled by Devan Pillay, Debbie Budlender and Gordon Young

Strong unions boost wages

Political Staff

WAGE levels in South Africa had risen when trade unions were strong and democratically organized, a Southern Africa Labour and Development Research Unit (Saldru) study has concluded

However the salaries of most workers set by the Wage Board, apart from stevedores were still far below the poverty line in spite of a 25,8 per cent increase in real terms between 1973 and 1984 the study found

It said "increased organization and militancy of the black working class has played no small part in the increase of wages but the increases were "by no stretch of the imagination sufficient for their start from pitifully low bases"

The study, Wage Determinations in South Africa which was compiled by Devan Pillay, Debbie Budlender and Gordon Young was released this week by Saldru, based at the University of Cape Town

Mr Pillay said yesterday although some people believed the Supplementary Living Level (SLL), which is calculated by the Bureau of Market Research at the University of South Africa, was too low, most wages set by the Wage Board were still well below this level

"While the average minimum wage for labourers has increased by 426,7 per cent (25,8 per cent in real terms) since 1973, not one of the labourers' minima approaches the SLL

"Indeed, in only 18 per cent of determinations do labourers' minimum wages exceed half the value of the SLL," the study said

Other findings in the detailed study of Wage Board determinations were

- The minimum wages laid down by the Wage Board were "well below those set in industrial council agreements" — 79 cents an hour on average compared to 107 cents an hour

- The wage determination system allowed wage determinations only every 19 months on average

- Wages set for small towns were "often far below those set for metropolitan areas" — and in some cases the differential was as much as 65 per cent

- Between 1973 and 1984 the average minimum wage for artisans decreased by 25,7 per cent in real terms

- The minimum gap between labourers and top-paid workers had narrowed since 1973

- Night watchmen received "the worst minimum wage deal"

72-hour weeks for watchmen

Political Staff

WATCHMEN, the worst paid workers in South Africa, are required to work the longest hours up to 72 hours a week

Nearly three-quarters of the watchmen covered by Wage Board determinations in South Africa are legally required to work for 72 hours a week — 12 hours a week more than the maximum laid down in the Basic Conditions of Employment Act

This shock finding has been disclosed in a survey of Wage Board determinations published this week by the University of Cape Town's Southern Africa Labour and Development Research Unit (Saldru)

The Basic Conditions of Employment Act of 1983 lays down that maximum weekly hours for watchmen and security guards should be 60

Watchmen usually fare even worse than the labourers' when it comes to salaries

Only one of the 333 watchmen categories in the Wage Board determinations earned more than the Supplementary Living Level (SLL), an estimate made of minimum income levels

The minimum salaries in four determinations in September ranged from 49 cents to 67 cents an hour, while the Wage Board average was 79 cents and the Industrial Council's was 107 cents

GWU assists stevedores

Political Staff

A CAPE TOWN-based trade union the General Workers' Union (GWU) had negotiated wages for stevedores far above the national average — and above minimum poverty levels — a University of Cape Town study has found

The study, Wage Determinations in South Africa, published this week by UCT's Southern Africa Labour and Development Research Unit (Saldru), said the wages paid to stevedores

would rank second in the industrial council wage rate index where they were only surpassed by wages in the Eastern Cape motor industry

"The wages are negotiated between the trade union representing almost all stevedores, the General Workers' Union, and an employer which holds almost a monopoly

"The wages are then published as a Labour Order at the request of the employer, to prevent undercutting by new entrants to the trade

"Recently, a competitor in Durban was indeed forced to raise its rates of pay to level prescribed in the order," the study said

At Cape Town rates current wages varied from R140 a week for drivers and mobile hoist operators to R96 a week for stevedoring hands

"The very much higher rate for stevedores certainly reinforces the argument that trade union participation in wage setting leads to higher wages," the study said

Mines sack 15 000 workers

By ALI MPHAKI

ABOUT 15 000 black miners were fired at two gold mines in the Western Transvaal for "illegal strike action" and more may be fired if no "genuine" excuse for missing work is made, a mining official said yesterday.

At the Vaal Reefs gold mine near Klerksdorp, about 13 000 black miners were dismissed. At the Hartbeesfontein gold mine, also near Klerksdorp, about 2 000 black miners were at the weekend moved out in buses after being paid off following a strike on Friday.

A man was killed at

the Hartbeesfontein mine on Friday when police used tear smoke, rubber bullets and birdshot to disperse about 500 miners who gathered outside mine property.

A police spokesman said police were acting to disperse an "illegal gathering" and had not been summoned by mine management.

A spokesman at the Vaal Reefs said the dismissals followed efforts by the mine management to maintain normal operations in the face of work stoppages, incitements and intimidation by "irresponsible" elements seeking to create a climate of disorder and unrest in the last few weeks.

At Hartbeesfontein a mine management spokesman said on Friday about 900 of the more than 2 000 night-shift workers had refused to go underground at 10 on Thursday night, and about 1 400 of the 7 000 dayshift workers did not go underground on Friday morning.

He said checks were being made on those who might have a genuine excuse for missing work, but those who had joined an illegal strike would be dismissed.

Grievance procedures had been ignored and no official approach had been made to manage-

ment, he said, so the mine had no idea what the strike was about.

A spokesman for Anglo American Corporation said yesterday that the situation at the Vaal Reefs was "peaceful" and the mine was arranging for the mineworkers to be paid, "giving them the relevant documentation" and arranging transport for those who intend returning home.

At the Hartbeesfontein mine the situation was also reported to be peaceful "It is all quiet at the moment", a spokesman said.

Buslift

for fired 14 000

By PHILLIP VAN NIEKERK
and JEANETTE MINNIE

IN A massive buslift operation, Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories

The workers — who were fired at the weekend in the country's largest-ever mass dismissal of workers — were bussed out after a mass payout yesterday at the Ernest Oppenheimer Sports Stadium on the Vaal Reefs mining complex

The workers were fired for participating in industrial action which has reportedly cost Anglo American's Vaal Reefs, the world's largest gold mine, revenue losses of up to R5 million in the past few weeks

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartbeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses

A statement by the NUM last night said they were "horrified" by the dismissals and accused Anglo American of a breach



Vaal Reefs miners in the bus on their way home to Swaziland yesterday

which was also the scene of unrest the previous day

A Rand Daily Mail team was forbidden by management to take photographs, prevented from entering the hostels and not allowed near the stadium where the workers were being paid off

Of the more than 14 000 fired, 2 019 were from Vaal Reefs' west division and 12 380 were from the south division

Anglo American's Gold Division has already incurred revenue losses of up to R25-million and has lost at least a ton of gold in production during the past few weeks, after go-slow strikes and short shifts at Vaal Reefs

About six weeks ago almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly paid workers, and a number of other grievances

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for

of good faith

The giant mining complex, which is near Orkney in the western Transvaal, was tense yesterday as rifle-wielding security guards blocked off the road entrances to the numbers Three, Seven, Eight and Nine shaft hostels

Workers reported that earlier in the day tear-gas and rubber bullets were fired during a meeting at the No 8 shaft hostel,

RDM 29/4/85
14 000
go home

From Page 1

its refusal to grant the same increases to weekly workers

The NUM yesterday claimed that 700 workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulated should be reserved for white workers

In a statement, the NUM said the fact that black workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action

The NUM also said the 300 workers had been dismissed without proper procedures, and management had refused to compromise over the dismissals

At a Press conference yesterday the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries

Management waited until this week, however, before it began issuing "final warning" notices to employees that they should either return to work or face dismissal

To Page 2

EXPLOSIONS ROCK MINE HOUSES

EXPLOSIONS rocked buildings in Johannesburg early yesterday of two gold mining companies involved in a dispute over thousands of black mine workers who have been sacked.

Police liaison officer for the Witwatersrand, Colonel Fred Bull, told Sapa the explosions ripped through buildings belonging to the Anglo-American Corporation and Anglo-Vaal.

There were no deaths or injuries. The blasts took place at about 12 30am.

One blast was at an Anglo-American building in Fox Street and the other at a building belonging to Anglovaal in McLaren Street.

Reporters on the scene said the Anglo-American building was the corporation's headquarters, but Colonel Bull made no mention of this in his official statement.

Police

Damage was limited to the glass doors and windows of both buildings and the glass doors and windows of surrounding buildings and shops, Colonel Bull said.

He did not specify the explosive devices used, although police on the scene earlier told Sapa they suspected limpet mines had been used.

Police did not immediately link the mine disputes and the explosions.

Police cordoned off the blast area and dozens of nightshift workers from surrounding buildings rushed to the scene.

One security guard, Mr Johannes van Niekerk, heard the first blast — apparently in the Anglovaal building — and moments thereafter he saw the second explosion in the Anglo-American building, he said.

"I just saw a huge flame and then glass rained down around me."

The blast could be heard as far away as New Doornfontein.

Police at John Vorster Square in Johannesburg heard the blasts and immediately sent out patrols to investigate.

Agreement

Ambulances, civil defence officials and senior police officers rushed to the scene once the blast area was located.

Glass was everywhere, it was like a carpet on the street. If anyone had been standing in the vicinity when it (the blasts) happened, they would have been cut to shreds," a reporter said.

Agreement was reached between Anglo-American and the National Union of Mineworkers (NUM) that all 14 000 Vaal Reefs mineworkers dismissed for striking illegally would be given the opportunity of being re-employed, NUM said hours before the blasts.

A spokesman for Anglo-Vaal, owners of Hartbeestfontein near Stufontein where 3 000 strikers were discharged, said before the explosions the men would also be considered for re-employment — Sapa.

Set Page 3

Handwritten notes and signatures at the bottom of the page, including the number '165' and various scribbles.

Sackings from mines

now ^{5 Jan} 17 400

By Sheryl Raine

The number of miners sacked from two mines after weekend strikes has risen to 17 400.

But talks are under way to re-employ about 2 000 at one of the mines.

A spokesman for the Anglo Vaal mining house said the number sacked from the Hartbeesfontein mine near Stilfontein had increased today from 2 200 to 3 000.

An Anglo American spokesman said of the situation at Vaal Reefs mine near Klerksdorp that 10 000 of the 14 400 fired miners had already left the mine; others would leave soon.

About 2 000 had indicated that they did not wish to leave the mine and wanted to go back to work. Management was talking to them.

Hundreds from the two mines are being taken by bus to Potchefstroom station.

Thousands are being taken home by bus to the Transkei, Lesotho, Swaziland.

TALKING

Mr Cyril Ramaphosa, National Union of Mineworkers general secretary, said the union would continue talks with management today and the executive would meet tonight.

The Anglo American spokesman said: "Everybody reported for work as usual this morning at Vaal Reefs.

"Production at the South Division of Vaal Reefs has stopped following the dismissal of about 12 300 out of 15 000.

"Number 3 shaft of the Western Division has been affected after dismissal of 2 000, but East Division is working normally."

The cost of the strike so far is estimated at R20-million and involves the loss of about one ton of gold.

Reporters from *The Star* were briefly detained today by security men and told they were trespassing. A photographer from *The Star* had his film confiscated.

An Anglo American spokesman said there had been a management directive banning photographs of anything on mine property.

He added "We have had photographic teams and TV crews trying to get into the mine, hiring helicopters and climbing fences.

"They are trespassing"

● See Page 13.

Anglo American set to lose R20-m

Union plans crisis talks

As two mines sack 17 400

Handwritten: 211, 213, Shaw 29/4/85

The 100 000-member National Union of Mine-workers has called an emergency meeting of its national executive to discuss action after the sacking of at least 17 400 miners from two mines at the weekend.

The sackings come against a background of mine unrest that is expected to cost Anglo American an estimated R20 million in lost production.

Although union officials are not saying what repercussions the weekend's events could have, the implications could be far-reaching and serious.

The numbers involved in the sackings are among the biggest in South Africa's history.

Anglo American held a Press conference yesterday and said 14 400 miners had been sacked from the Vaal Reefs mine near Klerksdorp after strikes on Friday and Saturday.

By Sheryl Raine

been sacked from the Hartbeesfontein mine near Salfontein, the number could grow, he added.

Mr Peter Gush, chairman of Anglo's Gold Division and of Vaal Reefs, said miners were already being paid off at about 60 an hour and it would take days to complete the process.

Hundreds of miners were streaming from the mine voluntarily to board buses home to the Transkei and Lesotho.

Mr Gush revealed that only 2 500 workers remained at Vaal Reefs' south division out of about 15 000.

The adjacent west division had lost 2 000 miners through sackings.

start immediately and applications from striking miners who had been fired would be seriously considered.

Anglo American claimed that management had bent over backwards to smooth things out in the last five to six weeks.

They said there had been intimidation of workers, approaches to the union and discussions about grievances with the union.

The weekend strikes, said Anglo American, were totally illegal and management had no choice but to sack the strikers.

The exact cause of the strikes at both Vaal Reefs and Hartbeesfontein and events at the weekend are the subject of a merry-go-round of claims and counter-claims from management and the union.

An Anglo American spokesman said the union declared a dispute over a wage demand last week and applied for a concili-

ation board.

The union said it was horrified by Anglo American's decision to sack the 14 400 miners and added that the move was a breach of good faith.

The union accused Anglo American of provocation and said the dismissals were uncalled for and calculated to deal with a devastating blow.

The union stated "The strike action by workers at Vaal Reefs South Division on Friday and Saturday arose because of management's decision to dismiss 700 workers who allegedly were disobeying instructions by refusing to perform duties which would be performed by white miners in accordance with Mines and Works Act."

"The Mines and Works Act provides that white miners who hold blasting certificates should charge the face after drilling operations."

"A number of black workers have been com-

elled to perform this function without proper training and remuneration.

"When workers complained about these practices, their grievances were ignored."

"Management reacted by summoning workers with a view of giving them a mass hearing and dismissing them."

The union claimed that management had refused to hold hearings at which workers could be represented.

The union repeated claims that strikers had been teargassed and locked in their hostels and that dogs had been used to control them during the strike.

A spokesman for Anglo Vaal, which owns the Hartbeesfontein mine, said shifts on Friday night, Saturday and Sunday had gone ahead as normal but that the 3 000 workers had been sacked for striking earlier last week.

no injuries or violence at Hartbeesfontein.

"On Friday," said the spokesman, "police reported in error that they had been called upon by the mine to disperse a crowd of 3 000 rioters and had used buckshot and teargas."

"One man had died," Police later corrected the information and said a private concession shopowner called the police when 500 miners marched on his premises.

"Police dispersed the crowd and there were no injuries."

"A man died an accidental death at the mine when he fell from a fence and impaled himself on a pole."

Mr Cyril Ramaphosa, general secretary of the National Union of Mine-workers, said it was difficult to obtain clarity on the man's death because the mine had been sealed off and union officials were not able to enter

Handwritten: 355 p. 134

ARGUS 29/4/85 (1/21) (1/21) (1/21)

Re-employment talks as the number of dismissed miners rises to 17 400

Argus Correspondent

JOHANNESBURG — The number of miners dismissed from two mines following strikes at the weekend has risen to 17 400, but talks are underway to re-employ 2 000 workers at one of the mines

An Anglo Vaal mining house spokesman said the number of miners sacked from the company's Hartbeesfontein mine near Stilfontein had increased from 2 200 to 3 000 today

An Anglo American spokesman, commenting on the situation at the company's Vaal Reefs mine near Klerksdorp, said 10 000 of the 14 400 fired miners had already left the mine and others would be leaving soon

About 2 000 of the workers had indicated that they wanted to go back to work. Management was talking to them about re-employment

BUSED HOME

Hundreds of miners are being bussed to the station at Potchefstroom while thousands are being bussed back to their homes in Transkei, Lesotho, Swaziland and other parts of South Africa.

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said the union would be continuing talks with management today and the NUM's national executive would meet tonight to discuss a course of action

The cost of the strike is estimated at about R20-million so far and involves the loss of about one ton of gold.

An Argus photographer who went to Vaal Reefs today had his film confiscated by security personnel. An Anglo American spokesman said there had been a management directive prohibiting photographs of anything on mine property "because camera work could be inflammatory".

CMT Times 29/4/85 (211)

Teargas fired at Anglo miners

Own Correspondent

JOHANNESBURG. — Anglo American representatives could not give an unequivocal assurance at a press conference yesterday that no incidents of violence had taken place at Vaal Reefs mine yesterday.

The chairman of Anglo's gold division, Mr Peter Gush, and his colleagues had difficulty replying to allegations that men in camouflage uniforms and helmets fired teargas at a hostel.

"We definitely did not call in the police but the mine security would be present," said the manpower director, Mr Kalhe van der Colf.

The Anglo press conference team did not know, however, whether mine security used teargas or wore camouflage uniforms.

Late last night an Anglo spokesman told Sapa that mine security officials at Vaal Reefs had fired tear-smoke and rubber bullets to disperse "intimidators" who had been blocking access to one of the mine hostels.

The spokesman said investigations had revealed that mine security officials had used tear-smoke and rubber bullets once yesterday.

The tear-smoke and rubber bullets had been fired "indirectly" and had not been aimed at people, the spokesman said. No injuries were reported.

(211) (443) (150) (170A) (150)

Giant unions threaten Anglo over sackings

Own Correspondent
JOHANNESBURG —
Three of the leading
trade union federations
in the West have threat-
ened action against
Anglo American over the
sacking of more than
14 000 migrant gold min-
ers at the weekend

They are the 82-mil-
lion-strong International
Confederation of Free
Trade Unions (ICFTU),
the Miners' Internation-
al Federation (MIF) and
the British Trade Union
Council (TUC)

In a telex to Anglo
headquarters yesterday,
the ICFTU demanded
that Anglo reinstate the
workers and negotiate in
good faith with the NUM.
It said it was considering
targeting the company
for international worker
action and condemned it
for victimizing "those
who were demanding
genuine trade union
rights"

Similar telexes deplor-
ing the dismissals were

sent from the MIF and
the TUC who warned that
British workers would
readily respond to calls
for action

Mr Joe Foster, general
secretary of the Feder-
ation of South African
Trade Unions (Fosatu),
said Fosatu was "com-
pletely and utterly dis-
mayed" at the dismissals
which could have "dev-
astating consequences"

The Progressive Fed-
eral Party spokesman on
manpower, Dr Alex Bor-
aine, yesterday de-
scribed the sackings as
"extremely disturbing"

More than 14 000 work-
ers were dismissed for
striking at the Vaal Reefs
gold mine near Klerks-
dorp. Another 3 000
workers were fired at
Anglo Vaal's nearby Har-
tebeesfontein mine at
the weekend

● Sapa reports that the
situation at Vaal Reefs
and Hartbeesfontein was
"peaceful" yesterday

An Anglo American

spokesman said last
night that more than
11 000 sacked workers
had already left by bus
for their homes. The re-
maining 3 000 were also
expected to leave last
night

Re-employment

The spokesman said
that after seven hours of
talks with the NUM yes-
terday, Vaal Reefs man-
agement had "agreed to
give preferential consid-
eration to employing
previous employees of
the mine"

"Management wishes
to re-establish normal
operations on the mine
as soon as possible and
asked the union for their
co-operation in the
elimination of intima-
tion, violence and law-
lessness"

An Anglovaal spokes-
man said the sacked
3 000 Hartbeesfontein
workers would also be
considered for re-em-
ployment

However, an NUM spo-
keswoman said last night
that agreement had been
reached in talks with
Vaal Reefs management
that "all the dismissed
workers will be re-em-
ployed"

"The procedure of re-
employing them will be
discussed and finalized
between union and man-
agement at further meet-
ings," she said

The process of re-em-
ployment "will be speed-
ed up and those workers
living in mine married
quarters will not be
evicted, pending their
re-employment"

● Leading article, page
10

Sacked ⁽²¹¹⁾ workers to be given ^{Star} preference ^{30/4/85}

By Mike Siluma

After a meeting lasting several hours last night, the National Union of Mineworkers (NUM) and Anglo American agreed that preferential treatment would be given to reapplication for jobs by some of the 14 000 miners dismissed from Vaal Reefs at the weekend.

The management did not indicate how many would be considered for re-employment

At the same time the union said negotiations with Anglovaal management, owners of the Hartbeesfontein mine where about 3 000 were fired, had been "positive" and would continue today

The procedure for the re-employment of the fired miners would be discussed at further meetings with Anglo American, an NUM spokesman said.

An Anglovaal spokesman said earlier today applications by dismissed employees would be given preferential treatment.

MINES QUIET

The situation at Vaal Reefs and Hartbeesfontein was described as quiet by management

The Anglovaal spokesman said the last of the dismissed miners would probably leave the mine premises today

The effect on production had been minimal, he said, and recruitment was now taking place to bring the black workforce back to its establishment of 16 500.

The workers at both mines were dismissed following alleged illegal strikes last week

The strikes were described as the last straw after weeks of unsuccessful management-union negotiations over pay claims and work practice disputes.

● The Staff Bureau in London reports trade unions representing millions of workers throughout Britain and Western Europe are aghast at the sackings and have sent strongly worded messages of protest to Anglo American and the management of the Vaal Reefs mine.

● See Page 19.

Unions plan action against giant Anglo

By PHILLIP VAN NIEKERK

IN an unprecedented display of international trade union solidarity with South African workers, three of the leading union federations in the West have threatened action against Anglo American over the weekend sacking of more than 14 000 migrant workers.

They are the \$2-million strong International Confederation of Free Trade Unions (ICFTU), the Miners' International Federation (MIF) and the British Trade Union Council (TUC).

And Mr Joe Foster, general secretary of the Federation of South African Trade Unions, said Fosatu was "completely and utterly dismayed" at the dismissals which could have "devastating consequences".

The International Metalworkers' Federation (IMF) also sent a message of solidarity to the NUM yesterday and a telex to Anglo. The sackings have drawn

International anger over mine firings

widespread international interest and have come at a sensitive time in South Africa's battle against international moves to disinvest from the country.

The ICFTU has demanded that Anglo reinstate the workers and negotiate in good faith with the NUM and is considering targeting the company for international worker action.

In a strongly-worded telex to Anglo headquarters yesterday, the ICFTU ap-

pealed for the workers to be immediately reinstated and condemned Anglo for victimising "those who were demanding genuine trade union rights".

Similar telexes deploring the dismissals were sent from the MIF and the TUC who warned that there was a great deal of sensitivity in Britain about developments in South Africa and British workers would

readily respond to calls for action.

Anglo action is deplored

readily respond to calls for action.

Mr Pierre Bernede the international officer of the MIF, which represents miners in 35 countries, said their affiliates would be prepared to take action against Anglo American if negotiations failed.

The workers were dismissed for striking at Anglo's Vaal Reefs gold mine and along with 3 000 workers fired at Anglovaal's nearby Hartebeesfontein mine at the weekend, bring the tally of fired miners to almost 18 000.

The Chamber of Mines recruiting arm, the Employment Bureau of Africa (Teba), yesterday began recruiting replacements for the sacked workers though an Anglo spokesman said they would give preference to re-employing sacked workers.

A labour pool estimated at 300 000 unemployed workers in the rural areas of Southern Africa could be drawn on to replace the fired workers, though the period of acclimatisation and training could severely affect production.

Anglo American management was locked in negotiations yesterday with the NUM, who are demanding the reinstatement of the workers.

An Anglo statement last night denied the NUM allegations and claimed management said the work they had refused to do was in their contracts, was legal in terms of the Mines and Works Act and they had been trained for it.

The statement said 11 000

workers had left the mine by yesterday afternoon and the rest would be leaving in the evening. The situation at the mine was quiet.

MIKE PITSO reports from Maseru that several hundred Basotho migrant workers started arriving in Maseru from Vaal Reefs yesterday and some were being flown home to the remote mountain areas of the country.

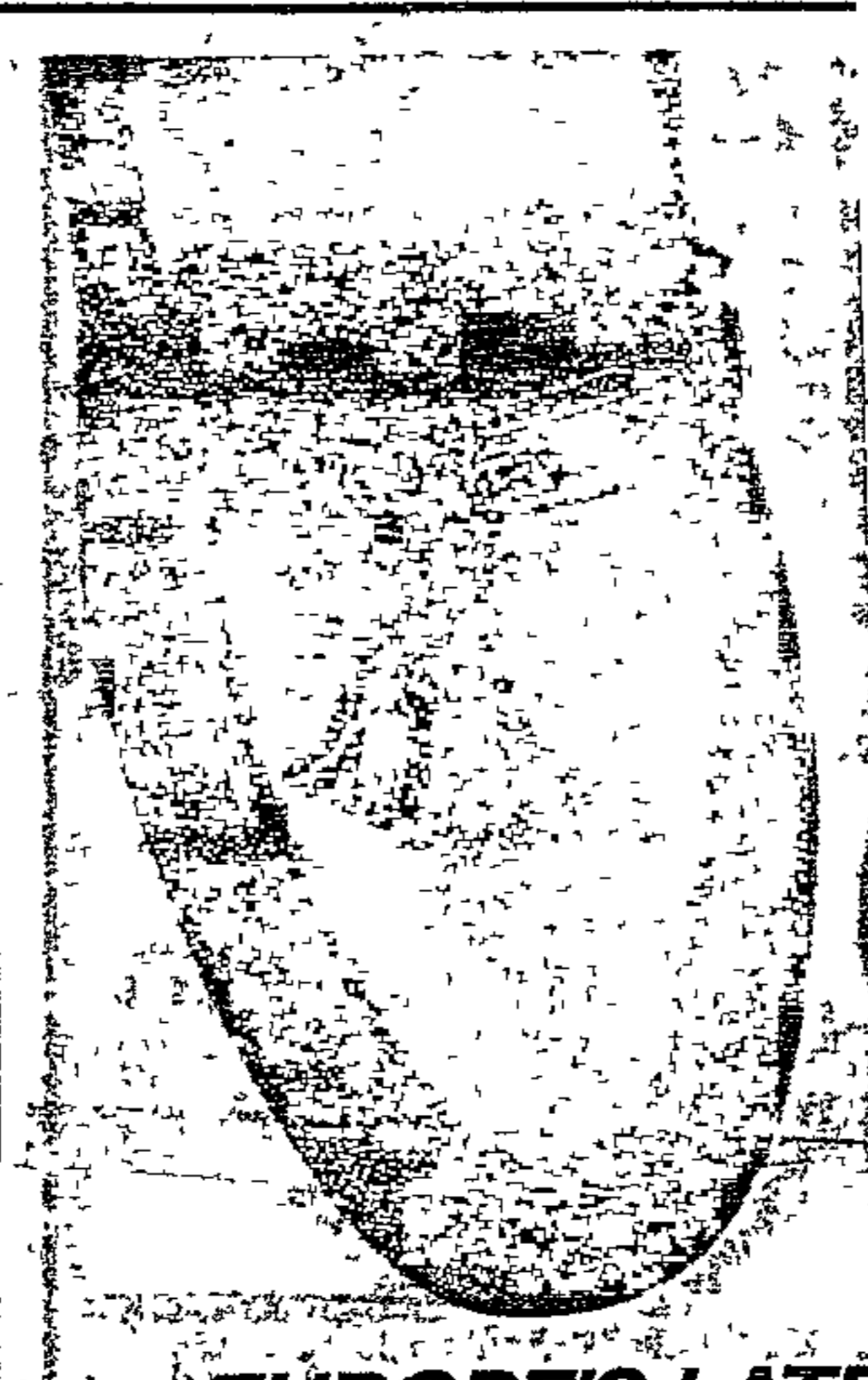
The Lesotho Minister of Agriculture, Mr Peete Peete said the expulsion of the mineworkers — of whom an estimated 3 000 were from Lesotho — would seriously aggravate the unemployment situation in his country.

● The Progressive Federal Party has described the sackings as an "extremely disturbing" move that would have far-reaching implications for the gold mining industry.

"Clearly, when labour problems result in disturbances and wholesale sacking, there can be no winners," Dr Alex Boraine, the PFP's spokesman on manpower, said in a statement yesterday.

"It is especially worrying that the differences between workers and management could not be resolved through normal industrial relations channels. This does not augur well for the future."

POLITICAL comment in this issue by R A Gibson newsbills by Patrick Carfax Paul Holroyd headlines and sub-editing by Bryan Pearson cartoons by David Anderson all of 171 Main Street Johannesburg



EUROPE'S LATE

News 30/11/85

'Russian limpet mines' blast Reef offices

Argus Correspondent

JOHANNESBURG — Bomb blasts rocked the head offices of both the Anglo American and Anglovaal gold-mining companies here early today — hours after agreements were reached in new peace talks with black trade union leaders

Sapa reports that police are now certain the explosions were caused by "limpet mines of Russian origin"

They exploded within minutes of each other about 12 30am No one was injured

The police are considering a theory that militants attacked before news of peace in the goldfields had filtered through

REAR ENTRANCE

Extensive damage was caused to several floors of both blocks and to shops facing the buildings in Fox and Maclaren streets

The first blast was caused by a limpet mine placed at the Fox Street rear entrance of the Anglo American Corporation gold and uranium division which runs the Vaal Reef gold mine where 14 000 black miners were sacked at the weekend

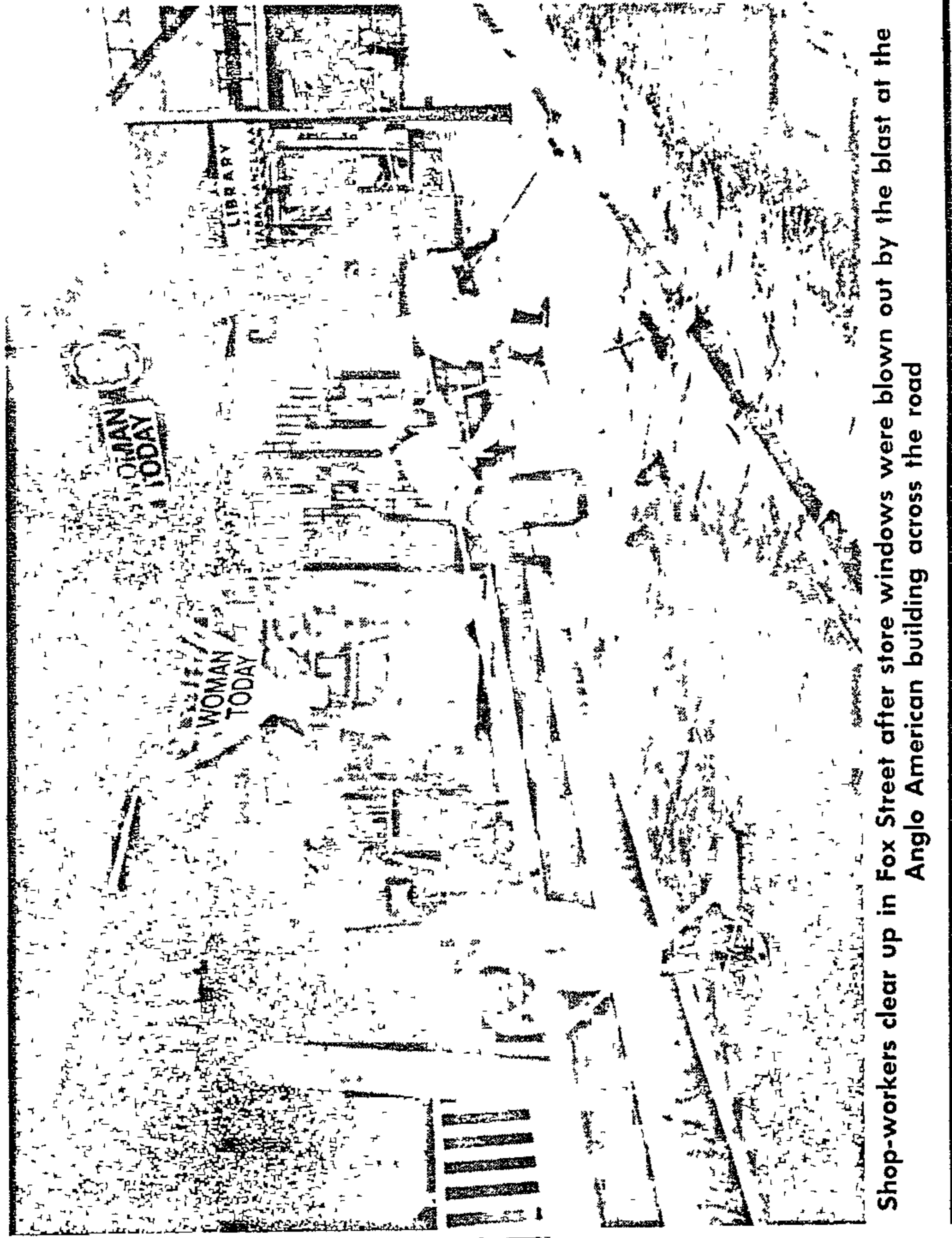
The second blast went off at the entrance to the Anglovaal building at the corner of Maclaren and Main streets Anglovaal has dismissed 3 000 workers at its Hartbeestfontein gold mine near Stilfontein

"HUGE FLAME"

The two buildings are about 250m apart

A security guard, Mr Johannes van Niekerk, heard the first blast — apparently in the Anglovaal building — and moments later he saw the second explosion in the Anglo American building He said "I just saw a huge flame and then glass rained down around me"

● Anglo American and Anglovaal have reached an agreement with the National Union of Mineworkers that applications for re-employment from dismissed workers will be given preferential consideration



Shop-workers clear up in Fox Street after store windows were blown out by the blast at the Anglo American building across the road

Fired miner would get preferential treatment

Sowetan

1/5/85

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Own Correspondent

AFTER a meeting lasting several hours last night, the National Union of Mineworkers and Anglo American agreed that preferential treatment would be given to re-application for jobs by some of the 14 000 miners dismissed from Vaal Reefs at the weekend.

The management did not give a figure as to how many would be considered for re-employment

At the same time, the union said negotiations with Anglovaal management, owners of the

Hartbeesfontein mine where about 3 000 were fired, had been "positive" and would continue today

The procedure for the re-employment of the fired miners would be discussed at further meetings with Anglo American, a Num spokesman said

An Anglovaal spokesman said earlier yesterday that applications by dismissed employees would be given preferential treatment

The situation at Vaal Reefs and Hartbeesfontein was described as "quiet" by management

The Anglovaal spokesman said the last of the dismissed miners would probably leave the mine premises yesterday

He said recruitment of new staff, which had begun as soon as the discharges took effect, would continue.

Workers at both mines were dismissed following alleged illegal strikes last week.

Call Times 11/5/85
Executive
links blast

to firings

Own Correspondent

JOHANNESBURG — It was "business as usual" at the headquarters of Anglo American and Anglovaal which were rocked by limpet mines early yesterday after the companies fired more than 17 000 black workers at the weekend

The blasts caused extensive damage but no injuries

Neither police, Anglo spokesmen nor the Chamber of Mines were prepared to speculate on whether the explosions were linked to the mass firing. However, one executive source in the mining community said there seemed to be a "logical" connection between the two

The Anglo source said the explosions would in no way affect negotiations with mine workers

● Meanwhile, Anglo's Vaal Reefs mine has be-

◆◆◆◆
To page 2

A

CAT TIME 1/5/86
 211
 150
 143
 A From page 1

TV 1, 2 & 4
tonight

gun rehiring the sacked workers, though the mine's south division is not expected to return to full production for several weeks

Anglovaal, which fired about 3 000 workers at its Hartebeesfontein mine at the weekend, has agreed to meet the National Union of Mineworkers (NUM) on Friday to discuss the dismissals

Wage talks

An Anglo spokesman said there would be no conditions on rehiring and that dismissed workers would be given preference — a process which is being monitored by the NUM

With the industry's annual wage talks for black miners due to begin next week, the dispute has highlighted an issue which is likely to be high on the agenda — racial job reservation on the mines.

The NUM has said that the industrial action which led to the weekend firings was sparked by black miners refusing to do tasks reserved for white miners in the Mines and Works Act

The union is demanding the abolition of job reservation, and this is likely to be a central plank in their negotiations with the Chamber of Mines

Notices

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the mining industry was "riddled" with contraventions of the act and the NUM was now putting out notices to all members to refuse to do this work

Some mines have exemptions for blacks to do the work of white miners, but the NUM claims that there are numerous small tasks reserved for whites which are routinely being done by blacks, who are neither trained nor paid for it

The tasks mainly centre on the preparation and supervision of blasting underground

- 3 57 Programme Schedule
- 4 00 News
- 4 08. Teachers Only: Otherwise Engaged Shari, worried that she's the only one of her contemporaries not yet married, openly plots to inveigle Mr Cooper into a proposal Diana, however, finds out that Shari really loves Cooper and would like an honest proposal
- 4 32 Harry's House II
- 4 42 Tom And Jerry
- 4 57 Hand In Hand
- 5 02. The World Of Tomorrow Values Personal values are important when a career choice is at stake What do you want from a job — security, money or power?
- 5 23 Pop Shop Tonight's line-up includes Wham!, Ultravox, Bananarama, Culture Club, Spandau Ballet, Duran-Duran, U2, Paul McCartney, Phil Collins and Bandid
- 5 55 Take Kerr
- 6 00. News
- 6 14. A Better Mousetrap
- 6 21. Sportsvision The Portuguese Grand Prix in Estoril
- 6 58 Midweek A special report on AIDS and a short look at the disc jockeys in the United States
- 7 31 Three's Company A Friend In Need Jack fills in for Felipe at the restaurant and is so good that he impresses a Mafioso customer He is ordered to replace Felipe permanently, but they are good buddies, so Jack refuses
- 8 00: Nuus
- 8 29 Weer
- 8 37: Nuusfokus
- 8 50: Die Buddenbrooks. Episode 3 The Buddenbrooks a one of Lubeck's leading families and this puts both Antonie and Johan in agonizing situations
- 9 13 Kunskaledoskoop
- 9 42. Arbeidsverhoudinge In Die Alledaagse Bedryf Dissiplinêre Prosedure
- 10 00 Musiek En Die Mens' Die Revolusionêr In 1770 in Bonn Ludwig van Beethoven, a giant among classical composers, was born Tonight we learn about his life and works
- 11 00 Nuus
- 11 15. Dagsluiting
- 11 20: Die Pawlaks The mining accident ruins Krechting and the controlling shares of the mine are sold Karl and Fritz decide to leave the mine and make wooden shoes Karl wants to talk to Elli about their future — but has he not left it too late? This is the final programme

TV2

- 5 45. Prologue
- 5 50. Masidlale (Educational)
- 6 02. Ikhaya Labantwana (Educational)
- 6 14. Uchunge-Chunge Lomculo Music competition based on all TV2 music programmes
- 6 32 Ezemidlalo. Piet Crous's celebration party after he retained his WBA junior heavyweight title, a weekend sports preview, the Boxer of the Month Competition and an interview with boxer Arthur Mayisela
- 7 00 News
- 7 12 Eziematheni/Undaba — Mlonyeni (Magazine)
- 7 24 Jikelele (Magazine) Happenings in Durban and the Transvaal
- 8 10 Sanford And Son (Comedy)
- 8 38 Irafu-Indlela Entsha Yobomi (Tax In Our Society)
- 9 00. News
- 9 22 Weather
- 9 25. Epilogue

TV4

- 9 33 The Yellow Rose. Divided We Fall The Champion clan struggle to keep their ranch out of the hands of a

Unions back SA miners

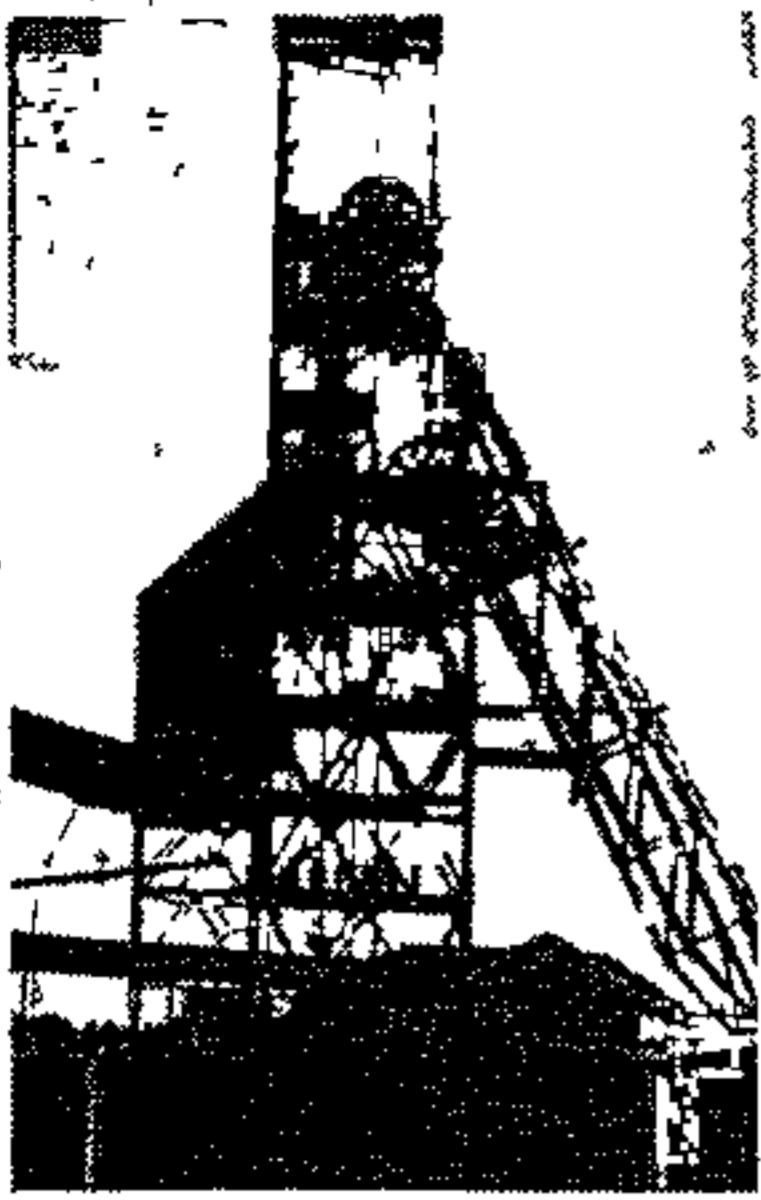
211
Sawetan 1/15/85

LONDON — Trade unions representing millions of workers throughout Britain and Western Europe are aghast at Anglo American's sacking of 15 000 migrant workers and have sent strongly worded messages of protest.

The trade union giants — The International Confederation of Free Trade Unions (ICFTU), which represents 82 million workers in 99 countries, and the umbrella British Trades Union Congress (TUC), have joined the Miners' International Federation (MIF) in condemning the sackings which they say are contrary to "civilised standards".

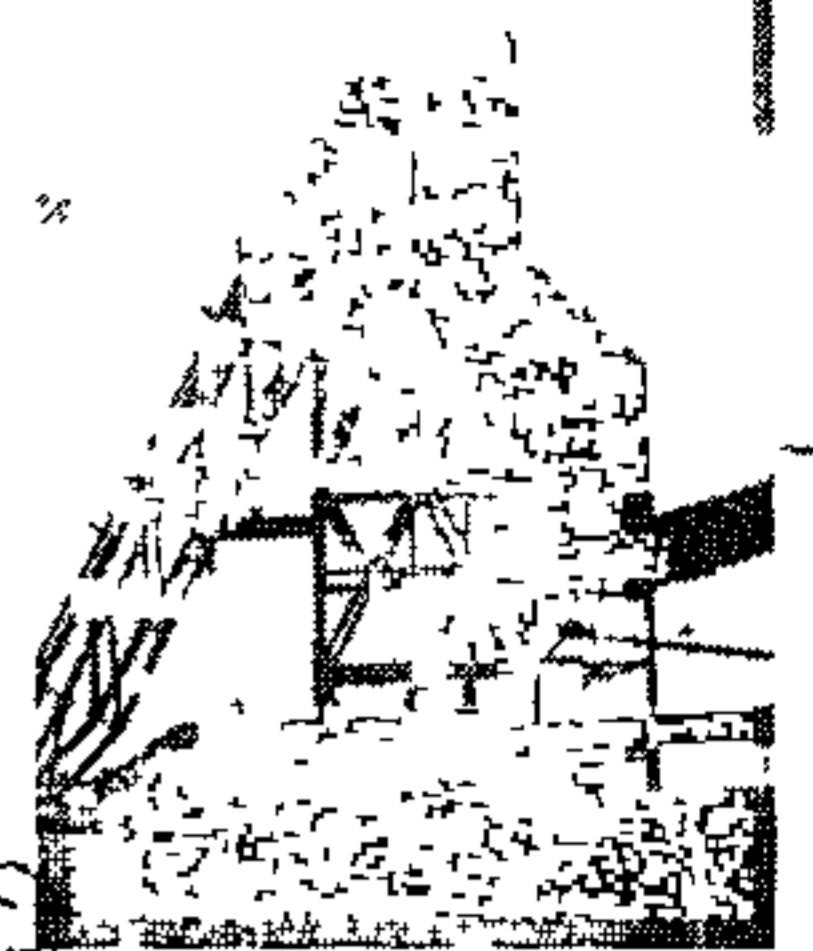
The MIF have protested to the South African Embassy in Brussels, and all three have sent telegrams of protest to Anglo American and the management of the Vaal Reefs mine.

They demand the immediate reinstatement of all the sacked miners, condemn management for using police and tearsmoke instead of negotiating with the miners, and deplore suggestions that those sacked will be made to return to the homelands.



SACKED!

THE mass dismissal of more than 17 000 workers from two mines in the Transvaal has brought a flurry of condemnatory telexes from international and local labour organisations to the Anglo American Corporation and Anglo Vaal. **SHERYL RAINE** takes a look at the merry-go-round of claims and counter-claims that surround the dismissal debacle.



Why the mineworkers went

W/E ARGUS 4/5/85 (211) ~~211~~ ~~211~~ ~~211~~ ~~211~~ ~~211~~ ~~211~~

JOHANNESBURG. — To uninitiated outsiders, industrial relations experts and hardline trade unionists the decision by two of South Africa's mining giants to sack 17 400 workers has been met with shock, perplexity and dismay.

Even now as the dust begins to settle over the biggest single cleanout of labour in the country's history, there are more questions than straight answers on the dismissals.

Only one thing is absolutely clear.

At a cost of millions, the Vaal Reefs gold mine owned by Anglo American has fired 14 400 people and Hartebeesfontein gold mine owned by Anglo Vaal has sacked at least 3 000.

The questions on everybody's lips are: What happened? Why the firing trigger from mining giants who've enjoyed a relatively enlightened image in the new age of local trade unionism?

The answers differ depending on who you speak to.

The National Union of Mineworkers (NUM), led by general secretary Cyril Ramaphosa, says the reason for a strike at Vaal Reefs last Thursday and Friday centred on a management decision to dismiss 700 workers for allegedly refusing to carry out instructions to do work reserved for white miners in terms of the Mines and Works Act.

Gunpoint

At Hartebeesfontein, he says, an almost simultaneous strike was caused when four shaft stewards were dismissed, marched at gunpoint from the mine and sent home. Workers who witnessed this downed tools.

He believes the decisions to fire constituted a tough exercise in management muscle rippling calculated to deal the union a devastating blow. He sincerely believes the whole debacle could have been solved through negotiations with the union.

That's his story and he's sticking to it.

Bobby Godsell, Anglo American's head of group industrial relations, says the firing of 14 400 at Vaal Reefs was the climax to six to seven weeks of go slows, half

shifts, boycotts of concession stores and liquor outlets, disruptions, individual work stoppages and negotiations with NUM whenever grievances were tabled. The last mass refusal by workers at the south division of the mine to go to work last Friday was not preceded or followed by union demands or any articulation of grievances.

Several grievances tabled by the union had been settled to the satisfaction of both parties. The job reservation issue raised by a group of workers had been discussed and, in management's mind, had been settled.

Anglo Vaal has said that trouble at Hartebeesfontein had simmered for some time and included boycotts and an invasion by junior staff members of the senior dining room.

Both say the strikes were wildcat affairs and constituted a last straw to management's tolerance.

That's their story and they're sticking to it.

But there are broader issues involved.

Mr Ramaphosa has said that the use of black miners to do "white jobs" in the mines is rife. The Mines and Works Act, which reserves certain jobs for scheduled persons (ie white miners), is being contravened liberally.

There are some who believe this is the shrewdest card being played in the dismissal debacle and that the raising of the job reservation issue at this point gives the union's strategists ten out of ten.

It appears that, strategy and cynicism aside, the NUM has a very valid point.

Asked what the position at Vaal Reefs is and the situation in the mining industry generally, Mr Godsell made it clear that Anglo American was opposed to the racial allocation of jobs on the mine and committed to changing that. Some mineworkers with access only to the Mines and Works Act could misconstrue what was in their job descriptions if they failed to consult the exemptions granted by the government mining engineer.

However, at the end of the argument he is obliged to concede that the regulations are not 100 percent respected in practice.

There are black miners doing white jobs and it's an issue on which the miners have management's sympathy, says Mr Godsell.

That's cold comfort for Mr Ramaphosa and his 110 000 members. "Our men are doing the jobs and not getting the money," he says bluntly.

One task he raises is the charging up of the face. Regulations say black miners can do the job as long as a white miner is in sight or within 30 metres. Black miners, he says, are doing the job in the absence of white miners. He claims that this has enabled management to get by with fewer miners.

The party is over, he warns.

Notices have been sent to all NUM members informing them to the last detail about what the law allows them to do and instructing them to refuse to do "white" jobs.

This, he promises, will slow production at every mine where the NUM is organised. And it will all be legal.

Another vital issue concerns the question of union control. Did, for instance, the NUM call the strikes at Vaal Reefs? Or was the union out of control?

Mr Ramaphosa: "There is a lot of control. We have set up specific structures to ensure that there will be discipline and control within the union. We have a regional committee, a branch committee and a shop stewards' council. All these structures ensure there will be discipline and control. Decisions are taken by the workers jointly and there is the whole worker control principle that we adhere to."

Mr Godsell: "In our view the union did not order that strike. The NUM is in a vast industry and the process of unionisation is not completed overnight. Vaal Reefs has tended to come in at the end of the queue in terms of unionisation. It is interesting to note that recognition of the NUM had been processed at the east and west divisions of the mine but not the south division where the strike occurred. It is fatuous for anyone to expect any union which is not yet recognised to control worker actions 100 percent."

He takes care to say that Anglo American regard the NUM as their partners in trying to create adequate channels for the tabling of grievances and looks to the NUM for assistance and support for the maintenance of good order on the mine in future.

Vaal Reefs: Why We Sacked Miners

Spew 3/5/85

The Vaal Reefs Exploration and Mining Company has

issued a three-page statement in which it regrets and explains last weekend's sacking of 14 400 miners

The statement comes partly in response to telexes sent to the Anglo American Corporation, owners of Vaal Reefs, by international labour organisations

Telexes condemning the sackings have been received from the International Confederation of Free Trade Unions, the British Trade Union Council, the Swedish Miners Union, the Associated Mineworkers Union of Zimbabwe and the Canadian Labour Congress

The statement said plans to bring the south division back into production were being drawn up

It added "Management's primary concern in making the

By Sheryl Raime

decision to dismiss, with all the serious labour relations and lost production consequences this entails, was to prevent further disorder and possible violence on the mine

"Many normal mine functions had been disrupted and serious tension was developing between different groups of employees"

The company's countdown of events included

- Wildcat stoppages in the form of half shifts from March 18
- A pattern of go-slow work practices, half shifts and disruptions of normal working procedures at the three Vaal Reefs mines
- Claims of deliberate interference with normal operations affecting the safety of employees
- Disruptions over six weeks

The statement went on that management said it made every effort to establish the nature of grievances and met the National Union of Mineworkers

On April 22 an appeal was made to workers to return to work and they were warned of the consequences of further disruption

Further grievances were raised by a group of workers concerning the performance of jobs reserved in the Mines and Works Act for whites

Management explained the situation and pointed out that these jobs formed part of the workers' contracts and did not contravene the Mines and Works Act

Wildcat strikes continued

The statement said "The event which culminated in this large-scale dismissal was the refusal of the entire shift to work from the night of April

26

"At this stage management were not aware of any further unresolved grievances

"Striking workers made no attempt to articulate new grievances or to negotiate

"Management requested workers to go on shift

"A time limit was then set for a return to work and those who failed to respond were dismissed"

Although the South African Police were not involved, mine security in two incidents used teargas on a section of workers barring access to and from a hostel

Vaal Reefs said it was determined to encourage development of the trade union movement and relied on the National Union of Mineworkers to play a responsible role

The union could not be contacted for comments on the statement.

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DISINVESTMENT

More counter-moves

With the high-profile, high-emotion disinvestment lobby raging on in the US, several counter-moves are in the pipeline

Of these, the most effective could be the visit of Mozambique president Samora Machel to Washington, and a trip by two Progressive Federal Party (PFP) MPs to the US

Machel is expected to pour cold water on the disinvestment hot-heads when he tells the US what trade sanctions and disinvestment in SA would do to his country. It is almost certain that he will speak out against trade sanctions, not only because many thousands of his countrymen will lose their jobs in SA, but also because SA has been uncommonly helpful in the last few weeks in making the Nkomati Accord work. But arguing against disinvestment could cost him a lot of credibility in Africa.

PFP foreign affairs spokesman Colin Eglin confirmed to the *FM* that he and the party's spokesman on labour, Alex Boraine, are shortly to leave for the US. They will be followed later by other MPs. Eglin says they are going on their own initiative to be on hand to give the PFP perspective on SA while the country remains in such sharp focus in the US. Their efforts will not be confined to the disinvestment debate.

Our Washington correspondent reports that President Ronald Reagan must not be expected to use last week's rebellion in the US Senate over SA policy as a test to reassert his political leadership. There are plenty of other challenges to the powers of the lame-duck American president to occupy him when he returns next week from the Bonn summit.

SA, by its unilateral actions in Namibia and by the American public outrage over the Uitenhage shootings and the arrest of UDF leaders, is no longer a cause which evokes much Reagan passion these days.

Instead of rushing to Capitol Hill to try to defuse the Senate rebellion before it reaches the barricades of the Democratic-controlled House, Reagan is likely to let his Republican Senate leadership try to deal with the problem on its own, that is, if they are of a mind to. The sad fact is that any real sympathy for keeping the heat off the Botha government within the White House has been dissipated by Pretoria's defiant pronouncements.

The rebellion comes against a South Africa Policy Bill sponsored by Senate leader Robert Dole and Senator Richard Lugar, both men who increasingly are mentioned as aspirants to succeed Reagan when his term expires four years from now. The Dole-Lugar proposal would require US firms operating in SA to observe mandatory com-

pliance with the Sullivan Code. US firms would have to set up a R30m scholarship fund for black education and government export financing would have to be focused on the creation and expansion of black-owned business in SA.

There are no sanctions provisions in the Dole-Lugar proposal and that is the objection of Senate Republicans (and their House colleagues) who face a 1986 mid-term election and an increasingly militant Democratic party which is rallying behind a sanctions Bill being drafted by Senator Edward Kennedy. The senator, yesterday's man of US politics, appears to have made the jump back into a political future on the strength of his recent visit to SA.

The rebel Republican Bill drafted last week by Roth and McConnell has plenty of teeth for even the most militant anti-South Africans. Among the sanctions proposed the Bill would

- Ban US bank loans to the South African government or any of its parastatals,
 - Demand that the President enlist the seven-nation summit group to increase pressure on Pretoria,
 - Immediately cancel landing rights for South African Airways in the US, thus severing air traffic links since Pan American World Airways ended its service,
 - Force the closure of at least one South African consulate in the US
 - End all US government aid to American firms in SA which do not adhere to the Sullivan Code
 - Ban all nuclear equipment and technology sales to SA until it has signed the nuclear non-proliferation treaty, and
 - Top the aid for black education to R40m
- Kennedy, whose own Bill has not yet been unveiled, has hinted that he may sign on with Roth and McConnell and give the Bill a bipartisan appeal that would be hard to resist in either chamber of Congress.

And with Reagan still sulking down at his end of Pennsylvania Avenue, the South African government may have achieved a legislative feat in the US Congress which even congressman Stephen Solarz of New York did not dream was achievable in this session — a real sanctions Bill could be adopted. ■

MINE STRIKES

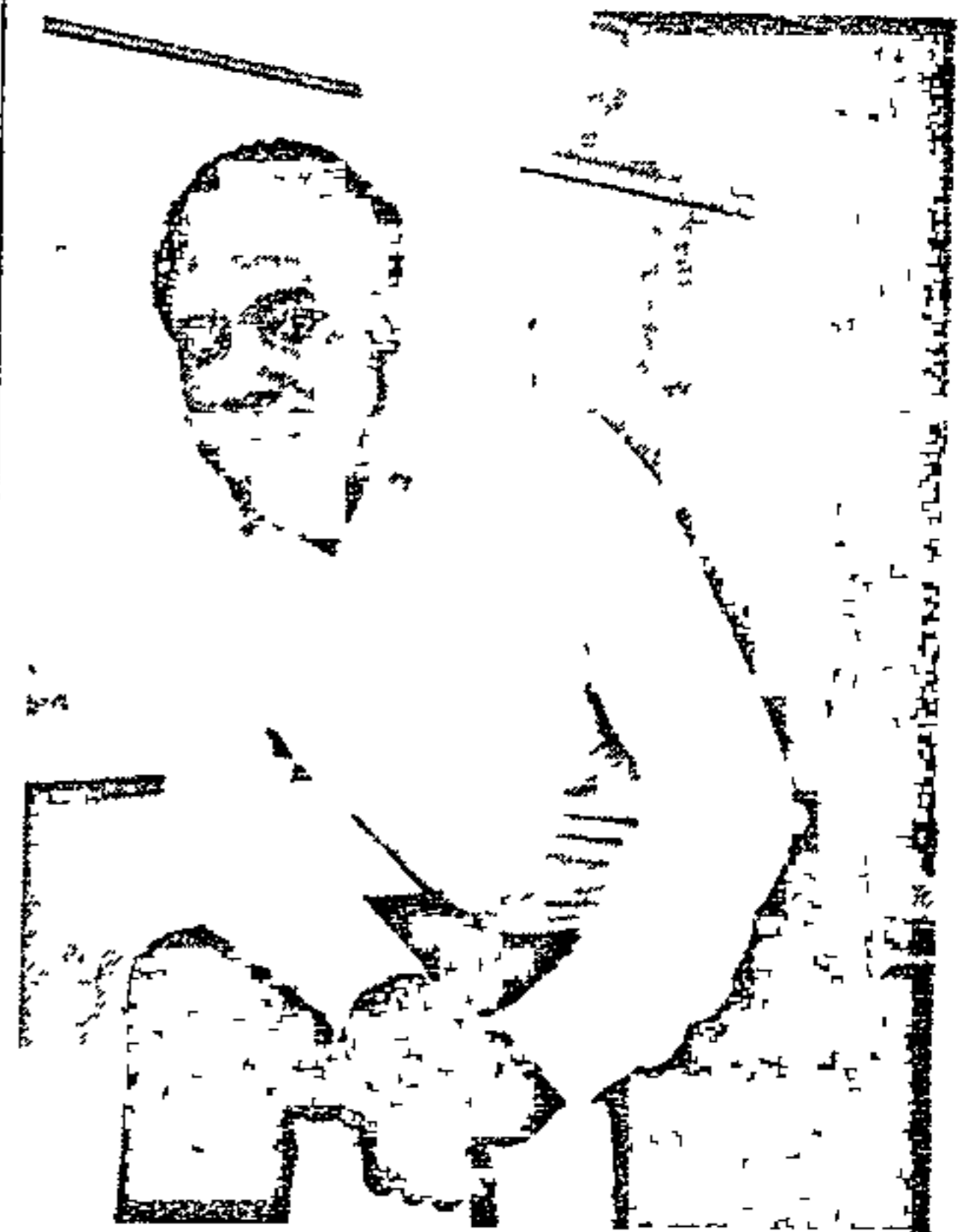
The great divide

The events at Anglo American's Vaal Reefs and Anglovaal's Hartebeestfontein mines in the past week show that there is still some way to go before SA's giant mining houses

and the fast-growing National Union of Mineworkers (NUM) reach real accord. Statements issued by the NUM and the companies reveal a gulf in perceptions of the causes of the recent upheavals.

The dismissal of 14 000 strikers at Vaal Reefs last Saturday represents the largest mass dismissal in SA labour history, while another 3 000 were dismissed from Hartebeestfontein on Friday.

Anglo American has agreed to give "preferential consideration" to applications for re-employment from the 14 000 Vaal Reefs



NUM's Ramaphosa ... wary of Anglo American assurances

miners, and has asked the NUM to "co-operate in the elimination of intimidation, violence and lawlessness."

The strike was in protest against the earlier dismissal of hundreds of other miners who had refused to perform tasks — such as the handling of explosives without proper supervision — which they claim they are not entitled to do in terms of the Mines and Works Act. Anglo denies that black miners have been required to perform work contrary to the Act.

The NUM is not satisfied with Anglo's undertaking because the workers have not received any guarantee of re-employment, and will be monitoring the re-employment process "to see that no deviations occur." An Anglo spokesman says no one will have his application refused as a result of his participation in the strike.

The strike was the culmination of weeks of unrest at the mine, including a boycott of the mine's liquor outlets and a strike by 40 000 employees over wages in March. According

FM 3/5/85

17645 3/5/85 (211) ~~211~~ ~~211~~ ~~211~~ ~~211~~

Vaal Reefs explains why 14 400 workers were fired

Argus Correspondent

JOHANNESBURG — The Vaal Reefs Exploration and Mining Company has issued a statement on the dismissal of 14 400 mineworkers from the south division of the mine last weekend

The statement was issued last night, partly in response to messages sent to the Anglo American Corporation, owners of Vaal Reefs, by a range of international labour organisations

Telexes condemning the dismissals have so far been

received from the International Confederation of Free Trade Unions, the British Trade Union Council, the Swedish Miners' Union, the Associated Mineworkers' Union of Zimbabwe and the Canadian Labour Congress

"Management's primary concern in making the decision to dismiss, with all the serious labour relations and lost production consequences this entails, was to prevent further disorder and possible violence on the mine," the statement said

'Miners will fight job reservation'

MILITANT black mine-workers are to resist low wages, job reservation and other forms of exploitation in the mine industry this year.

They will also resist assaults, abuse and become more militant in demanding equal rights, opportunities and trade union rights.

This message was spelt out by the general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, when addressing a mainly white audience at the South African Institute of Race Relations on Monday night.

He warned mine managements that black mineworkers were no longer prepared to become submissive and will use weapons, other than strikes, to fight for their rights in the industry, which is a pillar of South Africa's economy.

Strikes

Mr Ramaphosa's hardline policy comes in the wake of mass dismissals of miners by one of the country's giant miners, the Anglo American and the Anglo-Vaal following strikes at goldmines.

The workers — about 26 000 in number — were dismissed apparently over their concern for safety. They believed that they were in danger, because of inadequate supervision of blasting operations.

Several mine strikes have occurred this year so far, concerning wages, safety, unfair dismissals and funeral arrangements. These were mainly in the Transvaal and Orange Free State.

In his hard-hitting address, Mr Ramaphosa did not pull his punches

By JOSHUA RABOROKO

when he announced that black miners were angry and will fight to the bitter end for their rights.

In the past, black miners were often referred to as "kaffirs", "pickann", and often assaulted by white miners. They have since changed their attitudes and retaliate when abused.

"This is so, because they now have union rights, which means protection. The old days are over and mine managements can now expect workers to offer resistance to those who do not want to listen to blacks.

'Baas'

Although the Master and Servants Act has been repealed, some white miners still believe in being called "baas" and black miners have resisted this, Mr Ramaphosa alleged.

"We will fight this and other injustices which dehumanise our members, especially underground. We are aware that some head offices do not know of these incidents.

Mr Ramaphosa said there will be further disruptions in the mines if the managements did not defuse the time bomb — the arrogant behaviour of white minders underground.

He announced that the National Union of Mineworkers is due to start its annual negotiations with the Chamber of Mines. This year "we have resolved to bring the issue of job reservations to the round-table."

The Chamber has held talks with white

unions on the issue and have excluded us — the very people whose problem needs to be solved. If the chamber does not meet our demands on this issue then we shall be forced to put pressure on them.

For far too long now, he added, has this issue been on the table and the time is ripe that it be abolished or the Chamber will be forced by the Government to introduce legislation on it. "We cannot wait any longer," he said.

They wanted job reservation to go in the mines and the wage gap to be narrowed. Wages have been the major source of strikes in the mines and that is why the union has been blamed for being "trouble-shooters."

"This we deny as absolute nonsense because black miners are lowly paid. The mine industry is reluctant to negotiate with the union in good faith.

Opposed

In answering a question, Mr Ramaphosa said his union was opposed to the migratory labour system and it must be done away with. However, this system did not affect the union's membership.

The union has connections with overseas unions and was intending to spread its wings in Lesotho, Botswana, Swaziland. "We have had difficulties in the so-called homelands, but have trained shop stewards in one state."

His union also has an informal relationship with the Black Allied Mining and Construction Workers Union. "We have exchanged ideas on some important aspects but there is no formalisation so far."

Blacks claim blasting law broken on mines

(211) (KSP) ~~(212) (KSP)~~
CONCERN for safety may have been the main reason for the strike at Vaal Reefs mine which led to 18 000 black miners being fired.

The National Union of Mineworkers says black miners believed they were in danger because of inadequate supervision of blasting operations.

The miners say that the Mines and Works Act, which sets aside blasting for "scheduled persons" who must be white, is being widely breached by mines.

Underqualified blacks, say miners, are charging up and "barring down" afterwards — some of the most dangerous operations in mining.

Anglo denial

Cyril Ramaphosa, general secretary of the National Union of Mineworkers, says the mining industry is riddled with contraventions of the Act.

The Government Mining Engineer was not available for comment.

Anglo American Corporation says that its mines operate strictly within the law. But one source says head office may not know what goes on underground.

The National Union of Mineworkers, which represents about 8 000 of strike-ridden Vaal Reefs' south division workers, claims blacks were required to charge up

without supervision from certified white miners.

Management says work related to blasting was done in terms of the workers' contracts and complied with the Mines and Works Act.

Although the dust seems to have settled after strikes at Vaal Reefs and Anglovaal's Hartebeestfontein mines, labour observers believe the damage to industrial relations will have far-reaching consequences.

Labour consultant Andrew Levy says: "This is only the beginning of labour unrest. Worse can be expected in the next six months when talks to scrap job reservation begin."

"The mass dismissals at Vaal Reefs and Hartebeestfontein served only to raise militancy."

The union says Anglo American will take workers

back after reassessing the NUM's strength.

A labour lawyer says: "The dismissals were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated."

"Negotiations on job reservation start soon and the mining houses cannot afford continued labour unrest."

The NUM is in dispute over a 10% wage increase granted to a small section of Anglo American miners. The dispute affects 98% of its work force.

The union is also in a dispute with Gold Fields over a holiday pay agreement, affecting about 65 000 miners.

The NUM has applied for a Conciliation Board to hear the dispute. The mining houses can oppose this. If the NUM's request fails, a legal strike could be called.

Biggest ad agency

YOUNG & Rubicam has been named the world's biggest advertising agency by the American journal, Advertising Age.

The survey, covering 892 agencies in 72 countries including South Africa, is based on gross income.

Young & Rubicam's billings for 1984 total \$3,2-billion

and its gross income \$480,1-million.

Second in the rankings is Japan's Dentsu with a gross income of \$488,4-million. Dentsu, which remains the largest agency in terms of total billings, became affiliated with Young & Rubicam in 1984 and is now known as Dentsu Young & Rubicam.

-APR-17

Miners sacking: Lesotho plea

Sowetan 6/5/85
MASERU (21)
The Lesotho Prime Minister, Chief Leabua Jonathan, has called for Basotho workers sacked by South African mines to be reinstated, and for the establishment of a fund to set up industrial projects that could absorb Basotho mine workers locally if they lost their jobs in South Africa.

Addressing a public meeting in the Malmong constituency at the weekend, Chief Jonathan said such a fund would enable Lesotho to create at least one major industry a year and brace itself for hard times that would follow an influx of repatriated mine workers.

He said there were more than 3 000 Basotho men among the 17 000 workers recently fired from South African mines.

His Minister of Foreign Affairs, Mr Vincent Makhele, would ask the South African Minister of Foreign Affairs, Mr Pik Botha to intercede with the mining houses on behalf of those 3 000 Basotho miners — Sapa

Why the miners seek radical changes

By Craig Kotze

The mining industry's conservative nature condemns the black miner to seek radical changes but the system is not designed for this, said Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, last night.

He told a multiracial meeting at the South African Institute of Race Relations in Johannesburg that the status of black miners had not changed in the last 100 years.

He added that the the 130 000-member union would resist mine managements within the law to achieve change on the mines.

Pressure on the industry was necessary to achieve change, said Mr Ramaphosa, and if this did not work the only alternative would be to shatter the harmony of the mines.

There was, he added, nothing illegal about resistance and management used the miners' insistence to stick to the letter of regulations as an excuse for dismissals.

Mr Ramaphosa said: "When workers refused to carry white miners' satchels containing their food and comics because it was not part of their job description, management called it disobedience and started mass dismissals.

"This activity was one of the reasons to dismiss 14 000 workers because when white miners resigned, management felt the National Union of Mineworkers had gone too far."

He added that one of the reasons for the recent mass dismissal of 17 000 workers from the Vaal Reefs mine was because black miners refused to be forced into breaking safety regulations on underground rock-faces. Another point of resistance, said Mr Ramaphosa, was the evil system whereby leaders appointed by management were imposed on the workers.

This did not work, Mr Ramaphosa went on. But when workers tried to circumvent the system by electing their own leaders, dismissals followed. Mr Ramaphosa warned. "It is the task of both the industry and the National Union of Mineworkers to seek change to defuse the time-bomb, but as management is not willing resistance is bound to continue."

Star 4/5/85
211

Mining boss admits using pension funds

5/11/83
8/1/83
By Peter Farley

Controversial ex-stockbroker, re-born Christian and now mining entrepreneur Mr Peter George is once again in hot water following admissions that he has used employees' pension funds to keep his mining venture afloat

Mr George has been shrouded in controversy since the collapse of stockbrokers Saunders & Taylor in 1981 - in which he was a senior partner

Following a conversion to one of the revivalist faiths, Mr George again hit the headlines in late 1983 when he bid for control of ailing gold mine Witwatersrand Nigel

It was always going to be a boom or bust operation once he had the reins in his hands, but shareholders really had no other option. They either backed Mr George or the mine closed down. Now the latter development seems inevitable.

But Mr George has meddled in an area that should be sacrosanct in any employer manual.

Both criminal and civil action against the mine by the Mine Officials Pension Fund has been instigated in an effort to get the situation sorted out.

Compounding the problems is that the mining industry's controlling body, The Chamber of Mines, has suspended Wit Nigel's membership.

May 1985

(21) (273) (136) O. Asfeld
Miners may strike (273)

JOHANNESBURG — The Council of Mining Unions, representing 20 000 white miners, will call a strike ballot next week following the deadlock in conciliation board wage talks with the Chamber of Mines yesterday

The talks broke down after the chamber increased its offer by 0,5 per cent to 10,5 per cent with the council holding out for 11,5 per cent. — DDC

CARL TRUMB 9/15/85
**Boraine
Warns
mines**

Political Staff

HOUSE OF ASSEMBLY

— Mining houses were last night advised to re-examine the whole system under which they operated at present if the mines were to remain peaceful and productive.

Speaking during the Manpower vote, Dr Alex Boraine (PFP Pinelands) said recent disturbances on some major mines were disturbing.

"No one, least of all the mining industry, would want to defend the dismissal of 14 000 and 3 000 workers from two mines as being either desirable or effective. This action offers no lasting solution to differences and grievances and can only lead to serious loss of revenue and broaden the area of distrust between management and labour."

He said "skill, sensitivity and patience" were demanded from management and black leaders

Orders to evict 600 miners confirmed

May 19 85

~~911~~ Pretoria Correspondent

vaal brought four urgent applications in the Pretoria Supreme Court asking for the workers' eviction.

Applications by the Vaal Reefs Gold Mine to have almost 600 miners evicted from their quarters were confirmed this week by Mr Justice Stegmann in the Pretoria Supreme Court

The first application for the eviction of 93 miners was made on April 24 the second and third for the eviction of

The 595 miners were fired at the end of April for striking illegally

72 miners and a further 264 miners were made the next day and the fourth for the eviction of 259 more miners on April 27

Hundreds of men allegedly barricaded themselves into their hostels, refusing to return home, and in papers before the court it was alleged that the National Union of Mineworkers (NUM) was unable to control the situation

Once granted, the temporary order was to have been read to the miners from a helicopter hovering over the hostels as all officials had been locked out

In the space of three days last month, the mine, in Orkney, Trans-

The provisional orders were confirmed on Tuesday, without the NUM opposing the action

JOHANNESBURG. — More than 24 people — including an 18-month-old child — were killed in unrest-related incidents at the weekend.

• In the worst incident, 19 miners were killed and 47 injured when fighting broke out at the President Brand gold mine at Welkom on Saturday night

This is the second outbreak of faction fighting in eight days at the mine's number three shaft hostel, where one person died and another was seriously injured last weekend.

The deaths were confirmed by an Anglo American Corporation spokesman yesterday who said the 47 workers injured in Saturday's fight were being treated in hospital at Welkom.

The spokesman said late last night that more than 500 hostel-dwellers had decided to return home after the fighting

Teargas

Saturday's fight was stopped by mine-security personnel using tear-gas

"There are other tribes in the hostel, but as far as we know only Xhosa and Basutho were involved in the fighting

"There are about 3 000 miners in the hostel, but we don't know exactly how many were involved," he said

He said fighting had only lasted for about 15 minutes, but 16 died almost immediately Three miners had died in hospital during the night

An investigation would be held to find out why the fight had broken out, he said

Spokesman for the National Union of Mineworkers could not be contacted for comment yesterday

In other incidents of unrest

• A 16-year-old-girl and a man of about 25 died when police fired shotguns at 200 people who stoned a policeman's house on their way from a funeral at Joza near Grahamstown yesterday A 38-year-old man was wounded and 60 people were arrested in the incident

• An 18-month-old child was killed in New Brighton, Port Elizabeth, when youths threw a petrol bomb into a moving bus on Saturday

A police spokesman said the driver had lost control of the bus and it crashed into a house killing the child who was in the house

• In New Brighton on Friday, three youths, one of whom was armed, boarded a bus and robbed the conductor.

They were setting fire to the vehicle when a police patrol arrived

Police fired a shotgun at the fleeing youths, fatally wounding a 15-year-old boy The spokesman said the money was found on the youth.

• In KwaThema on the East Rand, police opened fire with buck-shot and used tearsmoke on a crowd of about 800 who had looted a liquor store on Saturday. The spokesman said a 25-year-old man was killed

At least 190 people have died in incidents of unrest since January

Meanwhile, in Zwide more than 15 000 people yesterday attended the funerals of three victims of last week's unrest

Witnesses said police kept a low profile, but fired teargas at the crowd when it moved to nearby KwaZekele afterwards for the traditional "washing of hands" ceremony at the victims' homes They said there were no injuries

ANC flags

The coffins of Scicelo Estile, 17, Raymond Mbolekwa, 20, and Sebemzile Qukoma, 14, were draped with green, yellow and black African National Congress flags and carried shoulder-high to the cemetery

Police reported incidents of unrest at the weekend from

• In the Cape Veeplaas, KwaZakele, New Brighton, Zwide (all in Port Elizabeth), Kirkwood, Oudtshoorn, Galashewe (Kimberley), Joza and Patterson (Grahamstown), Fort Beaufort, Ntandi (Somerset East), Humansdorp, Duncan Village (East London) and Kroonvale (Graaff-Reinet)

• In the Transvaal KwaThema, Tembisa, Tsakane (all on the East Rand), Soweto, Mamelodi (Pretoria), Zandela (near Sasolburg) and Katlehong

• In the Free State Parys and Kroonstad. — Sapa, Own Correspondent and UPI

24 die in week-end

CHC-Transi. 13/5/85 211

unrest

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Striking back

National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa has warned of a new direction in the union's strategy that could throw the mining industry into turmoil

Using a speech at the SA Institute of Race Relations as an opportunity to answer mounting management criticism of the NUM following a number of illegal strikes this year, Ramaphosa launched a sharp attack on practices in the mining industry. The "system" in the industry, he charged, is designed for the "exploitation, control and manipulation" of black miners. But he warned that



Ramaphosa

his members have developed a policy of "resistance" designed to force change

"The Masters and Servants Act has been repealed — but this has done nothing to change the master-servant relationship which exists between white and black on the mines," Ramaphosa maintained. The "resistance strategy has developed because of issues like black-white relationships and job reservation."

He said the union leadership originally believed that changes could be brought about through reform and the development of good relationships with mining companies. But despite the existence of "sincerity and the good industrial relations practices preached at the head offices of mining houses," the absence of change on the mines themselves has dashed any hopes there may have been for the co-optation of the union into the "system," he said.

Ramaphosa gave several examples of what "resistance" means in practice

□ He claims that assaults by whites on blacks on the rockface are widespread. "Our members are no longer relying on complaining to management about them because they usually end up being dismissed themselves. They are now going to physically fight back."

□ He says white miners traditionally have a "piccanin" to look after their welfare. At Vaal Reefs, NUM shaft stewards instructed the piccanins to stop providing this service, which is, in any event, not officially part of their job description. This action, according to Ramaphosa, helped to build up the tensions that eventually led to the dismissal of 14 400 miners two weeks ago;

□ White miners traditionally go underground last and go to the front of the line when queuing to go up again. The black miners intend putting a stop to this practice — everyone will take his turn,

□ Black miners are going to work strictly to rule. They will refuse to do any work the Mines and Works Act bars them from doing, until job reservation is abolished. "We can credit the Chamber of Mines for making speeches calling for the abolition of the 'scheduled person' concept. But the chamber has not involved us in the current negotiations with the established unions, nor has it demanded of government that the legislation be amended," he said, and

□ Boycotts of liquor outlets, concession stores and taxis on mine property will continue.

Ramaphosa says these measures are legal, but will affect production. Union leaders, he says, believe that the problems can be solved, but mine-owners will have to decide how much pressure to take before bringing about the desired changes. The union will encourage these actions until

□ Both parties show a willingness to negotiate in good faith, and open and frank dialogue begins; and

□ A new value system and orientation is introduced on the mines.

Ramaphosa has indicated that his union is

not prepared to be patient. "We want change and we want it now," he said. A serious clash between the NUM and the mining houses over these issues seems inevitable. And with the annual wage talks between the union and the chamber looming, it looks as if the mines are in for a long, hot winter

FM May 1985

Blast at Westonaria kills three miners

B-Day 13/5/85

By PHILLIP VAN NIEKERK

THREE miners died and one was seriously injured in an explosion underground at the Libanon mine near Westonaria, a spokesman for Gold Fields of South Africa has confirmed.

The National Union of Mineworkers (NUM) claims the accident occurred while black miners were involved in blasting operations without the supervision of white miners, a contravention of the Mines and Works Act.

The NUM has charged that black workers routinely do tasks for which they are not trained nor paid or are not supervised according to the provisions of the Mines and Works Act.

The union holds that it was this issue — the refusal of black miners to do work they were prohibited from doing in terms of the Act — that sparked the recent dispute at Vaal Reefs which led to the firing of 14 400 workers.

The GFSA spokesman said a Government Mining Engineer (GME) inquiry into the accident — which occurred on Tuesday — was to be held early this week.

He denied there had been contraventions of the Act and said this was an issue at which the GME inquiry would look.

● THE white Amalgamated Engineering Union (AEU) has called on the Chamber of Mines to delay talks aimed at reaching agreement within the mining industry on the scrapping of racial job-reservation.

The AEU is one of the 10 white unions that has been meeting with the chamber for more than a year to

hammer out agreement on the issues of an industrial council for the industry, job-security and job-reservation.

Its call to delay consideration of job-reservation comes at the same time as the NUM, excluded from the talks, is pressing for the chamber to scrap mining apartheid.

In an editorial in its official journal, the Metalworker, the AEU's general secretary, Mr Tommy Neethling, accuses the chamber of "insincerity" for linking the industrial council to the job-reservation issue.

"When the chamber first put forward proposals for a structure a year ago, we expressed the hope that the unions were about to succeed in their efforts to secure an industrial council for the mining industry. But that hope has been fading fast."

The editorial says that while the worker might stand to gain, if the first issues of job security and an industrial council were resolved, there were no guarantees that this would be permanent, whereas scrapping job-reservation would be "irrevocable".

"Because of the complexity of the issues involved, to try to tackle all three issues simultaneously would unnecessarily delay reaching agreement on issues of importance to our members."

The editorial advocates that the first two issues should be dealt with before the issue of job-reservation is tackled.

B. Day (211) (11/11/85)
NUM achieves
new agreement

Labour Reporter

THE Namaqualand division of De Beer's Consolidated Mines has concluded a recognition agreement with the National Union of Mineworkers (NUM) — a breakthrough for the union in the remote north western Cape.

It is also the first time that the predominantly African NUM has been recognised on a mine with a majority of coloured employees.

A De Beer's spokesman said they were in the process of "finalising a recognition agreement" with the NUM, though it is understood the agreement will be signed this week.

The spokesman said negotiations leading to the agreement had started after the NUM showed it had more than 50% representation among the mine's 2 500 employees.

De Beer's already has a recognition agreement at its Kimberley Division with the Federated Mining Union, which recently merged with the SA Boilermakers' Society.

A spokesman for the NUM said the agreement was significant for the union as it had succeeded in organising workers in a very remote part of the world.

The only other emergent union to have recognition in the area is the General Workers' Union, which has organised workers at Jowell's Transport.

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Miners quit after fight

JOHANNESBURG. — More than 800 miners have quit the President Brand gold mine near Welkom following fierce faction fighting on Saturday that left 19 dead and 47 injured.

About 815 miners had been paid off by yesterday, but the number choosing to leave could reach 900, an Anglo American Corporation spokesman said.

The cause of Saturday's violence at the Number Three Shaft hostel was still not known, but the situation was "peaceful at present", the spokesman said.

He said a full-scale investigation by mine management was under way, and police were also investigating — Sapa

MINING INDUSTRY

On a tightrope

Over 60 000 black miners have been involved in strikes and work stoppages so far in 1985. The National Union of Mineworkers (NUM) is in dispute with Anglo American and Anglovaal over selective wage increases granted earlier this year. NUM members have launched numerous boycotts of liquor outlets, concession stores and taxi services. Mining houses claim there have been several incidents of industrial sabotage perpetrated by workers.

On top of all this, the annual wage negotiations between the NUM and the Chamber of Mines began later this month — and observers do not expect them to be settled without widespread industrial action.

These are clear signs of discontent in the mining industry. No sooner had the dust settled on the widely-publicised Vaal Reefs and Hartbeestfontein strikes than NUM general secretary Cyril Ramaphosa spelled out exactly how serious matters are. Addressing the SA Institute of Race Relations, he launched a stinging attack on labour practices in the industry. Stating that it was designed for the "exploitation, control and

Labour unrest has dogged the mines this year — and the National Union of Mineworkers has warned that its members have embarked on a "resistance" campaign against discrimination in the industry. Few believe this year's wage talks will be settled without a strike.

manipulation" of black miners, he gave warning that they have decided to embark on a campaign of "resistance" — amounting to a war of attrition to change the system. This will include:

- Physical retaliation to assaults by whites on blacks at the workplace,
- A refusal to allow the continuation of "racist" practices by white mineworkers; and
- A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is abolished. The union claims contraventions are widespread.

Ramaphosa's speech raises the prospect that mine production may be severely hampered if his members carry out these actions.

Is labour unrest threatening the very fabric of SA's most important industry? Industry leaders are philosophical. A black mining union has been recognised for the first time and is experiencing a growth explosion, each side is having to adjust to new realities, they say — a situation comparable to the Metal and Allied Workers' Union's membership surge in the early Eighties which was accompanied by widespread strike action.

Johann Liebenberg, industrial relations adviser to the Chamber of Mines, says: "Unrest occurred earlier in secondary industry — like the metal industry in 1982 — and then calmed down. The mining industry could be going through the same process." Liebenberg, in fact, questions whether the unrest is as serious as newspaper headlines suggest. "Since the wage strike in September last year, which involved only five mines, only eight of 99 chamber mines and collieries have had strikes, usually lasting for no more than one day. There has also been the riot at



(211)

Western Areas I do not want to create the impression that we are complacent, but this is not a lot in terms of the total number of mines or man-days lost"

Rand Mines personnel director Don King echoes these sentiments "The industry is facing these upheavals because both we and the black unions are going through a learning relationship"

But Ramaphosa questions this assertion, accusing some mining houses of a lack of



Anglo's Godsell ... happy to negotiate

sincerity. He points, for example, to difficulties the NUM has had with some companies in obtaining permission to hold meetings, and says they obstruct organising activities. While he is reluctant to name them, it is nevertheless well-known that the NUM considers Rand Mines and Gold Fields as among the industrial relations hawks.

King does not accept this NUM perception as legitimate. Gold Fields gold operations executive director Colin Fenton acknowledges that his company has this reputation, but also believes it to be unjustified "The game has certain rules and we believe it necessary to play to them. Unfortunately the NUM has often not done so"

Questions about the NUM's adherence to the rules are being raised in many sectors of the industry. Says Liebenberg "Ramaphosa is a very astute and sophisticated trade union leader, and I have the highest regard for him. I find it strange that he has been very correct in his dealings with the chamber, but that some employee actions have not been consistent with that correctness. Either employee action is dictated by the NUM or there is a gulf between NUM head office and what is happening at the mines. We can't say which"

King adds "It is critical



Chamber's Liebenberg ... living with a process

that procedural agreements are stuck to; otherwise they are not worth the paper they are written on."

Ramaphosa brushes these criticisms aside "We have not negotiated and agreed any grievance and disciplinary procedures. We have had to use those already in operation at the mines. These procedures differ from company to company and even from mine to mine and are often deficient. For example, Gold Fields will not allow shaft stewards to represent members at disciplinary hearings. Only since the Vaal Reefs upheavals have Anglo mines in the Transvaal begun permitting it. At their OFS mines it has always been allowed, and we have had few problems there. Another company will not communi-

cate with the union until it has been recognised

"We want to negotiate one set of procedures for the whole industry," he adds "But the chamber is dragging its feet because of differing approaches between the companies. All cases of illegal strikes indicate shortcomings of the procedures"

Anglo's industrial relations consultant Bobby Godsell says he is unaware of any approaches made by the NUM to the industry regarding procedures. But he says that if



NUM's Ramaphosa ... on the offensive

the union is dissatisfied he is happy to enter into negotiations to introduce improvements "And I am sure the chamber would too," he adds

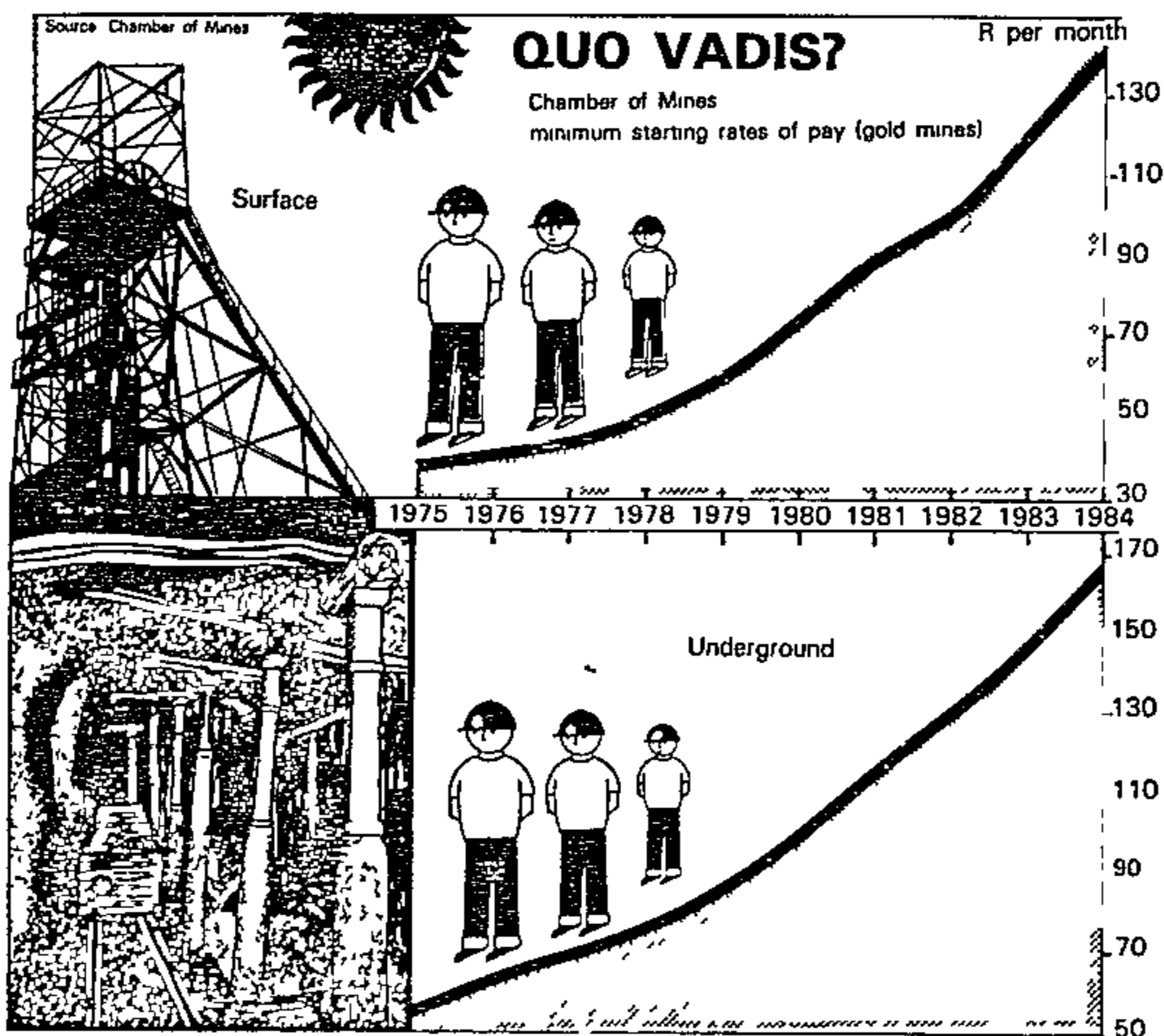
Gold Fields group industrial relations officer Anton Lombaard says that if a worker is dissatisfied with the outcome of a disciplinary hearing he can raise it as a grievance, and union representation is permitted at hearings "Our employees know this arrangement and are happy with it," he says. He also has no objection to procedures being negotiated

These structural and procedural problems

can be tackled through collective bargaining. Far more serious, according to NUM perceptions, is the poor quality of relationships between whites and blacks on the mines

Rand Mines and Gold Fields spokesmen decline to comment directly on Ramaphosa's Institute of Race Relations speech. Talking in general about race relationships on the mines, King says "I am convinced that the relationship between black and white workers is better than the unrest indicates. There is a lot of real gut goodwill"

Lombaard acknowledges that the human relations problem is one of the most fundamental facing the industry. He adds "We have



embarked on an extensive industrial relations training programme where much emphasis is placed on the handling of people. We believe, however, that much good faith exists already."

Anglo's Godsell spoke to the *FM* at length about the issues raised by Ramaphosa. He agrees that racial and human dignity problems exist. "The mining industry is part of the broader South African reality. History has made these tensions inevitable and they are exacerbated by the racial legislation which applies to the industry. We are aware

tiating the issue with the mainly white Council of Mining Unions for a number of years. However, Arrie Paulus's Mineworkers' Union is fighting a desperate last-ditch battle to retain the last vestiges of job reservation in SA, and conservative efforts have stalled progress. Mineral and Energy Affairs Minister Danie Steyn has said he would like to see the legislation amended during 1986.

These delays may cause further conflict with the black miners, and the NUM has made the issue one of its major demands for its forthcoming wage negotiations with the

believe a show of strength is almost inevitable in the absence of a very generous wage offer. The NUM is unlikely to see 10% as attractive.

Last September Anglo, which faced the prospect of bearing the brunt of the action in the legal strike by NUM members, negotiated (through the Chamber) an amended wage agreement with the union at the last minute in an effort to stave off the stoppage. Anglo still has more NUM members than any other mining house. This may make a repetition of its 1984 strategy attractive. But any such

NUM's RECOGNITION DRIVE

Mines at which the NUM is recognised for at least one job category --

GOLD

- President Steyn
- Elandsrand
- Kloof
- President Brand
- Western Holdings Saaiplaas, Holdings and Welkom Divisions
- Western Deep Levels Mine hospital, North and South Divisions
- Manevale
- Hartebeestfontein
- Blyvooruitzicht
- Free State Geduld North and South Divisions
- Vaal Reefs East and West Divisions
- East Driefontein



*Non-Chamber establishment

COLLIERIES

- Douglas
- Wolwekrans
- Van Dyks Drift
- Coalbrook
- * Duvha
- * Rietspruit
- Kriel
- Arnot
- Tweefontein
- SA Coal Estates



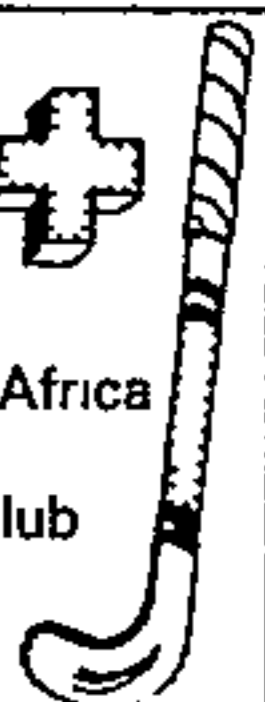
DIAMONDS



De Beers — Namaqualand

OTHER

- Rand Refinery
- Rand Mutual Hospital
- The Employment Bureau of Africa
- *Ergo
- Chamber of Mines Sports Club
- Nuclear Fuel Corporation



of these problems, but fighting back is only a formula for further violence. We invite any employee who is treated with anything less than human dignity to raise these incidents, with the help of their union if they prefer, with management. And if they find the present grievance procedures unsatisfactory they have other options in the case of assaults. Assault is both a criminal offence as well as an unfair labour practice. The union can assist victims in taking their case to the criminal courts or the Industrial Court."

Mining industry leaders are confident that it is only a matter of time before one form of racial discrimination on the mines — the "scheduled person" definition which bars blacks from qualifying for certificates to do various categories of skilled work — is abolished. The Chamber of Mines has been nego-

chamber. The union is adamant that 1986 is not soon enough.

Other NUM demands include a 40% wage increase, danger pay, and the recognition of May Day (May 1) as a paid holiday. Liebenberg has hopes for peace. "If both sides keep a level head and are willing to reach agreement, and if both have flexible enough mandates, a showdown can be avoided."

But there are signs that the mining houses are divided over wages. Unconfirmed reports say that Anglo — and perhaps Johannesburg Consolidated Investments — is prepared to offer a 23% increase while the other houses are looking at 10%.

The NUM is in a tough mood. Its membership has doubled since last year's negotiations — it claims 110 000 members of which 60 000 are paid-up — and many observers

move will doubtless cause upheavals in the labour forces of other mining companies.

However, says Liebenberg, "The percentages quoted are absolutely speculative. The executive committee of the chamber is still considering the question of the 1985 review, and until a final decision is reached any figures quoted are meaningless."

The mining industry, as Gold Field's Lombaard puts it, "faces the problem of rising black aspirations in the face of limited resources and white fears." The NUM and the employers are walking a dangerous tightrope in eliminating long-standing traditions which strain relationships between workers of different races — and black miners' material claims are being forcefully put. If either side loses its balance the industry will be in for a rough ride. ■

Gruelling round of wage talks looms

WITHIN weeks the Chamber of Mines and the National Union of Mineworkers' negotiating teams will meet one another to conduct what could be a gruelling set of talks over this year's wage increases for black miners.

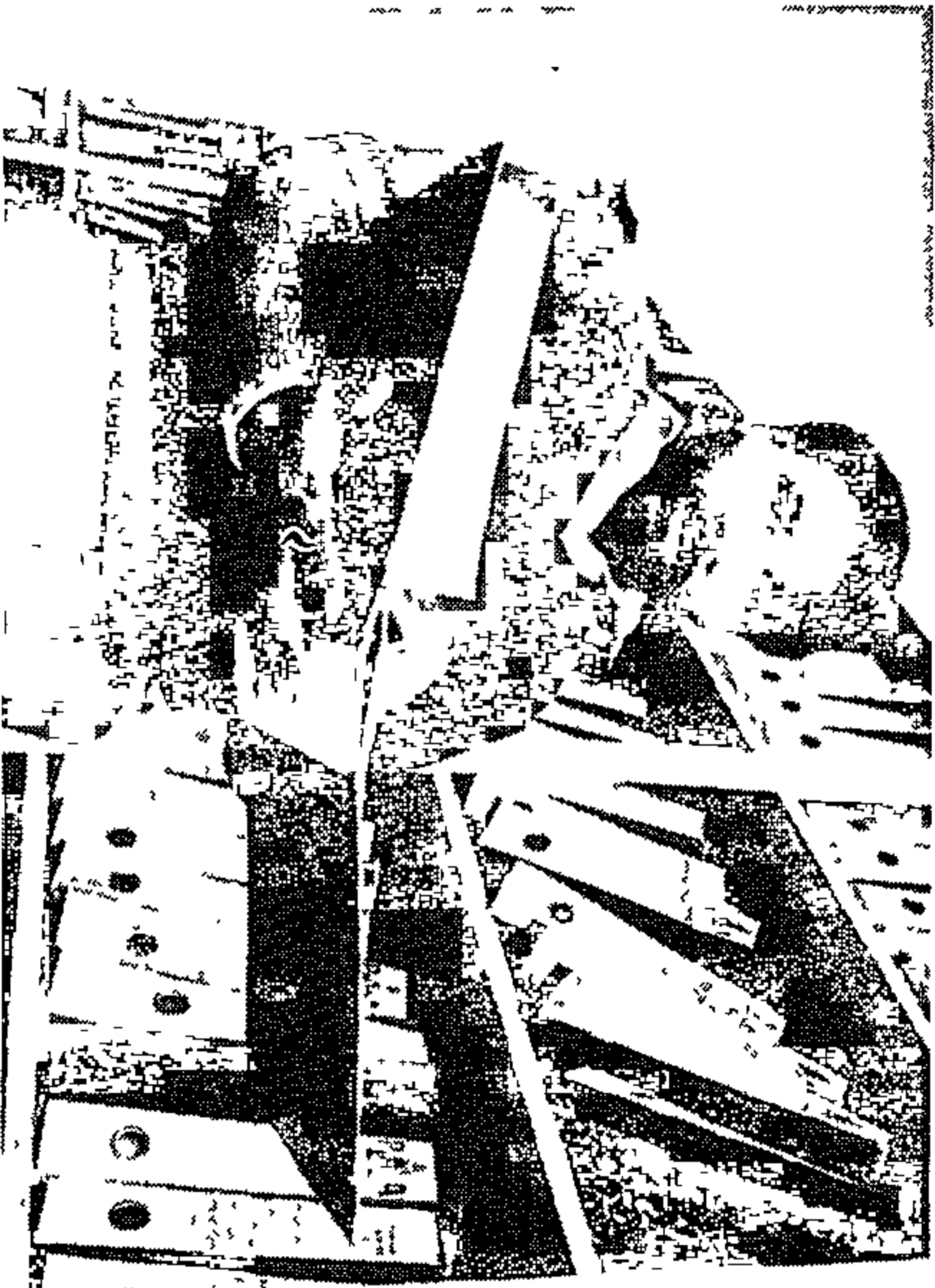
The NUM's demands — believed to be in the region of 40% and including issues such as job reserva-

tion and danger pay — have been on the table for two weeks already. In response, the Chamber is finding difficulty reaching a mandate, with Anglo American's opening offer reported to be more than double that of the other mining houses.

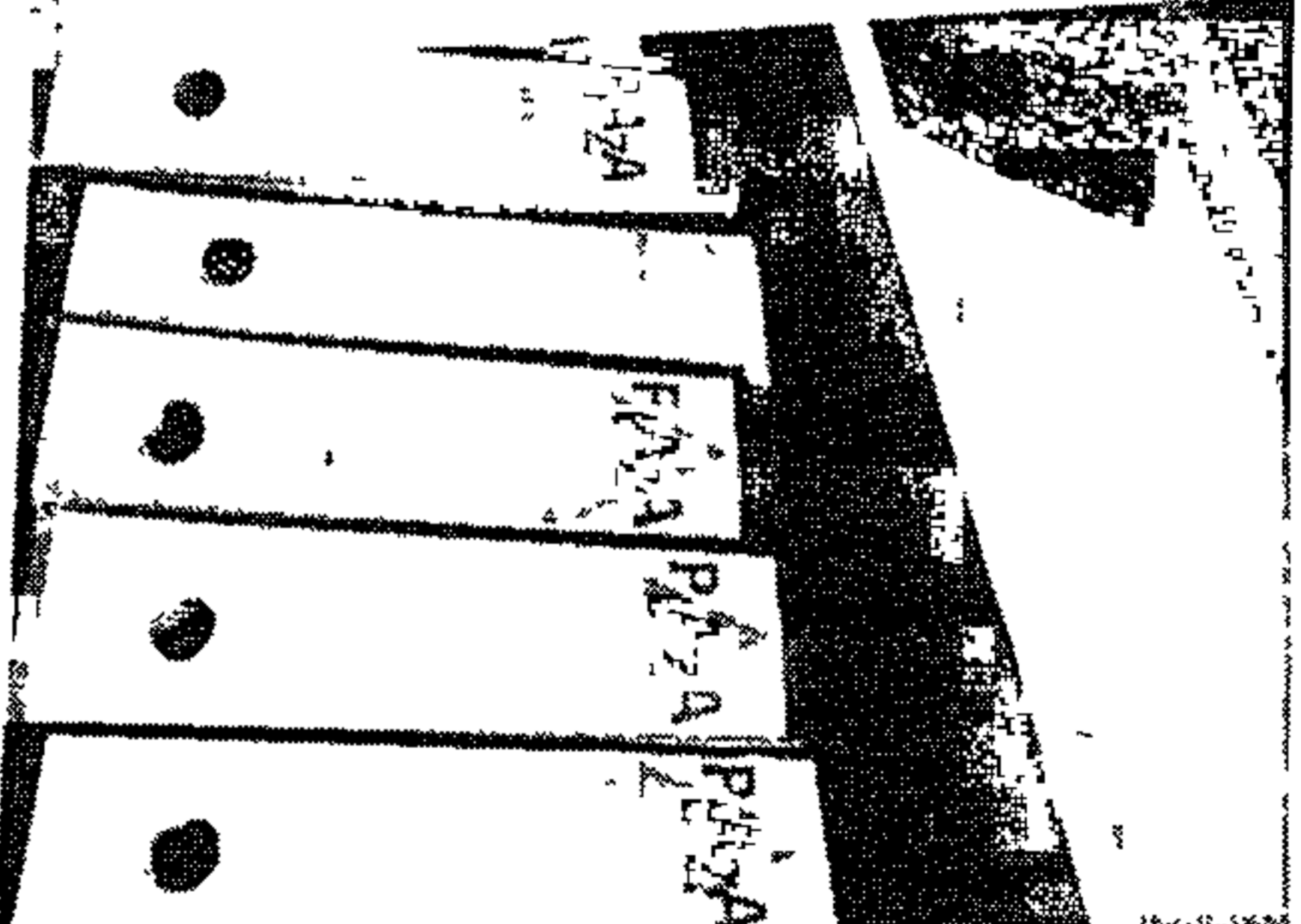
Given the signs of worker militancy and unrest on the mines this year, the talks will take place in a tense

climate and will test to the utmost the ability of the parties to resolve the issues through collective bargaining.

While officially the industry is optimistic about settlement, there is a general uneasiness about the situation and the possibility of widespread strike action on South African gold mines already looms large



● CYRIL RAMAPHOSA ... membership committed to getting the best deal for all miners in the industry



● JOHAN LIEBENBERG ... adviser



Can 'big bang' be avoided on SA's tense gold mines?

PHILLIP VAN NIEKERK, Labour Reporter

Last year the 11th-hour deal over fringe benefits on Anglo mines, which slowed the impetus towards a massive legal strike, was only possible because seven out of eight recognised mines were Anglo-run.

This year Gold Fields, Gencor, Anglovaal and Rand Mines all have NUM-recognised mines and will be negotiating under a single umbrella JCI will also be there, as the increases affect all black miners on Chamber mines.

After the experience of 1982, when Gold Fields and Gencor mines were hit by a huge wave of wildcat strike action as a result of differential wage increases, the Chamber would be hesitant to allow vastly differing separate deals.

And Mr Bobby Godsell, Anglo's chief labour advisor, points out that Anglo's IR policy is to promote industry-wide bargaining. He says the "first prize" in this year's talks will be to get agreement in the industry.

But if last year provides any kind of pattern, the COM did not need to split to offer a different deal. Though the

settlement applied exclusively to Anglo mines, it was negotiated through the Chamber. This could well provide a way out for them this year.

Commenting on whether separate offers would pose a problem for the union, NUM general secretary Cyril Ramaphosa says "It will be very tricky. Our membership is committed to getting the best deal for all miners on all mines in the industry."

The single most important factor in assessing the likelihood of a dispute and strike on the mines is the new spirit afoot among black miners themselves. "Our members want a better deal than in the past two years," says Ramaphosa. "They feel they are more determined than they've ever been and the union is

much stronger than in the past two years."

The organising success of the NUM — which is now believed to have about 150 000 signed-up members — is creating shock waves in the industry. The union is challenging practices and attitudes developed over a century of minimal black unemployment on the mines.

Much of the NUM's growth can be attributed to its policy of fighting the issues which are closest to the hearts of black miners — such as human dignity, safety, unfair dismissals, plotation by monopolistic small busi-

nesses operating on the mines and job advancement.

For the first time most men who work on South African mines have a voice, and this has inevitably unlocked and channelled a welter of feelings and demands which in the past were not articulated.

The strikes this year at East Driefontein, Kloof, Hartbeesfontein and Vaal Reefs reveal a new militancy which might turn out to be a mere prelude to a far larger one.

Even if there is agreement on wages, the abolition of job reservation — which the NUM has put on the table — will be difficult to resolve. Liebenberg says that even if the union and the industry reach agreement on scrapping job reservation the issue is

still dependent on other parties, such as white miners and the Government.

"The time-scales can't be agreed between us and the NUM in isolation," he says. Liebenberg points out that it was the first item of agreement between the NUM and the COM in 1983, and that the Chamber has worked diligently before and since then to do away with discrimination on the mines.

But Ramaphosa says the union wants something tangible out of this year's negotiations, not just a vague commitment from the Chamber to scrap job reservation. "They inform us that they've had a commitment to scrapping job reservation for 10 years," he says. "We are looking for some form of concrete action, such as

a letter to the Minister saying they've reached agreement in the industry to scrap mining apartheid."

A further key factor in the talks is signs of an industry backlash against the NUM. This year's strikes have disturbed some sections of the industry, and the NUM has been publicly criticised by, for instance, Mr Clive Knobbs, chairman of Rand Mines' gold and uranium division, for not adhering to procedures.

The honeymoon between the NUM and the industry — if ever there was one — is long over, and this year's bargaining will be in deadly earnest between two powerful participants.

In 1983, the first time the union negotiated wages with the COM, the outcome was something of a farce, with the COM offering what they would have paid anyway. Last year, under the threat of an industry-wide strike, the COM increased its offer at the last minute.

This year one of the industry's strongest cards — the ability to fire strikers en masse and recruit replacements at short notice — has been played already at Vaal Reefs and Hartbeesfontein. The unfavourable international reaction which Anglo and Anglovaal's firings provoked, and the sensitive climate around the US disinvestment issue, make mass sackings a course of action which the mining houses will have to think twice about before applying.

Even given the odds being stacked against an easy settlement, industry commentators are optimistic that a settlement is possible. Godsell points out that there has now been settlement for two years running with the NUM and that the NUM's opening demand this year (40%) is lower than last year's 60%.

"Both parties have learnt something about the process of negotiation. I can't see how things have got worse, if one believes that practice makes perfect," he says. "We intend to bargain in good faith in terms of our belief in unionism, collective bargaining and the orderly settlement of disputes."

Ramaphosa says that "if the Chamber is serious about settling and they don't play the same tricks as last year, we would be very keen to settle".

From the Chamber side, Liebenberg won't rule out the possibility of strikes, but believes settlement depends on the ability of the parties to find each other. "One assumes that the NUM's demand is not final. In the long run settlement depends on mandates."

But among sources inside and outside the industry, the "big bang" theory — which would have major implications for the South African economy — has wide currency. "At least," concludes Liebenberg, "one could say that we live in interesting times."

Fired miners may be rehired

May 1985

THE REHIRING of "Hartebeesfontein
3 000 mineworkers fired production will be af-
from the Hartebeesfon- fected by the sackings.
tein Mine last week will but we will only know
be top of the agenda later this week what ef-
when the National Union fects will be felt. Initial
of Mineworkers meets effects were minimal,
representatives from the but if we pull new labour
Anglovaal mining house into the mine some
tomorrow. people will have to be
A spokesman for trained and acclimatised
Anglovaal said no mine- before they can start
workers had been re- work. Their productivity
hired at this point, but will also take some time
talks with the union to build up," said
would address the issue Anglovaal spokesman,
Mr Ray Moore.

Riding roughshod in mine negotiations

Sowetan

24/5/85

The South African mining industry is set for a rough ride this year when the National Union of Mineworkers and the Chamber of Mines meet to negotiate pay increases and working conditions in the next few weeks.

Although the parties have not set a date for the talks, labour consultants, lawyers and unionists, have already indicated that if a deadlock is reached widespread industrial action with serious effects could follow.

They say there are clear indications of discontentment by mine-workers in the industry, because already over 60 000 black miners



LATER this year the National Union of Mineworkers (NUM) and Chamber of Mines meet to review salaries. A major strike was averted last year when agreement was reached at the eleventh hour. SOWETAN labour writer, JOSHUA RABOROKO (left)

have been involved in strikes and work stoppages so far in 1985

This is also because the NUM is in dispute with Anglo American and Anglo Vaal — owners of giant goldmines — over wages granted earlier this year. This was preceded by strikes

NUM members have also launched numerous boycotts of liquor outlets, concession stores and taxi services on the mines, and mine managements have claimed several incidents of in-

dustrial sabotage perpetrated by workers

The dust had hardly settled after these reports were made when NUM's general secretary, Mr Cyril Ramaphosa, spelled out a strategy he called "resistance" by black miners, which will include demand for higher wages and the abolition of job reservation in the mines

Mr Ramaphosa says the union's strategy this year will also include an attempt to change the system in the mine industry

Although he declines to list the proposals the union has presented to the Chamber of Mines, Mr Ramaphosa says action will include

- Physical retaliation to assaults by whites on blacks at the workplace,
- A refusal to allow the continuation of "racist" practices by whites, and
- A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is completely eradicated

The union claims the contraventions are widespread and Mr Ramaphosa's utterances raise prospects that the mines' production may be hampered if his members carry out these actions

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, admits that the mine industry might be hit by unrest if the negotiating parties "do not cool their heads"

He says the talks could be touchy, but also hopes that both parties will be reasonable to avoid unrest

He concedes that there were wage strikes in September last year which involved only five mines, only eight of 99 Chamber of Mines and collieries have had strikes, lasting for no more than a day

Then there was a riot at Western Areas. However, he adds, this does not mean "we are complacent" This is not a lot in terms of the total number of mines or man-days lost

The chamber and the NUM have agreed that they should not publish the list of proposals before they were actually discussed at a date still to be set

He concedes that the union has made proposals to the chamber, but declines to comment on them because "we are still going to meet and consider them"

However, sources close to the parties say the demands include a 40% wage increase, danger pay and the recognition of May Day (May 1) as a paid holiday

Mr Liebenberg says he was hoping for peace and appeals to the parties to keep their cool and reach an agreement to avoid a showdown

Since the NUM signed a recognition



MINE WORKERS . . . facing tough wage negotiations.

agreement with the chamber of mines three years ago, several strikes have erupted and mine houses have blamed the union for instigating them

The union has also been excluded in talks which focused on the abolition of the last vestiges of apartheid in the industry — job reservation

Responding to these issues Mr Ramaphosa says the strikes were caused by management. The union has not negotiated and agreed any grievances and disciplinary procedures. They used those which the mines have

Those procedures, he adds, differ from mine to mine and are often deficient. The strikes were accused that its managements, in some instances, refuse to negotiate in "good faith"

NUM is in a mean mood as its membership has doubled since last year's negotiations. The union maintain that its membership is 110 000 of which 60 000 are paid up

It will be more tougher as there are signs that mining houses are divided over wages. Some sources have revealed that Anglo and Johannesburg Consolidated Investment, were prepared to offer a 23 percent increase while the other houses are looking at a 10 percent increase

However, a spokesman for the companies has declined to comment on their offers and



NUM leader Mr Ramaphosa.

said these will be discussed at the negotiation table in a month

Referring to job reservation, Mr Ramaphosa says this time "we are going to fight and if no settlement is reached, we might be forced to resort to industrial action

However, mining industry leaders are confident that it is only a matter of time before racial discrimination on the mines — the "scheduled person" definition which bars blacks from qualifying for certificates to do various categories of skilled work — is abolished

The chamber has been negotiating with the likes of Arrie Paulos on the issue for a number of years

The Minister of Mineral and Energy Affairs, Mr Dame Steyn, has indicated that he would like to see the legislation amended during next year

On the whole the chamber and the NUM are walking a tightrope in eliminating long standing traditions between workers of different races — and the black miners' material claims are being forcefully put. The road ahead seems to be rough

Labour consultant, Andrew Levy says

"This is only the beginning of unrest. We can be expected to scrap job reservation begin

The mass dismissals Vaal Reefs and Hartbeesfontein served to raise militancy, added

A labour lawyer says: "The dismissals at the mines were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated. "Negotiations on job reservation start soon and the mining houses cannot afford continued unrest," the lawyer said.

The delay in wage and other demands made by the union is a cause for concern

The union has recognition agreements with the following: President Biko, Steyn, President Rieks, Kloof, Elandsrand, Western Deep Level, Mines and Hospital-Marievale, Hartbeesfontein, Blyvooruitzicht, Free State, Driefontein, Douglas-Wolvetrans, Van Dyk Drift, Coalbrook, Duvha, Rietspruit, Kriel, Arnot, Twerfontein, SA Coal Field, De Beers, Rand Refinery, Rand Mutual Hospital, Teba, Ergo, Chamber of Mines, Sports Club and Nuclear Fuel Corporation.

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New chamber offer

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The Chamber of Mines this week made a slightly improved and "final" offer of 10% wage increases to the Council of Mining Unions (CMU), the organisation representing skilled mineworkers. The offer was made on Monday at the first meeting of a conciliation board established to deal with the dispute declared by the CMU against the chamber in March.

Am 17/5/85

The latest offer represents an advance of 0,5% on the chamber's previous 9,5% proposal. The CMU was due to meet on Tuesday to consider the offer before it was referred to union membership. Some union sources believe there is a good chance of settlement at this level, while others argue it is still way below what the industry can afford. The next meeting of the conciliation board will be held on May 24. ■

Striking mineworkers go for talks today

20/5/85

THE management of Blyvooruitzicht Gold Mine near Carletonville and a workers' delegation will meet today in an attempt to resolve the "illegal" strike by 9 000 workers on Saturday.

In a statement to The SOWETAN yesterday a spokesman for the Rand Mines, owners of the gold mine, said workers who did "essential services" were back at work and the situation was back to normal.

The workers stopped work following the dismissal of two co-work-

By JOSHUA RABOROKO

ers, believed to be members of the National Union of Mineworkers

The statement also said the two discharged men had appeared before a normal mine disciplinary hearing on charges of intimidating and threatening fellow workers

"They were found guilty and dismissed and we believe that this is the real reason for the strike," Mr Gordon Mo-

senthal, the mine's managing director said

He said on Thursday they were handed a list of grievances and the names of a deputation to meet with management on Friday to discuss them. A meeting was arranged but only one man turned up

The man then asked for postponement of the discussions until today.

He said the strike started on Saturday

when only 300 men of the total of 2 000 night shift reported for work. Conditions at the mine were normal and no incidents of violence were reported yesterday

The workers had started boycotting bars and beerhalls at the mine hostel, the spokesman said. It was hoped the matter will be resolved by today.

The NUM's general secretary Mr Cyril Ramaphosa was not available for comment yesterday


YOUR OWN



~~211~~ ~~211~~
Miners to be
re-employed
Star 2/15/85

The 3 500 workers dismissed from Anglo-Vaal's Hartebeesfontein mine last week will be re-employed if the mine has vacancies for their particular job categories, according to a statement issued by mine management after talks with the National Union of Mineworkers (NUM) yesterday

"Agreement was reached to the effect that the mine would give preference to re-engaging former employees on the basis that the mine has vacancies for their particular job categories," a spokesman said



BUSINESSBOARDS OF

NM 29/4/85

Miners sent home

Mercury Correspondent

JOHANNESBURG—In a massive buslift operation yesterday, Anglo American began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to Transkei, Lesotho, Swaziland, Mozambique and other southern African territories.

The workers, who were fired at the weekend in the country's largest ever mass dismissal of workers, were bussed out after being paid out yesterday at the Finest Oppenheim sports stadium on the Vaal Reefs mining complex.

The workers were fired for participating in industrial action which has reportedly cost Anglo American's Vaal Reefs, the world's largest gold mine, revenue losses of up to R20 million in the past few weeks.

The sackings follow the dismissal of 2 000 workers at Anglovaal's nearby Hartbeesfontein mine on Friday night and

could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A statement by the NUM accused Anglo American of a breach of good faith.

The giant mining complex, which is near Orkney in the Western Transvaal, was tense yesterday.

Workers reported that tear-gas and rubber bullets were fired during a meeting at the number eight shaft hostel, which was also the scene of unrest the previous day.

A mine management spokesman said they had no record of tear gas being fired into mine hos-

tels, or of rubber bullets being used.

Anglo American's Gold Division has already incurred revenue losses of up to R20 million during the past few weeks following go-slow strikes and short shifts at Vaal Reefs.

About six weeks ago almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly paid workers, and a number of other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the

At a Press conference yesterday the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April, the NUM had said it would guarantee that the situation at the mine would return to normal.

By April 17, however, the go-slow situation had worsened.

Management felt that if by April 19 the situation had not normalised action would have to be taken.

It, however, waited until this week before it began issuing 'final warning' notices to employees that they should either return to work or face dismissal.

same increases to weekly workers as were being paid to monthly workers.

The NUM yesterday claimed that 700 workers had been fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement the NUM said the fact that black workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

Procedures

The NUM also said the workers had been dismissed without proper procedures.

'Management's action is calculated to give a devastating blow to the union and had negotiations been held timeously the whole situation would have been resolved,' the statement said.

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211 ~~211~~ D. Disputch
24/5/35

Job reservation must go now — Goodall

From
ROY DOWLING

CAPE TOWN — Urgent action should be taken to eliminate job reservation in the mining industry, the Opposition spokesman on mineral and energy affairs, Mr Brian Goodall, said in the Assembly yesterday

"Job reservation should go, and go soon" "We have waited a number of years for employers and employees to sort out this problem," but nothing had happened, Mr Goodall said

During the mineral and energy vote, he said it was essential that the Minister, Mr Danie Steyn, "takes action now"

The mining industry would be entering a "very delicate phase" during the coming

months. Pay talks between the Chamber of Mines and the National Union of Mine Workers would start soon and there had already been a number of strikes this year

It was essential that labour stability in the mining sector was maintained because, not only was the industry of immense importance to the country, but there was growing concern among overseas investors about the possibility of labour unrest in the South African mining sector

A recent report in the influential Wall Street Journal said overseas investors were avoiding South African gold shares because of the labour problems they foresaw in the industry

Labour unrest would also assist the disinvest-

ment lobby overseas

The end of statutory job discrimination would not prevent labour unrest, but it would improve the climate for labour stability in the mining sector

The Wiehahn Report had stated that since 1964 there had been a shortage of skills in the mines. Subsequent departmental reports had pointed out that little progress had been made in the elimination of job reservation during discussions between mining employers and employees

"We cannot see out the twentieth century with policies that were applied at the beginning of the century"

He appealed to Mr Steyn to end "this discriminatory practice as

soon as possible"

Mr Goodall also said more minerals should be exported in a processed form

The mining industry had, over many years, been the backbone of the country's economy. "However, we must ask ourselves whether we are exploiting our natural advantages in the most effective manner"

"We are still exporting many of our minerals in an unprocessed form. We should develop industries which can use our metals and minerals in a processed form"

The development of a large scale jewellery industry, for example, would make use of minerals in their raw form and earn the country more revenue when the processed goods are exported

~~Various ways to fight~~
by its horns" and throw

Chamber and ^{7 - Day} white miners ^{27/1/85} in deadlock over wages

By CLAIRE PICKARD-CAMBRIDGE

ANNUAL wage negotiations between the Chamber of Mines and the Council of Mining Unions — representing about 25 000 whites in the industry — have ended in deadlock.

The CMU's eight member unions are to take a strike ballot this week following rejection of the Chamber's offer of a 10.5% increase across-the-board.

The union have moderated their initial demand of a 20% increase, along with other benefits, to an 11.5% increase.

Union spokesmen said their legal options after deadlock had been declared included requesting mediation or arbitration, or taking a strike ballot among members.

"But the Chamber does not favour mediation or arbitration so we will have to assess whether members want a strike," the spokesman said.

Chamber of Mines President George Nisbet confirmed deadlock had been reached at the negotiations.

He said the 10.5% offer had included back payments to May 1 if it had been accepted. But now the offer of back payment falls away unless a different agreement is reached later.

It is believed a strike of this nature could be very damaging to an industry already affected by several mass black miners strikes this year.

ERPM to start R300m project

Own Correspondent
JOHANNESBURG — The ERPM gold mine near Boksburg is to go ahead with its R300m rejuvenation project, which will add another 50 years to the life of the mine

ERPM's chairman and head of the gold division of Rand Mines, Mr Clive Knobbs, said the major obstacle to the project — the siting of a R45m new hostel — had been overcome

"Minister of Mineral and Energy Affairs, Mr Dame Steyn, has given us permission to build the hostel on a site 2,5km from the far east vertical shaft, which is the main pivot on which the programme hinges"

The only hurdle still to be overcome was finance, for which plans were well advanced, he said

Siting of the hostel, which will house 6 500 black workers, has been a bone of contention for the past four years

The mine had always said the hostel needed to be close to the shaft to make the project viable Boksburg authorities were adamant that it should be built in the township of Vosloorust, 13 km from the shaft

"The ideal site to house the far east vertical's workers is right next to the shaft However, we agreed as a concession to drop that plan in favour of the site just granted

"We thus freed the original area close to the shaft for further township development," said Mr Knobbs

"We are delighted that, in granting the site, the minister took into account the national and international implications of the rejuvenation of ERPM

"The far east vertical system will give us access to additional ore reserves in a high-grade area in the southeast section of the mine It will also enable us to increase our production and milling capacity from 2,8m tons a year to just under 4m tons a year

"This means an increase in gold production from 11 tons a year to over 18 tons a year," he said



Mr Gary Scallan has been appointed managing director of National Finance Brokers

Union foresees conflict

Dispatch Bureau

JOHANNESBURG — The 150 000-strong National Union of Mine-workers (NUM) has forecast conflict over racial job reservation on the mines in spite of a statement by Mr Danie Steyn, Minister of Mineral and Energy Affairs, that it will be abolished next year.

In a statement yesterday the NUM said it regarded Mr Steyn's announcement as a statement of intent.

"Since 1979 announcements have been made on the need for amendments to the Mines and Works Act, but they've never mentioned how or where these changes are to be effected," the statement said.

The NUM said that in its view December — the deadline date for the chamber and the white unions to reach agreement on how job reservation could be scrapped — was "very far".

The NUM statement said "Our union has already set the scene for conflict before December. Our members have been waiting patiently for changes in the act and their patience cannot be extended till December."

Spokesmen for the Chamber of Mines and the Mine Workers Union (MWU) refused to comment until they had seen the full text of Mr Steyn's statement.

(211) ~~215~~ ~~175~~
**Back on full
production**

B. Day 28/5/85
Business Day Reporter

VAAL/REEFS, the mine affected by a mass strike of 14 000 miners, will be back in full production at the end of the month.

The Vaal Reefs Exploration and Mining Company and Southvaal Holdings issued a joint statement saying an active recruitment programme had been implemented and the manpower complement would be filled by the end of the month.

MINEWORKERS' UNION (21)

Branching out

Arrie Paulus's ultra-rightwing Mineworkers' Union (MWU) has intensified its efforts to recruit white workers outside the mining industry

The union has just announced that it has amended its constitution to cover workers from a variety of new industries. And the MWU has made other constitutional amendments which general secretary Paulus says will be announced at a later stage.

There are two main reasons for the



MWU's Paulus ... reaching out for more white members

MWU's move

- The union regards itself as the last bastion of security for white workers, and
- It has had a declining membership on the mines due to a shrinkage in the number of white jobs

During the past two or three years the MWU has made some important gains out-

side the mining industry. According to the Department of Manpower, the union is registered to cover certain workers from the following industries: mining, timber supply for mining activities, Escom and Iscor workers at a number of plants and at other iron and steel producers, plastics, chemicals, explosives, road passenger transportation, and baking and confectionery. The department says it is processing a new MWU application for registration at Iscor in Pretoria for two further worker categories.

Now the MWU is casting its net even further. According to the union's newspaper, *Die Mynwerker*, its constitution covers at least 200 categories of workers from all branches of industry. (These include the following industries: iron, steel, chrome, manganese, petrol, oil, electronic engineering, building, breweries, printing and newspapers, jewellery and precious metals, excavating, sweets, tobacco, sugar, motor and allied, cement, tiles, rubber, and batteries.)

Commenting in *Die Mynwerker* Paulus writes "Whatever the work of the worker, he will find a home — and security in the MWU. Should there be white workers who are not yet members of the MWU and who look for the security and protection in membership of the MWU, they need only approach us. We will be able to accommodate them. You name it, we got it."

An alluring invitation for some and one which may renew fears that the MWU will launch into overt political activity. But despite the MWU's obviously strong desires, it may not be able to launch as vigorous a campaign as it would like to. The *FM* understands from reliable sources that its administration is fairly weak at present. The sources say MWU assistant general secretary Peet Ungerer is in hospital and does not want to return to the union and, further, that a vacancy for an organiser has not been filled. ■



MINE JOB BARS

Behind the pact

Minister of Mineral and Energy Affairs Danie Steyn was able to announce with confidence in Parliament that December 31 is the target date for scrapping remaining elements of job reservation on the mines — because he had made a deal with a representative of the white Mineworkers' Union (MWU)

The FM has established that it was in fact the arch-opponent of the change — general secretary Arrie Paulus

For the mining industry, the implications of the Minister's move are immense. Talks on the issue between the Chamber of Mines and the established trade unions in the industry have been taking place for the past four years, ever since government instructed them to do so in a White Paper on the sixth Wiehahn Commission report

At the heart of the debate is the Mines and Works Act's definition of "scheduled person," which prevents blacks from obtaining certificates of competency to perform skilled work. There are 13 such certificates, the best-known of which is the blasting certificate, or red ticket. The commission's recommendation — which government accepted

— is that the definition should be changed to a non-racial one of "competent person"

The "scheduled person" definition is the last remaining job reservation provision in the mining industry and is the most tricky to change, since it touches on the very sensitive nerves of political-

ly conservative white miners, who fear being undercut by cheap black labour

The MWU's members — who generally have no higher qualification than a blasting certificate — stand to lose the most if the definition is changed and the trauma of 1922 is not forgotten. That is precisely why government gave the employers and unions a "reasonable time" to conclude the negotiations and also instructed them to ensure that "adequate measures" to protect the job security of white miners is included on the agenda

The negotiations got under way in 1982, but did not really begin in earnest until early last year. By agreement, the talks cover three issues

□ The future industrial relations structure of the mining industry. This is prompted by concern that there are no adequate structures to ensure that agreements are monitored and enforced,

□ Measures to protect white miners' job security, and

□ Changing the definition. This will only occur once the other two issues have been settled

According to chamber industrial relations adviser Johann Liebenberg, the discussions on the future industrial-relations structure have reached an advanced stage. This may lead to the establishment of an industrial council or some similar type of body. Liebenberg says the talks on security of employment have "progressed"

Nevertheless, it appears that government's patience is running out, and the Minister has exercised his prerogative to step in to speed up the talks. He has also asked all the unions involved for recommendations on

the wording of a new non-racial "competent person" definition. Says Louw Alberts, director general of Mineral and Energy Affairs: "We feel the situation has now arisen where a target date must be settled. The 'reasonable time' should come to an end at the end of December"



Ramaphosa

The Minister's agreement with Paulus seems to have given a new impetus to what appears to be stalled negotiations. Says Liebenberg: "We are not aware of the details of any agreement which may have been reached between the Minister and certain trade unions. We understand from press reports that the Minister has now given the parties concerned up to December 31 to conclude the negotiations"

Liebenberg says the chamber will do its very best to negotiate a satisfactory solution within the time limits set by the Minister, "which enables us to utilise all the human resources at our disposal effectively and equally without taking race into account, but in such a manner that fears regarding security of employment are not heightened"

Despite Liebenberg's comments, it could well happen that the deadline will not be met. If so, the Minister will have to act to settle the issue for once and for all

Severe pressure must have forced the Minister to intervene in the talks. Several mining houses — and in particular Anglo American Corporation — have in the past expressed dissatisfaction with the slow progress. But lately there have been important new developments. The black National Union of Mineworkers (NUM) — which has been excluded from the talks — has placed a demand that the definition be changed on its list for its forthcoming wage negotiations with the chamber

The issue is complicated by the fact that black miners actually perform many of the functions of blasting certificate holders in terms of exemptions to the Mines and Works

Act. NUM general secretary Cyril Ramaphosa has claimed that the Act's regulations are being violated

Ramaphosa also says that several strikes have centered on this issue and that his members will in future work to rule. If they carry this out, it has ominous implications for mine production levels

Says Ramaphosa about the agreement with Paulus: "We have heard that agreement has been reached — but we don't know what its terms are. In our view, it is just too little too late"

He says his union's demand still stands: "If they want us to back down, they will have to come up with very clear assurances, and the Minister will have to tell us exactly what the agreement will be. Without that, we are not prepared to back down"

Ramaphosa fears that whatever definition of "competent person" is finally settled on — whether it be by agreement between the parties or by ministerial decree — may involve changes to the job descriptions of the various mining job categories. This, he believes, could mean that blacks will not gain much by way of pay or status

Liebenberg, however, dismisses these fears. He says the chamber has already given the other unions an undertaking that the principle of equal pay for work of equal value will apply if the definition is changed

Nevertheless, the FM understands from other sources that job descriptions could be changed and that because the chamber would have to negotiate this with the established mine unions, certain issues could be non-negotiable

Whatever the upshot, it is clear that by obtaining Paulus's agreement, Minister

Steyn has scored a major coup. Whether Paulus is perceived to have capitulated will depend on what undertakings he receives from employers about white workers' job security



Paulus

Confusion still surrounds Paulus's reasons for "retiring" from the MWU earlier this year and then resuming his position some weeks later. But an informed source outside the chamber says he came back because of differences between two factions in the union over who should succeed him and what stance the MWU should take on the "scheduled person" issue. The source says it is believed that the problems have now been sorted out

If this interpretation is correct, Paulus's talks with the Minister must be seen as him giving in to the inevitable and victory for the MWU's pragmatists

□ Paulus says this article is inaccurate but would not make any other comment



Liebenberg

Cape Times
4/6/85

211

Mines' wage dispute settled

Own Correspondent

JOHANNESBURG —

The wage dispute between the Council of Mining Unions (CMU), representing 23 000 white workers in eight unions, and the Chamber of Mines (COM) — which almost led to a strike ballot — was settled yesterday

In a joint statement, the CMU and the COM said they had settled on an 11 percent increase plus improvements in fringe benefits, a 1/2 percent rise on the amount the CMU was preparing to strike over

Agreement came two months after the CMU, which at first demanded increases of 20 percent, went into dispute with the Chamber

At the same time the COM has settled its annual wage talks with officials of associations representing about 24 000 workers, also agreeing on 11 percent

The two agreements affect all 47 000 officials

and white workers on Chamber collieries and gold mines

This leaves only one set of negotiations still to be handled — the annual wage talks for black miners, which is set to be the toughest, with the National Union of Mineworkers (NUM) demanding 40 percent and the abolition of job reservation

The NUM has already declared a dispute with De Beers over wages at its Namaqualand Diamond Division with the NUM demanding 40 percent and the company offering 8,5 percent. The dispute, declared late last week, comes within weeks of a recognition agreement being signed with the NUM and is the first time the country's largest union, representing 150 000 workers, has negotiated wages for diamond workers

The NUM and De Beers are set to meet again on July 6 in an attempt to settle the dispute

Mines and metal industries locked in billion rand wage disputes

Showdown for a million

By Amrit Manga

S. Times 2/6/85

MORE than a million workers could be locked in wage disputes with employers in the mining and metal industries in the next few weeks.

● Unions claiming to represent about 500 000 black miners are demanding higher wages

● More than 25 000 white miners have declared a dispute with the Chamber of Mines and will vote in the next few days on whether to strike.

● Nearly 400 000 metal and engineering workers and the powerful Steel and Engineering Industries Federation of SA (Seifsa) have reached deadlock in discussions over wage demands

Fighting

The 110 000 strong black National Union of Mineworkers has demanded a wage increase of 40% and observers say it is almost certain that settlement will not be reached and a dispute will be declared

Talks are likely to start soon after the chamber replies to the NUM demand. But it appears the mining houses are divided over increases and a response might take time.

A spokesman for NUM says: "The mining houses are still fighting among themselves and it is unlikely that we will talk before they can agree."

That the NUM is preparing for battle is clear. General secretary Cyril Ramphosa warns that his union will not allow exploitation and manipulation of its members.

Pig farmer

With pig farmer Arrie Paulus at the helm of the Council of Mining Unions the white miners' fight over wages is expected to be tough, especially because of the row

brewing over the scrapping of job reservation

The gravity with which the white miners view job apartheid is reflected in Mr Paulus's refusal to respond to an announcement by Danie Steyn, Minister of Mineral and Energy Affairs, that he intends to introduce legislation scrapping it.

Mr Paulus, who was brought out of retirement to lead the union after no capable replacement could be found, refused to talk about his plans, saying "Read all about our stand on job bars in 'Die Mynwerker', our journal"

White miners' resistance to changes in the Mines and Works Act's scheduled persons clause which bars black miners from acquiring blasting certificates will meet fierce opposition from blacks.

The NUM has pledged to work to rule as part of its campaign against alleged racist practices by white miners

Improved

The breakdown in metal-industry wage talks threatens to rock the industrial council which controls wages and working conditions for 370 000 employees

Two groupings representing 14 unions and Seifsa failed to resolve the deadlock when workers rejected an improved wage offer.

If settlement is not reached, the unions will force negotiation at plant level, a move that is likely to meet strong opposition from employers

Seifsa says its members cannot afford to pay an addi-

□ To Page 3

211

Showdown for a million

From Page 1 2/6/85

national R1 720-million a year in wages
The International Metalworkers' Federation (IMF) demand alone will add R1 400 to the industry's annual wage bill.

Labour consultant Andrew Levy says. "The steel and engineering industries can expect a rash of plant-based wage strikes which will peak in July unless agreement is reached"

Selfsa director Sam van

Collier warns: "We have no doubt that if the union demands are met it will lead to unemployment and further shutdowns"

80 000 lost

But the unions are undeterred by the threat of retrenchment in an industry where 80 000 jobs have been lost in the past three years.

Brian Fredericks, general secretary of the IMF's SA Co-

ordinating Council, says: "Retrenchments are no threat because our members have lost jobs even when no increases were granted."

The IMF unions have challenged employers to cut management perks and show their sincerity about reducing costs. The challenge could add to friction.

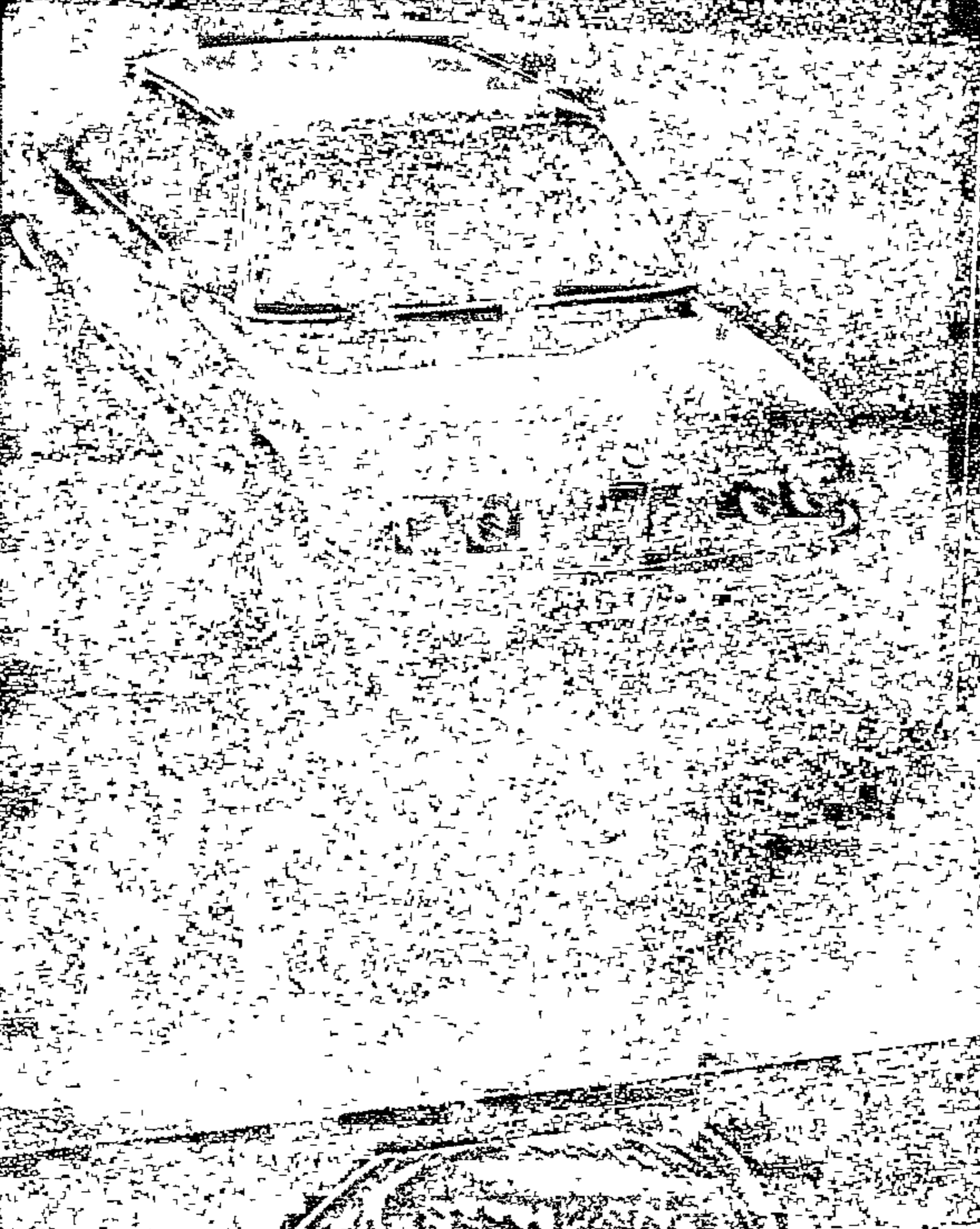
Mr Fredericks says: "We will try to get employers back to the negotiating table."

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Having reviewed the performance, may we now invite you to read the reviews. Written not by us, but by the world's most stringent critics. The Motoring Press



211 (15) B. Day 4/6/85
CMU accepts Chamber offer

THE Council of Mining Unions (CMU), representing 23 000 whites and three officials' associations covering 24 000 employees, has accepted an 11% increase from the Chamber of Mines.

This means the wage deadlock between the CMU and the Chamber, which could have resulted in a strike, ended yesterday after negotiations began two months ago.

The Council of Mining Unions negotiate separately from the three officials associations — the Underground Offi-

By CLAIRE PICKARD-CAMBRIDGE

cial's Association, the SA Technical Association and the Mine Surface Officials' Association.

A Chamber of Mines spokesman said the latest offer came into effect from May for the CMU, while the agreement between the Chamber and the three officials associations came into effect from June.

The spokesman said the increases affected all white officials and workers on Chamber gold mines and collieries.

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ion that the adjusted consideration for the Dan
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share would have increased from 117 cents to 192

e (assuming the investment of the cash consideration
ould have decreased from 34 cents to 19 cents

DPH and offer to minority shareholders

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or shareholders of DPH, holding in the aggregate
inary share capital of DPH, and Northern Trust and its
the sale of that holding to Nortrusco ("the change of

cents per DPH ordinary share payable in cash on
("the payment date") The consideration is based on
of DPH as at the payment date plus R500 000 and to
differs from the actual amount, once determined by
adjusted accordingly The directors of DPH expect
not less than 190 cents per DPH ordinary share.

net asset value of DPH as at the payment date is
that the adjusted consideration for the Dan Perkins

NUM signs recognition agreement

CONSMURCH (Consoli-
dated Murchison), an anti-
mony mining company
near Phalaborwa, has
concluded a recognition
agreement with National
Union of Mineworkers

The union began organ-
ising at the company in
August and said it had
achieved 75% representa-
tion among the 2 500 em-
ployees

Workers were pre-
viously represented by
the liaison committee sys-
tem at the mine whose
technical and administra-
tive advisor is Johannes-
burg Consolidated Invest-
ments

JCI human resources
general manager Jeremy
Nel said the agreement
was signed yesterday.

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NUM De Beers in wage dispute

By CLARE PICKARD-CAMBRIDGE

THE National Union of Mineworkers, which concluded its first recognition agreement within the diamond mining industry two weeks ago, has declared a dispute with De Beers over wages at its Namaqualand diamond division.

The NUM, which is demanding a 40% wage increase plus other benefits, such as additional leave days and service increments, has rejected De Beers' offer of an 8,5% wage increase.

The union described the offer as a ploy by the company to break the union's influence among workers at its Namaqualand diamond division, and said the company had also refused to make an offer on other items.

The union, representing 70% of the 3 000 workforce, claims the company has offered other unions increases of between 10% and 11%.

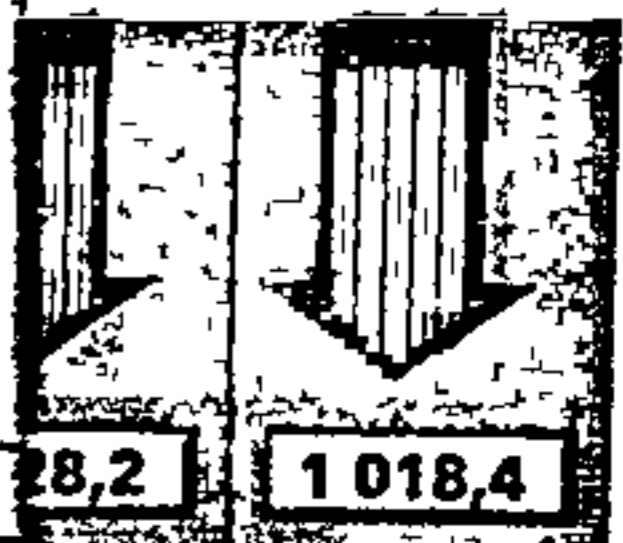
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(21)
Mine union
declares a
wage dispute
R. Day
6/6/85

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers, representing 150 000 black miners, declared a wage dispute with the Chamber of Mines yesterday.

An NUM spokesman said the union had tabled its demands — which include a 40% wage increase and issues like scrapping of job reservation and danger pay — on April 17 and had still not received the chamber's counter-proposals and a negotiation date.

A chamber spokesman said last night that the NUM had not advised them that they were in dispute.

"We don't think a dispute is necessary. The NUM has asked for a meeting and we are arranging to meet them next week anyway."

The union said yesterday it had written to the chamber again and would apply for a conciliation board if it did not receive an immediate response.

The delay has been caused by a struggle within the chamber to reach an offer acceptable to all six mining houses affiliated to it, reports PHILLIP VAN NIEKERK.

The amount Anglo American was prepared to offer was reportedly much higher than those of the other houses.

Chamber industrial relations advisor Johan Liebenberg said yesterday a mandate had been reached.

The NUM said yesterday it was "convinced the chamber is stalling with a view to frustrating our members". The union has no choice but to declare a dispute.

LIVES

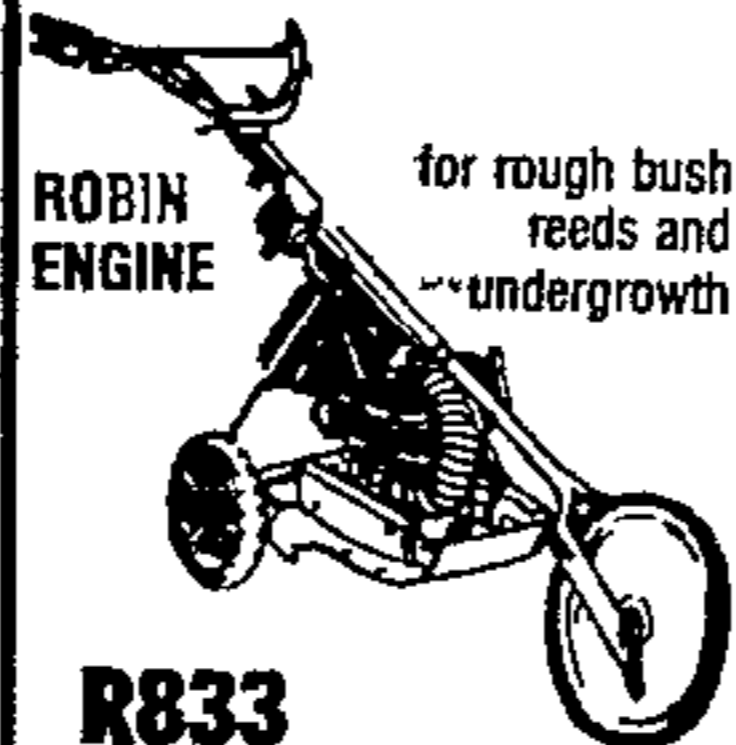
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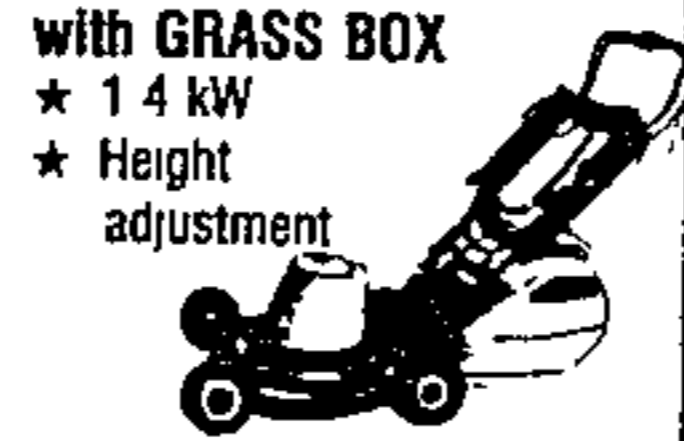
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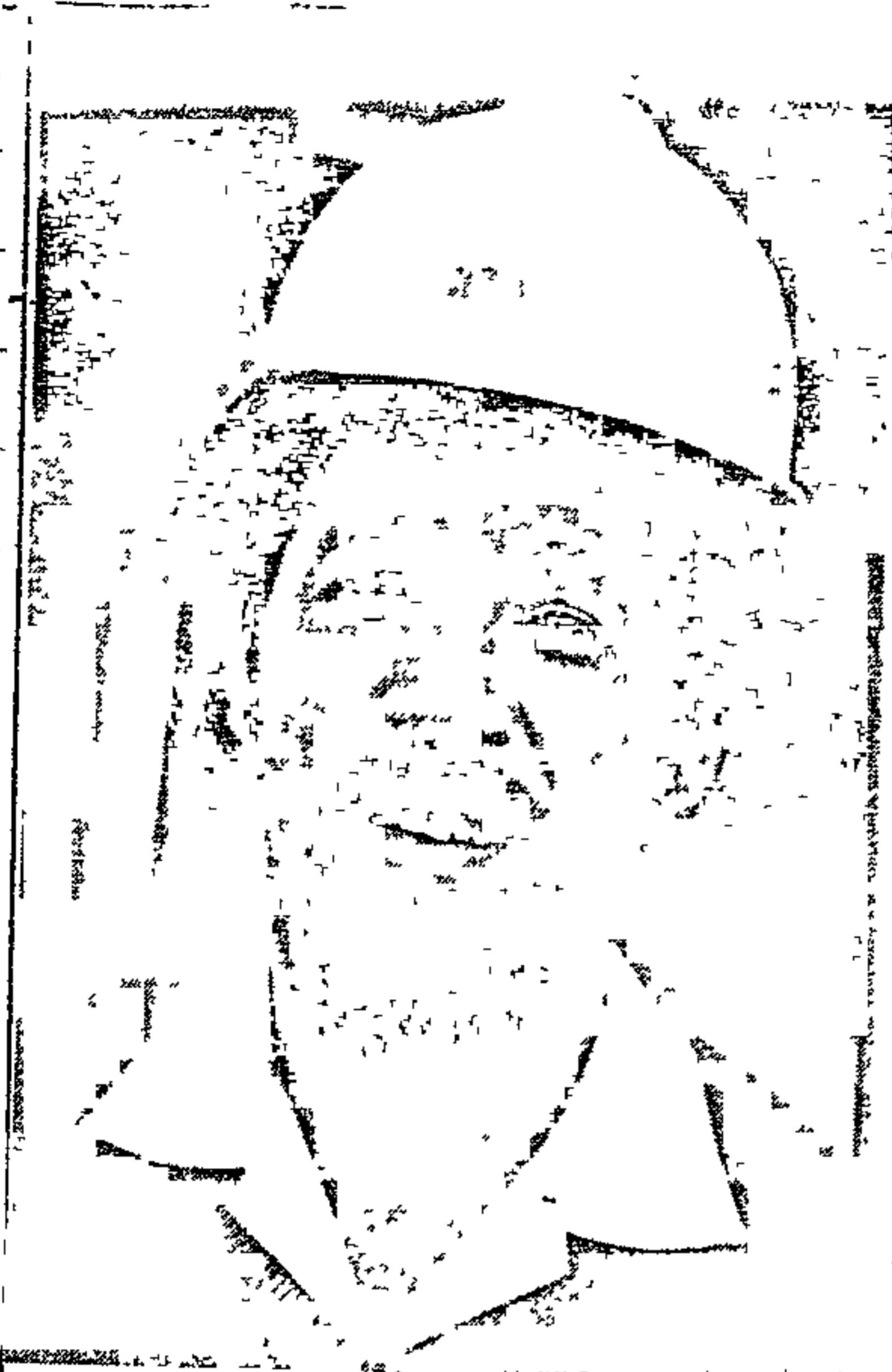
Wage dispute declared

Own Correspondent

JOHANNESBURG — In an unprecedented action, the National Union of Mineworkers (NUM) has declared a dispute with the Chamber of Mines (COM) before the beginning of wage talks for the country's half-a-million black mineworkers

The NUM declared the dispute yesterday in protest against a six-week delay by the COM in responding to the union's wage demands put forward on April 17

The delay has been caused by a struggle within the COM to reach an offer acceptable to all six giant mining houses affiliated to the chamber with Anglo American reportedly offering a much higher increase



Mr Azael Ntilane

It's a first for Azael Ntilane

Sowetan
June 1985

MR AZAEL Ntilane — a plant metallurgist at Rietspruit open cast coal mine — has become the first black man in South Africa to obtain the National Higher Diploma in extraction "metallurgy"

According to a statement by the company Mr Ntilane has a solid record of practical experience to compliment his academic achievements. He started work as a laboratory assistant at the plant in 1978 having obtained a Bachelor of Science degree at the University of the North the year before.

Two years later he became the head of the mine coal processing plant laboratory and after obtaining his diploma in 1984 he was appointed metallurgist.

He is currently studying for a Bachelor of Commerce degree with Unisa.

Talks offer averts mine breakdown

By Amfit Manga

A BREAKDOWN in wage negotiations between the Chamber of Mines and the 110 000-strong National Union of Mineworkers has been averted by the chamber's offer to start talks on Thursday.

The chamber's offer came hours after the black miners' union threatened to declare a dispute if mine bosses failed to respond to its demand for a 40% wage increase made in April this year.

The National Union of Miners accused employers of using "delaying tactics with a view to frustrating the union and its members".

Dissension

The chamber acknowledges that it took longer to respond to the union than in the past, but rejected suggestions that dissension in its ranks was one of the reasons for the delay.

This year's negotiations could be the last outside a unitary negotiating forum for both black and white unions.

The chamber says: "Considerable progress has been towards establishing an industrial council for the industry."

But the potentially explosive question of job reservation will have to be resolved before talks to establish a

non-racial industrial council begin

Johan Liebenberg, industrial relations adviser to the chamber, says "Talks aimed at meeting requirements of the Wiehahn recommendations on scrapping job reservation are advanced."

A strike by 25 000 white miners over wages was also averted this week. Soon after the Mineworkers Union informed its members that details of a strike ballot would be posted on shaft notice boards, the union and the chamber settled.

9/6/85 Profits

The union appears unhappy with the 11% increase granted to its members. It accepted 11% after saying that its final demand of 11.5% meant a drop in the standard of living of its members of almost 5%.

The union accused the mines of hiding huge profits. Mr Liebenberg says, "We do not negotiate on the basis of the volatile gold price."

The white miners' leader, Arrie Paulus, says: "We decided to drop our demand to 11.5% even though we were not mandated to do so. It was held that everything possible should be done to avoid a strike that could damage the country's economy."

Mr Liebenberg hopes for a quick settlement with the black miners, but observers say it is unlikely that the NUM will follow the same path as Mr Paulus' union.

Chamber and NUM square up

Crucial mine pay talks today

211
B. Day
13/6/85

By CLAIRE PICKARD-CAMBRIDGE

THE Chamber of Mines will meet the National Union of Mineworkers (NUM) today to begin what could be a gruelling set of negotiations over annual wage increases for black gold miners.

The NUM has a membership of more than 110 000, but the negotiated increase will affect the wages of the country's 400 000 black gold miners

The NUM's demands include a 40% increase, the scrapping of job reservation and danger pay. NUM had threatened to declare a dispute with the chamber last week if it did not set a

negotiating date promptly, and today was agreed on.

The chamber's negotiating committee is appointed by the country's six mining houses, five of which — Gencor, Gold Fields, Anglovaal, Rand Mines and Anglo American — have recognition agreements with the NUM on some of their mines

The NUM's opening demand was 60% last year and the chamber finally implemented a 13,3% to 14% increase

However, the NUM only agreed to this after the package was restructured and strikes were already going ahead on several Anglo American mines

Anglo's industrial advisor Bobby Godsell said yesterday he expected settlement to be reached without exceptional difficulties this year "Both sides recognise the dangers brought about by last year's problems and want negotiations to be concluded as soon as possible"

The traditional date for black gold miners' increases is July 1 and this will serve as a first deadline to be borne in mind during negotiations, he said

NUM has already begun pay talks with De Beers and, although a dispute was recently declared, another meeting is expected on Monday.

A date for wage talks covering the 48 000 black coal miners employed by Chamber of Mines affiliates has still to be set.

Annual negotiations between the chamber and whites on its collieries and gold mines ended early this month, with an 11% pay increase.

French bow out of exhibition

Business Day Reporter

ATTEMPTS to organise a French Pavilion at the International Electronics Exhibition has foundered in the face of economic and political pressure. The only French company on the show is the locally-based Hiconnex

"We wanted to have a big French presence at the show," said a spokesman for the French Chamber of Commerce, "but no one in France was interested. All the firms we contacted cited political or economic reasons for not coming".

A spokesman for the show organisers said they were delighted that the French Chamber of Commerce was represented through Hiconnex and that this underlined the chamber's commitment to the SA electronic's industry.

Chr Turk 15/6/85
Dispute over mine pay

JOHANNESBURG — The National Union of Mineworkers (NUM), which claims to represent 110 000 mine-workers on 18 mines yesterday informed the Chamber of Mines that an official dispute had been declared over discussions about pay and working conditions and it was applying for the appointment of a conciliation board.

The NUM's decision follows two days of informal negotiations with the NUM originally demanding a 40 percent across-the-board wage increase that was rejected by the chamber — Sapa

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 the Eastern Highveld in the
 morning

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 the Orange River Fine and
 cold becoming warmer over
 the western parts

atal Cloudy in the morning
 over the northern parts with
 drizzle and fog along the es-
 carpment otherwise partly
 cloudy and cold over the
 interior but mild along the
 coast

SWA/Namibia and Botswana
 Fine and warm but cool in
 the south

YESTERDAY'S READINGS

	noon	8pm
Barometer	1021,8	1018,6
Humidity	65,0	92,0
Temperature	17,3	10,8

max 18,3 min 6,8
 (At D F Malan 24 hours to 8pm)
 Hours of sunshine 8,8
 Wind (D F Malan) 8pm Southerly 5
 knots

Tides (Table Bay) today
 High 0112 1347
 Low 0733 1944
 Sun sets 1743 rises 0750
 Moon rises 0454 sets 1534
 Tides (Table Bay) Sunday
 High 0149 1422
 Low 0807 2020
 Sun sets 1743 rises 0750
 Moon rises 0552 sets 1608

POOL, SEA TEMPERATURES

Muzenberg Pool 15	Sea 14
Sea Point Pool 14	Sea 12
Newlands 16	
Long Street 24	

NUM dispute goes to board

B. Day 19/6/85

By CLAIRE PICARD-CAMBRIDGE

A CONCILIATION board was set up with alacrity yesterday to deal with the dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions.

The announcement was made by a Manpower Department spokesman yesterday, following a breakdown of negotiations on Friday with NUM accusing the Chamber of failing to make a "realistic" offer.

It is not known when the first conciliation board meetings will take place, but observers regard this as an exceptionally rapid appointment of a dispute resolving mechanism

They attribute this to the urgency with which the minister regards the situ-

ation, especially in the light of the chamber's traditional deadline on July 1 for implementing increases for its 400 000 black gold miners

The Labour Relations Act states a union can only go ahead with a legal strike if the minister fails to appoint a conciliation board within 30 days of receiving an application

NUM is demanding an average 27% increase as well as several fringe benefits, while the chamber is offering between 14% and 17% and other improvements in their package

It is thought that a settlement will not be reached easily

if so, to what extent & why to such an extent?

NUM wins

May Day

concession

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers (NUM) has claimed a historic breakthrough in obtaining May 1 — International Labour Day — as a paid leave day for some of its workers at the East Rand Gold and Uranium Company (Ergo)

Ergo's 816 workers were granted the extra leave day during the company's annual negotiations with NUM, but an Anglo American spokesman has cautioned that not all workers can take their extra day at the same time because Ergo runs round-the-clock operations.

The company does not regard the leave concession as a signal for mass leave applications on May Day and grants will depend on how many workers are needed

Nevertheless, the union regards the concession as a milestone because unions have fruitlessly demanded May Day as a paid holiday for decades.

Agreement was also reached this week on wage increases of 12,5% to 18%. This raises the minimum wage to R430. Improvements have also been made to sick leave benefits

NUM's Cyril Ramaphosa said the union hoped about two thirds of the Ergo workers would be able to celebrate May Day and believed the company would not have objected to releasing more workers if it did not run a round-the-clock operation

NUM, which represents most of Ergo's black workers, entered its second annual round of talks with the company on May 23 with an opening demand for a 30% across-the board increase

A dispute was declared on June 5, but formal agreement was reached this week due to a special dispute resolution procedure which both parties agreed to.

This procedure allows for 16 days to lapse after the declaration of a dispute, in which at least three meetings can be held before a conciliation board is applied for.

The Transvaal News Bureau reports that the first meeting of the official conciliation board to resolve the dispute between the Chamber of Mines and the NUM over annual increases for black gold miners will be held on Monday.

Meanwhile, the NUM has declared a wage dispute with Rand Mines over pay at its Duvha colliery

Temperature rises

The National Union of Mineworkers (NUM) wasted no time last week in declaring an official dispute with the Chamber of Mines after only two days of wage talks. The union decided to take this step despite chamber assurances that it is prepared to make an improved wage offer. And government has responded with unusual haste by appointing a conciliation board within four days.

Other areas of disagreement include whether the NUM should be included in the chamber's talks with the mainly white Council of Mining Unions over job reservation, and various NUM proposals relating to other aspects of working conditions.

The chamber's industrial relations adviser, Johann Liebenberg, says the chamber has told the union that it is prepared to improve on its latest wage offer. The union has indicated that it, too, has not reached its bottom line. But, says an NUM spokesman, "We have drastically reduced our demand. We were prepared to continue talking in that forum only if the chamber was ready to drastically improve its offer. However, indications are that it is not."

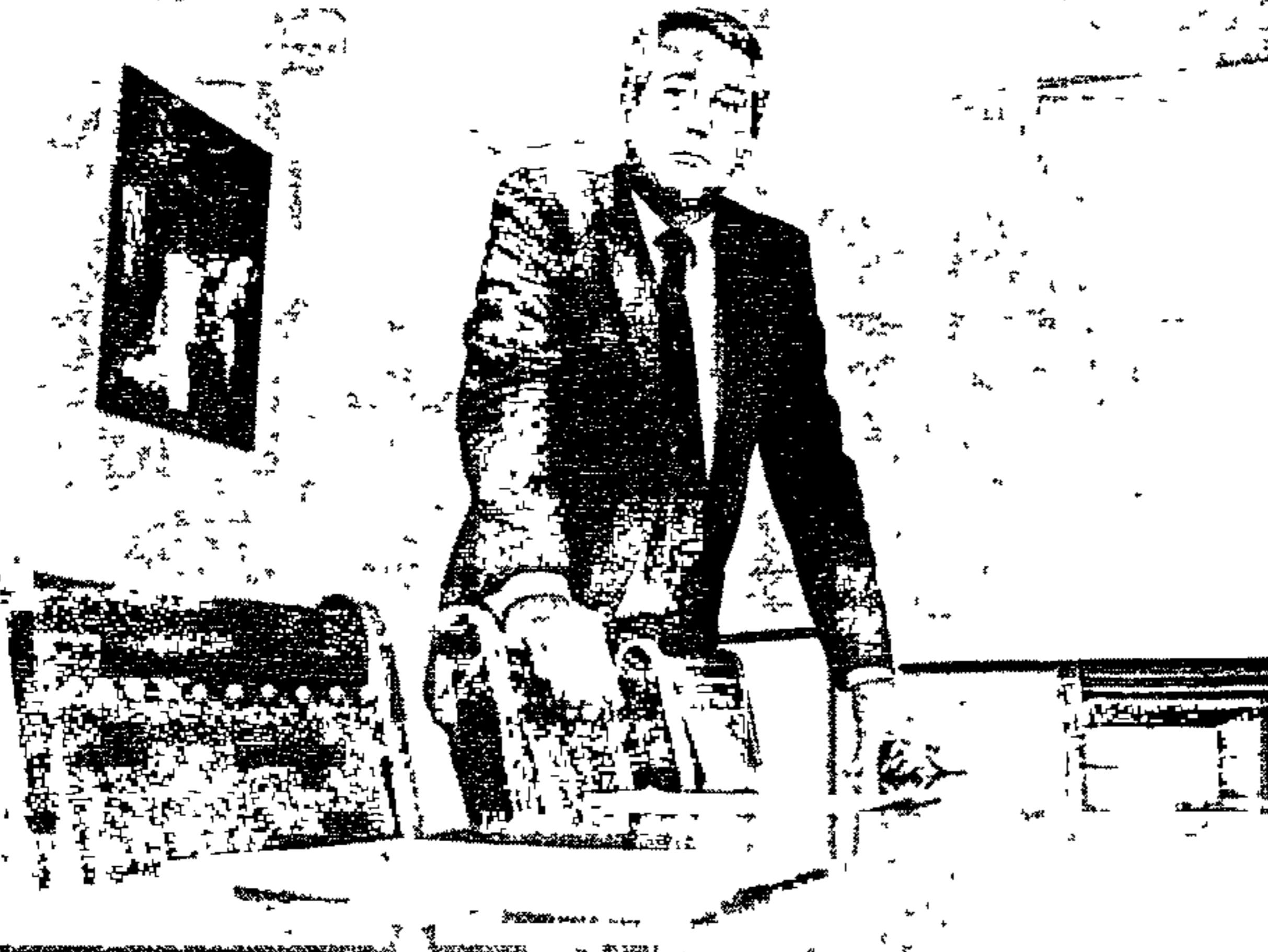
The union kicked off the negotiations with a demand for 40% wage increases. During the course of the talks, it reduced its demand to 27%. This would represent increases of R37 on the minimum wage of lowest job category surface workers (at present R136/month), R45 for underground miners in that category (R166) and R142 for workers in the highest semi-skilled grade, where the minimum is now R526.

The chamber's latest offer ranges from

R24 and R25 increases on the minimum rates for lowest category surface and underground workers respectively, to R69 for workers in the highest job category.

The time factor is a major reason for the union's haste in getting official dispute pro-

guaranteed the same jobs back at a wage no lower than they earned previously. Liebenberg says this occurs normally if employees return to work on the date agreed with their mine management. The chamber has also rejected a demand for May 1, Labour Day,



The chamber's Liebenberg ... ready to offer more

cedures moving. Wage increases are due to be implemented on July 1. The chamber has rejected a union request for a postponement on the grounds that the NUM only represents workers in some job categories on 18 of the 44 chamber gold mines. It has not yet been decided what will happen if a settlement is reached only after that date, as seems likely.

"This timetable does not leave us sufficient opportunity for report-back meetings with members," says the NUM spokesman. She adds that if there is a strike it will begin in late July or early August. The early conciliation board application and hearings will cater for this.

The chamber has rejected the NUM's demand to participate in the talks over matters relating to the abolition of the "scheduled person" definition. Says Liebenberg, "While we acknowledge that the NUM has an interest in the outcome of the talks, we are negotiating only with those unions which represent scheduled persons and employees doing scheduled tasks. But we have no objections to discussing with the NUM the effects of the cancellation of the definition on its members."

The chamber has responded to NUM proposals regarding annual leave, a leave allowance, a shift allowance and stop order facilities, but no agreement has been reached. It has "not finalised anything" on hours of work. The union is demanding a 22-hour reduction in the 102-hour fortnight.

The union says the chamber has rejected a proposal that workers, returning from leave after the expiry of their contracts, should be

to be granted as a public holiday. The NUM says it is prepared to give up Republic Day to compensate for May 1.

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Labour Day is
working day

Business Day reporter

THE East Rand Gold and Uranium Company (Ergo) has strenuously refuted the claim by the National Union of Mineworkers (NUM) that it had obtained International Labour Day (May 1) as a paid leave day for some of its workers

The annual wage negotiations began four weeks ago with the union demanding wage increases, additional leave, increases in shift allowances and overtime rates and May Day as a paid holiday.

After a series of meetings the National Union of Mineworkers accepted Ergo's offer of increased pay, a higher rate of Sunday pay for shift workers and additional leave.

Throughout these negotiations Ergo categorically rejected the union's requests that May 1 be granted as a paid holiday and the company will continue to operate on that day as it does on every other day of the year

Dispute over wages

By the 22/10/68 Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) yesterday declared a dispute with the Chamber of Mines over wage increases and conditions of employment for black mineworkers

The NUM's move came after it had failed to reach agreement with the chamber during eight hours of negotiations on Thursday and yesterday

In a statement last night, the chamber said negotiations might continue in a conciliation board soon

"The union initially demanded a 40 percent across-the-board wage increase and improvements in 14 conditions of employment," the chamber said

During negotiations the union reduced its demands for wage increases and modified some of its proposals on other conditions of employment, it said

By Mike Siluma

The Mines and Works Act should be changed fundamentally to be effective in regulating safety and health in the mining industry

This is the finding of an investigation commissioned by the National Union of Mineworkers (NUM). A report on the study, which was undertaken by Mr PJ Leger of the University of the Witwatersrand's Sociology Department, was released in Johannesburg last Tuesday.

The sample of the research consisted of 90 experienced underground black mineworkers drawn from four gold mines belonging to three different mining companies

Mr Leger says the Chamber of Mines refused him access to 42 unpublished reports of research directly or indirectly related to mine safety and health hazards done by the Chamber's Research Organisation

In his report, Mr Leger says legislation regulating safety and health in the mines must be revised to meet the changes that have taken place in the industry since the Mines and Works Act was passed in 1956.

He says the act's present definition of scheduled persons — which excludes blacks from senior positions in the mines — presents an obstacle to safety.

"White miners wield all the arbitrary powers given to them in terms of the act to ensure production continues, yet are no

Report slams miners' working conditions

'Mines and Works Act needs overhaul'

longer accountable for their actions, nor do they risk the hazards faced by the workers they control

"While black team leaders are in fact responsible for safety, they have neither the formal training nor the legitimate authority to take the decisive actions required in the face of hazardous conditions"

The report argues that safety in the mines "is not a problem of lack of knowledge but a question of rights and resources — workers' rights to refuse to work in dangerous conditions, workers' rights to negotiate with management about safety and health problems to ensure adequate resources are allocated to safeguard workers' lives and health"

Dealing with the question of production bonuses, the report says these inevitably lead to workers taking risks

"But in gold mining, two aspects exacerbate this problem. Bonuses form a substantial portion of total earnings and pay-

ments are related to the risks that other men are required to take," says the report

It recommends that bonuses paid to supervisory workers be replaced by fixed salaries

Management "needs to abandon the coercive control of the white miner in favour of a more democratic system based on the recognition of black workers' rights"

It lists some of the rights as

- The right of shaft stewards to negotiate about safety and health at mine level
- The right to accompany inspectors on routine inspections and during accident investigations
- The right to refuse to do dangerous work. With further clauses being introduced to prohibit reprisals against workers who refuse dangerous work and lodge complaints
- The right of black mineworkers to be represented on the National Safety Committee

The study found that more than half of the interviewees

who had been injured in reportable accidents believed these accidents could have been prevented

According to Mr Leger, South African gold mines have one of the highest fatality rates, with 600 workers out of a workforce of 500 000 dying every year. Since the turn of the century, accidents in South African gold mines have claimed the lives of more than 46 000 workers

While the accident rate in South African gold mines has decreased, the fatality rate has not improved significantly since the 1970s, he says

The accident rate has declined from 64,1 reportable accidents per thousand workers per year in 1968 to 27,1 in 1984

Turning to the question of training, the report describes training in South African mines as "inadequate" by international standards. It says consideration should be given to legislation that requires minimum standards of training and retraining to be provided to all workers

NUM wants a bill of rights

By Mike Siluma

The National Union of Mineworkers (NUM) is to make occupational safety a top priority, says the union's general secretary, Mr Cyril Ramaphosa.

He spoke this week at the University of the Witwatersrand during the presentation of a report on worker safety on SA gold mines.

Pointing out that the NUM was involved in several mine accident inquiries, the biggest being the Hlobane disaster which claimed scores of black miners' lives.

Mr Ramaphosa said: "We are

tired of going to inquiries. We want the accident rate going down and to the point of being eliminated."

Mine management had not been invited to participate in the NUM research because it had not involved black workers in its research.

But he said the union looked forward to working in co-operation with managements to ensure safe working conditions on SA mines.

The union said in a statement that "blame for the present unsafe conditions in underground gold mining should be laid at the

door of the mining houses".

"These mining houses have directly and intentionally shaped the productive relations that prevail today," it said.

"It is only when the Miners' Bill of Rights is recognised in practice that we can confidently say we are on our way 'towards safer underground mining'."

The Bill of Rights includes the recognition of safety shop stewards, the right to refuse to work in "unsafe" conditions, the right to attend and participate in inquiries and the inclusion of work safety clauses in recognition agreements.



Mr Cyril Ramaphosa
Bill of Rights

Mines to create 46 000 new jobs

211
27/6/85
Star

The mining industry is to invest an estimated R12 billion in new projects in the next five years — creating about 6 000 skilled and more than 40 000 unskilled jobs

This was said yesterday by the outgoing president of the Chamber of Mines, Mr G Y Nisbet, at the annual meeting in Johannesburg

Pointing out that the creation of job opportunities was a priority for meeting social, economic and political goals, he said the rise in capital expenditure on gold and uranium mines between 1978 and 1984 had created an additional 70 000 jobs in the industry.

The mining industry, which relied on a workforce which was 90 percent black, accounted for one in every seven people in active employment in South Africa, he added. It also contributed about 18 percent of South Africa's GDP (gross domestic product)

The industry also provided about

R1 billion to labour-supplying territories in and around South Africa

On the issue of industrial relations, Mr Nisbet said that in the past year there had been a small, but increasing movement of blacks into the industry's more skilled jobs

He said the chamber's discussions with white unions over the redefinition of a "scheduled person" — to remove bars on the movement of black miners into certain jobs at present held exclusively by whites — appeared to be making progress

The Government initiated the talks in 1982 so that agreement could be reached between white miners and the employers before the relevant legislation could be changed

The Government has now said it will go ahead with the repeal of discriminatory legislation on mines next year, whether or not that agreement is reached

PM 28/6/85

REFORM

Tutu's bottom line

Bishop Desmond Tutu, Anglican Bishop of Johannesburg, has outlined what he regards as the prerequisites for "real reform" in SA.

In a speech to the Barclays Executive Women's Club, Tutu said change in SA remains elusive, even though everybody talks about it all the time. But, he said, it is no use for South Africans to tell the international community that there is change, because the world would rather believe the victims of apartheid.

Tutu said he would be convinced about the sincerity of government's reform intentions if

- Government declared a commitment to a common citizenship for all in an undivided SA,
- Pass laws were abolished,
- Detention without trial and arbitrary beatings were halted,
- All forced removals were stopped,
- A uniform education system for all was introduced, and
- ANC leader Nelson Mandela and other political prisoners were unconditionally released.

"Only if these conditions are satisfied will I call on the international community to give

ANOTHER NUM DISPUTE

The National Union of Mineworkers (NUM) has declared a dispute with the Chamber of Mines after two days of talks on wages and working conditions for its members on chamber collieries.

The NUM started off with a demand for a 40% across-the-board increase and improvements in 14 conditions of employment. It also called for the immediate removal of all job reservation practices on the mines.

According to a chamber statement, the NUM reduced its demands to wage increases ranging from R35/month in the lowest job categories to R114/month in the highest categories. It also modified some of its proposals on the other conditions of employment and its position on the question of job reservation, demanding participation in the negotiations the chamber is conducting on the issue with the established mining unions.

The chamber offered to increase its minimum rates by amounts ranging from R24/month in the lowest job categories to R65/month in the highest categories. Improvements in various fringe benefits were also offered.

The chamber also told the NUM it is "fully prepared" to discuss how an end to job reservation would affect its members, but could not agree to its direct participation in the talks.



"We run our tails off.. they get the cup . fill it with Chivas Regal...and we end up with a bale of hay!"

B. Day 28/6/85

NUM preparing for a strike ballot

By CLAIRE PICKARD-CAMBRIDGE

PROSPECTS of widespread strikes on the gold mines are looming after the rejection by the National Union of Mineworkers (NUM) of a final offer on pay rises

The union's central committee decided yesterday to reject the Chamber of Mines offer — which has been raised to about 19% — and next week will be conducting strike ballots at 18 of the 44 gold mines where the NUM is represented

The chamber's final offer is said to range from R26 for group 1 surface workers to R74 for group 8 underground workers

However, the chamber would not confirm this or comment on the situation

The NUM is demanding a 23% across-the-board increase

Other proposals the NUM has rejected include a two-hour reduction in the number of working hours a fortnight, 14 days of paid leave and a 50% leave allowance.

The NUM wants 21 days of paid leave, a 75% leave allowance and a six-hour reduction in working time a fortnight

It is also demanding participation in negotiations for the removal of job reservation and Labour Day as a paid

holiday. These were rejected earlier by the chamber.

An urgent need for a settlement is mounting because the traditional date for implementing increases for black gold miners is July 1

Although the NUM only negotiates for members on mines where it is recognised, the outcome usually affects other miners in the industry

It is not known whether the chamber will withhold the implementation of these increases for the many workers who are not union members

The NUM has also declared a dispute with the chamber over wages of black coal miners. Conciliation board talks are to take place today.

Last year the chamber implemented an increase of 13% to 14% for black gold miners, but the NUM only agreed to this after an adjustment to the package and when strikes were already going ahead on several Anglo American mines.

Annual negotiations between the chamber and whites on its collieries and gold mines ended early this month with an 11% pay increase for the 47 000 officials and workers

Strike: ^{CMT 7.2.8} Black ^{29/6/85} miners ⁽²¹⁾ to vote ⁽¹⁾

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers announced a strike ballot for black coalminers next week after deadlock at conciliation board talks over pay increases with the Chamber of Mines yesterday

The announcement came within 24 hours of a NUM decision to hold a strike ballot among black workers on the goldmines, and opens the way for a massive legal strike on both gold and coal mines

The chamber is offering increases of about 19 percent while the NUM is demanding 23 percent

Exact support for the NUM is not known but a spokesman for the NUM said their latest figures showed a signed-up membership of 160 000 black miners

The first stirrings of dissatisfaction with this year's increases, due to come into effect from Monday, were felt yesterday when more than 3 000 workers at the Bracken goldmine near Evander failed to go underground

Gencor, owners of the mine, said night-shift workers had refused to go down on Wednesday and all but a few day-shift workers failed to go underground yesterday

It said there was little damage to mine property and the situation at the mine was calm. Workers had been instructed to return to work and had been invited to appoint representatives to discuss possible grievances

Metal, mines row boiling

THE two-month wage deadlock in the metal industry could be broken in the next days, but it will allow the industry only a short respite.

But the scene is set for a confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines

All metal unions except the black Metal and Allied

By Amrit Manga and Brendan Ryan

Workers Union have agreed to recommend to their members that the employers' final offer be accepted

Factory level

But the recommendation is only meant as a short-term solution, allowing the wage battle to move from industrial council to factory level.

The final offer is an 8,3% increase for artisans and 9,8% for labourers.

A trade unionist says. "We have accepted the offer as a short-term settlement and will press for plant-level bargaining to improve it"

The Federation of South African Trade Unions affiliate, Metal and Allied Workers' Union, has not accepted the offer and has called for far-reaching changes to the industrial council as a negotiating forum

The NUM's central committee has rejected the Chamber of Mine's final offer of a R26 increase for group 1 surface workers and R74 for underground workers.

The union says it has invited the chamber back to the negotiating table in an attempt to avoid a showdown.

Marginal

However, on Friday strikes broke out at Gencor's Bracken mine in the Eastern Transvaal after the mining house announced the previous night the pay increases it intended implementing

The chamber was poised on Friday to implement its final pay offer which NUM had rejected for both union and non-union workers. The reason given for the move is that the black work force expects its pay increases from July 1.

Gencor, however, beat the chamber to the gun. Gencor had apparently indicated throughout the negotiations that workers at NUM-recog-

nised Marievale on the East Rand would receive less than the final offer because the mine, a marginal operation, could not afford to pay that much

Gencor's increases for its mines where the NUM is not recognised were also lower than the chamber's final offer.

It is believed that Rand Mines marginal gold producers ERPM and Durban Deep also intend paying less than the chamber's offer because of their tight financial situations.

AECI row

Another 160 AECI strikers could lose their jobs if they fail to return to work tomorrow. About 110 lost their jobs when they failed to meet an AECI ultimatum to return to work

AECI spokesman Murray Joubert says the company will have to consider taking on other workers if the strikers stay out.

The union's 11 000 members have not dropped the threat of a strike at all AECI plants.

They are supporting wage demands at the Ballengeich factory, near Newcastle. The strike by 600 workers there enters its fifth week after almost eight months of negotiations have failed to break the deadlock. There are no signs of concessions on both sides.

AECI has, however, again offered to re-employ workers who lost their jobs after closure of the chemical plant at the Newcastle factory.

CAE Trans 1/7/85

NUM claims 200 000 could go on strike

From PHILLIP
VAN NIEKERK

JOHANNESBURG — Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two gold-mines have been given an ultimatum to return to work today

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend in protest against the Chamber of Mines' annual wage increases

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight.

Increases

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal mineworkers — in spite of the dispute with the NUM which saw the conciliation board talks for both the coal mines and the gold mines deadlocked last week, opening the way for legal strike action

The increases vary between 14 and 19,6 percent and include concessions on working hours

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave al-

lowances, a half-holiday on May Day, shorter working hours and talks with white miners aimed at the scrapping of job reservation

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers on the 18 gold-mines where the NUM is recognized would support the strike

"We also have a presence on 12 more gold-mines, and workers on these mines feel just as strongly about the increases," he said. "The point of the strike will, we hope, be to force the Chamber to bargain with us seriously in future so that they don't come to us with predetermined wage increases

"Once they see 200 000 are on strike, that would be a good sign to start negotiating in good faith. At present I don't think they believe we can muster that kind of strength"

Mr Johan Liebenberg, the Chamber's industrial relations adviser, emphasized that the amount they would be paying out from today was their final offer to the NUM, though he said the Chamber was still open to a "realistic" offer from the NUM

Yesterday a spokesman for Gencor confirmed that they would be paying less on the basic increases than the other five mining houses, but that their fringe benefits would in some cases be higher

By late yesterday Gencor was the only mining house to be hit by strike action

Miners' pay decision may not halt strikes

By CLAIRE PICKARD-CAMBRIDGE

THE decision by the Chamber of Mines to implement wage increases for its 550 000 black gold and coal miners today will not stave off plans by the National Union of Mineworkers' to begin strike balloting at recognised mines.

The increases which range from 14.1% to 19.6% on Chamber minimum rates, are said to be among the highest granted in SA this year but NUM which is demanding a 22% across-the-board increase, begins balloting tomorrow and the outcome may be known by the end of this week.

NUM general secretary, Cyril Ramaphosa, said the union has not yet decided whether to ballot at all 18 gold mines and 11 collieries where they are recognised by chamber members. However, the union warns that the industry may experience "unprecedented strike action" if the chamber does not revise its final offer.

If NUM had to negotiate further increases, the mining houses would probably have to decide at either industrial or individual level whether to bring the rest of the wages into line.

However, Johan Liebenberg, the industrial relations advisor to the chamber, said the industry had not yet given this possibility any thought.

The chamber's package this year includes improved shift allowances for monthly paid staff, increased overtime payment, an allowance for working a split shift, the introduction of an industry holiday-leave scheme and the introduction of a holiday-leave allowance scheme for those who do not have one.

The NUM has rejected the chamber's final offer because most workers earned above the minimum rates and would not be receiving as high a percentage increase.

Members had also lost purchasing power due to inflation, he said.

Miner dies as 20 000 strike over pay rises

CAPL Times 2/7/85 211

From PHILLIP VAN NIEKERK

JOHANNESBURG. — One miner died and about 560 were fired as more than 20 000 workers on Gencor goldmines went on strike in protest against their annual wage increases yesterday.

Teargas was fired at workers as incidents of unrest flared on the three mines — Beatrix near Welkom and Kinross and Winkelhaak near Evander in the Eastern Transvaal.

Gencor has told all 20 000 workers to return to work today or be fired

The two mines hit by strikes at the weekend — Bracken and Leslie — were back to "normal" yesterday, and the company announced that about 390 workers at Leslie and 170 at

Bracken had been sacked

The strikes were triggered by the annual increases Gencor is giving less than the amount rejected last week by the National Union of Mineworkers (NUM), and which most of the other mining houses will be implementing this week.

Control

NUM, which is preparing for a strike ballot on the 18 goldmines where it is recognised, has a presence but no recognition agreements at the five strike-hit mines.

A spokesman for NUM said they were waiting till after the strike ballot which starts today before launching their legal strike and had the situation under control at their mines

Meanwhile, a Gencor spokesman said last night that one miner had died in unrest at the three mines yesterday afternoon.

Looting

He said the death occurred at Winkelhaak gold mine and the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away.

"The cause of death is unknown and is being investigated," he said.

He said that at Beatrix mine a concession store was looted and burnt down.

"The SA Police were called in early this afternoon to disperse the crowds which had

formed at two of the four sections of the hostel. No injuries were reported."

In an earlier statement Gencor said most of the combined workforce of 7 600 at Bracken and Leslie who struck over the weekend had returned yesterday morning following an ultimatum to work or face dismissal.

The statement said the 170 at Bracken and 390 at Leslie had had their services terminated.

Gencor said about 8 400 workers at Kinross, 7 300 at Beatrix and 4 000 at Winkelhaak had, however, refused to work yesterday, and as the strike continued onto the night shift the number was expected to swell.

Biggest-ever

No incidents were reported in the rest of the industry, however, which is facing its biggest-ever strike by black mineworkers unless the Chamber and the NUM can reach agreement in the next few days

All was quiet at Rand Mines' marginal Durban Deep and ERPM mines where the company is implementing increases higher than Gencor but lower than the Chambers' offer to the NUM

Meanwhile, the NUM has applied for a conciliation board for its dispute with De Beers over wage increases at its Namaqualand Division, opening the possibility of a strike in the diamond mining industry as well.

Business report

Pages 12 & 13

● National Acceptances under judicial management

● Syfrets cuts part bond rates

● Protea earnings still on target

● City's first corporate bank to open soon

● Forex losses knock Mercatrust

● Sage Fund raises income

BUSINESS BRIEF

Gold (close)	\$313,50
Rand	\$0,5070/80
FT index (close)	952,50
JSE	1081,80
Dow Jones	1 337,14

Gencor miners resign

From PHILLIP
VAN NIEKERK

JOHANNESBURG — The General Mining Union Corporation (Gencor) has paid off 1 543 workers in the wake of the wage strikes, by 27 000 workers on five gold mines in the past week.

Mr Bruce Evans, the chief executive of Gencor's gold and uranium division, said the vast majority of these had "resigned" of their own accord. Only a few had been discharged.

Mr Evans said they had not yet established the cause of the strikes, which coincided with the annual wage increases for the industry's 550 000 workers.

He said Gencor was implementing increases on average about two percent lower than the Chamber of Mines' final offer, but that the holiday leave allowance the company was implementing added up to another four percent.

'Very fair'

The chamber offer has been rejected by the National Union of Mineworkers (NUM) which begins strike balloting on its 18 recognized mines on Monday.

Mr Evans said Gencor regarded the increases as "very fair" and were much higher than productivity improvement.

Meanwhile, about 85 workers from Lonrho's Western Platinum Mine

near Rustenburg have been arrested on charges of public violence following a strike over pay increases yesterday in which three workers died.

Mr Ian Hoffe, Lonrho SA's technical director, said all 4 000 strikers were back at work yesterday barring about 200 who had "disappeared".

Sapa reports that hundreds of Western Platinum miners remained in their dormitories yesterday, refusing to go to work after the violence.

Average

Workers said trouble flared on Wednesday at 3am after workers assembled in the Wonderkop Hostel to protest against wage increases.

They said the mine had offered to increase wages by an average of R1 a shift from last weekend. Workers are demanding "at least R10" increase a shift.

When the situation got out of control, police were called to the mine and used tearsmoke, rubber bullets and sjamboks to disperse the mineworkers. Police said one death had been reported.

Mr Hoffe said three had died. One was a striker who had been run over by a worker who had hijacked a bus, the second was the driver of the bus who had been attacked by a mob and the third had been run over by a car.

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CMC-TM 3/7/85

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NUM strike ballot delayed

From PHILLIP VAN NIEKERK
JOHANNESBURG —
The National Union of Mineworkers (NUM) ballot for a legal strike on 18 gold mines and 11 collieries has been delayed after the union and Anglo American were unable to agree on joint monitoring of the vote.

Anglo American, who run the vast majority of mines involved in the wage dispute, have re-

jected the wording of the NUM's ballot form and turned down a request that shaft stewards get paid leave for the duration of the ballot.

A NUM spokesman last night said that failure to receive responses from Gold Fields and Rand Mines meant that the ballot would start only on Monday.

Meanwhile, 20 000 workers on three Gencor goldmines returned to work yesterday follow-

ing a strike on Monday. A Gencor spokesman said the workers from the Kinross, Winkelshaak and Beatrix mines had returned after a threat that they would face dismissal.

The NUM is not recognized at the Gencor mines and they will not be part of the planned legal strike action.

An Anglo spokesman said yesterday that management had been prepared to meet the union

"halfway" by allowing shaft stewards time off for the ballot without pay.

Mr Cyril Ramaphosa, general secretary of the NUM, said the wording on the ballot form was "none of their business", as it was a union issue.

In terms of the Labour Relations Act, the NUM is not required to hold a strike ballot that is unregistered, but has decided to do so to prove its strength.

1 600 fired, police called in to restore order

Four mineworkers die in week of labour unrest

Four mineworkers have died, four were injured and nearly 1 600 workers fired in a week of labour turbulence claimed to have been sparked mainly by dissatisfaction over annual wage increases.

First reports of trouble came from General Mining Union Corporation (Gencor) when about 27 000 black miners went on strike at the Winkelhaak, Bracken, Leslie and Kinross mines in the Transvaal and at Beatrix Mine in the Free State.

Gencor fired 560 workers from the Bracken and Leslie mines after they failed to meet an ultimatum to return to work by last

Friday

One miner was brought dead by colleagues to the Winkelhaak Mine Hospital. The cause of death has still to be established.

At Beatrix Mine, police were called to disperse a crowd which had formed at two of the four hostels. A concession store was set alight.

The workers who are not unionised returned to work on Tuesday after the company threatened to fire them.

Although Gencor does not yet recognise the National Union of Mineworkers (NUM), the union has been recruiting members on some of its mines.

A NUM spokesman cited the unrest at the Gencor mines as an example of workers' dissatisfaction with their annual wage increases.

The NUM, which has rejected pay increases offered by the Chamber of Mines, is preparing to hold a strike ballot among members next week.

More than 600 workers were also dismissed by the Vitro Building Products at Vanderbijlpark after a strike over pay rise dissatisfaction.

An Anglo American spokesman said Vitro, a subsidiary of Amcoal, had fired them after they had staged "illegal" work stoppages.

INTIMIDATION

Their pay increments were based on the Steel, Engineering Industries Federation (Seifsa) rates, he said. The workers are not unionised.

Police were called in after a group of workers intimidated some wishing to return to work. Recruitment to replace dismissed workers began on Wednesday.

About 500 employees of Silverton Engineering, near Pretoria, were dismissed this week after they downed tools to back demands for plant level wage negotiations.

In the worst incident of labour unrest, three black miners were killed and four injured in rioting over a wage dispute on Wednesday at a platinum mine near Rustenburg.

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CLIVE KNOBBS

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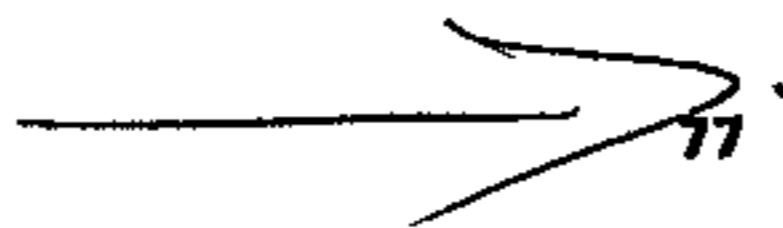
Chamber change

New Chamber of Mines president Clive Knobbs (43) faces a period of considerable tension and extensive negotiation. This is particularly so with regard to industrial relations — which the Chamber co-ordinates for SA's six major mining houses.

Is there any prospect of a crack in the Chamber's unanimity, as various mining houses come under pressure to work out differing agreements with unions? "The Chamber sets minimum rates, though some groups pay more than others and there are also differences in fringe benefits," Knobbs says.

"But there's no talk of any member of the Chamber breaking away to do their own thing. We'll stay together to form industrial policy — a policy that allows members a certain amount of flexibility. There's no question, we'll stick together."

Knobbs is also chairman of Rand Mines' gold and uranium division. How will he cope with both jobs? "I'll have to stretch myself, lean hard on my staff. I'll spend as much time as I can out of the office, in the field."



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The last bastion of job reservation in the mining industry is due to fall away soon. The "scheduled person" definition in the Mines and Works Act — which bars blacks from obtaining certificates of competency to perform skilled work — is soon to be replaced with the non-racial "competent person" category.

mentations, the system will be ratified by the executive committees of the Chamber and the various employee bodies. It must be cleared by the end of the year," Knobbs says.

The black National Union of Mineworkers (NUM) is not party to these negotiations. NUM's present wage negotiations with the Chamber have reached dead-

employees who can be housed with their families. There are a number of restrictive regulations, but it does appear that government is becoming more flexible in its approach."

Aside from problems on the vital, and immensely complex, labour front, Knobbs believes the Chamber needs to intensify its campaign to make the mining industry attractive as a career: "Not enough people with potential managerial skills are entering mining. We need careful research to establish the root causes, and to implement programmes to promote mining as a career. On the face of it, the problem is that mining is labelled dangerous and uncomfortable, making people look to an increasing range of other options."

Knobbs's personal intention as president is to work at expanding channels of communication with everyone who has a stake in the industry. "Unions, government, mining houses and the individual mines, and the Chamber's own staff. Communication is my hobbyhorse — one can't afford to be complacent about it in any industry. Mutual understanding is essential to containment and resolution of conflict."

Starting as a learner official with Rand Mines in 1960, Knobbs won a bursary to study mining engineering at Wits. Afterwards, he worked his way up through Durban, Roodepoort Deep, Harmony, ERPM and Dhuva Open-Cast Services, coming to Rand Mines head office as MD of the chrome division.

He then served as MD of Harmony before moving to the deputy chairmanship of the gold and uranium division. In April last year he became chairman of the division.

Knobbs says he wishes he could have more opportunity to go underground. "I enjoy the camaraderie of the gang, the responsibility and accountability in attaining clear goals and targets. I've never looked beyond the job I've been doing at a given time — I just get my head down and give it everything I've got."

He's come a long way fast. Now he has a still more demanding chance to prove his mettle.



Knobbs ... a good chance of a unionised majority voting to strike

To prepare for this, the Chamber is negotiating with "a number of unions and associations," Knobbs explains. "We have to work out ways and means to monitor and enforce the new system, and to guarantee security of employment to affected white employees."

Both sides are investigating the possible adoption of an industrial-council-type system. "Affected white employees need to be assured that any agreement we reach will be legally enforceable, providing them with some built-in measure of security. They have to understand that there won't be wholesale introduction of blacks into skilled posts willy-nilly, that there is no question of a sell-out. This would be both impossible and imprudent," Knobbs emphasises.

The Chamber has been discussing the introduction of such a system in earnest for the past year and a half. "As soon as our negotiating teams have worked out detailed recom-

lock, and it is entitled to hold a strike ballot. Knobbs believes there is a good chance of a unionised majority voting to strike, but that this will not necessarily result in a large-scale, industry-wide work stoppage.

"At present the NUM has 50 000 paid-up members out of a signed-up membership of about 100 000, about a fifth of the industry's labour force. It's still a thin structure, and I don't believe it has really deep-seated support yet. There is still a great deal of confusion about what unions are and are not, what they can and can't do. Large-scale black unionisation is bound to have a significant effect on the industry, but after three years, it's still too early to tell exactly what this will be."

What of Chamber negotiations with government? "We've held a number of discussions with the authorities, among other things about increasing the number of black

MINE LABOUR

Wage turmoil spreads

The mines are once again experiencing labour turmoil. Brief strikes have occurred at five Gencor mines since Friday, and 560 miners who failed to respond to a company ultimatum to return to work have been paid off.

A miner died during the strike at Gencor's Winkelhaak mine, although the cause of his death is not yet clear. And following the deadlock reached at wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines last week, this could be just the beginning of widespread strike action by black gold and coalminers.

According to the NUM, the Gencor strikes were precipitated by a company decision to grant increases, at all its mines, which are lower than those implemented by other Chamber mines on July 1. Gencor CE (gold and uranium) Bruce Evans confirms that the monetary increases are lower, but says that better fringe benefits mean that the total package is higher than Chamber minima. He adds that the company is still investigating the cause of the strikes. The NUM is not recognised at the mines hit by strike action. It is, however, recognised at one Gencor mine — Marievale.

The Gencor strikes began on Friday at the Bracken and Leslie mines. The company soon issued an ultimatum to the 7 600 strikers to return to work. Several hundred did not return and an initial company statement said that they had been dismissed, although a later statement said the 560 miners "chose to resign".

These events were immediately followed by the Sunday night and Monday morning shifts at the Kinross, Beatrix and Winkelhaak mines going on strike. The company says more than 16 000 employees were involved. After a "final warning" another ultimatum was issued, and a Gencor statement released shortly before the *FM* went to press said that all had returned to work. The company says police used rubber bullets, birdshot and teargas to "disperse strikers" at the Beatrix mine. A post mortem was held on Tuesday to establish the cause of the Winkelhaak miner's death.

Evans says the ultimatums were issued because "no employer can have workers in service who are not prepared to contribute to the business. This is a fundamental principle." He adds that Gencor believes its wages are "fair".

Meanwhile, the NUM has announced it will begin conducting strike ballots this week at the 18 gold mines and 11 collieries where it is recognised. This follows the deadlock reached between the NUM and the Chamber of Mines in a series of conciliation board

meetings. Nevertheless, Chamber mines (with the exception of Gencor's) have implemented the terms of the last Chamber offer to the union, arguing that the NUM only covers a portion of the industry's workforce. This includes increases ranging from 14,1% to 19,6% on minimum rates, improved shift allowances and overtime pay, and the introduction of holiday leave and holiday leave allowance schemes for employees who have not benefited from them until now.

Last Friday the NUM reduced its wage demand from 27% to 22% across-the-board. But the Chamber rejected the proposal as "unrealistic," claiming that when the union's demands for improved fringe benefits are added to its wage demands, it amounts to the equivalent of an overall 32% increase on gold mines and 41% on collieries. A Chamber source says that as far as it is concerned, the negotiations are over. Only if the union submits a "realistic" proposal is there any possibility that talks will be reopened, he says.

But NUM general secretary Cyril Ramaphosa insists that the union's last proposal "was realistic," and he discounts any possibility of the union making a revised demand. The NUM's paid-up membership is now about 80 000. Since last year, when an estimated 64 000 miners participated in a brief work stoppage over wages, its membership has more than doubled and is located at a number of mines over and above the 29 where the union is recognised. As the Gencor strikes indicate, concerted strike action, if it occurs, is unlikely to be confined to those 29 mines.

SACC AND GOVERNMENT

Clampdown looms

Tensions between government and the South African Council of Churches (SACC) — more specifically, general secretary Beyers Naudé — appear to be approaching breaking point. And some observers believe there could soon be a new crackdown by the State on the organisation and some of its officials.

In the latest confrontation, President P W Botha warned Naudé this week that SA could not afford the SACC's "irresponsible action" and "malicious propaganda." Earlier Law and Order Minister Louis le Grange sent Naudé a "friendly message."

Botha wrote an open letter to Naudé following last week's SACC conference in Johannesburg at which the State was repeatedly attacked on various issues — including security force actions in the townships — and a call was made for a civil disobedience

campaign.

The SACC sent a telex to Botha calling for the withdrawal of police and troops from the townships. Then, on Tuesday, Naudé said the SACC was formulating a reply to Botha and that a press conference would subsequently be held.

The row started with Naudé's address to the organisation's national conference at the weekend, calling on member churches to "initiate and support more meaningful and effective non-violent actions, including well-



SACC's Naudé ... formulating a reply

planned actions of civil disobedience" in order to resolve the "serious situation of crisis and conflict."

No sooner had Naudé's statement appeared in the media than Le Grange warned the SACC general secretary and his organisation "The present campaign which you are conducting to encourage civil disobedience can lead to illegality, licentiousness, confrontation with the authorities and eventually to violence."

The Minister went on "Civil disobedience has already been fully dealt with by the Eloff Commission, and the findings are set out in their report. Therefore, there is no lack of clarity regarding the implications of civil disobedience."

In his letter to Naudé, Botha said he was "surprised" that Naudé and "certain representatives of churches which belong to the SACC" had taken it upon themselves to instruct government and other organisations

Cause of mineworkers strikes baffle management

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ARGUS
6/7/85
Z11

Weekend Argus Correspondent

JOHANNESBURG. — The cause of strikes by 27 000 black workers at five Gencor gold mines during the past week is a mystery to the company

The climate of excitement which precedes wage increases is one reason suggested by the management.

At a Press briefing in Johannesburg yesterday, the senior executive of Gencor's gold and uranium division, Mr Bruce Evans, said "We don't have the faintest clue what really caused the strikes and unrest"

When asked if it was then only coincidence that unrest followed the implementation of their annual increases, Mr Evans said the atmosphere of excitement might have played a role.

Positively

The unrest claimed the life of one black mineworker.

According to Mr Evans, the wage announcements were positively received by the majority of the 83 000 mineworkers on Gencor gold mines.

The increases range from 16,9 percent for the lower categories to 12,2 percent for the higher categories. On average, these increases are about two percent lower than the final Chamber of Mines offer.

Mr Evans said "We regard the wage increases very fair. Although it goes against the grain, these increases are much higher than productivity improvement."

He said many of Gencor's increases were higher than those recommended by the Chamber of Mines

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Mining strike ballot begins
 Own Correspondent
 JOHANNESBURG —
 The National Union of
 Mineworkers' (NUM)
 strike ballot in the coal
 and gold mining indus-
 tries began yesterday in
 spite of the failure of the
 union to reach agree-
 ment with three mining
 houses on the ballot pro-
 cedure

More than 200 000
 workers chiefly in the
 Klerksdorp, Welkom,
 Witbank and Carleton-
 ville areas could be af-
 fected if the strike

a result no ballots
 being held at collier-

New multi-valve Toyota technology outclasses com- in TOTAL ECONOMY

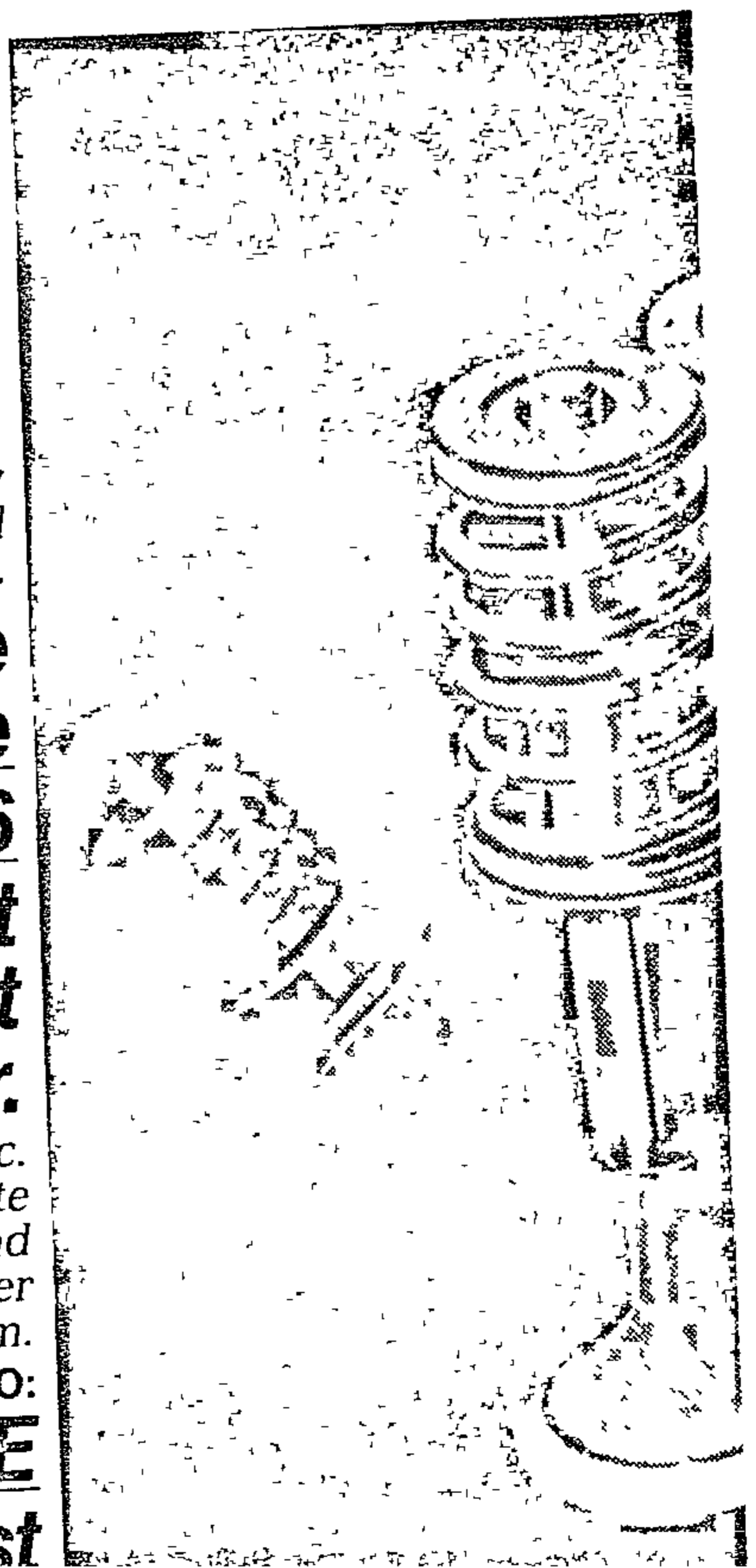
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(188) (214)
R96m paid to
mineworkers
R. Day 11/1/85

MASERU — The total amount of deferred pay, remittance and other payments paid to Basotho mineworkers employed on South African gold mines in the first half of this year amounted to R96m, compared with R86m in the corresponding period last year.

The figures were released in Maseru yesterday by the Employment Bureau of Africa.

Lesotho bureau manager Jock Germond attributed the higher deferred pay and remittance payments to the more remunerative wage structure on the mines — Sapa

gold mines and collieries and wants to test the feelings of all workers employed on them. As an unregistered union, the NUM is not obliged to hold strike ballots, but it appears to find this desirable to show the depth of support for a strike

Ballots will not be conducted on 10 of the mines because, according to general secretary Cyril Ramaphosa, management at Rand Mines and Gold Fields have been "unco-operative" and have set "impossible conditions" for holding the ballots. Ramaphosa also complains that at Anglovaal's Hartebeestfontein mine 18 000 workers have been given only 24 hours to vote

An Anglovaal spokesman replies that the time allowed is sufficient because the NUM has fewer than 3 000 members at the mine, and only members may vote. At the time of going to press it was unclear whether the disagreement about the voting status of non-members will be resolved.

A Gold Fields spokesman says the company laid down the following conditions for balloting.

- It would permit a limited number of venues and ballot boxes at Kloof and West Driefontein — the two Gold Fields mines where the NUM is recognised;
- Two workers would be permitted to man each ballot box during each shift for a period of 24 hours. (The NUM had requested 72 hours for voting) These workers would be obliged to take unpaid leave while carrying out these duties; and
- Only union members in recognised units or job categories would be permitted to vote

Rand Mines stated earlier that it would not impose restrictions on voting procedures provided it "was involved in the planning, organisation and supervision of the balloting." However, the NUM and Rand Mines could not reach consensus.

At the other mines voting has gone ahead with management observers in attendance, and is expected to last for three days. Plans for management and the union to jointly convene the ballots were scrapped when agreement could not be reached over the wording on ballot papers and other procedural matters. Ramaphosa says the NUM national executive is to meet after the completion of the polls to discuss matters like the timing and nature of a possible strike.

Ramaphosa says that in the event of a strike the workers' conduct will be peaceful. "All our shaft stewards, including those on mines where the NUM is not recognised, have been trained in strike action and strike control. We are sure violence can be avoided if management does not intimidate workers by calling in mine security or the police." ■

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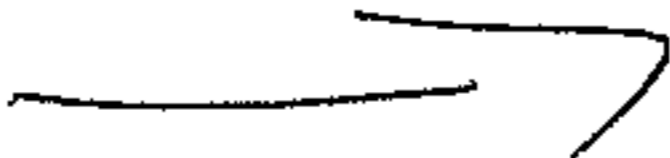
MINE LABOUR

Strike preparations

Widespread industrial action in SA's mining industry seems imminent. The National Union of Mineworkers (NUM) began conducting strike ballots on 19 gold mines and collieries on Tuesday, and there is no sign that the union or the Chamber of Mines is revising their wage proposals — apparently the only move which could initiate a return to the negotiating table.

The NUM is recognised at 29 Chamber

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FM 2/7/87



CAPE TIMES 15/7/85
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NUM delays strike action after ballot

From PHILLIP VAN NIEKERK

JOHANNESBURG — The National Union of Mineworkers (NUM) said yesterday it was proceeding with plans for an industry-wide strike — but has delayed the action until after a mini-conference of the union in two weeks.

Mr Cyril Ramaphosa, general secretary of the NUM, said the conference was being held to plan strategies for the strike in the face of the "intransigence" of the

mining houses

A legal strike in the industry has been on the cards for more than two weeks since the union deadlocked with the Chamber of Mines in wage negotiations. The chamber said last week that it would not compromise and increase wages if the NUM went ahead with the strike.

Mr Ramaphosa said the ballot indicated support for a strike. He denied that the delay had been caused by opposition to the strike by union members.



DECISION MAKERS

(20/11) *(20/11)* *(21)* B. Day
15/7/85
Miners' last-minute
strike back-off

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers (NUM) said yesterday it was proceeding with plans for an industry-wide strike, which could involve 200 000 black miners

But it has delayed the action until after a special mini-conference of the union in two weeks

The decision to delay was taken by the NUM executive yesterday afternoon, after they had first decided to press on with the strike early this week

The NUM executive met in Johannesburg yesterday to assess the results of the ballots which were held on 18 gold mines and 11 collieries.

A legal strike has been on the cards for more than two weeks since the union deadlocked with the Chamber of Mines in the annual wage negotiations

The Chamber said in a statement last week it would not compromise and increase wages if the NUM went ahead with the strike

Cyril Ramaphosa, general secretary of NUM, said the results of the ballots would not be disclosed until they had all been finalised, but that they indicated a lot of support for a strike

He denied that the delay had been caused by opposition to the strike by union members "We have a strong mandate for strike action," he said

Anglo American's Kriel colliery — where 96% of the black workers have voted in favour of strike action — could be regarded as an early indication of the expected outcome

But industrial relations consultant Bobby Godsell said yesterday he would caution seeing the Kriel response as indicative of that from other mines because NUM had a very high membership at Kriel where management had alleged a "lack of secrecy during the ballot"

Anglo American — which stands to be hit hardest by possible strikes — said in a statement that the strike ballot conducted by NUM on its 15 recognised mines could not provide the union with a clear mandate for strike action because of "generally low participation in the ballot"

Anglo claimed an average poll of not more than 20%, and described the turnout as varying from about 40% in the highest case to nothing in the lowest

"In the light of this, any call for strike action will not have the broad support of the 157 000 black workers on Anglo American Corporation mines," the statement said.

NUM did not ballot at about 10 of the mines — owned by Gold Fields, Rand Mines and Lonhro — due to a failure to reach agreement over procedures and conditions for balloting

NUM's stronghold, however, is regarded to be on the Free State mines near Welkom, although the Klerksdorp and Carletonville areas are also likely to become hotbeds over the next two weeks

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Results of ballot rejected

CAPE TOWN
16/7/85
211

JOHANNESBURG — The Anglo American Corporation last night rejected results of the strike ballot conducted by the National Union of Mineworkers (NUM), stating that they were misleading.

Commenting on ballot figures released by the union yesterday, a spokesman for the corporation said "On the strength of figures made available by NUM, only 22 000, or about 14 per cent, of the total labour force of 157 000 on AAC gold mines actually cast a yes ballot.

'Selective'

"The statistics provided by NUM are highly selective and must be rejected as a fair reflection of employee wishes and as a mandate for strike action."

The figures released by the NUM refer to 12 of the 29 mines where the union planned to conduct strike ballots. The figures do not show clearly how much backing the union has for its bid to force the Chamber of Mines by means of a legal strike to revise its pay terms for black mineworkers.

At the 12 mines and collieries for which the union released results, 32 483 voted yes and 339 no. The union has, however, not supplied information as to what proportion of the total labour force on each mine

the positive votes represent.

It has provided percentages in each case to indicate the proportion of paid-up members the "yes" votes represent but as non-members were also invited to participate in the ballot, these percentages are inconclusive, and in many instances the percentage claimed is in excess of 100 per cent.

For example, at Vaal Reefs East the union claims nil negative votes and 4 819 positive votes, representing 157 per cent of paid-up union membership.

A further complication is that the mining groups where the ballot has been conducted claim widespread irregularities.

On Sunday the NUM announced that it was likely to proceed with an industry-wide strike, which could involve 200 000 black miners. However, a final decision would be made in two weeks, following a special "mini-conference" of the union.

The union is holding out for a 22 per cent across-the-board pay increase effective from July 1, having rejected the Chamber of Mines final offer, which ranges from increases on minimum rates of from 14,1 to 19,6 per cent.

A spokesman for the NUM, Ms Manoko Nchawe, said on Sunday night that the results showed a clear majority of NUM members had supported the strike.

Results

At Vaal Reefs West 5 157 workers voted yes, at Vaal Reefs East 4 819 voted yes, while there were no opposing votes at these mines, she said.

Other results on gold mines were Elandsrand 3 830 yes, 43 no, Saaiplaas 2 947 yes, 63 no, Western Deep Levels 5 428 yes, 141 no, and Hartebeesfontein 4 691 yes, 0 no.

Results on the coal mines included Arnot 902 yes, 0 no, SA Coal Estates 1 340 yes, 7 no, Kriel 1 063 yes, 2 no, Matla 855 yes, 50 no, Transvaal Navigation Collieries 559 yes, 33 no, Marievale 892 yes, 0 no — Sapa and Own Correspondent

CAPE TOWN 19/7/85
PE plants shut
down by strike

PORT ELIZABETH — Volkswagen and the locomotive plant of General Motors shut down yesterday through continuing strike action by the workers

Workers at Ford's Neave plant resumed work yesterday but by 10 30am had downed tools again. They went on strike on Wednesday.

A spokesman for Ford said it was not clear at this stage whether the Neave plant would be closed down for the day.

On Wednesday, for the second time this year, all three motor companies in the Eastern Cape had workers out on strike.

● Meanwhile the National Union of Mineworkers (NUM) plans to go ahead with a strike on 27 gold mines and collieries throughout the country early next month, according to the union's information secretary, Ms Manoko Nchwe.

More than 210 000 of the country's 550 000 black miners are employed on the designated mines, which would make the strike, if successful, the largest in South African history.

Ms Nchwe said balloting at 16 of the 27 mines where the union is recognized had brought in more than 60 000 votes favouring the strike with fewer than 1 900 oppos-

ing. This represented 92 percent of workers on the balloted mines according to the union's figures. "The strike is going ahead," Ms Nchwe said.

The industrial relations adviser to the Chamber of Mines, Mr Johann Liebenberg, said yesterday the NUM represented 85 000 paid-up members on the mines.

"The chamber contends that the NUM does not have a mandate from the 27 mines where it is recognized, and most definitely not from throughout the industry," he said.

● In Johannesburg, the Siemens management will meet representatives of the Metal and Allied Workers' Union (Mawu) today to try to overcome the deadlock situation in which about 2 000 striking workers were dismissed, a company statement said last night.

The workers were dismissed at five Siemens plants for going on strike on Monday to back demands for plant-level wage negotiations to supplement Industrial Council wage rates.

Siemens said the company was willing to consider re-employment of the fired workers, many of whom were loyal to Siemens — Sapa

(211) (211) FM 19/7/85

cabinet, and the only non-member of Zanu (PF), is Chris Andersen, who was elected as an independent and will not oppose plans for a one-party state or a socialist order, says Mugabe. Andersen stays on as Minister of the Public Service.

Mugabe abandoned the strict non-racial line he has followed until now in a graveside oration, at the weekend, for Pan-Africanist Congress chairman John Nyathi Pokela (63) who died in Harare on June 30.

"We reject the policy that white is superi-



Dennis Norman

or to black and we emphasise — at least in Africa — that black is superior, and should be superior, to white," he said.

Following his 63-seat election victory last week Mugabe told local bankers that Zimbabwe's development problems stem largely from "unrepentant and unreconstructed elements," including the "Rhodesian frontiersmen" of former premier Ian Smith and the Matabeleland dissidents alleged to support the Zapu leader Joshua Nkomo.

But Nkomo, reviewing a week which left at least seven dead and thousands homeless by mob violence, believed the problem lay in a government which had polarised the country on ethnic lines.

"We do not want a tribal war in this country," warned Nkomo. He hinted that his 15 MPs would line up with Smith's 15 Conservative Alliance members to block Mugabe's plans for expulsion of the whites when Lancaster House guarantees lapse in 1987.

Meanwhile attention is switching to the next Zimbabwean budget, due for presentation on July 30. There are fears that defence spending (R540m last year out of total spending of R3,1 billion) may soar to unprecedented levels due to plans for a joint Zimbabwean-Tanzanian military expedition to rescue President Samora Machel from the Mozambique National Resistance Movement (MNR) which has been waging a guerrilla war for years.

MINE LABOUR

Strike on hold

The gold and coal mining industry will have to wait for at least another two weeks to learn whether it is to face strike action.

While the National Union of Mineworkers (NUM) has said it is proceeding with plans following last week's strike ballots, its executive committee decided at the weekend to call a special union conference to further discuss strike action.

The union's special conference is to be open to all members and will be held in late July or early August. Explaining the delay caused by the calling of the conference, a NUM spokesman says the union, firstly, wishes to gauge the feelings of members who were not balloted. The union did not hold polls at ten Rand Mines and Gold Fields goldmines and collieries where it is recognised, alleging that management had set "impossible conditions" for voting (*Current Affairs* July 12).

The major part of the conference, however, is likely to be spent discussing strategies for a strike. Union sources are being tight-lipped about options. But they could include something less than an all-out strike. For example, a brief work stoppage throughout the industry or strikes at selected mines, intended as a show of strength designed to force the chamber back to the negotiating table. Such action would demand more co-ordination, planning and discipline and, perhaps, explains the delay.

Meanwhile, the Chamber of Mines and some mining houses have strongly contested

improved (wage) offer."

At the same time Anglo American said that in "many cases" the ballot had not been secret, with groups of miners present in voting areas, already completed ballot papers being handed out and no record of voters being kept. Gencor also claimed there had been irregularities at its Matla colliery.

No irregularities

The union, for its part, denied there had been any irregularities and said the ballots had been conducted by neutral people.

With the results at Free State Geduld's North and South divisions outstanding at the time of going to press, the NUM had reported a total of 55 609 "yes" votes and 1 655 "no" votes (see table). Of these, there were 48 612 votes in favour of strike action and 1 572 against at Anglo American gold mines and collieries. There are 113 344 black miners at these establishments, which means that 43% of the employees there voted to strike. On these mines there are 51 345 NUM members, but the union had expressed the intention to allow non-members to vote as well.

At the gold mine and two collieries belonging to Gencor that were balloted, 2 306 miners voted to strike and 83 were against. This is out of a total of 4 770 black workers — 48% — and 2 391 union members. Only

HOW THEY VOTED

MINE	YES	NO	NUM MEMBERSHIP	BLACK WORKFORCE
ANGLO AMERICAN				
Vaal Reefs West	5 157	nil	5 610	13 513
Vaal Reefs East	4 819	nil	3 767	12 176
Elandsrand	3 830	43	4 021	7 414
Western Holdings				
Holdings and Saaiplaas Divisions	2 947	63	6 493	10 686
Welkom Division	11 519	850	12 641	24 032
President Steyn	11 607	466	*6 368	*19 437
Western Deep Levels	5 428	141	9 739	20 971
Arnot	902	nil	706	1 015
SA Coal Estates	1 340	7	700	2 700
Kriel	1 063	2	1 300	1 400
Total	48 612	1 572	51 345	113 344
ANGLOVAAL				
Hartebeestfontein	4 691	nil	3 000	18 000
GENCOR**				
Manevale	892	nil	440	1 240
TNC	559	33	551	1 090
Matla	855	50	1 400	2 440
Total	2 306	83	2 391	4 770

* The union did not ballot at one of the four shafts

** Union membership figures are one month old

Sources: Voting Statistics-NUM.

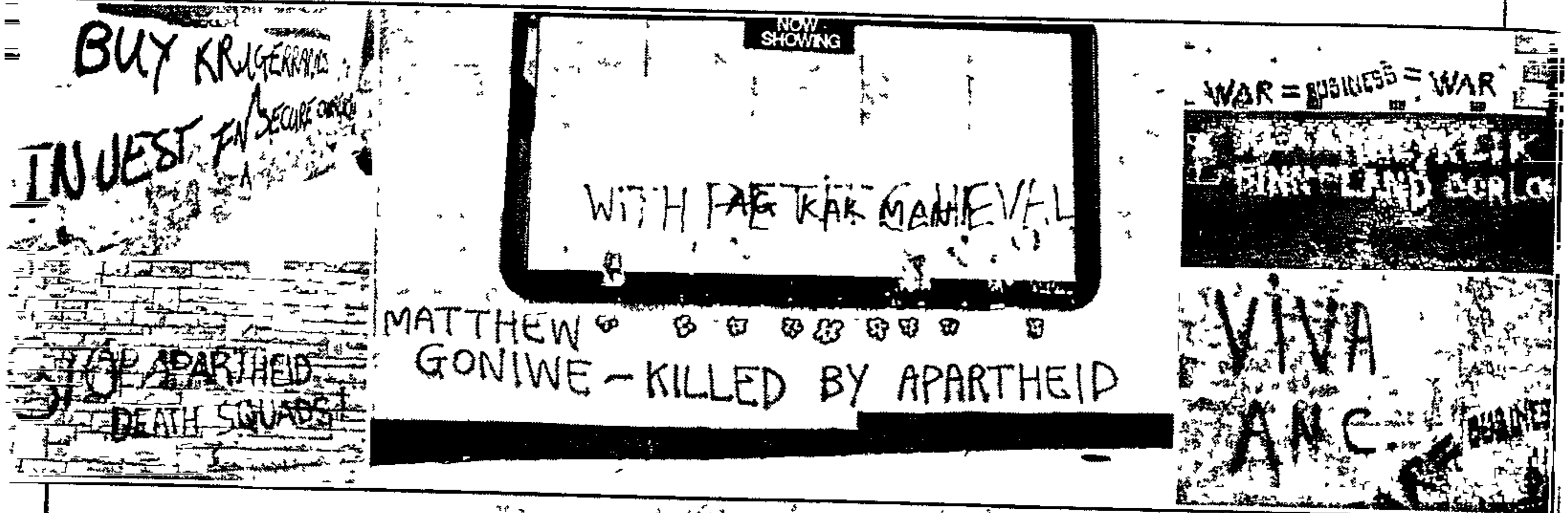
Union membership and workforce figures: Anglo American, Anglovaal and Gencor.

the validity and the NUM's interpretation of the ballot results. The industry's attack on the union's polling methods began during the balloting last week. The chamber expressed doubts as to whether "any valid conclusions will be able to be drawn from the results," alleging that "many irregularities" had been reported by mine managements. It also warned that a strike would "not elicit any

one Anglovaal mine — Hartebeestfontein — was balloted. There were 4 691 in favour of striking out of a 18 000-strong workforce. The NUM has about 3 000 members there.

After the release of most of the ballot results on Monday, Anglo American, which would bear the brunt of any industrial action, again questioned the validity of the results. A statement said that, in addition,

WRITING ON THE WALL



Johannesburg is experiencing a revival of graffiti, the oldest and most direct form of social comment. Not that Johannesburg has ever been in the same class as New York, Amsterdam or Santiago (who can forget "Jakarta is coming" shortly before the overthrow of Salvatore Allende?), but it has its moments

This time it's serious, even a little chilling — psychologists say the content of a city's graffiti reflects its mood. But it has its lighter moments: "Can Spiderman save Ian Smith?"

"Release Mandela" and "End Conscription Now" abound. To which has been added a rash of "Who killed Matthew Goniwe?"

Crudely political is "Can you eat Vause raw?" (Newlands) and "Die boere se moere" (Klipspruit). The artist was obviously very serious when he wrote in

Oxford Street: "Your son can die too." The person who added the "t" to "die" was not.

Yeoville and Bellevue are favourite spots for spray can artists and some of it has intellectual pretension. For instance: "Dialectical materialism is the opium of the intellectuals" And: "Nuke the gay whales for Jesus," and "Dyslexia rules, KO."

The plaintive "Saddle sores seem like heaven," also in Bellevue, was no doubt inspired by the Aids and herpes scares.

Johannesburg's feminists are lagging far behind their sisters in European cities when it comes to graffiti. But there has been some, for example: "Woman needs man like a moose needs a hatstand," and "When God made man she was only practising."

Not all of them are new. It is almost

certain that the artist who scribbled "I hate Rachel" on the wall, also wrote underneath "Stop this Rachel hatred."

The older generation could be confused by writings such as "Kalahari Surfers," "Wie is Bernoldus Niemand?" "Heavy metal sucks" and "Petit Cheval rules." It is all about rock music and local bands. And it was refreshing to see in Yeoville's trendy Roney Street a boere-joller also tried "e'Void suig!"

Of course, there are many others, like "Bad spellers of the world untie," and "If Superman is so smart how come he wears his underpants outside his costume?"

But for serious students of the SA situation it is difficult to beat the delicious sense of menace conveyed by the crudely scrawled warning on the wall of a church in Orange Street, Cape Town: "It is happening."

only a small proportion of the 157 000-strong workforce on all the goldmines it owns had voted in favour of strike action and the result "must be rejected as a final reflection of employee wishes and as a mandate for strike action."

NUM general secretary Cyril Ramaphosa, however, interprets the result as a strong mandate for calling a strike

US PRESIDENCY

Reagan's affliction

Ronald Reagan apparently has triumphed in yet another test of his super-fit image, this time over no less a challenger than cancer.

For two hours and 53 minutes the president underwent major abdominal surgery for the removal of a polyp from his large intestine. A subsequent biopsy at the Bethesda Naval Hospital in suburban Bethesda, Maryland, revealed that the 5 cm thick polyp did have some cancerous malignancies.

Nevertheless, doctors ruled out any exten-

sive treatment either with radiation or chemotherapy because, as navy Captain Dale Oiler said, "we are sure we got it all. The



President Reagan

president is doing beautifully."

Well, perhaps

That Ronald Reagan is a remarkable physical specimen has already been well established. At 74 Reagan has endured five years of the man-killing stresses of the Oval Office as well as a gunshot wound from an assassination attempt. And yet where younger men such as Gerald Ford and Jimmy Carter appeared nearly shattered by their experiences, Reagan actually seems to thrive on the presidency and, until now, he has appeared to have arrested the ravages of time.

Even if, as the navy doctors affirmed, Reagan has a better than three out of four chance of never having cancer again, he has a long convalescence before him and it will be a long time before the threat of cancer can be erased from his public life.

So it is cancer, but the problem is also one of time.

Cancer operations are never convenient. But Reagan's operation could not have come at a worse time for him politically. There is just too much important legislation — in-

(173) (21) B. Day
24/7/85
NUM calls mass meeting

THE National Union of Mineworkers will hold a mass meeting at Welkom in the first week of August to decide on whether to strike over pay, a union spokesman said yesterday.

"We are expecting close to 100 000 people," she added
The union says gold and coal-

miners voted overwhelming for a strike in a recent ballot. Employers disputed the figures. The mass meeting will make the final decision, the NUM said.

It has demanded a 22% across-the-board pay increase but, on July 1, employers implemented rises ranging from 14,1% to 19,6%

20 000 miners

ARGUS 2/78
face dismissal

JOHANNESBURG — Twenty thousand miners on strike over their annual pay increases at Free State and Eastern Transvaal gold mines face dismissal if they do not return to work today

One miner has been killed in unrest following the strikes yesterday at three mines owned by the General Mining Union Corporation (Gencor)

The company said that 560 workers had already been fired — Sapa

pany (50% owned by Gencor's Darling and Hodgson (D & H) and 50% by Cape Town entrepreneur Harry Fuchs) went dead against advice from the Cape-end of the project, where some top level people think the decision is a disaster

D & H chairman and chief executive John Hodgson, however, is adamant that the delay is just that "I'm not bold enough to go ahead after what has been happening over the past weeks, but the situation could change at any time," he declares

"I genuinely feel that a year's postponement under the current circumstances, and I stress 'current circumstances', is the right thing to do. It is a prime example of a prestige development and it will go right into the top bracket. You could put it on the market anytime when things are stable."

About R10m has been spent on civil works, including a new bridge to the island, which was purchased a few years ago for R3m, but, in addition to the lost interest, the developers also face an escalation in costs of somewhere between R6m and R10m

Add all this to the price of the 344 houses originally intended to go on the market from R110 000 to R240 000, and there could be a big problem even at very tight margins. Particularly keen tender prices had been achieved on the construction contract — which was to remain in-house through R H Morris — and a lot more than inflation would go into new quotes

Although it could presumably afford to, Woodbridge does not have the option of sitting indefinitely in the hope that an improvement in the market will outstrip the rise in costs, the provincial administration has set next June as the deadline for the start of house construction and there is no guarantee of an extension

The feeling in Cape Town is that Gencor got cold feet on political considerations rather than economic ones. "We think they did not want to be seen taking a risk on a prestige white housing development in the light of all the unrest and problems on their own mines," remarked one source close to the development

Hodgson declines to comment on the rumours which are, of course, bound to fly in the circumstances

F M 2/8/85
MINE LABOUR 1 211

MWU strike threat

The mining industry may be facing yet another dispute, this time involving the right-wing Mineworkers' Union (MWU) and Matthey Rustenburg, JCI's platinum refinery in Wadeville

Last week the MWU held a strike ballot among its 65 members at the plant over the company's decision to restore to the payroll, but not to permit to work, a man accused of assaulting a black worker. This follows a judgment by Industrial Court member S A Erasmus ordering the temporary reinstatement

of Piet Robbertze in terms of S 43 of the Labour Relations Act

MWU general secretary Arrie Paulus says that his executive will be counting the votes later this week, but he refuses to comment further. A Matthey Rustenburg spokesman also declined to comment, saying the company did not wish to "inflare feelings"

It appears that management is caught in a dilemma. Robbertze's racial attitudes had previously led to several complaints and ultimately a strike by members of Fosatu's Chemical Workers' Industrial Union, and he had been told several times by management to change his attitudes. His full reinstatement may precipitate further unrest

The assault allegedly occurred in early January this year. Following a disciplinary investigation and an appeal, Robbertze was dismissed. The case went to the Industrial Court and judgment was given on July 1. Robbertze's legal representative had argued that in both the initial inquiry as well as the appeal, the employee did not have an adequate opportunity to defend himself. In addition, he argued that the evidence against Robbertze was insufficient to warrant his dismissal

Erasmus concluded that the initial inquiry had been conducted fairly. But he found that the appeal proceedings were unfair because Robbertze's union representative had not been given a record of the inquiry and was therefore unable to represent Robbertze properly

Erasmus found further that, due to the contradictory nature of the evidence, Matthey Rustenburg did not have "reasonable grounds to believe that it was, in fact, the applicant who had committed the assault". He consequently found that the dismissal had been unfair and ordered Robbertze's reinstatement

It is unclear where this dispute is heading. It remains to be seen how much support there is for industrial action at the plant. The Court order is a temporary one and normally lapses after 90 days. The MWU has no further legal remedy because Manpower Minister Pietie du Plessis has apparently refused to appoint a conciliation board to consider the dispute. This means that the Industrial Court will be unable to make a final order

The dispute is sensitive. It involves black-white relationships and comes at a time when the MWU is under intense pressure to agree to the abolition of the "scheduled person" definition, so opening up the possibility for blacks to advance into 13 previously white-only job categories in the industry

MINE LABOUR 2

D-Day for the NUM

The National Union of Mineworkers (NUM) meets in special conference at Welkom this weekend to decide a course of action in the long-running dispute with the Chamber of

Mines over wages and working conditions in the gold and coal mining industries

Deadlock arose between the union and the chamber in June, when the NUM rejected a chamber offer of wage increases ranging between 14,1% and 19,6%. The union is demanding 22%, plus other improvements in working conditions

Since the NUM held ballots at 17 of the mines where it is recognised three weeks ago (*Current Affairs*, July 19), it has kept observers guessing at its intentions. However, a union spokesman insists "We are going to strike". The purpose of the conference, she says, is merely to plan strategy

Ballot controversy

Controversy over the ballots has continued unabated. Mining industry spokesmen have argued that ballots were not conducted in secret. They further say that, even taken at face value, the 65 000 votes in favour of strike action represent only a minority of miners who had the opportunity to vote, and an even smaller proportion of the workforce at mines where the NUM is recognised. They question, therefore, whether the union has a mandate for strike action. Ballots were not held at Gold Fields and Rand Mines establishments due to disagreements over voting procedures

The union counters that voting figures on the 17 mines would have been higher had it not been for "intimidation" of workers by mine security police, and says it is confident of strong support at mines not balloted. The NUM spokesman concludes that the union has a mandate to strike on all 29 mines where it is recognised. However, she says the union does not intend to call "illegal and wildcat strikes" at other mines where it has membership but is not recognised

211 (211) (213) (160) (155) R. Day
218/85
NUM may join 7-nation alliance

THE National Union of Mineworkers (NUM) will decide on joining a new federation of mining unions, spanning seven Southern African countries, when it meets to discuss strike action

General secretary Cyril Ramaphosa said yesterday there was a "strong likelihood" the NUM would join the federation, covering mineworkers from Zimbabwe, Zambia, Zaire, South Africa, Swaziland, Botswana and Mozam-

CLAIRE PICKARD-CAMBRIDGE

bique

About 4 000 NUM members are expected to attend the mass conference in Welkom on Saturday.

Ramaphosa said the federation would promote political unity among mine workers, particularly on issues affecting many countries such as government's threat to repatriate foreign workers

Other resolutions at Saturday's conference centre on the date and strategy for strike action.

Legal strikes could take place at as many as 27 gold and coal mines where the union is recognised. The union would decide where it would take action.

The NUM is demanding a pay rise of 22%, but the Chamber of Mines granted 14,1% to 19,6% increases on minimum rates, implemented on July 1.

NUM revises demands

JOHANNESBURG —
The National Union of Mineworkers tabled revised proposals in negotiations with the Chamber of Mines yesterday **DISPATCH**

A union statement said last night the revised proposals were that workers be allowed to finish work two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all interested parties hold joint negotiations before agreement was reached.

The pay demand was for 22 per cent across the board.

The union had demanded that May Day be recognised as a public holiday and that the NUM be included in negotiations on job reservation with white unions — Sapa

NUM to debate strike date

JOHANNESBURG
The National Union of Mineworkers' will decide this weekend when its planned strike affecting 28 gold and coal mines will start.

A specially convened conference in Welkom will also discuss the formation of a Southern African federation of mining trade unions.

The NUM claims it has a mandate to strike on the basis of a ballot conducted on 17 of the 28 mines where the dispute is operative.

Mr Cyril Ramaphosa, general secretary of the NUM, said the formation of the miners federation, which has been planned for more than a year, would take place in Zambia or Zimbabwe.

Other countries which are likely to be party to it are Zimbabwe, Zambia, Botswana, Swaziland, Mozambique and Zaire.

It is understood that one of the principle reasons for the federation is that Southern African miners have the same employers — multinationals such as Anglo American and Lonrho. — DDC

White miners allege snub

By Amrit Manga

WHITE miners will strike if the Minister of Manpower, Pietie du Plessis, discriminates against their union during the appointment of conciliation boards.

The threat follows an alleged delay by Mr du Plessis in appointing a board to consider the white miners' wage dispute earlier this year.

Council of Mining Unions president Arrie Paulus says "The board was set up only after we threatened to strike

"In the case of the black miners, Mr du Plessis acted almost immediately, appointing a conciliation board three days after deadlock was declared"

Reluctant

The Mineworkers Union says it will not tolerate unnecessary delays in future disputes.

The threat comes two months after the white union signed a wage agreement with the Chamber of Mines and as tens of thousands of black miners draw up strike plans.

Although the white miners reluctantly accepted the wage offer, this is the first time they have voiced their discontent about conduct of negotiations.

Mr Paulus accused Mr du Plessis of practising double standards and discriminating against his union.

"We have a sneaking suspicion that the Minister's haste in appointing a board was prompted by fears that black miners would not hesitate to repeat the 1984 work stoppage which cost millions.

"We must accept that he was prepared to take short cuts to resolve the black dispute"

A spokesman for the white union says "This can be interpreted only as an underestimation of our union's potential to take stronger industrial action.

"We will demonstrate our strength by taking stronger action next time"

East Drie row

Another mining dispute is brewing. It is between the white union and the management of East Driefontein mine and concerns longer working hours.

Mr Paulus has rejected a scheme which proposes to extend working hours to include

days off granted once every two weeks.

The scheme, according to the union, offers prizes to teams that achieve the lowest accident rate.

But the prizes can be won only if miners work every Saturday. They would thus have to forego free Saturdays.

Longer working hours would be a breach of the 11-shift fortnight agreement, says the union.

A miner may, however, volunteer to work but will not be entitled to union protection in the event of injury or infringement of regulations.

Damage

Negotiations with black miners are in deadlock. Sources say that talks at Teba, the Chamber's recruiting agent, will end in deadlock as well and a dispute could be declared this week.

Neither the Chamber nor its affiliates will speculate on the consequences of a strike.

But Mr Paulus says damage could run into millions. "Major damage has already been caused at Gencor's Evander and Beatrix mines and at Western Platinum near Rustenburg."

The need for NUM members to plan tactics is given as the main reason for the two-week delay in action after the strike ballot.

A NUM spokesman says a decision to strike if wage talks failed was taken in January. The strike ballot simply reaffirmed the January resolution.

Strike date set by miners' union

JOHANNESBURG — The National Union of Mineworkers (NUM) has set August 25 as D-day for the country's mining industry.

Transvaal News Bureau

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24

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believe that the majority of their black employees are in support of strike action, the chamber said in a statement last night.

This applied to the mining industry as a whole as well as to the 29 mines where the NUM workers proposed to call a strike on August 25, the statement said.

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the union had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were well received on the mines.

The union appeared to have timed its proposed strike in order to elicit a further wage offer from the employers.

In keeping with the open-door policy with the trade unions, even after deadlock was reached in the recent negotiations the chamber gave the union an opportunity to come forward with final, realistic bottom-line proposals, it said.

Those proposals, amounting to increases equivalent to 32 per cent on gold mines and 41 per cent on coal mines, were totally unrealistic, the chamber said.

Asked what the union would do if the mining houses dismissed striking workers en masse, Mr. Ramaphosa said they would be "committing economic suicide" if they fired 200 000 workers at once.

He said workers who did not want to strike would be allowed to work as he said the union respected the concept of freedom of association.

ceeded with his threat to repatriate foreign migrant workers, the union would call a national strike of all its members.

● A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

● A resolution to withdraw from the Council of Unions of SA (Cusa), over Cusa's "lack of seriousness" regarding the moves towards a new federation.

● Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of unions be formed no later than the end of this year.

Announcing the resolutions at a press conference yesterday, Mr. Ramaphosa said there would be a limited period for the chamber to reach settlement with the union.

Legal strikes over three other disputes — at Namaqualand Diamond Mines, at Duvha, a non-chamber coal mine, and the Johannesburg depot of Teba — are to start on the same day unless settlement can be reached.

The mining companies represented by the Chamber of Mines do not

After a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba).

Mr Cyril Ramaphosa, general secretary of the union, said thousands of NUM members on mines not yet recognised by the Chamber of Mines would be participating as well.

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 per cent of the country's gold mining production.

The decision to set a strike date follows a long-standing dispute between the chamber and the union over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

● A warning to the State President, Mr P. W. Botha, that if he pro-

Date set for legal strike by 400 000 on 29 mines

NRKAS 5/10/81

211

Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to launch what could be the mining industry's biggest strike ever on August 25 to drive home its demand for a 22 percent wage increase.

The strike could involve 400 000 miners at 29 gold and coal mines represented by the Chamber of Mines, as well as other mines

The strike date was set at the NUM's special national congress in Welkom on Saturday night and announced at a Press conference at the union's headquarters in Johannesburg yesterday.

In reaction, the Anglo American Corporation has disputed the NUM claim that the miners are willing to strike

An Anglo spokesman said: "We are disappointed at NUM's declared intention to strike as we do not believe NUM has a clear mandate."

The company's indications were "that the majority of our workers are satisfied with the wage award".

The union has also threatened to call a national strike if President P W Botha does not withdraw his threat to expell all foreign black workers in South Africa Migrants constitute 40 percent of the union's membership

Boycott

The NUM has also threatened to boycott white businesses near mining towns if Mr Botha does not lift the state of emergency within 72 hours, starting today

The congress, at the Philip Smit Hall in Thabong township, was attended by 450 voting delegates and about 12 000 observers

The NUM also resolved to disaffiliate from the the Council of Unions of South Africa (Cusa), because of Cusa unions' "lack of seriousness regarding moves taking place for the formation of a new federation".

The new federation of unions should be formed not later than the end of this year, the resolution said

In another resolution, the NUM called for the formation of a federation that would include miners' unions in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique

CAPL TIMES 5/8/85 (211) (153)
Chamber: Majority will work

JOHANNESBURG. — The mining companies represented by the Chamber of Mines do not believe that the majority of their black employees are in support of strike action, the chamber said last night.

The chamber based its view on the fact that the NUM had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were

well received, the statement said.

In the present economic circumstances the increases granted on the chamber's member gold and coal mines this year were extremely good, the statement said.

However, in keeping with the open-door policy with the trade unions, even after deadlock was

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To page 2

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CAPL TIMES 5/8/85

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From page 1

reached in recent negotiations, the chamber gave the NUM an opportunity to produce final, realistic bottom-line proposals, it said.

Those proposals, amounting to increases equivalent to 32 percent on gold mines and 41 percent on coal mines, were unrealistic, the chamber said.

Following these futile attempts to reach agreement, the employers accepted that there was no possibility that an accommodation could be

reached with the NUM.

The chamber welcomed the undertaking that there would be no intimidation of the workforce. It was confident that if this was adhered to, the majority of employees would go to work.

The chamber did not wish to comment on the NUM's ultimatum to the government over the state of emergency and the possible repatriation of foreign workers, the statement concluded. — Sapa

NUM set to strike on 29 coal, gold mines

From PHILLIP VAN NIEKERK

JOHANNESBURG. — The National Union of Mineworkers (NUM) has set August 25 as D-Day for the country's mining industry.

Following a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba).

And Mr Cyril Ramaphosa, general secretary of the NUM, said thousands of members on mines not yet recognized by the Chamber of Mines would participate as well.

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 percent of the country's gold-mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the NUM over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

- A warning to the State President, Mr P W Botha, that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members.

- A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

- Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of emerging unions be formed no later than the end of this year.

The mining houses have indicated they are not prepared to increase their offer of between 14,1 percent and 19,6 percent implemented at the beginning of July.

The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks on scrapping of job reservation.

Call Trans 6/8/85
211 23/152

Strike threat worries mines

From PHILLIP VAN NIEKERK

JOHANNESBURG. — Anglo American, the mining house most in the firing line if the National Union of Mineworkers strike goes ahead on August 25, is viewing the threat with grave concern

Mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the production of gold

The decision to proceed with a strike on at least 28 gold and coal mines was taken at a special conference of the NUM at the weekend

Backing

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production

Mr Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Mr Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and only a small minority were trying to push the majority into a stoppage

He said with few exceptions the wage increases granted from July 1, 1985, were well received on the mines

'Rude shock'

But Mr Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction, and that the mining houses 'were going to "get a rude shock" on August 25

Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable but the

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'Rude shock'

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Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the chamber has stated that it is willing to listen to any realistic proposal from the union"

Talks

The NUM is demanding 22 percent across the board, improvements in other fringe benefits and inclusion in the talks between the chamber and white miners aimed at an agreement to replace job reservation

Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry-wide bargaining

A chamber statement yesterday said that following the deadlock the employers accepted there was no possibility that agreement could be reached with the union and "nothing has occurred to change this view"

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ARGUS 6/8/85 (211) ~~211~~ ~~152~~ ~~97~~ ~~142~~

Miners' strike threat unsettles gold market

Argus Foreign Service

LONDON — Gold dealers are nervously watching events in South Africa to see whether the strike threat by black miners will give the gold market the fillip they have so long awaited.

For months gold has been a poor investment. Even sales of the Kruger rand have suffered so much that marketing agents have stopped publishing monthly sales figures.

While gold rose a little in London yesterday to \$323.50 an ounce, Kruger rands of one ounce were only one pound higher on Friday's price at £239.88.

The apparent indifference of the market largely reflects the view that a strike, if it comes, will not last long.

HIGHER YIELD

Dealers point out that a strike would have to be prolonged before it affected supplies enough to move the price.

What worries the market is the political conditions which the miners appear to be attaching to their claim for a 22 percent pay increase.

Ironically, bad news could be good news for investors. Lower share prices mean that the yield — the percentage a dividend is of the share price — will rise. Political worries could so depress share prices as to make the shares attractive again.

In Zurich Swiss bankers see little chance of an immediate price boom because of the planned strike, reports Reuter.

Gold dealers and economist said there was scope for a price rise in the medium term, but only as deterrents to investment — low inflation and high real interest rates — recede.

They saw good chances for a revival of the currently quiet market once investment in stocks and bonds became less financially attractive.

"After the strike news I had expected to have some orders. But there is just no interest," a dealer at a major Swiss bank said.

(211) (211) Day 8/3/85

Anglo concern at strike threat

JOHANNESBURG — Anglo American, the mining house most in the firing line if the National Union of Mineworkers (NUM) strike goes ahead on August 25, is viewing the threat with grave concern

And mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the country's gold production

The decision to proceed with a strike on at least 28 gold and coal mines, was taken at a special conference of the NUM in Welkom at the weekend

Business Day Correspondent

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70% of the country's gold production and 20% of the coal

Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and that only a small minority was trying to push

the majority into a stoppage
"The union has not obtained a mandate for a strike and with few exceptions the wage increases granted from the July 1, 1985, were well received on the mines," he said

But Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction and that the mining houses were going to "get a rude shock" on August 25

However, industry sources said yesterday that the chamber could well put forward a proposal to the NUM in the next few days in an attempt to bring the dispute to an end

Chad Times 2/1/85
Fund for striking SA miners

Own Correspondent

LONDON — The Anti-Apartheid Movement (AAM) has established an emergency fund to help support black South African mineworkers if they go on strike.

This was announced here yesterday at a press conference at which an AAM spokesman expressed confidence that they would be able to get the money to the miners in South Africa, if the strike went ahead.

The AAM is also to seek an urgent meeting with the foreign ministers of Luxembourg, Italy and the Netherlands who are due to visit South Africa this month.

The AAM will urge them to consult with extra-parliamentary opposition leaders.

The AAM is also campaigning for the imposition of sanctions.

GFSA queries strike targets

9/18/87 B. Day
CLAIRE PICKARD-CAMBRIDGE

GOLDFIELDS of South Africa says the National Union of Mineworkers is no longer recognised at two of the company's administered mines where the union is calling a strike.

The NUM has included Coalbrook colliery and East Driefontein as targets for strikes although management recently withdrew union recognition at them. The union was representing these mines when a dispute was declared with the Chamber of Mines over wages and working conditions.

Goldfields has not indicated whether it wishes to contest the legality of strike action.

A Goldfields spokesman said yesterday that the company wished to clarify the notice of withdrawal of recognition at the

mines. Notice had been issued to the union in March after membership dropped below 50%.

Both recognition agreements were cancelled at the end of June, at the time when deadlock was reached in the union's negotiations with the Chamber.

The NUM says its membership at these two mines is rising again. It argues that the dismissal of some of its members at East Driefontein, and the fact that "workers are not regarded as employees when they go on leave — which can last up to three months — caused the union's representation to drop a few months ago".

MINE LABOUR

211 ~~FM~~ FM 9/8/85

Long fuse, big bang?

It may be that SA is heading for the most effective strike ever by black workers. Relations between the Chamber of Mines and the National Union of Mineworkers (NUM) have reached an all-time low.

Neither side seems prepared to shift position, although it is clear that some room for manoeuvre exists on both sides. The comparatively long lead-time set for the commencement of the strike may well be significant.

On some issues, the gulf seems unbridgeable. Yet, when the tactical options of brinkmanship are exhausted, it is not beyond the negotiating skills, and the residual good faith of both camps, to work out a compromise.

At its special conference in Welkom this weekend, the NUM resolved to take strike action at the 29 chamber mines where it is recognised, as well as at Rand Mines' Duvha Colliery, De Beers Namaqualand and the Employment Bureau of Africa (Teba) where disputes also exist. But action was delayed until August 25, to allow time "for the various employers to make realistic offers."

Responding to the NUM conference decision, the chamber says it gave the union an opportunity to make a "final, realistic" proposal. But its attempts to reach agreement proved "futile." Employers have thus accepted that there is "no possibility that an accommodation could be reached with the NUM." The chamber's industrial relations adviser, Johann Liebenberg, refuses to say whether employers are still open to any new offer. In any event, it seems that neither the chamber (or any individual mining house), nor the NUM, has any intention of making a new proposal.

The chamber's final offer — which was implemented on its 99 gold mines and collieries on July 1 — includes wage increases ranging from 14,1% to 19,6% on minimum rates, and other improvements in working conditions. The NUM demands a 22% across-the-board increase and further improvements in working conditions. It also seeks participation in talks between the chamber and predominantly white unions over the abolition of the "scheduled persons" definition. The chamber estimates that the total union demand would represent an overall increase of 32% on gold mines and 41% on collieries.

The gap in the lowest wage categories is not great — a matter of about R4/month. But it widens considerably in the semi-skilled categories. Disputes over other aspects of working conditions include a four hours/fortnight difference in proposals for working hours on gold mines, and 12 hours/fortnight on collieries. There are also de-

mands for further improvements to shift allowances, overtime pay, paid leave on May Day, and the controversy over participation in job reservation talks.

The war of words which has raged since deadlock was reached shows that the gulf in perceptions over employer and union attitudes and NUM strength is even wider than the differences in negotiating positions.

Some industry sources say privately that they believe the NUM went into the negotia-



Ramaphosa

Liebenberg

tions "looking for a strike." On the other hand, in an interview with the *FM*, NUM general secretary Cyril Ramaphosa had harsh words to say about employer attitudes. "We are tired of the chamber's arrogant attitude, they do not take the union seriously. Negotiations are a farce. They arrive at the talks with their minds made up and expect us to make all the concessions. This is what the strike is really all about," he says. He adds that only if the employers make it clear they are prepared to "negotiate in good faith," will the NUM be prepared to talk further.

Liebenberg replies that employer representatives, like unions, negotiate in terms of mandates given by their principals. "Good-faith bargaining does not mean a totally open-ended brief," he says. Anglo American industrial relations consultant Bobby Godsell concurs. "We want a settlement. A strike will not be good for the industry, shareholders, workers or the country. But we cannot settle at any price."

Liebenberg is sceptical about NUM claims that it can mobilise nearly a quarter of a million workers in a strike. "It can probably measure its strength by the strike ballot result — about 65 000. But, even then, it is necessary to take account of the voting irregularities," he says.

But, counters a NUM spokesman, more people would have voted were it not for management obstruction. She adds that Gold Fields and Rand Mines members, who were not balloted because of union disagreements with management over procedures,

indicated strong support for the strike at the conference.

Ramaphosa says the NUM is not calling for strike action at mines where it has members but is not recognised. But, he adds, some members at these mines have indicated their intention to participate, "and if they do we will support them."

He says that the conference had detailed discussions on conduct during the strike, and the union will be issuing thousands of pamphlets in an attempt to ensure that no violence ensues. He says there will be no intimidation of people who wish to work. "Members contravening the call will be subject to disciplinary action in terms of the union constitution. This can amount to suspension of membership or expulsion. No action can or will be taken against non-members," he says.

The chamber has welcomed this undertaking, but adds that if it is adhered to "the majority of employees will go to work."

So SA waits for the big bang. Given the intransigent stance of the parties, it appears that nothing less than a last-minute compromise can avoid a strike. Right now this looks unlikely. A call for mediation now would imply loss of face. Resources of tolerance and patience appear exhausted. But there is a great deal at stake. ■

PARTY POLITICS

Congress time, ahoy

The State of Emergency and related crises have compounded already complex problems facing the main white political parties as their annual congress season draws near. There is little doubt that the current situation will be uppermost on agendas of both the ruling Nationalist and opposition parties.

In particular, key tests await the National Party (NP) at its two main congresses in Pretoria (starting September 19) and Port Elizabeth (September 30), and the Progressive Federal Party (PFP) at its federal congress in Durban, starting August 30. Besides the Pretoria and Port Elizabeth congresses, the two other NP congresses will be in Bloemfontein on September 9-11, and in Durban on August 15-16.

Ironically perhaps, the State of Emergency could make President P W Botha's task at the congresses easier than might have been the case. It has become clear that NP leaders have lost the close touch they once had with grassroots supporters. In this climate, many expect government to make important policy announcements aimed at dealing with the

Union talks go on without two groups

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UNITY talks for a proposed super-federation of trade unions took place this week without the participation of two large union groupings

This follows the withdrawal of the Council of Unions of South Africa (Cusa) from the talks and the exclusion of the Azanian Congress of Trade Unions (Azactu) by organisers.

Although talks between remaining unions are unlikely to flounder, hopes for widespread unity have been scotched by ideological differences

The major stumbling block revolves around the issue of black leadership. The 18-odd unions affiliated to Cusa and Azactu believe in black leadership and Black Consciousness, while the others support non-racialism.

The unions believed to be participating in the talks include eight affiliated to the Federation of South African Trade Unions (Fosatu) — the National Union of Mineworkers (NUM), the General Workers' Union (GWU), the Cape Town Municipal Workers' Association (CTMWA), Food and Canning Workers' Union (FCWU), the Commercial, Catering and Allied Workers' Union

6. Day 9/8/85
CLAIRE PICKARD-CAMBRIDGE

(Ccawusa) and some unions affiliated to the United Democratic Front

Principles for unity include

- That unions accept the principles of non-racialism,
- Present union federations should disband,
- General unions disband and move towards grouping on an industrial basis,
- That unions in the same industry merge and form one union

The withdrawal of Cusa is regarded as disappointing by some for it was included in the original initiation of unity talks as far back as 1981

However, the NUM, which disaffiliated from Cusa over the weekend, said it had done so because of Cusa's "lack of seriousness" regarding moves towards the new federation

Azactu co-ordinator Pandelani Nefalhovdo confirmed yesterday that they had received a letter from organisers informing them that the nine Azactu unions would not attend the next unity meeting

The countdown to a strike on 29 gold and coal mines in South Africa has begun. The cost of such an action would run into millions. The human costs would be incalculable. SHERYL RAINE traces the development of the National Union of Mineworkers and examines the strike issues.

Countdown to a strike

3/1/85
10/1/85
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JOHANNESBURG. — The small room was crammed with media people. Union files were stacked on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Motlatsi shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week.

At the Chamber of Mines building, Press conferences take place in a high-ceilinged, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant flexing its newfound muscles, maturing quickly but still fraught with growing pains.

The Chamber is an established giant trying to cope with a changing labour-relations field. And the changes have come rapidly.

Barely three years ago there was no NUM. Now the union is threatening to call out on strike 240 000 mineworkers on 18 gold and 11 coal mines.

The number, threatens NUM, could hit 400 000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 14.1 percent to 19.6 percent.

What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66

There is no doubt that the battles have begun.

Born in 1982 out of a resolution adopted at the national congress of the Council of Unions of South Africa (Cusa), NUM came into being in reaction to Western Transvaal mine riots.

This week the union disaffiliated from Cusa in order to continue to take part in important unity talks for the formation of a federation of emergent unions in South Africa.

Recruiting strategy

NUM's signed-up members now total 150 000 and paid-up members 100 000 according to union figures.

Mining houses deny this and put the membership at about 80 000.

The union's early recruiting strategy was to sign up team leaders, supervisors and administrative workers. This gave it a core of more permanent members than underground migrant labour.

More recently NUM has recruited migrant labourers at all levels. Its president is a Lesotho national.



Mr Cyril Ramaphosa

Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him

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What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66 a month, bringing the minimum wage up to between R160 and R521.

Increases for underground workers ranged from R25 to R69 a month, bringing the minimum wage up to between R191 and R595 a month.

The union demanded increases ranging from R37 to R122 a month for surface workers to bring their minimum wages to between R173 and R577 a month.

Labour battles

For underground workers NUM demanded increases ranging from R45 to R142 a month, which would bring the minimum monthly wage to between R211 and R668.

Other disputes include the issue of NUM participation in job reservation talks with white mine unions, leave and death benefits.

Labour experts have often predicted that the country's fiercest and most important labour battles would begin when black mineworkers mobilised and that the socio-political implications would be far reaching.

Born in 1932 out of a class of 51 adopted at the national congress of the Council of Unions of South Africa (Cusa), NUM came into being in reaction to Western Transvaal mine riots.

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At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him with respect.

Lost man-days

In the first 18 months of its existence, the union was not involved in any major strikes.

However, in the first quarter of this year it accounted for nearly 170 000 lost man-days due to strikes, compared with about 70 000 lost man-days from strikes in all other sectors put together.

It was NUM which launched the first legal strike by black mineworkers, last September. Although agreement between the Chamber and NUM came at the last minute, it was too late to avert a strike.

The union claims that at one time 64 000 mineworkers were on strike. The union won some concessions and, it says, thousands of new members as a result of the strike.

Violence flared however and the human costs are still being reflected in civil claims for alleged shootings, assaults and unlawful arrests.

Chamber digs in ~~over~~ ⁽²¹¹⁾ mining wage offer ^{B. Day 12/8/85}

CHAMBER of Mines president Clive Knobbs said the chamber did not intend increasing the wage offer made six weeks ago

Commenting on claims that it intended revising its offer to the National Union of Mineworkers, he said the offer was an "extremely good one"

It was implemented on July 1
The chamber saw no reason why an-

other offer should be made — especially as the workers had accepted the wage increases, he said

At a mass meeting at Welkom last weekend the NUM voted for a strike from August 25 at the 18 gold mines and 11 collieries where the union is recognised. The union also announced that a boycott of white businesses would come into force in towns near the affected mines on Wed-

nesday last week unless the State of Emergency were lifted. The boycott failed to materialise, but a union official said it was still being organised at mine level

A trade union official told 3 000 people at the University of Cape Town on Friday that other unions would support the strike — Sapa

211
B. Day 14/8/85
Strike talks inconclusive

AN NUM-Chamber of Mines meeting ended inconclusively yesterday after talks over the union's threatened mass strike.

A chamber statement said it had invited NUM representatives to discuss the union's intended strike. Both parties restated their positions but no decisions were taken.

The meeting was the first between the parties on this issue since deadlock was reached on June 28.

The chamber denied that it would increase its basic wage offer — ranging between 14.1% and 19.6% — which was implemented on July 1 for the 550 000 gold and coalminers on chamber-member mines. It added that the wage in-

CLAIRE PICKARD-CAMBRIDGE

creases, combined with improvements in other benefits, represented an increase of 32% for black workers on gold mines and 40% on coal mines.

The NUM, which claims a signed-up membership of 150 000, is demanding a 22% across-the-board increase. It is also demanding other improvements in employment conditions and participation in talks between the chamber and the white Mineworkers' Union on the scrapping of job reservation.

Abolition of the scheduled person definition will end job reservation in 13 white-only job categories.

B Day 14/8/85
Braai 'fight'
leads to
strike vote

CLAIRE PICKARD-CAMBRIDGE

MEMBERS of the right-wing white Mineworkers' Union have voted to strike at Matthey Rustenburg, JCI's platinum refinery in Wadeville, after the dismissal of a white worker who allegedly assaulted a black worker

However, MWU general secretary Arrie Paulus said yesterday that the union was trying to arrange a meeting with management before going ahead with a stoppage.

The MWU declared a dispute with the company over the dismissal of employee Piet Robbertze, who is understood to have been involved in a series of racially-linked incidents

The company declined to comment yesterday

Paulus said that the alleged incident had occurred at a multi-racial braai held on company premises in March. A black worker had gone into the toilets and claimed he'd been assaulted by Robbertze

The MWU declared a dispute with the company over Robbertze's dismissal which followed a disciplinary hearing and an appeal.

Minister of Manpower Pietie du Plessis refused to appoint a conciliation board to resolve the issue and the Industrial Court was unable to prove that Robbertze had been responsible for the alleged assault. A status quo order for temporary re-instatement compelled the company to restore Robbertze to the payroll although he was not allowed to work.

Paulus said that the temporary provision had expired at the end of last month and members were now determined to take action to have him reinstated.

Strike only days away

W/...
M... Weekend Argus
Correspondent 211

JOHANNESBURG — Just eight days before the strike date set by the National Union of Mineworkers (NUM) there seems to be little hope of a settlement between the union and employers — at least according to recent statements by both parties

The union has a wage dispute with the Chamber of Mines and other mining concerns

It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the chamber unless settlement is reached

The union is asking for an across-the-board 40 percent rise, which would bring minimum wages for surface workers to between R173 and R577 depending on job grade

Minimum rates for underground workers would be raised to between R211 and R668

The chamber's offer, rejected by the NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R524

Underground rates were increased to between R193 and R600

Fringe benefits

The chamber argues that, coupled with employees' fringe benefits, its offer is "reasonable" The fringe benefits amount to R122

But the union's general secretary, Mr Cyril Ramaphosa, says the dispute was over earnings and had nothing to do with fringe benefits

Mr Ramaphosa says workers were still determined to go on strike but would accept a realistic offer.

The chamber has also said it was willing to consider realistic proposals from the union

A dispute as miner's strike looms

The Argus correspondent in Johannesburg reports on a legal wrangle over the possibility of this month's miner's strike spreading to mines where the National Union of Mineworkers is not officially recognised

AS the build-up to the proposed wage strike by black miners grows, so does debate about the legality of potential strikes on mines where the National Union of Mineworkers (NUM) is not recognised

The NUM has claimed majority support for a strike among the more than 200 000 black mineworkers at 29 Chamber of Mines mines

But the chamber says the union is recognised at only 27 mines after it lost recognition in June at two of the mines, East Driefontein and Coalbrook

The NUM publicity officer, Miss Manoko Nchwe, said that while the union had not gone out of its way to

organise strikes at mines where it was not recognised, chances were that workers at these mines would support the strike

If workers at non-recognised mines also struck the total number of workers on strike could reach 400 000

Miss Nchwe said the union's legal advice was that wage negotiations with the Chamber of Mines had covered the mining industry's entire black workforce

A leading Johannesburg labour lawyer says that a strike by workers at non-NUM-recognising mines would be legal — if wage negotiations had covered all the black miners in the industry.

"According to section 65 of the Labour Relations Act, no employee may strike until a dispute has been referred to the Conciliation Board. The wording suggests that a person does not have to be a member of a union to take part in such a strike"

However, the chamber's industrial relations adviser, Mr Johan Liebenberg, said the dispute affected only those mines where the NUM was recognised and a strike by workers at other mines would be viewed as illegal

The chamber has also rejected the results of a strike ballot held by the NUM last month, claiming "widespread irregularities"

NUM bid to head off strike

B. Day 20/8/85

CLAIRES PICKARD-CAMBRIDGE

THE National Union of Mineworkers has presented a revised package of demands to the Chamber of Mines in an attempt to avert next week's threatened mine strike.

It was not clear last night whether the new package would contain enough concessions to lead to a last-minute agreement. A union spokesman said they were still demanding a 22% across-the-board increase

Instead of demanding May Day as a paid holiday, however, the NUM now wants workers to be let off early on May 1.

The NUM is no longer demanding participation in all the talks between the Chamber and white miners on the scrapping of job reservation. Instead, it says it will agree to separate talks between the chamber and various unions, although it wishes to be party to a joint meeting before agreement is reached on the issue.

Indications are that both parties may be looking for a settlement before Sunday but there is still a gap to be bridged in union demands and the Chamber's offer of the 14.1% to 19.6% increase which was implemented on July 1

Representatives from both parties met yesterday at the request of the union. This was the second meeting since a deadlock was declared on June 28

A Chamber spokesman said its representatives would convey the union's revised demands to its principals and that another meeting between the parties might be held in the next two days.

The United Democratic Front has expressed its "total support for the demands of the NUM" and is calling on the Chamber to accede to worker demands.

The UDF warns that it is considering united action if violence is used against mineworkers in the event of a strike. It says it is also establishing strike solidarity committees throughout the country.

Meanwhile the NUM says its boycott of white shops in most mining areas is likely to start on Friday

SAPA reports that the Federation of South African Trade Unions (Fosatu), the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union (Ccaawusa) and the Cape Town Municipal Workers Association, have expressed support for the miners.

Strike threat
ACCAS 20/8/85
Miners revise
their proposals

Argus Correspondent

JOHANNESBURG. — In an apparent bid to avert a strike at 29 gold and coal mines, the National Union of Mineworkers (NUM) has tabled revised proposals in negotiations with the Chamber of Mines.

A union statement after yesterday's meeting said the revised proposals were that workers be allowed to finish two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all parties hold joint negotiations before agreement is reached.

PAY INCREASE

But the union's demand for a 22 per cent across-the-board pay increase remains

The NUM's original demands had included that May 1 be recognised as a public holiday and that the union be included in negotiations on job reservation with white unions.

The chamber had said it would refer the revised proposals to its principals and hold further negotiations tomorrow, she added.

A chamber statement confirmed that the NUM had presented a revised set of demands during a meeting which had been requested by the union.

The chamber's representatives had undertaken to convey the union's demands to their principals and it was possible that another meeting would be held within the next two days.



THE NATIONAL Union of Mineworkers delegation led by general-secretary, Mr Cyril Ramaphosa (right), leaving the Chamber of Mines' offices after a meeting yesterday.

...fong Hospital, near yesterday claimed on colleagues die weekend after they had unsuccessfully tried to contact the person in charge of the nurses' home for four hours.

The students, who refused to be identified for fear of victimisation, said the main gate leading to the nurses' home was always locked and the nurses could only contact the person in charge through the intercom

Desperate

"The woman either ignored our desperate calls for help or was fast asleep. It was only after we had contacted our colleagues who were working at the theatre that we finally took the sick nurse to the casualty ward, where she died a short while later," one of the students said.

Dr D van Rooyen, superintendent of Kala-fong Hospital, said he could not comment but promised to investigate.

211

~~NUM~~

20/8/85 SOWETAN

NUM makes new demands

THE National Union of Mineworkers and the Chamber of Mines met yesterday to discuss revised NUM demands.

Although neither party disclosed details, *Sapa* reports that NUM upped its pay demands to 22 percent across the board when it tabled its revised proposals.

The union had earlier sought 20 percent increases, said NUM official Miss Manoko

By
JOSHUA RABOROKO

Nchwe

Miss Nchwe said other revised proposals were that workers be allowed to knock off two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime," but that all interested parties hold joint negotiations before

agreement was reached. The meeting took place in a tense atmosphere behind closed doors.

The NUM delegation, led by its general secretary Mr Cyril Ramaphosa and president Mr J M Motlatsi, presented revised demands to the chamber.

The chambers' industrial relations adviser, Mr Johan Liebenberg, told *The SOWETAN*

after the meeting that the NUM made revised demands. He would not give details of these demands.

"We are calling on our members to consider the proposals and another meeting will take place soon," he said. He speculated that the meeting might take place tomorrow.

NUM's spokesman said "We approached the chamber to see whether they will be prepared to listen to our demands."

The spokesman would not give details of the revised demands for what they described to be "strategic reasons."

The parties have deadlocked on several issues and the union has called for a national strike on August 25 - - -

In your SOWETAN today

- We FOCUS on a mother's anxious search for her 15-year-old daughter detained under the emergency regulations, and on other children in jail.
- The SOWETAN Spotlight team visit a township "where virtually nothing ever happens" — and find that things DO happen

- Showbiz writer Elliot Makhaya gives you a close-up of Abey Cindi, consistent and inexhaustible musician
- Nat on Tuesday, a must for your Tuesday morning chuckle...

And lots, lots more in your brighter SOWETAN.

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Last-ditch mine talks under way

22/8/57

CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers and the Chamber of Mines were holding intensive last-minute talks yesterday in an attempt to reach agreement before threatened strikes now only three days away.

The NUM's revised demands, presented to the Chamber on Monday, have fuelled speculation that a strike could be averted.

The two parties met yesterday afternoon and adjourned just before 6pm, with the intention of resuming them at 9pm. Neither party would reveal what the developments were at that stage.

The NUM is still demanding an across-the-board increase of 22%, as against the Chamber's offer of 14.1% to 19.6% which it implemented on July 1.

However, the union has agreed to accept current conditions regarding annual leave, working hours, and leave and shift allowances.

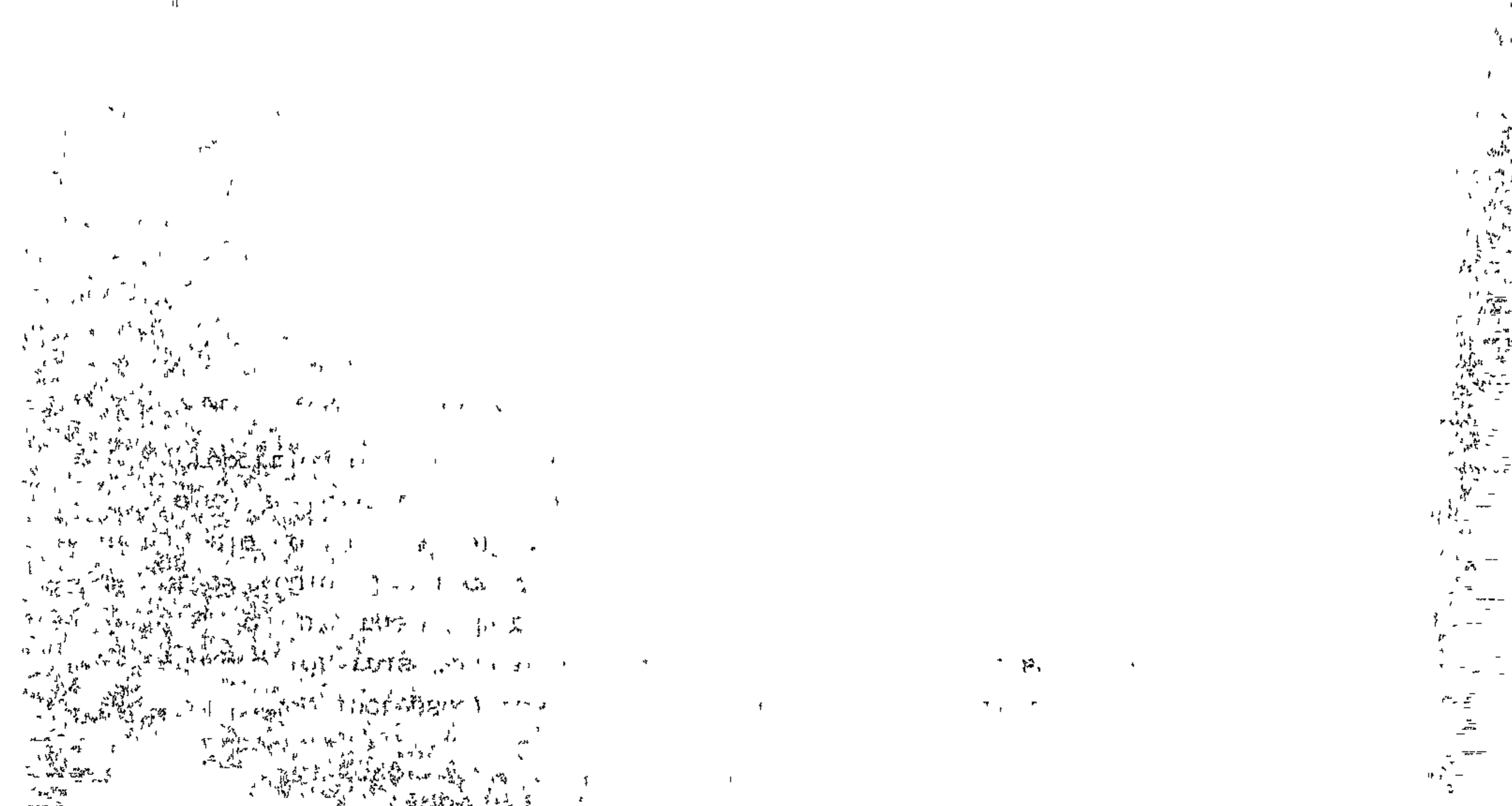
It also wants workers to finish two hours early on May Day, instead of de-

manding the day as a paid holiday. It accepts that it will not participate in all the talks between the Chamber and white miners on the scrapping of job reservation.

Instead, it is agreeing to separate talks between the Chamber and the unions, as long as it is involved in at least one joint meeting before an agreement is reached.

The Chamber previously estimated that the union's demands represented an increase of 32% on gold mines and 41% on collieries. It is understood that the NUM's revised demands represent little more than 22%.

The union has threatened strikes at the 29 gold and coal mines of Chamber member where the NUM was recognised before deadlock was reached in negotiations on June 28. NUM recognition has subsequently been withdrawn at two Gold Fields-administered mines.



Mine strike postponed as wage offer amended

By Mike Siluma and Sheryl Raine

STAR 22/8/85
The National Union of Mineworkers has postponed a strike planned for Sunday — involving 29 mines and a potential 240 000 black miners — until September 1 to discuss new and complex wage offers made by mining houses

Negotiations with the Chamber of Mines started at 4 30 pm yesterday and carried on into the night, ending at 2 30 am today. The union agreed to present various new wage offers to members on 18 gold and 11 coal mines for consideration

The NUM will report back to employers on August 28

GUARANTEE GIVEN

Last night the chamber asked for and was given a guarantee by the NUM that no premature industrial action would be taken by the union on recognised mines and the NUM has undertaken to do all it can to avert industrial unrest on unrecognised mines where it has members

Mine security personnel are, however, on the alert. The president of the chamber, Mr Clive Knobbs, claimed there had been intimidation on mines affected by the current negotiations

The most significant move in the latest talks is that parties to the chamber broke ranks to make separate wage offers. Until now the chamber has stood firmly united

Labour relations consultants today viewed the multi-faceted chamber offer as a significant crack in the formidable facade of the mining industry and an important victory for the NUM

211
First signs of movement on the deadlock between the union and the chamber came on Monday when the union compromised on leave demands and job reservation talks

When the parties met again yesterday employers made new wage offers, some of which fell far short of union demands

The Chamber of Mines implemented wage increases ranging from 14,1 to 19,6 percent on July 1. The union was demanding a 22 percent across-the-board rise

New offers follow warnings from various quarters of immense suffering and violence in the event of a strike

The latest offers tabled by the mining houses early today were as follows

- Anglo American, which would be the worst affected if the NUM were to call a strike, offered additional wage increases amounting to 2,8 percent which would have the effect of increasing wages by a total of 16,9 percent to 22 percent. Anglo also offered a 10 percent increase in holiday leave

INCREASED LEAVE

- Rand Mines offered an additional R4 a month on coal mines and a 10 percent increase in holiday leave allowance on gold mines

- Gold Fields and Anglovaal offered a 10 percent increase in leave

- Gencor refused to make any offer

The possibility of a strike still cannot be ruled out but there appears to be hope that industrial action can be averted at Anglo American mines. A strike is more likely at Gencor, Gold Fields and Anglovaal mines

CAG Times 23/8/85 211

Offers by mines leads NUM to delay strike

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American, the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large-scale strike by the National Union of Mineworkers (NUM)

The NUM yesterday announced that it had postponed for a week the strike which was due to start on Sunday, to report back to its members the Chamber's revised offer

The Chamber, with the exception of Gencor, is offering an increase of 10 percent to the annual holiday leave allowance, but no improvements in basic wages

One other mining house, Rand Mines, like Anglo is offering additional increases of R4 across-the-board to workers at its collieries

The new offers are in addition to the increases of between 14,1 and 19,6 percent which the Chamber paid at the start of July this year

The NUM has decided to recommend neither acceptance nor rejection of the revised offer which was placed before it at a marathon meeting which ended in the early hours of yesterday morning

The offer by Anglo, which employs about 80 percent of the union's membership, affects workers on its gold and coal mines and amounts to increases of between 17 and 22 percent in response to the NUM's demand of 22 percent across the board

Mr Johan Liebenberg, the industrial relations adviser to the Chamber, told a press conference yesterday that the "conciliatory" move by the Chamber was a new development

"The chamber's wage offer does not apply across the board to all union members on all recognized mines," he said

"Mining houses other than Anglo and Rand Mines felt that the increases granted in July were more than fair and were generally well accepted by their employees"

Anglo makes new mine wage offer

Transvaal Bureau addition to the increases
JOHANNESBURG of between 14,1 and 19,6
Anglo American, the per cent which the
largest of the mining chamber paid out to
houses, has broken black miners at the be-
ranks with the rest of the ginning of July this year
Chamber of Mines in The union has decided
offering new wage in- to neither recommend to
creases to avert a large its members that it
scale strike by the accept or reject the re-
National Union of Mine-vised offer which was
workers (NUM), placed before it at a

The union announced marathon meeting which
yesterday it had post-ended in the early hours
poned the strike due to of yesterday morning
start on Sunday, for a The offer by Anglo,
week while it reports the which employs about 80
revised offer to its mem- per cent of the union's
bers .. **DISPATCH** membership, affects

The chamber, with the workers on its gold and
exception of one mining coal mines and amounts
house, Gencor, is offer- to increases of between
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day leave allowance, but demand of 22 per cent
no improvements in across-the-board
basic wages 23.05.65

One other mining the industrial relations
house, Rand Mines, is, adviser to the chamber,
like Anglo, offering told a press conference
additional increases of yesterday that the "con-
R4 across-the-board to- ciliatory" move by the
workers at its collieries chamber represented a
The new offers are in new development

MINE LABOUR (211) ~~211~~

Last minute talks

A flurry of eleventh-hour activity has raised real hopes that the strike in the mining industry due to begin on Sunday can be averted Following last week's exploratory

FM 23/8/85

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talks between the Chamber of Mines and the National Union of Mineworkers (NUM), the union initiated a further meeting on Monday where it tabled a revised set of demands

The NUM's wage proposal remains the same — 22% across-the-board. But it has dropped almost all of its demands relating to other aspects of working conditions. The one exception is a demand that workers should be released from duty two hours early on May Day. The union previously demanded a full day's paid leave on May 1.

It has decided to accept the *status quo* in working hours, leave and shift allowances and annual leave. It has also accepted that it need not be involved in the talks with white miners over the scrapping of job reservation, and will hold separate discussions with the chamber on the issue. However, it does wish to be party to a joint meeting before the chamber formalises an agreement with representatives of white mine labour.

According to chamber estimates, the previous NUM demand represented an overall increase of 32% on gold mines and 41% on coal mines. The latest proposal is only fractionally above 22%. NUM general secretary Cyril Ramaphosa considers it a substantial move. "We have done this for the sake of reaching agreement. The chamber's response will indicate how serious they are about wanting a settlement," he says.



NUM's Ramaphosa ... trying to avoid a strike

At the time of going to press the chamber's principals were considering the proposal in preparation for a further mid-week meeting. With negotiations at a delicate stage, industry spokesmen were unwilling to comment on prospects for a settlement.

The NUM proposal applies to the chamber's Employment Bureau of Africa (Teba) in addition to gold and coal mines. Although negotiations are separate, settlement on the mines would most likely lead to a settlement of the Teba dispute.

The NUM dispute with De Beers Namaqualand was settled last week. The parties have agreed to a 12% wage hike —

this a compromise over the NUM's 15% demand and the company's 11% offer. They agreed to postpone discussions on other matters in dispute including merit increases, May Day, travel allowances and maternity leave.

The one wage dispute which shows no signs of progress is at Rand Mines' Duvha Colliery where the NUM represents a majority of the 971 black work force. A conciliation board meeting last Thursday ended in deadlock and there are no plans for further discussions. Ramaphosa says a strike, beginning on Sunday, is likely. Duvha MD Alan Cook says the union and the company were "miles apart" at the conciliation board meeting. He says wage increases implemented on June 1 were generally well-received. ■

BOTHA'S MANIFESTO

Between the lines

Political analysts are still trying to work out what State President P W Botha's "Political Manifesto" really is all about. What, they ask, was there in the speech that could possibly amount to "crossing the Rubicon?"

At least two Cabinet Ministers — Pik Botha and Chris Heunis — and one deputy Minister — Louis Nel — frantically tried afterwards to tell the world why the speech was so important, but they merely succeeded in confusing the issue even more.

The President made only one thing abundantly clear: government does not intend releasing Nelson Mandela from prison.

Clearly, there is some in-fighting in the Cabinet. Despite his denials, Pik Botha *did* oversell the President's speech in Vienna. And Gerrit Viljoen *did* warn beforehand that everything that is said, must be within the parameters of grand apartheid. And F W de Klerk *did* make it clear that he would have had problems if the President had gone too far.

Conservative Party leader Andries Treurnicht touched a raw nerve when he appealed this week to "Cabinet ministers such as F W de Klerk, Louis le Grange and Hendrik Schoeman, who do not believe in powersharing with blacks," to make a stand against it.

Some NP-watchers believe that P W Botha's pathetic performance in front of the world's media could shorten his term as president. He was apparently planning to step down as president and NP leader some 18 months before the 1989 general election to give the new man a chance to dig himself in, but now it is rumoured that he may have to do this towards the end of next year. Many leading Nationalists are said to come to the conclusion that their leader has, in fact, got feet of clay. This can also heat up the race for the presidency between Heunis, De Klerk, Pik Botha and Viljoen — with Viljoen the current favourite.

Last Thursday's address was supposed to have contained an announcement of SA citizenship for all blacks, but Botha only got as

far as repeating the old policy that no homeland will be forced to accept independence, and blacks with tribal ties to such a non-independent homeland are still regarded as SA citizens. He said exactly this in April.

The next day Foreign Minister Pik Botha actually went further. He explained in a TV interview that government's policy is that an independent homeland can now *revoke* independence and its citizens can regain their SA citizenship.

That sounded like real progress. But then Constitutional Development and Planning Minister Chris Heunis muddled it again when he told a TV interviewer on Sunday night "As regard the citizens of these (independent) states, the President has indicated before, and he has repeated that indication, that the question of restoration of citizenship to those citizens living within the borders of SA, is a matter that has been negotiated and discussed with the leaders of the independent states."

When asked whether that meant states may be given the option to relinquish independence, he replied. "I don't think it is for SA to decide whether they want to be independent or not. That is a decision that had been taken by those countries and they are, in this case, the masters of decision in this regard."

And, when asked whether a request to give up independence would be sympathetically considered, Heunis said. "No, there are no indications in this specific regard. As a matter of policy, the SA government still believes that the granting of independence is part of the solution in relation to the political development of the black communities."

Thus, on the question of citizenship there seems to be no change. A fourth generation Xhosa-speaking Sowetan is still a citizen of Transkei or Ciskei. The chances that a Mantanzima or a Lennox Sebe is going to give up "independence" and power are very slim indeed.

Speculation also had it that the President was going to say something important on influx control. He merely said he considers it outdated.

As long ago as on July 26 this year, Co-operation and Development Minister Gerrit Viljoen said on TV that the influx control laws will be totally revised in the next parliamentary session. The changes, he said, will be to make it as easy for blacks to urbanise as it is for other groups, and to scrap the parts of the present Act that make provision for jailing blacks for technical offences relating to carrying their pass books on them all the time.

Botha also stubbornly told the world that he is not going to make a statement of intent. "I am not prepared to make it. Not now and not tomorrow," he said. He added that he believed it wrong to prescribe the structures within which future political participation for all South Africans will take place.

It was another clear example of the contradictions that now riddle Nationalist thinking. Three days before the Durban speech,

NEGOTIATION POLITICS

Now for Mandela's Rubicon

The chances of a negotiated settlement between government and the outlawed African National Congress (ANC) are now virtually nil. There can be no other conclusion after Nelson Mandela's rejection of the notion of a national convention leading to peaceful, if radical, change in SA.

Declared Mandela "The time is past for a national convention — all there is to talk about now is the mechanics of handing over power to the people of South Africa."

But government too has contributed to the death of conciliation politics. In his much-vaunted Durban address State President P W Botha remained implacably opposed to letting Mandela out of jail. Nor would he commit himself to a statement of intent to share power with blacks. The latter is something even moderate leaders like chief Mangosuthu Buthe state as a precondition for negotiation.

Botha and some of his colleagues in the Cabinet have also made it clear that they will modernise apartheid but never dismantle it.

Minister Chris Heunis talks of negotiations that must be secret, and Botha says that "at the correct time I and other heads of government together with other leaders of goodwill will also be able to take part more directly in this process."

Botha's snub of Bishop Desmond Tutu and his fruitless meeting this week with the leaders of five major churches will also not help create an atmosphere of negotiation.

The impact of Mandela's militant announcement, conveyed by his lawyer only hours before State President Botha's "Rubicon" speech, was perhaps lost in the intense media focus on P W Botha at Durban. But it restates the real position of the ANC, and reinforces its commitment to stepping up the "armed struggle," which the organisation recently announced anyway.

Further, Mandela's reported pronouncements cast doubt upon the efficacy of Botha's new deal commitment to negotiate with black leaders — although the undertaking only applies to what Botha termed representative black leaders, which means, in the NP lexicon, self-serving tribal elitists.

Almost as though anticipating that Botha's "watershed" speech would fail to meet expectations, Mandela, according to his lawyer Ismail Ayob, said that Botha

"knows very well that he will one day have to dismantle apartheid whether he likes it or not and allow all political prisoners to walk home free men." Ayob also revealed that speculation about his release had made no difference to Mandela who believed "government is the only one who has to speculate."

Earlier, Mandela's wife, Winnie, brought the news that her husband had challenged the State President to meet with him in jail.



Winnie Mandela ... a message from Nelson

This has been welcomed by the general secretary of the SA Council of Churches, Beyers Naudé, who says such a meeting could do a lot to defuse tension in SA.

According to Wits University's Tom Lodge, Mandela's statement is in direct response to the question of power-sharing which has come to the fore in recent months (and which may have involved his release). And it probably also takes into account the hardline Kabwe decisions. "I suspect Mandela is making it quite clear that the kind of negotiation possibly being considered by the National Party is not acceptable to him," says Lodge. By his statement, Mandela thus also seems to want to rule out once and for all any possibility of his conditional release. It appears he wants no trade-off and is confirming that his stance is no different from that of the external ANC. Mandela's statement, argues Lodge, must be seen as "trying to pre-empt the possibility of him being released as the focus of a loyal internal opposition." However, Mandela's uncompromising declaration is not in fact a departure from ANC policy.

The ANC has traditionally always talked in terms of the seizure of power, and not of a

national convention. The latter has never strictly been its policy and certainly was not when Mandela was imprisoned in 1964, says Lodge, who is the foremost academic expert on the organisation. The hardline stance was confirmed at the ANC's Kabwe congress (*Current Affairs* June 28) where the question of negotiation with government was fully debated and rejected by increasingly militant delegates.

Yet, in recent times and before Kabwe, the ANC did not seem to reject negotiation out of hand — provided certain preconditions were met. Essentially these were an evident intention to dismantle apartheid as the common agreed goal of both parties, and that the negotiations be open and take place with the consent of all people's organisations inside and outside the country, including political prisoners.

There were indeed divergent views within the ANC leadership on how and whether the mood for negotiation ought to be exploited, and about what public posture should be adopted in this climate. Some ANC figures sounded conciliatory, others not for fear of being compromised. This is not to suggest

any ideological split over the question, simply a tactical difference.

Lodge reckons that the ANC's somewhat more conciliatory line prior to the Kabwe conference may have been intended to appeal to as broad a constituency as possible. It would also have taken into account the position of internal groupings, such as the United Democratic Front (UDF) which does call for a national convention.

Mandela's stance thus underlines the strategic differences between the UDF and the ANC, and demonstrates the UDF's ideological autonomy. It would also seem to strengthen the position of the UDF leaders currently on treason trial by highlighting their differences over a national convention and a negotiated political settlement. ■

MINE LABOUR

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Last minute talks

A flurry of eleventh-hour activity has raised real hopes that the strike in the mining industry due to begin on Sunday can be averted. Following last week's exploratory

Miners hold back on strike action

By ZB MOLEFE

THE massive strike which threatened South Africa's mining industry is off - for now.

The National Union of Mineworkers and the Chamber of Mines have provisionally called off Sunday's strike, and will resume talks next week.

And by yesterday, mine managements were keeping their fingers crossed that the industry's 550 000 black employees would accept this week's new pay package

Sunday's strike, besides shaking the country's coal and gold industries, would have only added to the tension in South Africa's townships, which are already reeling from security force raids and other upheavals

There were also shudders throughout the economy when it became known that organisations like the United Democratic Front would back the striking miners

The UDF has already mobilised massive consumer boycotts throughout the country, and there were fears of further



solidarity action with striking miners

This week's Chamber of Mines offer, which was released early yesterday, means that Sunday's strike has been effectively postponed to September 1

This will, however, depend on next Wednesday's talks between the two parties when Num reports back on its members' response

In a statement hours after the talks, Num said "The Chamber presented extremely complex offers to our union which, if accepted or rejected outright, could have divided our membership"

Num also pointed out that the offers were not uniform and in some respects were "far too short of what we had demanded"

In some respects, though, they were "close to what we had demanded"

This week's offer varied between the five owners of the country's 29 mines

A breakdown of the offers are

- Anglo American Offered an extra 28 percent, increasing black wages from between 16,9 percent and 22 percent
- Rand Mines Offered an additional R4 to black miners on its coal mines and an additional 10 percent increase on holiday leave allowance for black employees on its gold mines
- Goldfields and Anglo Vaal Offered only a 10% increase on holiday leave allowance
- Gencor Refused to make any offers

Commenting on the offers, Num said it found that Goldfields, Rand Mines and Anglo Vaal were the most unacceptable - while the Anglo offer "requires a further movement to enable us to reach settlement"

Violent strike warning

JOHANNESBURG —
South Africa's most powerful black union warned yesterday that crisis meetings of its members at vital gold and coal mines were likely to lead to a potentially violent strike on September 1

The National Union of Mineworkers (NUM) last week suspended plans for 230 000 miners to strike yesterday after a last-minute pay offer. But it said yesterday that mine owners were trying to split the union.

DISPATCH

Emergency meetings to decide on the offer began on Thursday and will continue until tomorrow.

26:08:85

The Chamber of Mines employers' group said on Thursday that mining companies had split into three groups to avert a strike.

Anglo American Corporation upped its pay offer while General Mining and Union Corporation stuck at 14.1 to 19.6 per cent rises. The NUM is seeking an across-the-board 22 per cent increase — Sapa-RNS

Miners hurt as violence flares

DISPATCH

2/11

Dispatch Correspondent

JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria at the weekend as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week.

At Iscor's Hlobane colliery near Vryheid in Natal more than 1800 miners downed tools yesterday afternoon after management informed them that they would not receive increases. Talks between management and union representatives were continuing, Sapa reported.

An Anglo American spokesman said there had been no unrest at any of their mines.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three per cent wage increase and the other mining houses marginal increases in fringe benefits.

A NUM spokesman said yesterday they had been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings.

A Gold Fields spokesman said they had offered the NUM the use of a hall at the training centre to address their members.

During the unrest, which started during the night shift on Sunday 13, miners were arrested and about 25 injured.

A spokesman for the SA Police said a large group of about 3000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five members of the SAP.

The spokesman for Gold Fields said about 300 workers were involved in an illegal picket of the hostel gates just before the night shift was due to begin and had been dispersed by the SAP and mine police.

25 Kloof miners hurt in night of violence

Call Trucks 27/8/85

211 213 43 432

From PHILLIP VAN NIEKERK

JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria on Sunday night as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week

And at Iscor's Hlobane colliery near Vryheid more than 1 800 miners downed tools yesterday afternoon after management told them that they would not receive increases

Iscor's public relations manager, Mr Piet du Plessis, said workers had been briefed last week that increases were ruled out because of the economic situation.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three percent wage increase and the other mining houses marginal increases in fringe benefits

An NUM spokesman said yesterday

they been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings

A Gold Fields spokesman said the open-air arena was for tribal dancing and they had offered the NUM the use of the training centre hall instead

During the unrest, which started during Sunday's night shift, 13 miners were arrested and about 25 injured as police used dogs, teargas and rubber bullets to disperse workers

An SAP spokesman said about 3 000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five SAP members.

But the mine spokesman said about 300 workers involved in an illegal picket of the hostel gates had been dispersed by police and mine police

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police were brought in to break up a peaceful picket, the workers were forced to go underground at gunpoint



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MINERS RUMBLING

AN official of the National Union of Mineworkers said yesterday it was the feeling of members to go out on strike on September 1 "because they were being divided by the latest pay offers from mine managements"

By JOSHUA RABOROKO

The NUM last week suspended plans for over 240 000 miners to go on strike on August 25 after a last minute pay offer

SA (Seifsa).

Emergency meetings to decide on the offer began last Thursday and will continue today.

The company then made certain demands which made the workers to reject the offer. These demands included health and safety measures at the plant.

A union spokesman said. "The feeling of our members is that they want to go out on September 1 because they feel they are being divided by the latest offer".

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Anglo American Corporation upped its pay offer while General Mining Corporation stuck at 14,1 to 19,6 percent rises. The NUM is seeking an across-the-board 22 percent increase.

Meanwhile, about 150 members of the Fosatu-affiliate Metal and Allied Workers Union (Mawu) who went on strike last week in support of plant level bargaining at a British multinational. Frys Metal in Wadeville, returned to work yesterday.

Mawu's Transvaal secretary, Mr Moses Mayekiso said the company had originally agreed to grant workers a 17c rise outside wages negotiated with the Steel Engineering Industries Federation of

Sowetan

27/8/85

SOWETAN Thursday, August 27, 1985

CAPE/NATIONAL

ARGUS 22/8/85 (211)

Miners expect decision on pay increases today

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) expects to know today whether its members accept or reject a revised pay offer made by the Chamber of Mines last week, the secretary-general of the union, Mr Cyril Ramaphosa, said yesterday.

Mr Ramaphosa said the union had not been able to hold a report-back meeting at Kloof Gold Mine in the Western Transvaal because the owners, Goldfields of SA, had refused the union permission to use the mine's arena, which could hold 13 000 people

He said they were instead allowed to use a hall more than 1,5km from the mine hostel which could seat only 100 people

A spokesman for Goldfields said the company usually gave permission to the union to address miners in categories for which the union was recognised and the hall offered to the

union would have been adequate for the purpose

Kloof is the only mine which is known to have experienced unrest during the weekend, with management reporting pickets by more than 200 mineworkers

The union is to give its members its response to the revised offer tomorrow. A strike which was to have started last Sunday was postponed late last week to September 1

Other mines where the union has a dispute are those belonging to Anglo American, Gencor, Rand Mines and Anglo Vaal

Mr Ramaphosa said the union was expecting conciliation boards to try to resolve wage disputes with the Chamber's manpower-recruiting arm — Teba — and the Nuclear Fuel Corporation

He said the union would hold a members' meeting to decide on a course of action following a conciliation board deadlock with Duvha colliery

The union is demanding a 22 percent across-the-board monthly wage rise

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28/8/85

Colliery workers still on strike

The 1800 workers who
downed tools over wages
at Iscor's Hlobane coal
mine near Vryheid on
Monday were still on
strike late yesterday, an
Iskor spokesman said
today.

The spokesman said
workers had been told
they had to return to
work today. He would
only know later if they
had done so. STAR

The spokesman said
earlier the workers had
gone on strike after being
told they would not be
getting pay increases

They had initially ac-
cepted this but had
struck after National
Union of Mineworkers
(NUM) officials had
raised the issue anew
with management 2/8/85

The NUM general sec-
retary, Mr Cyril Rama-
phosa, said today mine
management had refused
to talk to the union and
would not allow officials
to enter mine premises.

He said the union had
no recognition agreement
with the mine yet

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DISPATCH (14) (211) (14)

Strike: miners decide

Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call the strike off at mines owned by two mining houses

A spokesman for the NUM said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines, involving more than

60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday.

29:05:85
And the union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The union announced its decision at a final meeting with the Chamber of Mines yesterday after a week spent reporting a fresh offer back to its members

The union said the chamber's partial offer made last week, in which Anglo offered additional pay increases, but most

of the other mining houses a 10 per cent increase in the holiday leave allowance, was not acceptable

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer

Anglo have been offering increases on average 2,8 per cent higher than the chamber's increases of July 1 over which wage talks deadlocked

The majority of the union's membership is on Anglo goldmines.

NUM to strike at five mines

29/8/85

(211) B. Day

THE National Union of Mineworkers is to go ahead with strike action which could affect 62 000 workers on Sunday at five gold mines and two collieries administered by Gencor, Gold Fields and Anglovaal.

The NUM said last night that these companies had refused to improve their offers to an acceptable level. They are calling for strikes at Hartebeesfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigation Colliery.

Rand Mines and Johannesburg Consolidated Investments (JCI) yesterday improved their offers for gold and coal mineworkers by an additional 2.8% in

CLAIRE PICKARD-CAMBRIDGE

wages and by 10% in the holiday leave allowance to bring them into line with Anglo American.

The union is recommending that members accept the offers from Anglo, Rand Mines and JCI and will inform the Chamber of their members reaction on Friday.

The union warn that if the affected mine managements take action against members, the entire membership of the union on all mines would take solidarity action "because Gold Fields, Gencor and Anglovaal have now become the enemies of all mineworkers".

Wage offer accepted, but 7 mines to strike

Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike on Sunday at seven mines where wage offers were rejected.

After a meeting with the Chamber of Mines last night the NUM said more than 60 000

mineworkers would strike at the following mines

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The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was con-

cerned, the dispute would now be resolved

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action "because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers"

The Chamber of Mines implemented increases ranging from 14 to 19 percent on July 1. The union was demanding a 22 percent across the board increase

Gencor refused to improve on chamber rates while Anglo Vaal and Gold Fields were only prepared to offer an additional 10 percent increase in holiday leave allowance

Rand Mines and Anglo American will probably escape the strike on about 20 mines

These mining houses employ 86 percent of the union's paid up members on gold mines and 77 percent on collieries and would have been the worst affected by strike action

EB

60 000 miners to strike

From PHILLIP VAN NIEKERK JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call off the strike at mines owned by two mining houses

A NUM spokesman said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

Warning

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines involving more than 60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday

The union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The NUM announced its decision at a final meeting with the Chamber of Mines yesterday after the NUM had spent a week reporting a fresh offer back to its members

The NUM said the chamber's partial offer made last week in which Anglo offered additional pay increases but most of the other mining houses offered only a 10 percent increase in holiday leave allowances, was not acceptable

Into line

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer

Anglo has been offering increases on average 2,8 percent higher than the chamber's increases of July 1 over which wage talks deadlocked

The vast majority of the union's membership is on Anglo gold mines and the NUM is to recommend to its members that they accept these offers

The NUM spokesman said the offers made by Goldfields and Anglovaal were rejected as was the stand of Gencor, which has refused to offer any additional increase

Iscor

The union told the chamber they would be recommending to their members at Rand Mines and Anglo that they accept the offer

The NUM said the mines which would be affected included Hartbeesfontein, Kloof, East Driefontein, West Driefontein and Marievale gold mines as well as the Matla and Transvaal Navigation Collieries coalmines

● Meanwhile, Iscor has begun dismissing some of the 5 300 workers at its Hlobane colliery near Vryheid in Natal who have been on strike since Monday

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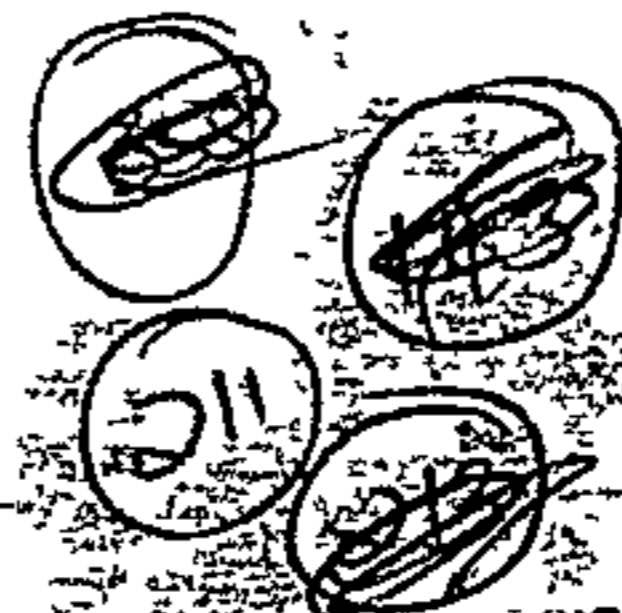
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Strike

will

affect

7 mines



E. Post
29.08.85

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to call a strike on Sunday at seven mines where wage offers were rejected

After a meeting the Chamber of Mines last night, the NUM said more than 60 000 mineworkers would strike at the following mines

Anglo Vaal's Hartebeesfontein (18 000 workers), Gold Fields' Kloof (14 000), East Driefontein (13 000), West Driefontein (13 000), Gencor's Marievale (1 200), Matla Coal (2 000) and Transvaal Navigation Colliery (1 500)

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned the dispute would now be resolved

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action "because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers"

The Chamber of Mines implemented increases ranging from 14% to 19% on July 1. The union was demanding a 22% across the board increase.

Gencor refused to improve on chamber rates, while Anglo Vaal and Gold Fields were prepared to offer only an additional 10% increase in the holiday leave allowance

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 86% of the union's paid up members on gold mines and 77% on collieries and would have been the worst affected by strike action

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2,8% on top of the implemented chamber rate and, in addition, the two companies will grant a 10% increase in the holiday leave allowance

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines.

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo American, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction tomorrow

Back into the frying pan

In the annual game of Russian roulette that wage negotiation between the National Union of Mineworkers (NUM) and the Chamber of Mines has become, it seems that this year the firing pin will fall on an empty chamber — or at least one where the powder is not altogether dry

But the pattern whereby a massive confrontation is avoided only when the doves of the industry eventually conclude higher wage agreements than the hawks, cannot continue forever. The events of last week (see box) have placed severe strains on managements in all camps, as well as on the union.

Not surprisingly, the big talking point is Anglo American's substantially higher offer. In 1984 a last-minute agreement was

reached when the company agreed to introduce the leave allowance scheme — a marginal improvement on its original offer. At the time the NUM was recognised only at eight mines — seven of them belonging to Anglo. At the eighth — Gold Fields' Kloof — it had minimal membership.

At a press conference last week the chamber was at pains to present a unified front. Said its industrial relations adviser Johann Liebenberg "If our members' needs are such that we need to be more flexible we will be flexible. We have demonstrated it."

And chamber president Clive Knobbs, who was also present at the high-powered conference, was quick to point out that it is

Anglo American's last-minute wage offer last week may mean that a major labour confrontation on the mines will be averted this year. But the cost of this move is bitter conflict with some of its competitors.

not unusual for the different groups to give differential increases.

Indeed, this has sometimes happened over the years. But the big difference this time round is the extent of the differential and the presence of the NUM. And the tensions are beginning to show.

Throughout the dispute Anglo spokesmen have repeatedly stressed that a separate deal was not on. There were reports that Anglo pressured the other companies to agree to a higher settlement. Having done so up to conciliation board level, it was determined that the settlement should be a common one.

But as the NUM's strike threat loomed closer it was clear that while there was equality in wage offers, Anglo's potential losses were unequalled. A glance at NUM membership statistics throughout the industry (see table) shows that well over 80% of union members work at Anglo gold mines and collieries. And in the strike ballot last month nearly three-quarters of the 65 000-odd "yes" votes came from Anglo employees.

The company had much to gain from making an improved offer.

But miners working for Anglo's (and JCI's) competitors who would not gain much (if anything) from the new deal are likely to view the development with displeasure, if not anger. This is not good news for those companies.

Gencor mining manpower director Naas Steenkamp insists that even if Gencor's work

force was as highly unionised as Anglo's, the company would be bound to stick to its guns for philosophical and economic reasons.

"Gencor believes in a steeper wage curve — people doing skilled work should be paid relatively better than those at the bottom. This is an incentive for employees to better

THE LINE-UP

Company	Gold		Coal	
	Work force	NUM membership	Work force	NUM membership
Anglo American	163 000	66 000	20 000	3 600
Anglovaal	26 800	2 200	—	—
Gencor	97 000	467	18 400	1 300
Gold Fields	69 500	8 300	—	—
Rand Mines	68 200	2 400	7 000	1 800

Source: Chamber of Mines

Anglo manpower director Kallie van der Colf says Anglo entered the negotiations with two objectives: firstly to negotiate on an industry basis, and secondly to reach a settlement with the NUM. But, he says, it was not prepared to achieve either aim "regardless of cost."

THAT WAS THE WEEK THAT WAS

The NUM's compromise demand tabled last week kept the wage proposal at 22%. But all demands relating to other aspects of working conditions were dropped except for one whereby workers should be given two hours off on May Day. The union also softened its demands over participation in job reservation talks between the chamber and representatives of white labour.

In response, the individual mining houses broke with the common stance they had publicly adopted until then. The new offers, which will be implemented on September 1 if the union accepts them, are as follows:

□ All companies except Gencor will increase holiday leave allowances by 10%.

In most cases they are presently 50% and will thus go up to 60%.

□ Anglo American will increase wages by R4 to R15. When added to the July 1 package, this represents increases of 17% to 22% on the 1984-1985 chamber minimum rates. JCI has said it will do the same, even though the NUM is not recognised at any of its mines.

□ Rand Mines will pay an additional R4 across-the-board at its collieries, but not on gold mines, and

□ Anglovaal, Gold Fields and Gencor do not intend increasing wages at all.

If any or all of these offers are accepted by the union, each company is to decide for itself whether these improvements will be extended to mines and job categories

where the union is not recognised. Anglo has indicated that all black employees in the relevant job grades will benefit.

The chamber has guaranteed that in job reservation and security of employment talks with representatives of white labour, it will not introduce into an agreement any racial provisions affecting the interests of NUM members. None of the companies are willing to make any concessions on the NUM's May Day demand.

The union has agreed to postpone any strike action to September 1 while it reports these developments back to its members.

The union was due to respond to the offers on Wednesday.

themselves," he argues. He points out that while in the lower grades Gencor wages are in line with chamber minimum rates, in the more skilled categories the company is among the highest payers.

"Market forces should be a major factor in establishing entry wage levels," Steenkamp says. He adds that as wages are artificially pushed to higher levels, the mechanisation option becomes more attractive, implying fewer employment opportunities.

Anglo industrial relations adviser Bobby Godsell is not impressed. "That is a hoary old argument. It implies we have an insidious choice between technical advancement and better employment conditions."

He argues that wage rates are not a fundamental determinant of the type of mining technology employed. "The choice of technology is determined by technological factors. Only when there are two available methods able to deliver almost equivalent results do wage rates become critical. That is certainly not the case in gold-mining now," he says.

Using the coal-mining industry as an example, he says that Anglo has always kept up with the latest technological advancements when this has been economically viable. He agrees that technological advancement may destroy jobs in the short term, but it is necessary for industrialists to take a medium- and long-term view.

He disputes the implication that Anglo wages are at an artificially high level. "Anglo is thoroughly committed to market-determined wages. But we recognise that unions are an important part of that market-

place. Collective bargaining and the willingness of people to work is what determines market-related wage levels."

Steenkamp contends that Gencor differs economically as well as philosophically from some of its competitors. "Our mines do not compare with those high-grade mines owned by Anglo and Gold Fields. A 20% cost increase would put 10% of our reserves out of reach." With labour representing more than 50% of total costs, a 22% wage increase

He also expresses concern with the pattern that has developed whereby negotiations continue after deadlock has been reached at the conciliation board. Says Steenkamp: "It is totally contrary to collective bargaining conventions for cherries to be held in reserve after the bargaining process has ended at the conciliation board."

But Godsell defends Anglo's moves. "Collective bargaining is a dynamic process," he comments.

It is not only the mining houses that are unhappy. The NUM accusation that the mining houses are deliberately attempting to divide the union is born more out of frustration than fact — the mining houses are themselves divided. But, nevertheless, the NUM faces a serious dilemma.

The Anglo offer comes very close to the union's demands, and accepting it would benefit the vast majority of NUM members. But, particularly in the light of the Anglo offer, it finds the other proposals unacceptable. However, a strike in

which Anglo employees do not participate would expose the union's weaknesses in other parts of the industry and would probably be doomed to failure.

What can the NUM do? A major lesson to be drawn from this year's negotiations is that it must concentrate its organising activities on those companies where its membership is now relatively weak. Negotiating without a substantial power-base in large sections of the industry will encourage further uneven wage settlements.

The Anglo offer is a tempting one. And if the NUM accepts, it will have to decide whether to confront the other groups with the limited resources at its disposal.

To take strike action would be to risk losing its members there. One union viewpoint is likely to be that these members should be used as a base for the consolidation of membership in those groups — to grow and live to fight another day. And, in approaching potential recruits, the union would certainly be able to use its achievements at Anglo as a convincing example of the benefits of union membership.

The Chamber of Mines, too, will have to take a long, hard look at its position. Spokesmen have denied that industry-wide collective bargaining is in jeopardy. Van der Colf says Anglo will continue to have the same two objectives, and would like to continue bargaining through the chamber. But there is just a hint of doubt in his voice as to whether this will be feasible. In effect, negotiations have eventually been concluded at group level for the last two years.

And both the union and the industry as a whole will have to reconsider whether the annual game of brinkmanship is good for the industry, the workers and the country. Is there a better way? ■



Gencor's Steenkamp

Anglo's Godsell

would take some Gencor mines perilously close to their break-even point or worse, he says.

Replies Van der Colf: "All companies have some high-grade and some low-grade mines."

Steenkamp, who is presently a vice-president of the Chamber of Mines and leader of its negotiating team, is clearly unhappy with the course this year's talks have taken. "Perpetuating a pattern of excessive wage increases merely puts off that evil day of eyeball-to-eyeball confrontation with the union," he says.



Chamber of Mines' Knobbs ... division in the ranks

NUM thumbs up for new pay deal

DISPATCH

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines, but has decided to strike on Sunday at seven mines where wage offers were rejected

After a meeting with the Chamber of Mines, the NUM said more than 160 000 mineworkers would strike at the following mines

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the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action

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fering a further 2,8 per cent on top of the implemented Chamber rate and, in addition, the two companies will grant a 10 per cent increase in the holiday leave allowance.

JCI has agreed to bring its offer into line with Anglo American and Rand Mines

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction today

Mr Anton Lombard, industrial relations adviser to Gold Fields, said the company took note of the NUM's intention to strike, but said "We are still convinced that our employees are happy with the increases they received"

Anglo Vaal declined to comment and Gencor were unavailable for comment yesterday — Sapa

30:08:85

Big mining houses braced for strikes

GOLD FIELDS, one of three mining houses threatened by strikes starting on Sunday, said it was worried and disappointed at the prospect of industrial action at its Kloof, West Driefontein and East Driefontein mines.

"We can only hope that they do not happen or are on a reasonably small scale," a spokesman said.

Goldfields believed increases it has implemented were fair.

Anglovaal, which is facing a planned strike at Hartebeesfontein, said it had warned workers they

ees we will protect those who want to work from intimidation and violence," he said

Gencor mining manpower director Naas Steenkamp declined to comment yesterday about Sunday's planned strikes

Three mines belonging to Gencor are threatened — Marievale, Matla and Transvaal Navigation Colliery. According to management records, the extent of unionisation ranges between 54% and 31% on these mines, which employ a total of about 4 600 black workers.

The union rejects claims that it does not have enough support and warns that members at other mines will strike in sympathy if affected managements deal harshly with striking workers.

JCI's George Nisbet, a former president of the Chamber of Mines, said JCI's additional offer, bringing it into line with Anglo American, was not a "surprise" move, as reported by *Business Day*.

He said a Press statement had been issued last week indicating that JCI would match the Anglo American offer if it were accepted.

CLAIRE PICKARD-CAMBRIDGE

would be breaking their terms of service if they went on strike

A spokesman said Anglovaal questioned the union's ability to call a full-scale strike after the "poor response" of workers to the union in recent balloting and at a recent meeting in Welkom. He said the union was recognised only in two surface categories, representing 6.2% of the total black workforce of 17 000.

"We are also telling our employ-

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Miners to start strike tomorrow

DISPATCH 31-08-85

JOHANNESBURG — Strikes on seven gold and coal mines will start at 8pm tomorrow night, the National Union of Mineworkers (NUM), said in a statement today

The strikers had been issued with rules on keeping the strike peaceful, but NUM said activities by the affected mines were "similar to an army preparing for a total warfare"

The statement said "Our union seriously warns mine managements that should they take any form of action against our members that the wrath of our entire membership will be unleashed"

The mines affected are those owned by Gencor, Gold Fields and Anglovaal

The statement continued "As the hour of the strike

draws nearer our union has observed that the mines to be affected by the strike are going through activities that are very similar to an army preparing for total warfare

"Reports of mine managements' intimidation are rife on all those mines and are taking the following patterns

"Caspirs are continuously patrolling the hostels

"Fences have been erected around the hostels, leaving one exit facing the shaft

"Management is distributing pamphlets telling workers that they will be dismissed as soon as they are on strike

"Teargas, rubber bullets, live bullets and shotguns have been purchased in great quantities

"Workers have been told that if they strike they will be forced to work at gunpoint" — Sapa



A section of the crowd of about 25 000 mourners who gathered in the Zipuzana Stadium in East London for the funeral service today for 19 victims of the recent unrest in the area. The crowd started to fill the stadium early this morning with people coming from as far afield as Johannesburg and Durban. Men of the United Democratic Front (UDF), in khaki uniforms with black berets, acted as marshalls. The police were not in evidence at the stadium, although they and the SA Defence Force were present in large numbers in the nearby coloured townships

Mass firings could spark more strikes

IT is almost certain that 60 000 miners who stop work on seven collieries and gold mines today will be fired, says the National Union of Mineworkers 1/9/85

The black miners' union warns that mass firings could provoke sympathy strikes at mines belonging to mining houses which have met wage demands

A spokesman for NUM said yesterday "The hardline approach adopted by Gold Fields of SA, Gencor and Anglovaal is geared to rid their mines of union influence."

Precedent

"Despite significantly improved offers by both Anglo American Corporation and Rand Mines, the threat of labour unrest on a national scale will be averted only if the other three groups review their union-bashing strategy

"We will recommend that our members accept offers from Anglo American and Rand Mines, thus ending the long wage dispute with them"

Gencor, which employs 97 000 workers on its gold mines and 18 400 on its col-

By Amrit Manga

lieries, will not comment, or say whether its policy of not talking to strikers has changed

Gold Fields says any action against workers will be determined by the extent of the strike "Our decision will be determined by the situation that prevails at the time of a strike — if it occurs"

Precedent for tough action from Gencor exists. More than 1 500 of a total of 27 000 strikers were paid off by Gencor in July this year. The sackings followed a warning from Gencor that it would dismiss workers who broke their contracts

The NUM says Gencor's "unhelpful attitude complicates matters because mines that have met our demands will also be affected. We expect Anglo American Corporation and Rand Mines to intervene and influence a settlement"

Warning

NUM general secretary Cyril Ramaphosa warns that sympathy action could involve 230 000 black miners

Although 60 000 workers will be called out to shut down seven mines, there is every possibility of a spill-

over of action if the deadlock is not broken in 72 hours after the walk-out. The union says employers can only sack workers 72 hours after the strike begins.

The union has not spelt out what form the supporting industrial action will take. The most likely is a ban on overtime and a work-to-rule call. But strikes cannot be ruled out.

Vaal Reefs

Labour expert Brian Allen says the deadlock is not necessarily a consequence of the hardline industrial relations policy of some mining houses "When it comes down to wage bargaining of this type, it is more a test of power. Gencor, GFSA and Anglovaal have decided they will challenge the union

"Anglo American clearly does not want a repeat of the Vaal Reefs strike

"It must, however, be assumed that the other mining houses have weighed the downside risks and have opted for a trial of strength that could be costly," Mr Allen adds

In the event of sympathy

□ To Page 3

New mine strike threat

From Page 1 strikes, Anglo American would be worst affected. Gencor, GFSA and Anglovaal employ fewer NUM members

Anglovaal and Gold Fields together employ nearly 100 000 gold miners and Gencor more than 115 000 gold and coal miners

A Gold Fields spokesman says "It is not that we cannot afford to match Anglo American's increases but that we see our offer as fair" Anglo American believes

overall wages are too low and hefty increases are necessary. S. Times

The Chamber of Mines, which has been split over wage offers, seems to have withdrawn from the feud and mining houses will now have to slug it out alone

Refinery

About 4 300 coal miners who were dismissed at Iscor's Hlobane colliery near Vryheid have returned to work after a brief stoppage. The union says it is continu-

ing with negotiations

Talks are likely to succeed in the important Rand Refinery, Germiston, negotiations where the union has declared a dispute.

The gold mines affected by the strike are Anglovaal's Hartebeestfontein, near Stilfontein, GFSA's Kloof, West and East Driefontein, all near Carletonville and Gencor's Marievale, near Nigel.

The two collieries affected are Matla, which supplies Escom, and Transvaal Navigation Colliery. Both are near Witbank.

5 mines hit by strike action

DISPATCH

Dispatch Bureau

JOHANNESBURG —
Five mines run by Gencor were hit by strike action last night, but amid tight security, the National Union of Mineworkers' proposed strike at Anglovaal and Gold Fields did not materialise

Clashes between workers and mine police left seven workers injured at Gencor's Beatrix gold mine in the Free State and at Gold Fields' Kloof mine near Carletonville.

The night staff at three Gencor collieries — Transvaal Navigation Collieries, Koornfontein and Blinkpan — did not work last night and two gold mines — Beatrix and Marievale — were also hit by the strike

At a third Gencor gold mine, Stilfontein near Klerksdorp, members of the strike committee were arrested

At the four biggest mines where the proposed strike action was to take place — Gold Fields' East and West Driefontein, Kloof near Carletonville and Anglovaal's Hartbeesfontein near Klerksdorp — the night shift reported for duty

Management spokesmen said workers had proceeded to work as normal, but a NUM spokesman said workers had been told they would be fired if they went on strike and were intimidated the presence of mine police.

Many of the compounds were sealed off by mine police and the NUM's incoming telephone line stopped working at 3 pm, cutting the union's contact with much of its membership

The NUM called the strike over the wage increases offered by the three mining houses after they settled with Anglo American and Rand Mines — who were offering higher increases — yesterday

Mine strikers warned of dismissal

DISPATCH
03/09/85

Dispatch Bureau
JOHANNESBURG — About 20 000 workers on strike at six of the country's gold and coal mines in support of wage increases have been warned they face dismissal.

Spokesmen for Gencor, which runs five of the mines, and Gold Fields said they had warned workers that if they continued their strike they would be in

breach of their contract and were liable to be fired

The National Union of Mineworkers (NUM) is recognised at three of the striking mines — three of which are gold mines and three collieries

The striking mines are Gencor's Marievale and Beatrix gold mines, Matla, Transvaal Navigation Colliery and Blinkpan coal mines, and Gold

Fields' Deelkraal gold mine

According to management figures, the total number on strike are 15 000, while the union said last night that according to their estimates 28 000 were out on strike

By late yesterday several workers had been fired, a number injured by rubber bullets and sjambokking and the NUM said 83 shaft

stewards and strike committee members had been arrested

With claims of intimidation from both sides, incidents of unrest and industrial action were reported from a total of seven Gencor mines, three Gold Fields mines and an Anglovaal mine

At Gencor's Unisell gold mine, the union said one worker had been fired for wearing a

strike T-shirt, but a company spokesman said the worker had been fired for handing out pamphlets backing the strike

Meanwhile, a United Democratic Front spokesman said last night they were preparing for solidarity action, both material and political, "should the mine bosses continue on their present violent course or dismiss workers"

Mines — 14 000 out, NUM — 43 000 out

Claims and denials turn mine strike into a war of words

STAR

By Sheryl Raine

The silence of the strike-bound Gold Fields' Deelkraal gold mine was broken yesterday by the sound of police patrolling in a Casspir accompanied by colleagues in a riot bus.

The dismissal of strikers started at Deelkraal before the suspension of the strike by the National Union of Mineworkers (NUM) pending the outcome of an urgent application to the Industrial Court in Pretoria.

The strike, before it was suspended, affected 10 mine properties either in the form of work stoppages or strike-related trouble

Work stoppages occurred at

- Colheries Matla, TNC, Koorfontein, Blinkpan (Gencor)
- Gold mines Beatrix and Marievale (Gencor), Deelkraal (Gold Fields)

TROUBLE

Strike-related trouble was reported at

- Gold mines Stilfontein (Gencor), Kloof (Gold Fields), Hartebeestfontein (Anglovaal)

The NUM originally planned to strike at seven gold and coal mines where a wage dispute had ended in deadlock. The mines were Anglovaal's Hartebeestfontein, Gencor's TNC, Matla, and Marievale and Gold Fields' Kloof, East Driefontein and West Driefontein

Apart from the arrests and injuries reported to date, the most outstanding feature of the strike has been the war of words between the union and management. The discrepancies between what the two have said have been so great that the first casualty of this strike could well have been the truth

Estimates of how many miners were involved

in the strike ranged from management figures of approximately 14 000 to an estimate by a union official of 43 000

Conflicting reports were common

A union organiser who phoned *The Star* from Witbank yesterday to report on the situation at Gencor's Blinkpan mine and Koorfontein coal plant said that management was "starving out strikers"

The organiser said "Since Monday, strikers have not been given food and they have been prevented from going out to get their own food. Water supplies at the Koorfontein hostel have been stopped"

Gencor had its own version "Normal catering operations have been interrupted because of the strike and because kitchen staff were prevented from going to work by strikers. Despite numerous requests by management to release kitchen staff the strikers refused to do so and, instead, management delivered bread to the hostels

"We did not cut off water supplies. At Koorfontein a boiler attendant was prevented from going to work and no hot water was available at the hostels but drinking water was available"

At Anglovaal's Hartebeestfontein mine the union claimed a man was shot by police using rubber bullets when they tried to force people to go to work. The man, Mr Andu Mtwá, was admitted to the Duff Scott Memorial Hospital, the union said

The superintendent of the hospital said no man by that name had been admitted

Anglovaal said Mr Mtwá had a leg "grazed by a rubber bullet when a security guard accidentally discharged his gun. The injured man was treated at a first aid station and was back at work the same day." No workers had been forced to work

The only independent information reporters have been able to gather on the mine strike has been obtained from helicopters flying over strike-bound mines

New mine cage can carry 400 men a time

A cage for hoisting men — 400 in a single deck — and materials, and believed to be the largest of its kind in South Africa and even the world, is being made locally by Shaft Sinkers' WJ Engineering division

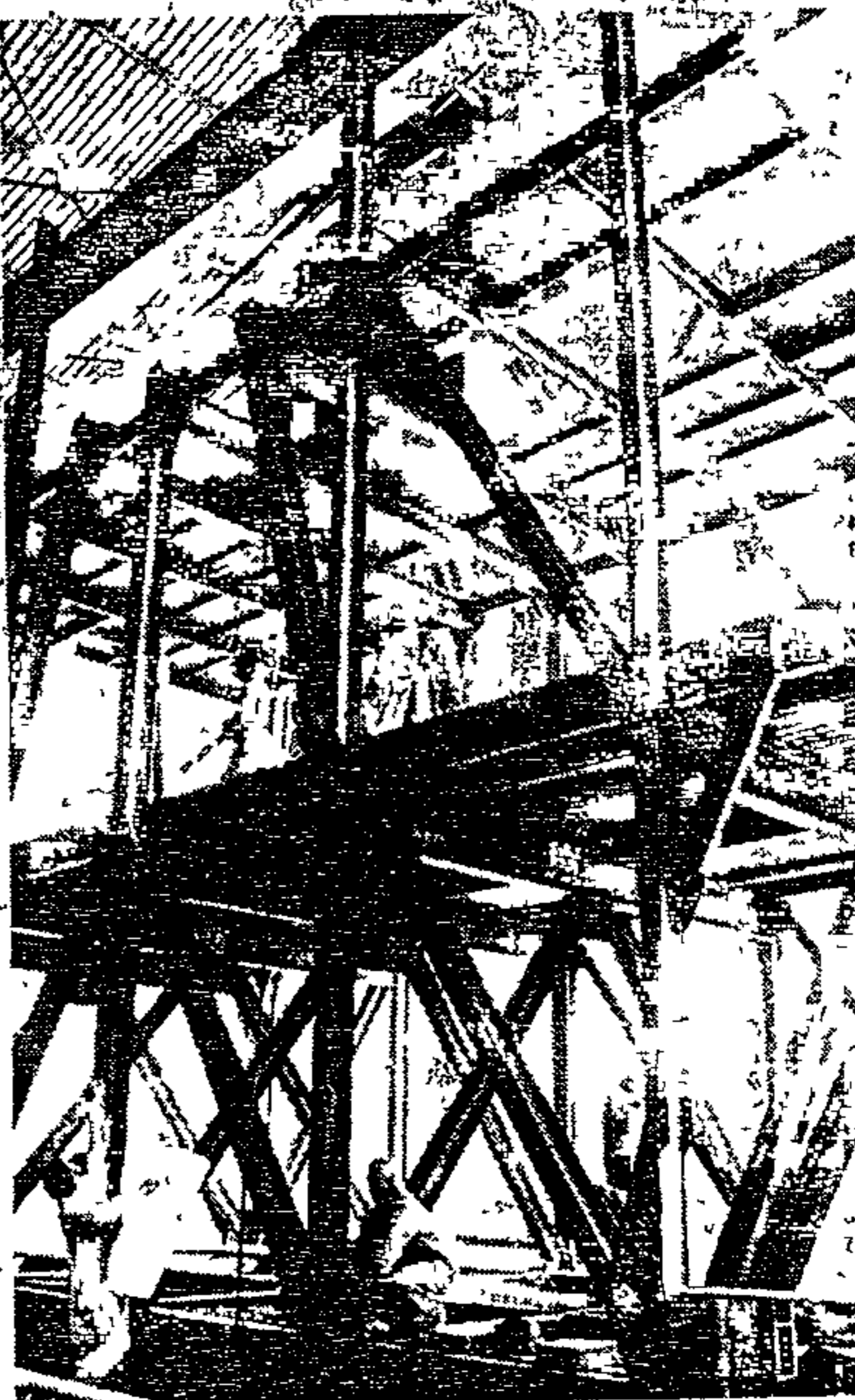
The cage will carry more miners than a Jumbo jet and its weight will be equivalent to a Jumbo without its fuel

It has been designed by the Mining & Engineering Technical Services division of Shaft Sinkers and will be installed in the service shaft at Rand Mines' Khutala Colliery in the Eastern Transvaal by Asea

With a height of 10 m, a weight of 60 tons and a maximum payload of 60 tons, it has been designed on a "drive-on drive-off" basis and will be particularly valuable in handling heavy and bulky equipment such as continuous miners, locos, dumpers and shuttle cars

An example of the size of equipment that will be handled is a continuous miner, weighing 59 tons, that is 3,3 m wide by 10,4 m long

The cage will incorpo-



rate two shaft inspection decks and two curved doors that have been designed to accommodate the shape of the shaft

The jumbo-sized cage to be used at the Khutala colliery can carry 400 men at a time. It is thought to be the biggest in the world.

Strike suspended as 5 000 fired

JOHANNESBURG — Gold Fields yesterday fired 5 000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mineworkers (NUM) suspended its strike which began on Sunday.

A further 1 200 workers at Gencor's Marievale goldmine near Springs who also ignored the ultimatum to return to work yesterday were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the results of an urgent application to the industrial court to stop the dismissals and evictions at Deelkraal and other mines.

The case could set an important precedent on the right of miners to go on legal strike without being dismissed.

Incidents of conflict between miners and police continued to be reported yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Deelkraal workers interviewed claimed that one miner had died after being run over by a police vehicle, 15 were injured and five arrested during clashes with police at the mine yesterday.

The workers said the injuries had been sustained by rubber bullets, sjamboks and police dogs.

A Gold Fields spokesman could not confirm this, but said that five workers had been injured and a worker had bumped his knee on a vehicle during a "set-to" between mine security and miners yesterday morning.

DISPATCH

Gold Fields, who are opposing the NUM's application, said in a statement that nobody had been sent off by late yesterday.

04/09/85
The statement said no workers had yet taken their pay and discharge, but that the mine was processing 5 000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police (totalling between 80 and 100) are guarding a section of the hostel which has been reserved for workers (estimated at 1 400) wanting to continue working on the mine."

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal — workers returned later yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery, Gencor said there was no industrial action yesterday, but the NUM said workers had been forced to go underground by police with dogs and sjamboks.

The Gencor spokesman said the return of the striking miners confirmed that the majority of workers were anxious to work.

Miners seeking unfettered right to strike

THE National Union of Mineworkers has switched its wage battle to the Industrial Court and is challenging large-scale dismissals — the strongest weapon employers have in fighting strikes

The union's change of tactics this week averted a nationwide stoppage that could have involved 260 000 members

The union had threatened to respond to dismissals with widespread strikes

Whatever the Industrial Court's ruling, it will set a precedent. A favourable outcome for the miners would remove employers' right to fire strikers. A verdict in favour of employers would open the way for wildcat strikes without workers following procedure laid down in the Labour Relations Act

Inadequate

The legal battle has prompted labour analysts and academics to call for changes in the labour law. They say the law is inadequate.

The union says it will go ahead with a strike after the court's verdict, which could be handed down in months or weeks.

The union says "The

By Amrit Manga

strikes have not been called off — they have merely been suspended."

NUM general secretary Cyril Ramaphosa said yesterday "If the court rules in our favour, we will be protected and can bring the employers to their knees. But if we don't win in court, we will fight on"

Unfair

The Industrial Court will have to determine whether the dismissals amount to an unfair labour practice or not

The closest it has come to ruling on the issue was in the Council of Mining Unions-Chamber of Mines case last year. It upheld a claim by the chamber that employers had a right to dismiss workers taking part in any strike — legal or illegal

However, the court said that there might be circumstances in which dismissal of a legal striker could be an unfair labour practice. One of the considerations could be the consequences and results of the strike

The presence or absence of bargaining in good faith during a strike and the behaviour of employees could also influence the decision

In the present dispute, the

court will also have to establish whether there was commonality of purpose in strikes on at least four mines that were not part of the wage dispute

Sympathy strikes are a grey area. Earlier this year the Rand Supreme Court stopped short of addressing the issue in the SA Chemical Workers Union dispute with AECL

The Chamber of Mines says "employers have the common law right to terminate a worker's service for not fulfilling contractual obligations"

Professor Johan Piron, of the University of South-Africa's School of Business Leadership, says "Protection for striking workers is no longer a policy consideration"

Protection

"The law governing strikes is inadequate and must be changed so workers have some recourse to legal action in the event of dismissal"

"Unions and employers should negotiate a contractual agreement that overrides strike laws to protect workers striking legally"

"But with millions of workers still not unionised, protec-

□ To Page 3

Strike battle in court

□ From Page 1

tion will have to legislate." Labour consultant Brian Allen says the legality of strikes is a moot point. "Strikes should be decriminalised and employers should enter into agreements that protect workers."

About 1 000 workers at Gencor's Marievale mine on the East Rand lost their jobs after this week's three-day strike.

Dismissed Marievale workers were granted a Rand Supreme Court injunction to stop their eviction from mine hostels. But the union accused Gencor of disregarding the injunction, which ordered that workers could not be evicted without a final court order.

The Supreme Court post-

poned the hearing until Tuesday

Estimates of the number of workers who went on strike range from 28 000 to a few thousand

Worked on

Eleven coal and gold mines were affected by the strikes. The union says seven Gencor mines were affected to some degree. It has, however, declared disputes at only three Gencor mines.

More than 18 000 miners at Anglovaal's Hartebeestfontein mine near Klerksdorp continued working in spite of the strike vote.

Gold Fields says shift attendances averaged 15% on Monday and Tuesday. It is processing 5 000 dismissals

ILLEGAL STRIKE
by black mine-workers last week harshly illustrated the contradictions of labour reform in an apartheid society.

Accompanied by a wave of unofficial industrial action, action against strikers left several miners injured, hundreds repatriated and the National Union of Mineworkers threatening to take the case of dismissed workers to the Industrial Court.

Yet the strike has been seen as a major step by the mining industry into the country's new era of labour relations opened up by reforms which have brought black workers into the country's official bargaining system.

The decision by NUM to suspend their strike action against three mining houses has been followed by complex legal wranglings which could lead to a resumption of the strike at the end of the month, according to union sources.

The union was granted an injunction against the management of the Marévale Mine of the Gencor Group which led to the reinstatement of 53 miners in the hostel from which they had

The Harsh Realities of apartheid

SOME OF

WORKERS' DIARY — BY JOSHUA RABOROKO

been evicted, pending the finalisation of the case brought against them by the union.

Meanwhile the Industrial Court is expected to make a ruling on September 30 on a test case brought by the union which is seeking legal guarantees against the eviction and dismissal of strikers involved in legal strike.

• Another mine union, the African Miners and Allied Workers' Union (Amawu) is to go to the Industrial Court on September 20 following a dispute with Carlton Crete Construction Company over the dismissal of several workers.

The union contends that the company "un-

fairly retrenched" workers after claiming that it was hard hit by recession.

The union has since claimed that the reasons for the retrenchment were not valid.

• The Social Democratic group of the European community has undertaken to raise in the European Parliament this week the dispute between the Fosatu-affiliate Metal and Allied Workers' Union and BTR Sarmcol and Transvaal Alloys.

In a statement the union has accused BTR, a British subsid-

could be effective only at the CDA manufacturing plant on the west bank.

• The tranquil Eastern Transvaal village of Sabie was rudely awakened last week when 600 workers at the Mondri saw mill went on strike and burnt part of their living quarters.

The Jock-of-the-Bushveld retreat has seen little industrial action in the past and workers are not represented by a union.

Disputes

The strike involved production bonuses and conditions of service.

• Fosatu members throughout the country last week gathered at their workplaces to remember 30 Sasol miners who died in a methane gas explosion at Secunda collieries three weeks ago.

The Chemical Workers' Industrial Union had asked its members to commemorate the deaths and to discuss plans to "fight for health and safety to be put before profits".

• The Trade Union Council of South Africa has called on the Government to introduce legislation to limit the right of employers to discharge their employees when engaged in a legal

The spokesman said the decision had been taken because of market requirements and



Mr DU PLESSIS . . . still to appoint conciliation board.

strike called in terms of the Labour Relations Act.

This move, if implemented by the Government, will bring relief to several black emerging unions whose members have fallen victims of dismissal after and during strikes.

The federation has reiterated its abhorrence of the laws which permit the banning and banishment of people, and called upon Ministers responsible to immediately lift all banning and banishment orders.

• It is only a matter of weeks before the metal industry is hit by a national strike by the Mawu following the declaration of disputes with the employers. The union is seeking

to negotiate wages and conditions of employment at plant level. It declared disputes with 100 Transvaal companies.

Boycotts

• The Minister of Manpower, Mr P T C du Plessis, has not yet appointed a conciliation board to settle the dispute between the Black Allied Mining and Construction Workers' Union (Bamcwu) and the South African Mangane Corporation (Samanacor).

The union has declared a dispute over wages. This dispute, if not resolved within 30 days, may open doors towards a legal strike by black mine workers in the north-eastern Transvaal.

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12/9/85

Precedent-setting court ruling on mine strike likely

By PHILLIP VAN NIEKERK

The Industrial Court case in which the National Union of Mineworkers (NUM) is challenging the right of employers to fire workers on a legal strike could be the most important aspect to emerge from this year's wage dispute between the NUM and the Chamber of Mines

If the court does rule that after following the exhaustive legal channels — as the NUM has done in this year's wage talks with the Chamber — it is an unfair labour practice to fire workers en masse, an important precedent will have been set

The union is arguing that if it does not accept this argument, the court will have removed the major incentive for legal strike action and will be giving unions carte blanche to go on wildcat strikes

This year's wage negotiation shows a responsible union which was prepared to go patiently through the whole process of negotiation before opting for strike action

On the other hand, if the court does accept the NUM's case, it will remove the strongest weapon in the hands of the mining houses — the right to fire thousands of workers

Even before the start of this year's strike, all three mining houses facing industrial action issued their employees with pamphlets warning them that to strike would mean instant dismissal.

This very real threat plus the heavy police presence are given by the union as the main reason why the strike failed on the bigger mines

Some 23 000 workers on Gencor, Gold Fields and Anglovaal mines struck in support of higher wages — less than half the number the NUM said they would pull out

In all, some 11 gold mines and collieries were hit by action, but the biggest mines — Gold Fields' Kloof and West and East Driefontein and Anglovaal's Hartebeesfontein — did not come out in force.

And after three days, the strike was collapsing in the face of mass

dismissal threats before the union suspended it pending the Industrial Court case

In some instances, says the union, workers were forced underground at gunpoint

Cyril Ramaphosa, general secretary of the NUM, believes that workers were intimidated into not striking, while management makes the same claims from the other end

According to Ramaphosa, the "despicable behaviour" of mine management demands that the union seriously examine a change of strategy

"We warned three weeks in advance that we were striking so that we could mobilise our members. It turns out that management was also mobilising

"Some of our most effective strikes were taken at short notice when management was not prepared"

However, the actual reason for the strike's relative failure could be a combination of factors, including the particular circumstances at the various mines.

At East Driefontein and Hartebeesfontein, for instance, the union was largely gutted after the strikes earlier this year in which the top leadership was fired.

Mass dismissals, now looming at Manevale and Deelkraal as well, often mean a weakening of the union's strength, though NUM sources say the union has recovered at Vaal Reefs South, where 14 000 workers were dismissed in April, many to be rehired

Either way, the union played its weakest card by bringing out Gold Fields, Gencor and Anglovaal mines while 86 percent of its membership are at Anglo American — though Ramaphosa says the NUM had no choice

The split offer meant the union could not reject the Anglo American-Rand Mines package while at the same time it could not accept the offer of the other three.

Sept

nt houses accomplishment which have since

Court stops Gencor evicting miners

By SEFAKO NYAKA

MARIEVALE Consolidated Mines was yesterday ordered by a Rand Supreme Court judge to provide accommodation for miners it had evicted in contravention of an earlier court order.

The urgent application was brought by the National Union of Mineworkers, whose members were among those evicted.

Justice O'Donovan ruled that Marievale, a member of the Gencor group, must provide accommodation pending the lodging of a counter-application.

He also ordered Marievale to take all reasonable steps to inform workers who have left for the homelands of his ruling and to give NUM attorneys the names of miners who have been bused home.

On Wednesday, Justice H C J Fleming granted a temporary order against Marievale, restraining them from forcibly evicting miners from mine accommodation.

The order brought yesterday also sought to have the Marievale mine management jailed for contempt of court and to reinstate miners who had been evicted. NUM also demanded the mine bus back the miners who have already been evicted and supply a list of miners who had been dismissed.

NUM members on the mine, who claimed they were being compelled to leave the mine despite the court order, packed the gallery long before the hearing.

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Czar's Crown

Archer took seven years to pay off his debts and is now worth an estimated £5m. Today, he divides his time between a Thames-side penthouse flat overlooking the Houses of Parliament and a large country house near Cambridge — where his wife, Mary, a don at the university lives with their two sons.

Archer says of himself "I've never cared much about money itself, fame has always interested me much more."

Yet while he spends much of his time in London where his talent for self-promotion led one newspaper columnist to call him "bumptious," he is always anxious to protect his wife and children from the glare of publicity. She only rarely attends the glittering occasions where her husband hobnobs with the powerful, the rich and famous.

Archer's motivation hasn't been simply to promote his books. For the last three or four years he has assiduously courted the top CP echelons. He and Cabinet Minister Norman Tebbit, the new party chairman, were close allies as junior backbenchers in the early Seventies — seeking a way back into politics. Finally, last week, some 12 months after lunching with Margaret Thatcher, he got the call from Downing Street. The job carries no salary but Archer instantly said "yes" to Thatcher's proposals.

Rich political prizes could await Archer if, in tandem with Tebbit, the Conservatives are re-elected for an unprecedented third term in 1988.

Archer does not rule out the start of a new political career though he has no immediate intention of seeking election to parliament. And if Thatcher loses, as the current opinion polls suggest, Archer will have garnered some first-class material for his next political novel. ■

NAAS STEENKAMP

Heat and light

To the National Union of Mineworkers (NUM), Gencor Mining represents "the enemy of SA's mineworkers." However, its Manpower Director Naas Steenkamp (52) is unruffled. He writes off the comment as "one of many ludicrous claims" made by the NUM during this year's wage dispute.

Gencor took the brunt of last week's strike called by the union. Two of its gold mines and three collieries were affected, and strikers who failed to return to work on the second day were dismissed. These dismissals are soon to be the subject of an Industrial Court case.

The company was also ordered by the Supreme Court to re-accommodate a number of employees whom the NUM alleged had been illegally evicted from their hostel accommodation.

Asked to explain his company's seemingly harsh action, Steenkamp says consistency is vital in dealings with employees and unions.



Steenkamp ... a major influence on labour trends

"Gencor certainly gets no pleasure from dismissing employees. But if we have succeeded in showing that 'yes' means 'yes' and 'no' means 'no,' then we have done our long-term industrial relations prospects a power of good," he says.

Steenkamp began his working life in 1952, at the Chamber of Mines, as a translator. But, after three years, he left the industry and was to return only in 1966. In between, he took a law degree and then became a career diplomat serving in SA and London until 1962. He subsequently worked with the SA Foundation until he began his career with Gencor.

Steenkamp has had a major influence on labour trends in SA. He was a member of the Wiehahn Commission, chairing its industrial relations sub-committee and has been Gencor's representative at the Chamber of Mines since 1979.

He questions the accuracy of those who label his company's labour practices as right-wing. "One has to watch it with such epithets as 'rightwing' — move from one issue to another and your rightwinger becomes a leftwinger."

"Gencor's wage philosophy aims to keep its mines going, to reward effort and advancement, and to provide employment." He stresses "It is in keeping with free-market or liberal economic principles."

Steenkamp recognises trade unionism as "a useful, if not indispensable, social institution." And he perceives unions as a manifestation of imperfectly conceived, planned and managed employer-employee relations.

"Japanese practices have shown me that management can successfully handle the hu-

man dimension of production," Steenkamp says. In order to do so, management must see the worker as a "whole man," as a person rather than as a commodity. And the Japanese, as well as some employers in countries like Norway, Germany and the US, do it mostly by "dealing with their workers directly," even where there is a union performing an ancillary role.

Asked how the advent of the NUM has changed his life, Steenkamp believes it has merely served to highlight this need.

Steenkamp, a vice-president of the Chamber of Mines and leader of its negotiating team, is clearly fascinated by his work. "If you are not single-minded enough to know what interests you most, labour relations does it for you. It satisfies a catholic range of interests, embracing questions of politics, the economy, sociology, ideology — the lot, and, in fact, probing the very structure of society," he says. ■

TIMO BEZUIDENHOUD

Concern's the thing

Timo Bezuidenhoud is a man with a mission — he wants to see western Cape's thousands of black squatters settled, stable and employed.

As Chief Commissioner (western Cape) for what was the Department of Co-operation and Development and is now the Department of Education and Development Aid, Bezuidenhoud (56) adopts a distinctly unorthodox and somewhat outspoken approach. But his style has had some success.

government — not just those agencies directly involved with implementing apartheid. The legislation also would have immediately prohibited the sale of Krugerrands in the US, while the president's order buys the White House time to first discuss a coin embargo with the US's other trading partners.

Last, but certainly not least, the president's order contains no provisions for future action, whereas the congressional version laid the framework for potentially significant sanctions in two years' time if SA had not made great strides toward easing racial barriers by then.

In reality, while the president's emergency order does not differ greatly from Congress's sanctions, both included *de facto* measures that will not have a great economic impact on US-SA trade. Krugerrand sales have already come to a standstill, US computer and nuclear technology sales have been controlled for some time, and all American banks stopped lending to South African apartheid agencies long ago.

The president's "end-run" around the congressional sanctions legislation did not come easy. Even though he had lined up the support of Senate majority leader Robert Dole and Foreign Affairs committee chairman Richard Lugar, Reagan only managed to forestall final passage of the sanctions Bill by a slim margin.

To take final action on the legislation, the Senate needed 60 votes out of a hundred. But, even with Dole and Lugar urging a "no" vote, last Monday's tally on the move to begin final action on Congress's Anti-apartheid Act was 53-34, just seven votes short of the necessary vote.

And Senate Democrats have not given up their efforts to see the harsher congressional Bill passed. Massachusetts' Edward Kennedy immediately filed to have the South African sanctions Bill come up for reconsideration on Wednesday. Although it is not likely the outcome will be any different later this week than it was during Monday's vote, the president does not have the kind of backing needed to be certain the Senate will not at

some time take up the stronger sanctions Act.

Not surprisingly, House members reacted sharply and angrily to the president's executive order. "The president's executive actions were an ill-disguised and ill-advised attempt to circumvent an overwhelming bipartisan consensus in the Congress," claimed William Gray, chairman of the House Budget Committee.

The move may have worked in the short run, but, as the sensitive Senate vote showed, the battle may not yet be completely over. ■

REFUGEES

A question of status

The SA Council for Churches (SACC) has taken up the legal status of the Mozambicans fleeing into SA with the United Nations High Commission for Refugees (UNHCR).

While the SA authorities insist the Mozambicans crossing the border are prohibited

JOHAN FRITZ

Beating the strike



Johan Fritz is executive director (mining) of Gencor. He discusses the recent wage dispute and subsequent strikes.

FM: The wage increases granted by Gencor to black miners this year were the lowest in the industry. Why?

Fritz: The wage increases granted in July were more than appropriate in the circumstances, and were generally well received. We also have to ensure that we do not overlook our long-term competitiveness. Excessive wage increases mean there will come a time when we have to turn to high levels of mechanisation.

Because of this we believe the National Union of Mineworkers (NUM) has not acted in the best interests of its members. Other companies do perceive the situation differently, but I do not want to argue with them here. Our wage structures — whereby there is a larger gap between skilled and unskilled wages — are designed to encourage advancement up the ladder.

Are legal obstacles to black job advancement — particularly the scheduled person definition — not preventing the very advancement you wish to encourage?

It does inhibit progress. We are working on abolishing discrimination, but we must take sufficient white workers — who want guarantees of job security — with us, so as to

retain their loyalties.

How do you view the strike generally?

The strike was unjustified. The NUM did not represent the wishes of its members, as borne out by the fact that only 8% of our workforce struck and it petered out so quickly that by Wednesday all mines were fully operational. In our opinion the strike collapsed through lack of support. It disappoints and concerns us that the union saw fit to go public with a range of malicious and far-fetched allegations.

How did you process the dismissal of strikers?

No-one was summarily dismissed. Miners who refused to return to work on the second day after being warned to do so were interviewed so as to isolate those who were merely drawn along by events. In total about 1 100 were dismissed, most of them at Marievale. The eviction of dismissed workers from mine premises and the legality of some dismissals are currently subject to litigation so we cannot comment further.

Was any mine property damaged during the strike?

We are very pleased that damage to mine property was absolutely minimal. There were relatively few injuries, although 34 people were hurt. This was a result of assaults by striking workers, by mine security staff in the process of protecting employees who wanted to work against assault and intimidation; and the process of protecting property and maintaining order. Overall though, there was much co-operation from management and employees, including strikers. The fact that strikers behaved in a more disci-

plined way is a welcome development. **Was the dismissal of strikers not hasty and harsh?**

We consistently maintained a clearly stated position. It is important to remain consistent with black employees and not vacillate. Blacks have a different cultural approach. They want to know exactly where you stand otherwise they lose confidence in you. Your general approach to labour matters seems to be very authoritarian and out of step with general trends.

It is a consequence of the industry's historical background. Mining operations are conducted more in a military manner than other industrial activities. This is due to the relatively unsafe natural environment. Unless you maintain a structured approach toward mining methods and discipline, the work would be more dangerous.

Do you believe workers have the right to strike?

I do not dispute that workers have the right to withdraw their labour. But they do not have the right to disrupt production. If working conditions on our mines do not suit them they must find work elsewhere. We must keep our operations going. **Do you accept that dismissing migrant workers is a particularly harsh step because once they lose their jobs they may no longer remain in the area?**

Yes. But before striking, a worker must weigh up potential gains against potential losses. We have a shield against their irresponsible action — a large reserve of unemployed.

FACE
TO FACE

MINE LABOUR

Lessons from the strike

Reports on the strike called by the National Union of Mineworkers (NUM) at mines owned by Gencor, Gold Fields of SA, and Anglovaal have been uniformly confusing to say the least.

Because of contradictory statements put out by the mining groups and the union — and the inability of members of the press and others to gain access to mine premises to see for themselves — it has been impossible to assess what really happened on about 11 mines from Sunday to Tuesday last week.

It is unclear how many miners were injured and how many arrested, and in what circumstances. It has been difficult to ascertain exactly how many were dismissed for striking. It cannot even be said precisely where industrial action occurred.

But it is clear that the mining groups involved set out to prevent, or otherwise crush as soon as possible, any challenge to the authority they have exercised over black miners for nearly a century.

And while they did this with alacrity, it is doubtful that their action increases the prospects for an early establishment of industrial relations normalcy in the mining industry.

Of course, not all would see it that way — Johan Fritz puts Gencor's viewpoint in an interview with the *FM* in the *Current Affairs* section this week.

Times are changing. No longer can industry afford to conduct employer-employee relationships in the old high-handed authoritarian manner. In many industries — including some parts of the mining industry — this new reality is being accepted.

There are moves — usually slow and often painful — away from the attitudes, so often tinged with racism, that have long been part of South African society.

The industrial relations community has generally been at the forefront in SA in recognising that a peaceful future depends on negotiating mutually acceptable conditions of existence with elected representatives of those disadvantaged by apartheid.

If these negotiations can be conducted with leaders who are shown to be reasonable, so much the better. One will not always agree with them, but it does not do good for the long-term prospects of peace to trample them into the ground.

And the same applies to labour relations. This year the mailed fist approach achieved its goal — pending the outcome of Supreme Court and Industrial Court litigation, at any rate. The union has submitted papers asking the Industrial Court to declare the dismissals of nearly 1 000 miners at Gencor's Marievale an unfair labour practice, and the same action may be taken regarding dismissals at a number of other mines.

It has also been able to temporarily halt some of the evictions through Supreme Court action.

But the scars will remain for some time to come, and will be remembered once the union has built a more powerful

presence in those sections of the industry. And when the crunch comes, it is not only those companies that will be hurt, our economy's health depends, to a large extent, on the products of their labour.

Despite the months of brinkmanship during negotiations — for which the NUM and employers were equally responsible — the union's conduct during the lengthy dispute was generally professional and reasonable. It made a serious effort to resolve the dispute peacefully.

The union followed the necessary procedures to hold a legal strike. Given the events of last week, it could be forgiven for asking why it should have bothered. And even then it held fire for another six weeks. This was partly to ensure that a possible strike would be organised as well as possible, but also in order to seek a settlement which would avert a strike.

It eventually achieved this with three mining houses. Ironically, the acceptance of the offers from Anglo American, Rand Mines, and JCI weakened the union's hand to the extent that it faced a no-win situation in the strike it embarked on last week.

Furthermore, Fritz concedes that the union conducted the strike with a high degree of discipline. The NUM appears to have kept to its word that it would do all within its power to ensure that members behave responsibly.

And the fact that employers of well over half of the gold and coal miners working on chamber mines were ultimately able to come to terms with the union is evidence that the final NUM demand was far from outrageous.

With the gold price at its highest rand level ever, there has hardly been a better time to substantially raise the real wages of unskilled black miners — which many mining industry spokesmen privately admit are far too low.

It is not the job of the *FM* to instruct employers on how to achieve wage settlements. But given the circumstances, the decision to almost immediately dismiss and evict strikers was precipitous, whatever the legalities of the matter.

It is vital that the Industrial Court make a clear ruling on the rights of legal strikers. There is, in fact, a strong body of opinion which argues that striking should be decriminalised. Perhaps amendments to legislation should be sought.

Either way, it is necessary to encourage unions to follow dispute-resolving procedures. A trend toward wildcat strikes would be a backward step. Unfortunately, there is nothing in South African law which could convince unions that unwarned and unexpected shows of force are less effective than patient and reasonable negotiations.

There is a further dimension to the events surrounding the strike. This is that the dismissal of migrant workers and the spectre of them being bused back to homelands and neighbouring countries will always raise the emotions of the rest of the world. By their actions, the mining groups have also risked damaging whatever is left of SA's international reputation. ■

MINE HOSTEL DECISION TODAY

THE Rand Supreme court is to make a decision today on an urgent application by Marievale Consolidated Mines for 62 black mineworkers to be evicted from its hostels.

Marievale, members of the General Mining Corporation (Gencor) group, has maintained that the workers were staying in a mine hostel as a result of an interim order by a Rand Supreme Court judge on September 4. 7/6/9/85

The company was interdicted at the time from evicting members of the National Union of Mineworkers from the mine. 2/1/85

Strike

In an application on September 5, the company was ordered to re-accommodate 52 members who had allegedly been told to leave the mine premises. H/S

The company's lawyer has submitted that the mine was entitled to evict workers who had participated in a strike.

The workers had broken the terms of their contract. SOWP/AM

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211 2/9/85

Cell death: 3 ex-cops in court

By HERMAN LETSIE

THREE ex-cops briefly appeared in the Westonaria Regional Court this week on a charge of culpable homicide, four charges of assault with intent to do grievous bodily harm and a charge of theft

The appearance of Patrick Mvuka, Mandia Sithole and Washington Sibiya arises from the death of Xolani Maqhina, an employee of the Western Areas Gold Mines near Westonaria

The three allegedly brutally assaulted him at the Westonaria police cells on the night of August 5 last year, when all three were cops in Westonaria

Maqhina died in the cells that night

The three also allegedly assaulted Nnini Tsotetsi, who was arrested with Mr Maqhina by the three accused while attending a wedding at Bekkersdal

Two other suspects locked in the cells with Tsotetsi and Maqhina were also assaulted by the three "furious policemen", the court was told

In an earlier hearing the three had pleaded not guilty to all charges

JOSEPH GEORGE SCHEEPERS
Guilty of rape and murder

VALENTINE MATTHYSEN
Guilty of rape and robbery

Ms GOITSIONE
Burnt alive

of a white person getting a capital

ing the derers'

(2.1) ~~(S)~~ ~~(S)~~ ~~(S)~~
Marievale evictions lawful

Day 26/9/87
GAVIN EVANS

MARIEVALE Consolidated Mines lawfully evicted 42 National Union of Mineworkers' members who took part in a legal strike last month, the Rand Supreme Court found yesterday

Mr Justice E Stafford ruled that Marievale, a member of the Gen-cor group, could evict the workers from its hostels. The rest of the 62 workers involved in the action will be entitled to remain in the hostels pending a court case on October 15

Counsel for the union, Arthur Chaskelson, QC, indicated the NUM intended to apply for leave to appeal

Marievale, which brought the urgent application for the evictions on September 13, agreed to take no action until the appeal application had been filed

The workers were fired after a legal strike at the end of August and were staying in the hostel as a result of an interim Rand Supreme Court order made on September 4 pending an Industrial Court hearing on September 30. The Industrial Court will be asked to decide whether the workers were legally dismissed

1 500 gold miners resign after 2 die in faction fights

Nine people have died since Sunday and 1 500 miners have resigned at Stifontein gold mine after faction fights, said a Gencor statement issued yesterday.

Forty-three miners have been admitted to hospital since Sunday after fights broke out between Basotho and other workers, the statement added

The statement, issued by Gencor P-R O Mr Harry Hill, said:

"Fifteen hundred miners out of a workforce of 10 000 at the Stifontein gold mine have resigned and are returning to their homes following faction fights between Basotho workers and other workers

"Nine persons have been killed and 43 hospitalised since Sunday, September 15. The resignations, in spite of management's attempts to persuade workers to remain, follow persistent problems between the two groups over the past two weeks

STAR
"Management has held discussions with the parties several times and received undertakings that the situation would be re-

solved. On Wednesday September 25, another meeting which included representatives of the Lesotho Government and Teba of Basotho took place in a further attempt to resolve the differences with further undertakings being given.

27/9/85
"While the cause of the dissent between the groups is still under investigation, it appears to centre around the refusal of some workers to join the Basotho in a boycott of bars on the premises.

27/9/85
"The mine manager, assisted by the mine security and the SA Police, has done all it can to prevent and contain the violence.

"Several individuals have been arrested and are expected to be charged for assault.

"Production from underground will continue to be affected to a limited extent until replacement labour has been engaged and trained.

"Gold production is unaffected because stockpile material is being milled." — Sapa.

SA high on agenda of US Congress

280

337

STAR

4/19/85

WASHINGTON — Sanctions against South Africa and trade protectionism are among the major issues facing the US Congress as it returns today from a month-long summer recess

The legislators will also be confronted again with the growing US Government spending deficit when they decide whether to raise the public debt limit over \$2 trillion (about R4,5 trillion), or leave the government unable to finance its operations.

President Reagan is determined to press for his No 1 domestic goal — tax-reform legislation

The House of Representatives convenes today, but the Senate — which does not return until Monday — is likely to be the scene of the first major legislative battles.

The House has already approved a compromise version of the South Africa sanctions Bill, and the Senators will take up the issue as soon as they come back

The compromise, worked out by House-Senate negotiators in July, is tougher than the version passed by the Senate earlier that month, and a few conservative Republican Senators have said they might try to block its passage

POSSIBLE BANS

Any obstruction, however, would be only temporary because the majority of the Senate favours sanctions and can easily vote down any parliamentary manoeuvres to sidetrack the Bill

The Bill would ban:

● The importation of Kruger rands into the US.

● The export of US nuclear technology to South Africa

● Sales of computer equipment and accessories to the South African Government to prevent their use in enforcing apartheid.

● New bank loans to the South African Government.

Mr Reagan, who has argued that he opposes the sanctions on the grounds that they would hurt black South Africans and lessen US influence with the South African Government, might veto the compromise if the Senate passes it

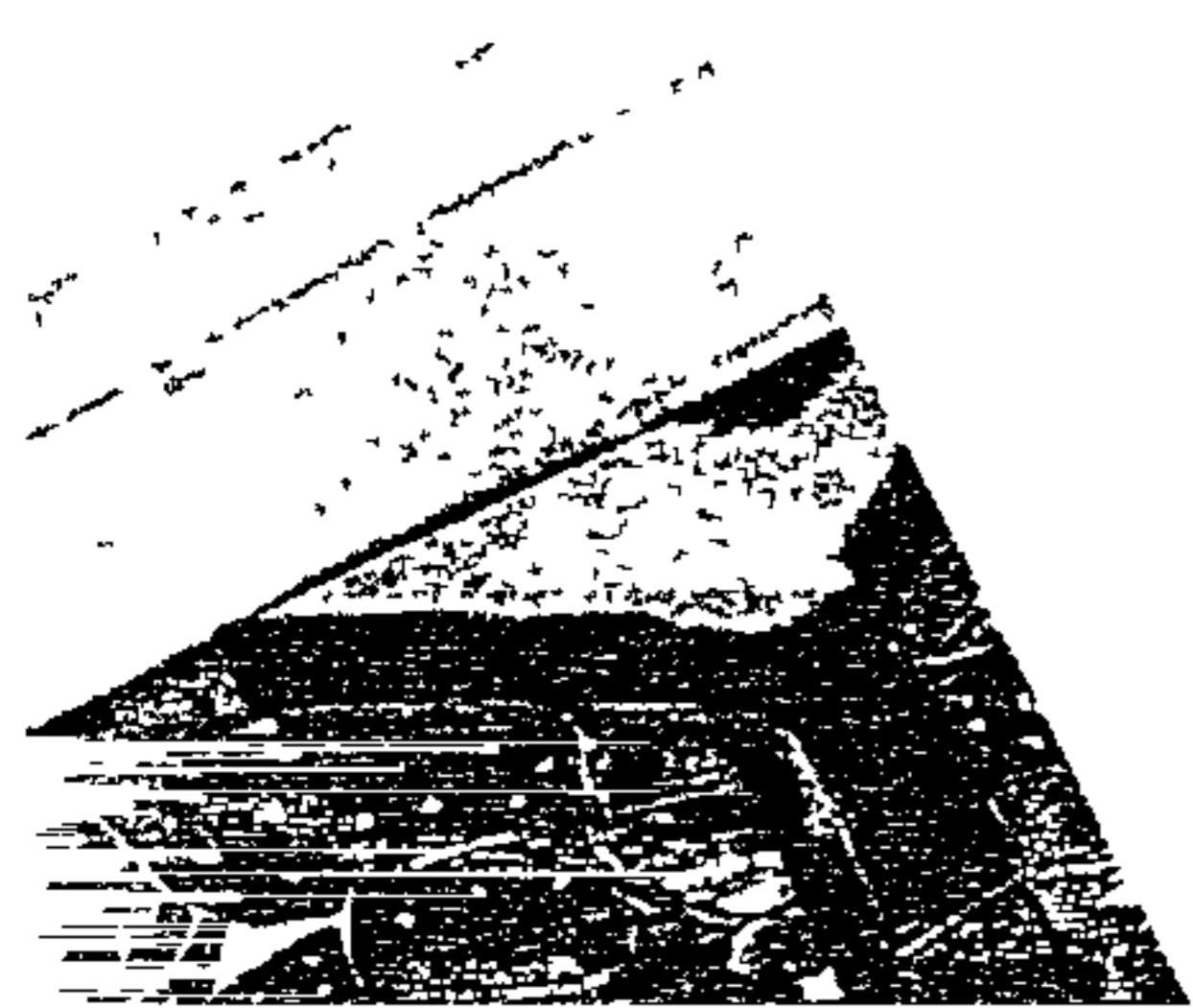
The House, controlled by opposition Democrats, can be counted on to vote overwhelmingly to override a veto. It is also possible the Republican-led Senate would come up with the

necessary two-thirds majority to complete the override

The House has a light schedule this week, but controlling Democrats are expected to begin pushing for action on erecting bars to imports in reaction to the record size of the US trade deficit, expected to reach \$150 billion (about R330 billion) this year.

RETALIATION

Economists have attributed the size of trade deficit largely to the high value of the dollar against other currencies, but the imbalance has served to spark anger against trade protectionism used by other countries and fuel a desire for retaliation, especially against Japan. Sapa-AP.



(211) (213) FM 11/10/85

<p>MINING LABOUR</p> <p>NUM loses out</p> <p>The Supreme Court has dealt a severe blow to the bid by the National Union of Mineworkers (NUM) to challenge employers' right to dismiss workers who participate in legal strikes. The case was one of many that have been launched in the wake of the mine strike in early September. But the issues raised in it are still to be tested in the Industrial Court.</p> <p>Last week Mr Justice J Stafford rejected an application by the NUM for leave to appeal against his judgement in a case involving the union and Gencor's Marievale mine. The judge said the union had no reasonable prospect of persuading another court that he was wrong.</p> <p>Marievale had filed an urgent application requesting the court to uphold its common law right to dismiss 73 workers who participated in the legal strike, and to evict them from the mine hostels. The mine argued that it had the right to dismiss even though the strike was lawful, because the workers had</p>	<p>breached their employment contracts.</p> <p>Marievale's action was brought after the NUM had twice succeeded in obtaining orders from the court interdicting the mine from unlawfully evicting workers who were dismissed during the strike. In its papers, the NUM alleged that its members were being evicted by force and without due process of law. The NUM brought the first action on September 4 — just after the strike. The second was brought the next day when the union alleged that the mine was disobeying the terms of the first order. The union has started contempt of court proceedings against Marievale's management.</p> <p>Judge Stafford upheld Marievale's claim that the dismissal of the 73 was lawful because they had breached the terms of their employment contracts. In doing so he rejected the arguments brought by the NUM's legal representatives. These were that</p> <ul style="list-style-type: none"> <input type="checkbox"/> The workers were covered by a recognition agreement concluded between the NUM and the Chamber of Mines which acknowledges the right to strike, <input type="checkbox"/> The workers had been victimised, and <input type="checkbox"/> The Supreme Court should postpone 	<p>hearing the case as the union had applied to the Industrial Court to have the workers reinstated on the grounds that their dismissal constitutes an unfair labour practice.</p> <p>The judge found that the workers were not entitled to withhold their services without committing a breach of their employment contracts and that the NUM-Chamber recognition agreement did not confer any additional rights on them. He also found that the workers had not made out a case for victimisation. As for the argument about the Industrial Court, Judge Stafford said that there was no judicial basis for considering a stay or postponement of the case.</p> <p>The ruling applies to 43 of the workers who were represented by the NUM's lawyers. The other 30, who were not represented, have been given until October 15 to show cause why the court should not make the same ruling against them.</p> <p>The fact that employers are entitled to dismiss legally striking workers is one of the most controversial aspects of South African labour law. Critics have pointed out that it is contrary to the situation in other countries where strikers have legal protection against</p>
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(211) (213) FM 11/10/85

dismissal

The Supreme Court has made its position on the question clear. The NUM will be bringing the matter up again later this month when it asks the Industrial Court to re-instate the Marievale workers contending that their dismissal is an unfair labour practice. Several more cases involving workers dismissed from other mines during the strike are also pending. Whether the Industrial Court — which uses fairness as its chief criterion — will make a different ruling to the Supreme Court is something all concerned with industrial relations in SA will be watching very closely.

211 IN BRIEF

B. Day
17/10/85

A TEMPORARY order allowing Marievale Consolidated Mines to evict 42 members of the National Union of Mineworkers from their hostels was finalised by a Rand Supreme Court judge yesterday.

Mr Justice L Weyers confirmed the temporary order of fellow judge Mr Justice E Stafford, who three weeks ago found that Marievale, a member of the Gencor group, had lawfully dismissed the mine workers

Leave to appeal was refused by Judge Stafford earlier this month.

The workers had been fired after a legal strike at the end of August and were staying in the mine hostel as a result of an interim Rand Supreme Court order made on September 4 pending an Industrial Court hearing

□ □ □

THE date for the final liquidation of Industrial Syndications, a subsidiary of National Acceptances (NA), has been extended for three weeks to November 5 by a Rand Supreme Court judge

Industrial Syndications, a property dealing company wholly-owned by NA, was placed under provisional judicial management on July 23 and was provisionally liquidated on September 3 after it was found it had insufficient funds to carry on trading.

□ □ □

AN ORDER for the payment of a R41 000 hotel bill, owed to the Sandton Sun by a foreign businessman who allegedly fled the country, was yesterday extended by the Rand Supreme Court for eight weeks. Financial consultant Maurice Liedchi left South Africa "for Luxembourg or Switzerland" without having paid his bill for "hotel services offered during 1984", Sandton Sun financial controller Dudley Humphreys said in an affidavit

Despite a warrant for his arrest Liedchi has not shown up to settle his debts. The return date was set at December 10 by Mr Justice L Weyers

Reports Business Day staff

Release our members, says union

THE United Mining Metal and Allied Workers Union has called on the Government to release all detained trade unionists, and to abolish the policies of apartheid.

The decision was taken at the annual general meeting of the union held near Nebo in the Northern Transvaal

The union announced that its members, Mr Sam Ntuli (secretary);

By JOSHUA RABOROKO

Mr Paul Maseko (executive member), Mr Ezekial Kubheka, Mr Minton Matsege, Mr Zwelakhe Sipeta (members), have been detained since the state of emergency was declared

It said the apartheid laws have been responsible for the killing of

thousands of innocent people. This system should be abolished

The union has also committed itself to the current trade union unity talks aimed at forming a giant federation. The congress mandated its executive to take part in such talks

The union re-affirmed its policies of worker control, of non-racialism, of establishing

211
democratic structures, and to support other progressive organisations in their fight for liberation in South Africa

Sowetan
The following were elected members: Mr Andrew Zulu (president); Mr Alfred Mashabela (vice-president), Mr Nelson Ngwenyama (treasurer); and Mr David Sebabi (general secretary)

18/10/85

211 198 198
INDUSTRIAL COURT 198/161

Asserting its rights

The Industrial Court (IC) has affirmed its right to hear a case in which workers have asked for reinstatement, notwithstanding the fact that the dispute which gave rise to the application is also the subject of a Supreme Court case

This is a new and major development in the debate which has been raging about the IC's powers of jurisdiction and the position it occupies in legal structures.

At the heart of the matter is a dispute between the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs

'Blacks miners want advancement on merit'

By Stan Kennedy
211
South Africa was the world leader in deep-level mining and could deal with all the technical problems that might arise in the future, Mr Denis Etheredge, former executive director of Anglo American Corporation, told the Wits Alumni Luncheon Club yesterday.

He said the biggest challenge the industry faces is not the problem of the price of gold or input costs but meeting the aspirations of black workers. Whites, who comprised 10 percent of the 450 000 labour

force, were becoming aware that many blacks could do the job they were doing.

Restriction on blacks getting blasting licences was the biggest barrier to black advancement and to productivity.

The National Union of Mine workers was led by erudite and articulate people who knew what they wanted. It was not just higher wages they were after. Whites were protected by legislation, and blacks were now demanding that merit be the criterion for advancement.

Another major problem was the different philosophies of the

six mining houses, which tended to militate against solving the differences. 23/10/85

To the calls by some people for the abolition of migrant labour, Mr Etheredge said this was not practical. Ninety-seven percent of all black workers on mines were migrants and if they were sent home they would all be out of work and their countries would suffer.

Many companies could not afford to house their labour because of the limited life of some of the mines. The cost involved in housing families could be almost four times that of housing

single men in hostels. Industry had done a lot to ameliorate the situation and to stabilise the labour force. More than 80 percent of workers returned to the same mine after their leave and this was an important part in increasing productivity.

"The colour bar has greatly impeded attempts to attempt to get higher productivity and to create a single merit-based system for the industry," Mr Etheredge said.

"It will require great doses of wisdom to help solve the many problems and a lot of patience and persistence."

2112 (circled) FM 25710/85

mine over the dismissal of four workers
Earlier this year, Vaal Reefs lodged an
urgent application in the Supreme Court to
have the four evicted from its hostels on the
grounds that their dismissals were lawful
because the workers had breached the terms
of their common law employment contracts
The Supreme Court granted a *rule nisi* but is
yet to hear the full argument in the case. The
FM understand it will probably not be heard
until March next year
In the interim, the workers brought an

application in the IC asking to be reinstated
in terms of Section 43 of the Labour Rela-
tions Act (LRA) on the grounds that their
dismissal constitutes an unfair labour prac-
tice But Vaal Reef's legal representatives
opposed the application arguing that the IC
did not have the right to hear the matter
This left the IC in a position where it had to
rule on whether it could exercise its jurisdic-
tion
The principle arguments put forward by
Vaal Reefs were

- The IC is entirely subordinate to the Supreme Court and cannot issue orders which would subvert, undermine or contradict the terms of the Supreme Court order,
 - Issues of common law do not fall within the scope of Section 43 hearings, and
 - The IC should not hear the matter because the Supreme Court is hearing the case and it would be undesirable for two tribunals to deal with the same matter for different purposes
- The IC rejected Vaal Reef's contentions

It held that the Supreme Court is an institution which cannot consider fairness and equity, interim reinstatements, or the existence of unfair labour practices. The IC said it was not valid to argue that any ruling it might make would amount to a direct challenge to the Supreme Court order or its authority.

The IC said "The legislature has deemed it fit to legislate the provisions of Section 43 of the LRA. If an applicant has established certain jurisdictional facts he is entitled to be heard in terms of the relevant provisions, and the IC is obliged to grant such an order." The mere fact that any order it would make would possibly "conflict" with a Supreme Court order, should not influence the IC to refuse to hear the matter. And, if it is perceived that such a conflict subverts the proper administration of justice, it is the task the legislature — and not the IC — to deal with the matter.

The issues raised in the case are of critical importance to labour relations in SA. Some labour observers believe that this case represents part of a concerted attempt to emasculate the IC's Section 43 powers. Since the IC was established, trade unions have achieved major victories over employers in Section 43 applications. These observers say employers are now attempting to get the IC to endorse their efforts to re-assert managerial prerogatives. Others, however, argue that the case merely highlights the fact that the IC is not really a court but merely a government agen-

cy and that its status needs to be upgraded. Vaal Reefs has been granted the right to take the IC's judgment on review to the Supreme Court. The Supreme Court's decision will go a long way towards clarifying the IC's status. ■

CAP TINKS

3/10/85

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Poison gas claim 'bizarre'

JOHANNESBURG — The Chamber of Mines yesterday described as "nonsensical" an allegation that a South African mine had installed equipment for pumping disabling gas through mine ventilation shafts into black mineworkers' living quarters.

A statement issued by the chamber follows the allegation by former Australian prime minister Mr Malcom Fraser at the United Nations on Tuesday.

The chamber "has absolutely no knowledge of any such equipment ever having been installed in any mine in this country and regards the allegation as devoid of truth and bizarre," the statement said.

The allegation was based on hearsay and was nonsensical, as mine ventilation shafts formed a functional part of mining operations and were totally unrelated to the living quarters of any employees on a mine. — Sapa

Milnerton hotel to go?

Municipal Reporter

ONE of Milnerton's most famous landmarks, the old Cambridge Hotel in Koeberg Road, may be demolished soon to make way for a supermarket.

Marcow Brothers has apparently sold the hotel to developers, and it will be torn down in the new year.

Milnerton Town Clerk Mr J Veldsman said he had heard "rumours" of the demolition.

He said the site was zoned for business and the town council would not be in a position to reject plans for a supermarket if these did not contravene town planning regulations.

MINING - LABOUR

1985

NOV. - DEC.

Victory for NUM

IN one of its most significant rulings to date the Industrial Court yesterday ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year.

Dr Daan Ehlers, president of the court said in an order that the mine was required to reinstate the dismissed miners and that the number of miners qualifying for reinstatement had to be agreed upon between the employers and the National Union of Mineworkers (NUM)

The NUM originally applied to the court for the reinstatement of



NUM's Cynl Ramaphosa

about 1 000 miners. The mine claimed not all the workers were union members that had been

fired by the mine or employed by the mine. Marievale agreed to negotiate with the union on the number of miners involved.

The mine indicated during the hearing of the case that if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits.

The Industrial Court order becomes operative on November 1, but workers have 21 days in which to report for duty.

Laywers for the NUM said yesterday the order would mean that at least 500 miners would be granted relief.

"The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned," said the NUM lawyer.

They eat horses, don't they?

SOWETO coal dealers beware! Stock thieves are on the rampage. Two horses went missing under mysterious circumstances in Meadowlands, Zone nine, recently. The owner of the horses, Mr Josiah Monaise (43), suspects that they have been slaughtered by the "Russians".

Mr Monaisa, whose job of delivering firewood in the township has come to a standstill since the theft, said the horses were last seen grazing in Meadowlands' Zone seven traffic circle a few days ago.

On the firing line

Should workers who participate in legal strikes be protected against dismissal? This crucial issue in South African industrial relations is the point the Industrial Court has been asked to rule on in a case between the National Union of Mineworkers (NUM) and Marievale Consolidated Mines Ltd, which was heard over two days last week.

At the heart of the case is one of the main anomalies of South African labour law that even if workers follow all the procedures laid down for legal strikes in the Labour Relations Act (LRA), employers nevertheless have the right to dismiss them for breaching their common law contracts of employment.

The case, in which the NUM has requested the court to temporarily reinstate several hundred union members dismissed from Marievale, arises from the strike at the mine — and several others — in early September. The workers struck after wage negotiations at the Chamber of Mines resulted in split offers from the various mining houses. The NUM reached accord with Anglo American and Rand Mines but deadlocked with Gencor (a Marievale shareholder), Gold Fields of SA and Anglovaal.

In court last week the NUM's counsel argued that a negative decision in the case would demonstrate to unions and their members that there is no protection for lawful strikers. This, he said, would encourage unions to ignore the LRA's conciliation procedures and would result in a tendency towards wildcat strike action. Marievale's counsel countered that a decision in favour of the union, limiting employers' rights to dismiss strikers, would give the NUM — and other unions — the licence to strike without fear of dismissal as long as they follow the conciliation procedures.

But before Industrial Court President Daan Ehlers will be able to consider the merits of the case, he will have to deal with two technical points raised by Marievale's counsel:

□ That the Industrial Court does not have the authority to deal with the matter because the Supreme Court has already ruled that the dismissals were lawful. The Supreme Court made this ruling when it granted eviction orders against some of the Marievale miners recently (*Current Affairs* October 11). In fact, Marievale's counsel said, all previous Industrial Court rulings that lawful dismissals were unfair — of which there are numerous examples — are incorrect. (The

1/11/85 (211) (48) (40) (42) (44)

NUM argued that the court is entitled to decide whether Marievale's action was fair — and that whether the dismissals were judged to be lawful is irrelevant), and

- That the NUM has no *locus standi* to act on behalf of the dismissed workers. The NUM disputed this contention

In arguing the merits of the case, the NUM relied on comments by court member Adolf Landman in the case Council of Mining Unions vs the Chamber of Mines. Landman observed that it is possible that the dismissal of lawful strikers could be unfair in certain circumstances. He said it would be necessary to take into account

- The cause, nature, size, duration, consequences, results and purpose of the strike,
- The circumstances of the employer and the employee,
- The presence or absence of good faith between the two parties during the strike,
- Stipulations of contracts of employment, especially any to do with participation in legal strike action, and
- The behaviour of employees during the strike

These points were covered in

BRIEF TO MARIEVALE WORKERS

Management has heard that a strike will take place in some gold mines.

Now, management would like to notify you that if you involve yourselves in the strike your contracts will be terminated. The other thing that will lead you into problems is the fact that you will be discharged.

You must think carefully of what will happen to you when you go on strike. You might lose your job and your family will suffer a lot.

When there is a strike, management will protect all workers who want to go to work. Do not allow other workers to stop you when you want to go to work.

Management will get all the workers who stop others from going to work, those will be dealt with accordingly.

Even if there is a strike, the salaries won't change.

Whether you have joined the Union (NUM) management will not be stopped by this from dismissing when you are on strike.

Anti-strike pamphlet ... management's threat

considerable detail. Counsel for the NUM argued that the union's wage demands were reasonable, particularly when noting that it had reached agreement with other mining houses. He said the union had behaved with utmost responsibility and restraint throughout the dispute and during the strike. The union's actions had been positive in terms of all these criteria, he added. Counsel for Marievale, however, questioned the union's motives for striking. The NUM, he said, struck in order to provoke conflict. It wished to hold an entire industry to ransom. Its true purpose was "to flex its muscles and show the world how powerful it is, whether to impress its members or to gain new ones." Marievale's counsel also said the NUM had not exhausted all avenues of conciliation during the wage dispute. It could, for example, have proposed mediation, arbitration or referral to the Industrial Court, he said. But the NUM's counsel produced conciliation board minutes showing that the union had, in fact, proposed mediation or arbitration which was rejected by the chamber.

Marievale counsel argued further that an order for reinstatement would not resolve the dispute. Employees would return to work at the same wage they had struck over. This would simply lead to further strike action and a repeat of September's events.

These, in a nutshell, are the issues over which Ehlers must ponder. Given that both sides are anxiously awaiting judgment, he has undertaken to make his decision known as soon as possible and will deliver reasons later.

d-M 1/11/85

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CAMPBELL-KWALD 13698

Red button

As far as I know, consist of several canisters hanging from the ceiling which — when the building is entered illegally — are punctured spraying out tears-moke, he said.

Mr Fraser said he had been told about the gas system by an Afrikaner friend.

He alleged that the mine manager had taken his friend into an armoury that was filled with automatic rifles and surrounded by armoured vehicles, and showed him a red button behind glass.

The mine manager allegedly told Mr Fraser's friend that if the red button were pushed, gas would pass through the mine ventilation shaft and into the living quarters of the mineworkers in the event of an emergency.

The gas was designed to "disable", not to kill.

The allegations were followed by a Chamber of Mines statement that it had no knowledge of any such equipment being installed anywhere in South Africa and, as such, regarded the allegation as bizarre and devoid of truth.

Anglo admits tear gas at mine

21
5 Times
3/11/85

By JEREMY BROOKS

THE Anglo American Corporation yesterday disclosed that it had installed an anti-riot tear-smoke system in certain buildings at one of its mines.

It was responding to claims made earlier this week by Mr Malcolm Fraser, former Prime Minister of Australia, that a system existed at a South African mine to pump "disabling gas" into miners' living quarters through ventilation shafts in the event of an emergency.

Mr Fraser, one of the Commonwealth "wise men" appointed to open negotiations with Pretoria about the dismantling of apartheid, refused to identify the mine — until yesterday, when he named Western Deep Levels.

Yesterday through the Anglo public relations department the Western Deep chairman Mr Peter Gush described Mr Fraser's allegations as unfounded.

Aggravated

Mr Gush, who is also chairman of Anglo's gold and uranium division, said:

"During serious inter-tribal rioting at Western Deep Levels gold mine in 1974 and 1975, several workers lost their lives and considerable damage was caused to property.

"The situation was seriously aggravated after rioters looted the mine liquor stores.

"As a result, Western Deep Levels decided to install tear-smoke systems in the liquor stores, hostel kitchens and the administrator offices which could be activated by management.

"The system which used conventional tear-smoke and was introduced as a precaution to protect lives and property in the event of unrest, has not been used since 1975.

"Accordingly, allegations suggesting that a system exists to pump disabling gas through mine ventilation shafts into black mineworkers' living quarters are unfounded," said Mr Gush.

A spokesman for Anglo American said the system was used once in 1975 — and not since. He was not sure of the mechanics, but it was "not some huge, technological monster".

Historic ruling strips bosses of right to fire strikers

Court tames employers

211 S. Times 3/11/85

A HISTORIC judgment by the Industrial Court has deprived employers of their most potent weapon in dealing with legal strikers — mass firing.

The Industrial Court this week ordered the reinstatement of workers dismissed by Gencor's Marievalle gold mine for taking part in the September wage strike.

The ruling cuts right across a judgment by the Supreme Court, which held that the dismissal was lawful. The dismissal may have been lawful, but the Industrial Court ruling makes it an unfair labour practice.

Powerful

The court's ruling in favour of the National Union of Mineworkers means that provided a strike is legal, employers cannot dismiss workers for striking.

The ruling could prompt similar actions by workers in the Industrial Court.

In an economy where hundreds of thousands are out of work, instant dismissal of large numbers of workers has been a powerful weapon in the hands of employers. Many have not hesitated to use it.

The ruling is the first of its kind in which workers asked for protection against dismissals because of their participation in a legal strike. In future, employers wishing to fire workers will have to make sure their action is not only legal but fair in the eyes of the Industrial Court.

Unless it appeals success-

fully against the order, Gencor will have to re-employ the fired workers.

Gencor spokesman Harry Hill says he cannot comment until the judgment has been studied.

The Industrial Court granted the interim order in terms of Section 43 of the Labour Relations Act (LRA). The ruling means negotiations over wages terminated by the dismissals can be resumed.

The Industrial Court's contradiction of a Supreme Court finding once again raises the question of its jurisdiction. At issue is whether the Industrial Court has the right to hear the same matter as the Supreme Court, even if

the judgment is likely to differ.

Daan Ehlers, president of the Industrial Court, says Section 53 of the LRA provides for criminal proceedings against any party which disobeys an order of his court.

Dr Ehlers says that in the interim, however, parties can continue negotiating the issues in dispute — wages and now, mass dismissals.

More to come

Labour consultant Andrew Levy believes there will be a lot of litigation after this decision.

"Gencor is unlikely to ac-

cept the ruling lying down," he says.

The miners' union says the judgment will ensure legally striking workers of protection. It will also encourage the use of the industrial dispute-resolving machinery.

Loet Douwes-Dekker, of the Wits University Business School industrial relations department, says "Parties should take heed of the direction the court has given and incorporate rules that govern strikes in their agreements."

Johan Piron, head of the University of South Africa's department of industrial relations, says "The judgment will also defuse the ideological problems surrounding strikes."

By Amrit Manga

4/11/85
Tear smoke system
on mine dismantled
says Anglo ^{Stew} (211) (213)

The "conventional tear smoke system" installed at Western Deep Levels Gold Mine has been dismantled and there is no intention of using this type of equipment at any other Anglo mines

This was stated today by Anglo American Corporation public relations manager, Mr Neville Huxham, who added that the equipment was removed last week because it had not been used for a decade and had fallen into disuse.

He emphasised the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974/5 riots

Mr Huxham said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

This weekend an international furore greeted ex-Australian Prime Minister Mr Malcolm Fraser's hearsay revelation that the "disabling gas" system existed at Anglo's Carletonville mine.

Western Deep Levels chairman Mr Peter Gush admitted the tear smoke equipment was installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975.

But he added that the system had not been used for ten years.

NUM probes Fraser's gas claim

THE National Union of Mineworkers is trying to contact former Australian premier Malcolm Fraser about his anti-gas claims at Anglo's Durban Deep Levels gold mine.

"We want to establish the facts before making a statement," a spokesman said yesterday.

An Anglo spokesman said he believed the gas system had been dismantled.

Western Deep chairman Peter Gush describes as unfounded Fraser's claim last week that "a system exists to pump

Business Day Reporter

disabling gas into black mineworkers living quarters, at the mine.

Rush said at the weekend a conventional tear gas system had been installed in the mine's liquor stores, hostel kitchens and hostel administration offices to protect lives and property after inter-tribal rioting in the 1970s.

"The system has not been used since 1975," said Gush, who is also chairman of Anglo's gold and uranium division.

CMS Times
4/11/85 (211)

2 mines confess to tearsmoke

Own Correspondent

JOHANNESBURG — Anglo-American has admitted that one of its gold mines is fitted with a tearsmoke system that can be activated by management in the event of rioting among black employees

And a Klerksdorp mine run by the General Mining Corporation (Gencor) is fitted with a smaller tearsmoke system similar to that at Anglo's Western Deep Levels gold mine

A Gencor spokeswoman yesterday said the tearsmoke system had been installed 10 years ago, but never used. "The system was installed for the protection of staff in the liquor outlets at the mine"

Gencor did not name the mine

It was revealed at the weekend that a tearsmoke system which allows management to discharge tearsmoke in liquor stores, hostel kitchens and hostel administrative offices was installed at Western Deep Levels in 1974

Conventional tearsmoke system

The Anglo-American Corporation admitted to the existence of the system after the former Australian Prime Minister, Mr Malcom Fraser, alleged that there were systems for pumping disabling gas into mineworkers' quarters on South African mines.

In a statement at the weekend, the chairman of Western Deep Levels, Mr Peter Gush, said a conventional tearsmoke system had been installed to help protect lives and property during inter-tribal rioting in 1974 and 1975. It had not been used since 1975

An Anglo spokesman said there were no tearsmoke systems at any other of the group's mines. Gencor said the Klerksdorp mine was the only one in that group fitted with a tearsmoke system

Spokesmen for Rand Mines, Johannesburg Consolidated Investments (JCI) and Iscor, which owns several coal mines, all said no tearsmoke systems existed on any mines owned by their companies.

The story was the main item on British television 1pm news programmes yesterday

Miners' unions call for probe into gas claims

By JOSHUA RABOROKO

SOUTH Africa's biggest black mine-workers' unions have called for an independent probe — with worker participation — into bizarre claims that disabling gas was pumped into the living quarters of black miners.

The unions — the Black Allied and Construction Workers' Union (Bamcwu), the African Miners and Allied Workers' Union (Amawu) and the National Union of Mineworkers (NUM) — are concerned about the allegations.

The claims caused an international furore last week after former Australian Premier Mr Malcolm Fraser had revealed that the "disabling gas" system existed at Anglo American's Western Deep Level gold mine near Carletonville.

However, the company, which earlier disputed the claims as unfounded, yesterday admitted that the "conventional tear smoke system" installed at the mine has been dismantled.

The company's public relations manager, Mr Neville Huxman, added that the equipment was removed last

week because it had fallen into disuse.

He also emphasised that the system was limited to installation at one mine and only in certain areas of the mine — liquor stores, hostel kitchens and hostel administration office, which had been attacked during the 1974/5 riots.

Mr Huxman said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

Western Deep Levels chairman Mr Peter Gush also admitted the existence of the tear smoke equipment.

Meanwhile Bamcwu said it viewed the admission of the device in a serious light, adding: "These allegations have strengthened our members' accounts of management's conduct during strike actions by miners."

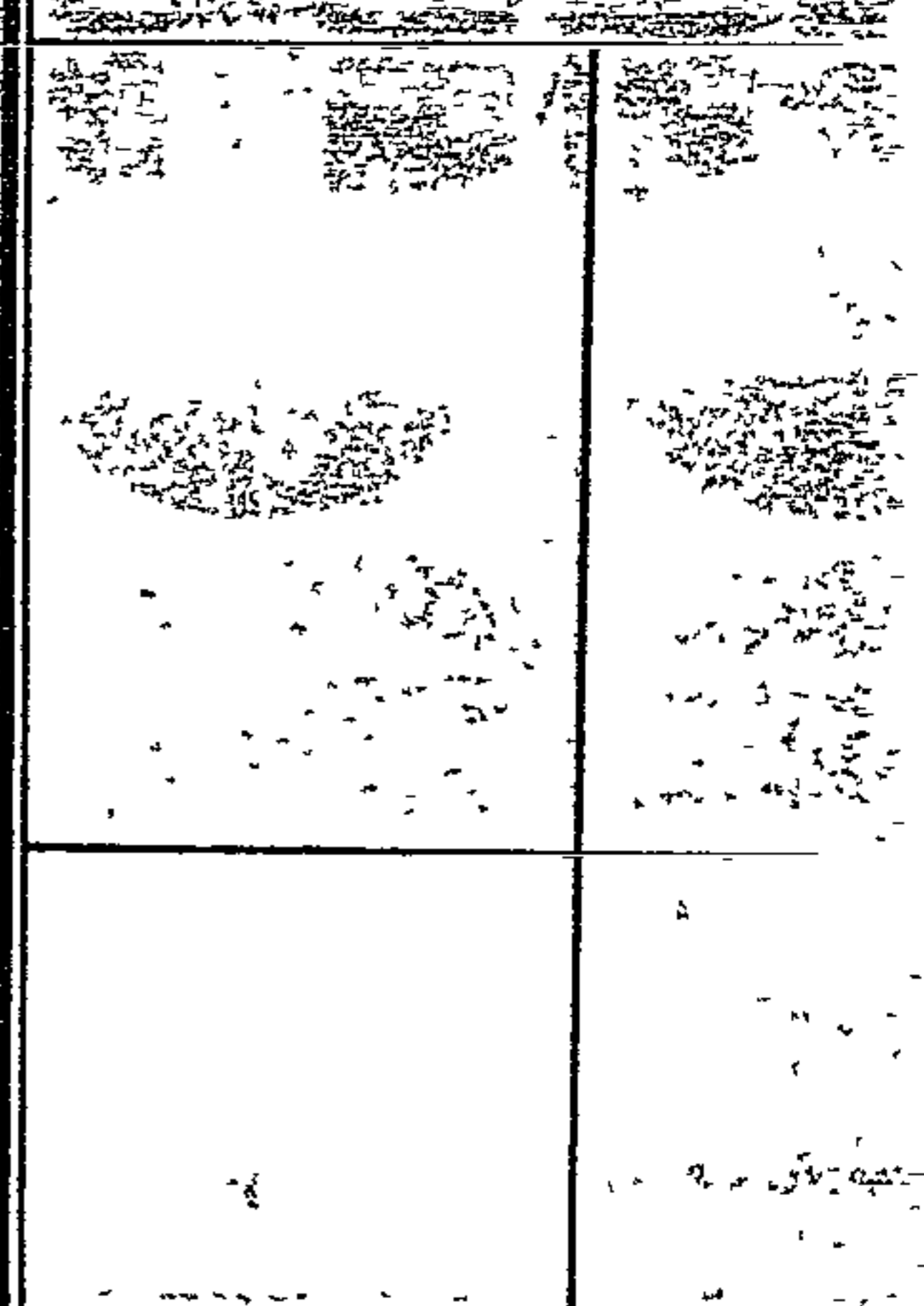
A NUM spokesman said their shaft stewards were collecting information from workers and would release a statement soon.

A Mawu spokesman said they would study the developments with keen interest and then decide on a course of action.

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4 Cape Times, Tuesday, November 5,

Gas pipes¹⁹⁸⁵ on mine 'not dismantled'

JOHANNESBURG — The National Union of Mineworkers yesterday said its shaft stewards had reported that assurances by a senior Anglo American official that pipes carrying "disabling" gas to miners' quarters at Western Deep Levels Mine had been dismantled were untrue.

The NUM said in a statement released here yesterday: "This morning a senior official of the AAC informed the union that they have dismantled them, but information from shaft stewards says this is not true."

The NUM had repeatedly demanded the dismantling of the "disabling gas" pipes, but management had refused.

The NUM said the purpose of "disabling" gas at Western Deep was to "smash" legitimate strikes in an industry which operated more like a military camp than an industrial undertaking.

Mining companies had been stockpiling ammunition and "hardware" to deal with strikes, the NUM said.

"This was clear during the legal strike in September, where workers were forced back to work at gunpoint."

Use of Hippos 'common practice'

"The use of Hippos and other armoured vehicles is also common practice."

"The use of disabling gas through the ventilation system is one of the measures used by the mining companies to break up and suppress legitimate industrial action by workers."

"The comment by the former Australian Prime Minister, Malcolm Fraser, that disabling gas is pumped through the ventilation system into mineworkers' living quarters at Eastern Deep Levels Gold Mine, comes as no surprise to the National Union of Mineworkers."

"It has required the comments of a prominent international figure to provide substance for what is well known by mineworkers."

It said Anglo's claims of a liberal labour policy seemed extremely hard to believe.

Earlier the Anglo American Corporation public relations manager, Mr Neville Huxham, said, the equipment was removed last week because it had not been used for a decade and had fallen into disuse.

'Tearsmoke used only once'

He emphasized that the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974-5 riots.

Mr Huxham said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

At the weekend, an international furore greeted Mr Fraser's hearsay disclosure that the "disabling gas" system existed at Anglo's Carletonville mine.

Western Deep Levels chairman Mr Peter Gush conceded that the tearsmoke equipment had been installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975.

But he added that the system had not been used for 10 years — Sapa

211

Anglo allows media to see dismantled teargas system

By Andrew Beatrice

Anglo American lifted the lid on its mine security arrangements yesterday to reveal an extensive, but now obsolete network, of teargas installations which could have been used on its workforce in an emergency.

The installations — which were controlled centrally by a master "red button" in the hostel manager's office — were strategically placed around all administration buildings, liquor and food outlets and at the entrances to canteens at Anglo's Western Deep Levels Mines.

On Saturday, the system was dismantled. The general manager of Western Deep, Mr Fred Bayley, who was not in charge of the mine when it was installed 10 years ago, said yesterday that until last week he did not know the system was there.

"When I first heard of the allegation (made by Mr Malcolm Fraser, former Australian Prime Minister), I thought it

R750-m goldmine opens

Minutes after showing reporters where the "red button" was that could have sprayed teargas around Western Deep Levels' canteen and administration areas, the mine's general manager, Mr Fred Bayley, pushed another red button detonating a blast to commemorate the opening of a new R750 million goldmine.

To applause, he detonated a loud explosion (apparently under a pile of gravel in the looming headgear) to formally declare the mine open.

According to mine personnel, the last shaft-sinking blasts had already been completed and mining operations would start soon. A hostel area the size of a small village has already been built.

"When we planned this mine we were thinking years ahead. In 50 years time we don't know if there are going to be migrant workers in South Africa, so we planned the hostels so that they can be converted into flats," said mine manager Mr M Solms.

It was emphasised that the cost of the new mine could be attributed mainly to the hostel area.

could not possibly be true. When I heard that it was, and here at Western Deep, I immediately instructed that it be dismantled.

"It has comparisons reminding one of the gas chambers," said Mr Bayley.

Reporters were shown the control point in the hostel man-

ager's office which housed the master "red button".

Mr Bayley gave the assurance that all teargas systems on the mines under his authority had been dismantled, denying allegations by the National Union of Mineworkers (NUM) that this was not true.

Reporters who visit mines yesterday could evidence to contradict Anglo personnel allow access to all hostels in the Western Deep Levels area. Thousands of workers, who were interviewed at random Mr Themba Manyo NUM's secretary at Elan Mine, which came into operation a few years after Deep Levels, said that workers were convinced there were "more sophisticated teargas systems at Elan Mine. This suspicion was viewed by several of the miners.

However, Mr Manyo said that he could not provide proof of the existence of similar installations.

● In another development General Mining Corp (Gencor) refused to grant access to the mine. Gencor admits has a similar system that in the Anglo mine.

This box on the ceiling of a storeroom in the mine hostel housed three teargas canisters.

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Anglo allows media to see dismantled teargas system

By Andrew Beattie

American lifted the lid on the security arrangements day to reveal an extensive but now obsolete network, teargas installations which have been used on its force in an emergency.

Installations — which controlled centrally by a "red button" in the host manager's office — were typically placed around all administration buildings, liquor outlets and at the entrances to canteens at Anglo's Deep Levels Mines.

On Saturday, the system was dismantled. The general manager, Mr Fred Soloms, who was not in charge of the mine when it was installed 10 years ago, said yesterday until last week he did not know the system was there. "I first heard of the alarm system (made by Mr Malcolm former Australian Minister), I thought it

R750-m goldmine opens

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"It has connotations reminding one of the gas chambers," said Mr Bayley.

Reporters were shown the control point in the hostel man-

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Mr Bayley gave the assurance that all teargas systems on the mines under his authority had been dismantled, denying allegations by the National Union of Mineworkers (NUM) that this was not true.

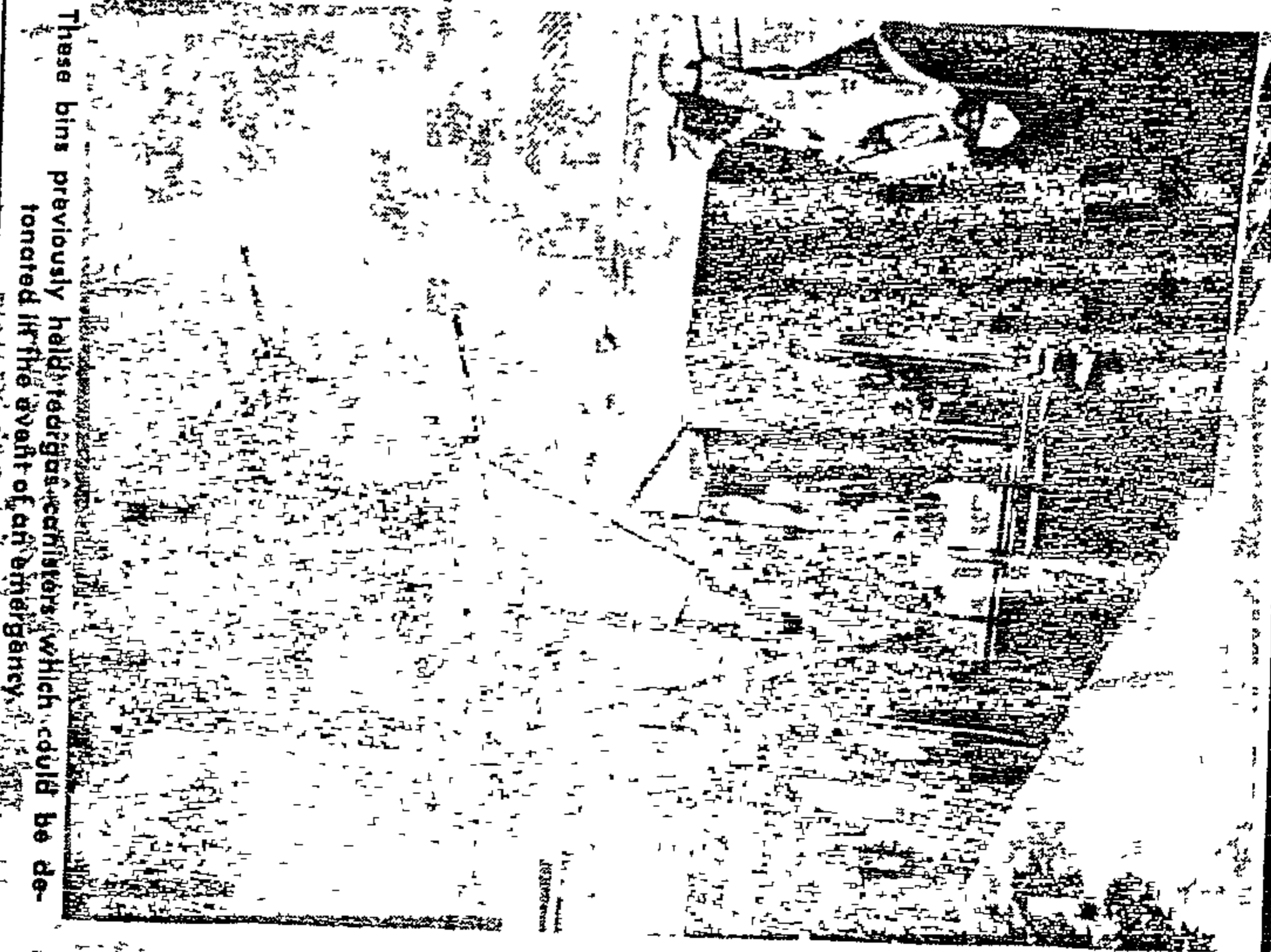
Reporters who visited the mines yesterday could find no evidence to contradict him. Anglo personnel allowed free access to all hostels in the Western Deep Levels area housing thousands of workers, who could be interviewed at random.

Mr Themba Manyosi, the NUM's secretary at Elandsrand Mine, which came into production a few years after Western Deep Levels, said that some workers were convinced that there were "more sophisticated" teargas systems at Elandsrand.

This suspicion was also held by several of the miners interviewed.

However, Mr Manyosi said that he could not produce any proof of the existence of any similar installations.

● In another development, the General Mining Corporation (Gencor) refused to name or grant access to the mine it admits has a similar system to that in the Anglo mine.



These bins previously held teargas canisters, which could be detonated in the event of an emergency.

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ARGUS
6/11/85

Anglo lifts lid on teargas system at mine

211

Argus Correspondent
JOHANNESBURG — The Anglo American Corporation has lifted the lid on its mine security arrangements — to reveal an extensive but now obsolete network of teargas installations which could have been fired on workers in an emergency.

The corporation admitted that the system existed after allegations by Mr Malcolm Fraser, the former Prime Minister of Australia, that there were systems for pumping "disabling gas" into mineworkers' quarters.

The installations — which were centrally controlled by a master "red button" in the hostel manager's office — were strategically placed around administration buildings, liquor and food outlets and at the entrances to canteens at Western Deep Levels Mine.

On Saturday the system was dismantled. The general manager of Anglo's Western Deep Levels Mine, Mr Fred Bayley, who was not in charge when the system was installed 10 years ago, said yesterday that until last week he had not known it was there.

"Gas chambers"

"When I first heard of the allegation I thought it could not possibly be true. When I heard that it was, and here at Western Deep, I immediately instructed that it be dismantled.

"It has connotations reminding one of the gas chambers," Mr Bayley said.

He said the system had been designed specially for Western Deep Levels by the mines' security service. He had no knowledge of systems at any other Anglo mines.

"Ten years ago it might have been effective, although it was never used. During 1973 and, in 1974, there was a lot of unrest and the first places that were attacked were the food and liquor outlets, so it must have been decided to surround those areas with teargas. However, since then we have had no violence here and they are no longer necessary," said Mr Bayley.

Other members of Mr Bayley's staff said in his presence that the teargas pods had been serviced regularly.

Reporters were shown the control point in the hostel manager's office where what was described as the master "red button" could be set off, triggering all the teargas pods around the hostel and administration area. They could also be triggered individually and monitored in the manager's office on a light panel.

Mr Bayley gave the assurance that all teargas systems on the mines under his authority had been dismantled, rebutting allegations by the National Union of Mineworkers that this was not true.

Reporters who visited the mines yesterday could find no evidence to contradict him. Anglo personnel allowed free access to all hostels and workers were interviewed at random.

The General Mining Corporation (Gencor) refused to name or grant access to the mine it admits has a similar system.

INDUSTRIAL COURT

Victory to the workers

The Industrial Court's decision to order the temporary reinstatement of several hundred National Union of Mineworkers (NUM) members dismissed from Marievale mine during the September wage strike is seen as an important milestone in the development of South African labour law. The judgment is likely to lay down important guidelines for management conduct during lawful strikes.

The precise implications of the judgment, however, will not be known until the court hands down its reasons, in about two weeks' time.

The court has clearly dismissed two technical points raised by Marievale's counsel during the hearing (*Current Affairs* November 1). As in the recent case between the NUM and Anglo American's Vaal Reefs mine, it has again upheld its right to rule on the fairness of an action despite a Supreme Court decision that the dismissals were lawful. (The Supreme Court made this finding in its ruling on the legality of the eviction of strikers from mine hostels.) And the Industrial Court has also upheld the right of the NUM to take court action on behalf of its members.

Wisely, the NUM has decided not to draw too many conclusions until the Marievale judgment is out. "We view the court's decision favourably, but our central committee wants to study the reasons before making any general statements," says a union spokesman.

Gencor, the mining house which administers Marievale, is also showing caution. But the judgment has placed the company in a position where it must make some important decisions.

In terms of the court's ruling, the workers have until November 21 to report for duty. There is some disagreement over the precise number of miners involved, and the court has ordered the two parties to settle the matter between themselves.

But the problem for the mine is that it took on new workers after the strike. The mine will thus soon find itself with too many workers. A Gencor spokesman says the judgment will be obeyed to the letter. Given that the court has ordered a return to the *status quo* before the strike, all the returning workers will have to be re-employed in their previous positions, he says.

By Tuesday, only a trickle of the workers had reapplied for their jobs. The company plans to wait to see how many eventually return before deciding how to deal with the surplus manpower. It appears that if a sizeable number return — as is likely — Gencor's only option would be to dismiss the new workers or relocate them to other mines in

the group

Gencor is also considering whether to take the case on review to the Supreme Court, on the grounds that the Industrial Court did not have the right to make a ruling in view of the Supreme Court's earlier finding. The arguments that Marievale's counsel presented to the Industrial Court makes this a strong possibility.

Manpower Minister Pietie du Plessis also has an important role to play in the case. The Industrial Court's temporary order is designed to ensure that further negotiations in the dispute take place at conciliation board level. If these fail, the union is entitled to approach the court to make a final order in terms of Section 46 of the Labour Relations Act. But, if the Minister decides not to appoint a board, the possibility of a Section 46 action falls away.

Immediately after the strike, the NUM asked the Minister to appoint a conciliation board to consider the dispute. Two months have passed since then without a board being appointed. A Manpower Department spokesman said the application has not yet been passed on to the Minister because of the vast amount of paperwork involved. The spokesman expects the Minister to begin considering the application later this week. This seems odd, seeing that Du Plessis appointed a board within two working days when the NUM originally declared its wage dispute with the Chamber of Mines.

Whatever the outcome of this case, the original wage dispute that caused the strike is not yet dead. The NUM has emphasised that it intends to continue fighting for a wage settlement with Gencor and with two other mining groups — Anglovaal and Gold Fields — with which it failed to reach agreement in August. And NUM legal advisers are busy considering whether to take court action against Anglovaal and Gold Fields over other workers also allegedly dismissed during the strike.

NAMIBIA

Let the people go

All the Namibian political prisoners who were held on Robben Island or in other South African jails have been transferred to the Windhoek Prison and a decision on their release will be made this week by the Cabinet of the Transitional government.

Most prominent of the 21 men is Elhaseb Tuhadalen, one of the earliest nationalists arrested and tried with the now secretary-general of Swapo, Andimba Toivo ja Toivo,

in 1967. Tuhadalen was held on Robben Island until he was moved to a Cape prison recently for health reasons. The other 20 were all imprisoned on Robben Island.

Ja Toivo was released last year. After living in Windhoek for a while, he left the country on several tours around the world. He was still abroad when his passport expired in September, and he is expected to remain in exile.

The National Assembly decided on July 4 this year to request the government to transfer the prisoners to Namibia and to consider their release.

The release of five other political prisoners who were always kept in Namibian jails will also be considered. All 26 prisoners are members of Swapo who were convicted on charges related to terrorism legislation.

The transfer and possible release of the prisoners is seen as an effort by the Transitional Government to demonstrate their independence of the South African government and to gain some desperately needed credibility in black nationalist circles. Some members of the Cabinet, such as Swapo-D's Andreas Shipanga, himself a co-founder and early leader of Swapo, and Swanu's Moses Katjuongua, have pushed for Tuhadalen's release for some time now. The Minister of Justice, Jariretundu Kozonguizi, was also a militant nationalist in those early days and while he was the president of Swanu, had



Swapo's Ja Toivo — his old cellmates may soon be released

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hannesburg said. "It is absurd to hold a small group of journalists responsible for a profound political conflict that has been going on for more than a year, left 800 people dead and placed a third of the population under emergency rule"

David Allen, president of the Southern African Society of Journalists, which represents local reporters, says the curbs will do nothing to stop the conflict "The violence will continue and intensify The only difference is that we will hear nothing about it until it comes to our back door"

The Media Workers' Association of South Africa called on editors to stand up to government and defy the curbs

Both the US and British governments slammed the measures saying they would make a peaceful solution to the country's problems even more difficult to find

Apart from the TV and photographic ban, journalists will have to be accredited by either the police or the department of foreign affairs. Before moving into an unrest area, they will have to report to the local divisional police commissioner Penalties for breaking the new rules include fines of up to R20 000 or 10 years in jail ■

THE BOESAK TRIAL

Court overruled

United Democratic Front patron and NG Sendingkerk minister Allan Boesak says nothing government does will surprise him, following the withdrawal of his passport this week — only hours after a Malmesbury magistrate agreed that it be returned

In an interview with the *FM*, Boesak said he was "shocked and angered" by the move which was confirmed by Home Affairs Minister, Stoffel Botha It showed both "petty vindictiveness" and a contempt for the Rule of Law, says Boesak "This is a serious reflection of the situation in which we find ourselves It reveals the nature of the government, but I plan to fight the withdrawal"

While he has never expected too much from government, he at least expected some respect for the decision of a court. On the prospect of further action against him, Boesak says "One must expect anything from now on I will not be surprised by anything the government might try to do. I was detained under Section 29 (of the Internal Security Act which allows for virtual indefinite detention) Due to pressure from our people here and outside, the government was forced to put me on trial on charges that smell. They then used the court to effectively put a banning order on me When we successfully challenged the terms, they withdrew my passport anyway"

Boesak is facing subversion charges based on calls he allegedly made earlier this year for foreign disinvestment from SA, black consumer boycotts of white shops and school boycotts.

After a month in jail without charge, fol-

lowing his arrest in August, he was released in September on bail of R20 000 His passport was also withdrawn, he was forbidden to address meetings other than church services, or talk to the press He had to report daily to the police and was under virtual house arrest at night

The Malmesbury magistrate, W A de Klerk, agreed to Boesak's application that the bail conditions be relaxed Although the amount of R20 000 was not altered, the only conditions imposed were that Boesak may not communicate with State witnesses, that he refrain from propagating boycotts or disinvestment and that he keep away from schools

After the hearing, Boesak started preparations to travel overseas where he was to have visited the Geneva offices of the World Alliance of Reformed Churches of which he is president, and the US, where he was due to receive the Robert F Kennedy Humanitarian Award on November 22

In motivating his decision to relax the bail conditions, De Klerk described Boesak as a man of "high political morals and ideals" whose principles would "urge" him to stand trial De Klerk criticised the State's evidence in defence of retaining the original bail conditions He said some of it was hearsay and of little evidential value, some was inaccurate, and some was a contradiction of earlier evidence

The court found that it was most improbable that Boesak would abscond and could not accept that public safety would be threatened if the bail conditions were relaxed

Commenting on the court's decision immediately after the case, Boesak said it was proof that South African courts were still able to give clear and independent verdicts He said his confidence in the country's judicial system had been strengthened "It gives me hope and courage for all the other cases with political connotations that are still before the courts," he said ■

MINING INDUSTRY

Gas creates a stink

At least three mines, besides Anglo American's Western Deep Levels, have teargas equipment installed on their property for use in case of riots

These disclosures follow former Australian PM Malcolm Fraser's shock claim that equipment for pumping "disabling gas" through mine ventilation shafts into black living quarters had been installed at Western Deep

However, the three mining houses — Anglo American, Gencor and Anglovaal — have all stated that the systems were installed about a decade ago to protect lives and property as a result of serious tribal conflicts among workers on their mines Western Deep Levels chairman Peter Gush says the system has not been used since 1975,

while Gencor and Anglovaal have said that their systems have never been used

While denying that Fraser's charges are accurate, an Anglo spokesman confirmed that the mine had a teargas system at its liquor store, hostel kitchens and administration offices This was dismantled last week, he said

Anglo's disclosure was followed by an announcement from Gencor that it too has a similar (although smaller) system at one of its mines near Klerksdorp, which it has refused to name And Anglovaal has now told the *FM* that single teargas cannisters are installed at the liquor outlets and dining rooms in three of the hostels at its Loraine mine near Allanridge in the Free State, and at four hostels at its Hartebeestfontein mine near Klerksdorp

Union incensed

Spokesmen for the other major mining houses — Rand Mines, Gold Fields of SA and JCI — have told the *FM* that they do not have any such systems on their mines

Notwithstanding these assurances, the revelations have incensed the black National Union of Mineworkers (NUM) Describing Fraser's comments as "no surprise" the union says that since it was formed it has tried to highlight "atrocities taking place in the mining industry" but few people have chosen to believe its claims It says claims that gas is used to control riotous situations, tribal conflicts and protect mining property are "absolutely ridiculous"

Their primary purpose, the NUM says, is "to smash strikes undertaken by workers in pursuit of legitimate grievances" And it alleges that mining companies have been building stockpiles of ammunition and hardware to deal with strikes for a long time — as was made clear during the legal strike in September when workers were forced back to work at gunpoint

The union has also disputed an Anglo statement that the Western Deep Levels system was dismantled last week because it had fallen into disuse, saying it has information from its shaft stewards that this is not true

Anglo industrial relations adviser Bobby Godsell says the teargas system is "anachronistic" But he says it was installed 10 years ago when circumstances were quite different and there was no formal worker leadership to deal with He denies that the system was designed to break strikes

As for the NUM's claims that the system has not been dismantled, he says the union should bring the matter up directly with the company Says Godsell "I am quite sure we can demonstrate that it has been dismantled and we are open to discuss any other issues connected with our approach to security Indeed, this is what collective bargaining is all about"

But, he says, there will not be a healthy situation on the mines until there is a move away from housing mineworkers in single-sex hostels or in company-provided accommodation ■

Shock Government announcement expected today

Some black miners may be repatriated

211
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Stew
Political Staff

The Government is expected to announce today that a number of foreign black mineworkers are to be repatriated in phases to their home countries.

The Chamber of Mines today warned the Government that losses stemming from any wholesale repatriation of foreign black workers would run into "hundreds of millions of rands" and be an economic disaster.

The warning came from Mr Clive Knobbs, chairman of the gold and uranium division of Rand Mines and current president of the Chamber of Mines.

Government sources said the decision to send miners home — "a small number — nothing that will destroy anyone's else economy" — was taken to create jobs for South African citizens.

The decision was not based on retaliation for sanctions or the recent ban by the United States on the importation of Krugerrands, the sources said.

They added that it remained Government policy that South Africa was the most important stabilising factor in the overall economy of Southern Africa and that sanctions applied against this country would not be met by reprisals against neighbouring countries.

But South African unemployment had reached untenable levels in certain areas, and everything possible had to be done to alleviate the situation.

Statement today

Minister of Manpower Mr Pietie du Plessis has declined to confirm or deny reports that South Africa plans to send home foreign workers. He is to issue a full statement on the matter today.

According to the Government's own publication, "South Africa — mainstay of Southern Africa", about 1.5 million foreign blacks work in South Africa, contributing up to half the countries' gross national product by way of remittances.

In his statement, Mr Knobbs declined to comment on reports that he was informed at the weekend by Mr du Plessis that the Government had decided to go ahead with threats to cut the number of workers from surrounding countries who travelled to South Africa to find jobs.

Mr Knobbs said "The Chamber of Mines has already impressed very strongly on the Government its opposition to enforced repatriations.

"The backlash would be horrific — not only in economic terms but in the damage to the confidence in the entire South African mining industry at national and international level.

"Production would be hit severely. Credibility would suffer. There would be serious implications for the exchange rate of the rand."

According to "Disinvestment", a publication by Leadership SA, an estimated two million foreign black workers are employed in South Africa.

Officially, South Africa legally employed a total of 351 260 foreign black workers on June 30 1984, according to statistics issued by the Department of Co-operation and Development. The figure does not include Namibia or self-governing homelands.

Remittance total

The Africa Institute of South Africa estimates in 1983 foreign workers accounted for a total of R538,2 million in deferred pay and remittances.

A breakdown gave these amounts Botswana R47,6 million; Lesotho R280 million, Malawi R51,3 million, Mozambique R116,8 million, Swaziland R32,1 million; Zambia R1 million; and Zimbabwe R8,7 million.

"Disinvestment" estimated the total value of wages sent home by foreign workers totalled R678 million.

It should be pointed out that since 1975, when there were 646 504 foreign blacks working legally in South Africa, the number of migrant labourers from other African states has dropped by almost half.

The decrease occurred as part of a long-term reduction effort by countries such as Botswana, Lesotho, Swaziland, Mozambique, Malawi and Zambia which formed the Southern Africa Labour Commission to co-ordinate, reduce and finally eliminate the supply of migrant labour to South Africa.

The National Union of Mineworkers, which could lose 40 percent of its membership if such expatriation moves came about, has already warned that action would be taken if such threats were carried out.

Government move may provoke angry reaction

SA plans to send home foreign blacks

GOVERNMENT intends to reduce the number of black foreign workers in South Africa. There are about 1.5-million of them.

It is understood that the decision was taken by the State Security Council after repeated warnings by President P W Botha and senior Cabinet members that government would be forced to consider such a step if the US and Europe implemented sanctions or other punitive economic measures.

The decision which is likely to provoke an angry reaction in the US and Europe as well as from the major mining houses could add impetus to the disinvestment campaign and decline of the rand.

Chamber of Mines president Clive Knobbs was told of the decision by Man-

PAUL BELL and
LESLEY LAMBERT

power Minister Pietie du Piessis on Friday.

Asked to confirm this Du Piessis told *Business Day* yesterday he had 'no comment whatsoever'. Knobbs - who has been given the task of informing Chamber members - was not available for comment. Chamber members are expected to be informed today.

JCI chairman Gordon Waddell said he had heard of the decision on Friday and that government would also speak to other major employer bodies.

He said "The repatriation of foreign black workers would be cause for very great concern indeed and would be against the will of most of the mining industry. It would be extremely provoca-

tive, and the last thing we want as regards our overseas relations."

A mining economist said that according to his information, a reduction in the numbers of foreign black workers would be done in phases.

According to government estimates there are at least 1.5-million blacks from neighbouring states working in SA, of which 350 000 are legally employed here.

Government's anti-disinvestment brochure published in September says of the legal workers "A breakdown of the 1984 figures shows that the major countries of origin were Lesotho (139 000), Mozambique (60 000), Malawi (30 000), Botswana (26 000) and Swaziland (17 000)."

The Chamber of Mines has put the possible loss of revenue to these states at R222m. in the event of a major repatriation of foreign mineworkers alone.

The brochure says "More than 80% of these workers are employed by the mines. TEBA (the Chamber of Mines recruiting agency) estimates that about half of the (foreign miners') total earnings is remitted every year. Several of the labour supply countries derive a substantial proportion of their national income from these remittances. In 1983, they accounted for more than 50% of Lesotho's GNP."

An official estimate of the number of illegal workers in SA is 1.2-million, of whom 1-500 a day are already being repatriated.

Government says any action to cut back on foreign black workers would not be 'retaliation'.

"If employment opportunities were to be reduced further by extraneous forces such as sanctions, government would be obliged to give preference to the needs of its own citizens in the labour market," the brochure says.

Govt bid to repatriate foreign miners

Argus Correspondent

PRETORIA — The Government was expected to announce today that a limited number of foreign workers employed on South African mines would be repatriated in phases to create work for unemployed South African blacks

The Minister of Manpower, Mr Pietie du Plessis, said he had "no comment whatsoever" on speculation about this, but a statement was expected later

Government sources said a decision had been taken to send home "a small number, nothing that will destroy anyone else's economy". This would create jobs for South African citizens

"NOT RETALIATION"

The decision was in no way based on any retaliation for sanctions or for the recent ban on Krugerrand gold coins imposed by the United States, the sources said

It remained Government policy that South Africa was the most important stabilising factor in the overall economy of Southern Africa and that sanctions applied against this country would not be met by reprisals against blacks in neighbouring countries, the sources added

South African unemployment, however, had reached untenable levels in certain areas and everything possible had to be done to alleviate the situation

Mr Clive Knobbs, president of the Chamber of Mines, said a move to repatriate the foreign workers employed on South African gold mines could be most ill-advised.

According to Government estimates, there are at least 1.5 million blacks from neighbouring states working in South Africa, of whom 350 000 are employed here legally

Repatriation

Lesotho on

tenterhooks

Political Correspondent

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The Lesotho Government was on tenterhooks yesterday after reports that the South African Government had decided to repatriate its foreign labour force, Progressive Federal Party MP Mr Peter Soal said.

Mr Soal, who was in Maseru on a fact-finding and goodwill visit, said a scheduled meeting with the Prime Minister, Dr Leabua Jonathan, had been abruptly cancelled because of "the crisis".

Another senior Minister told Mr Soal's delegation that R650 million of the country's R700 million budget was derived from remittances from its citizens working in South Africa.

Of the 350 000 foreign blacks legally employed in South Africa in 1984, 139 000 were from Lesotho.

● The National Union of Mineworkers (NUM) warned yesterday it might call a national strike if the Government implemented the repatriation plan.

● See Page 4

711 ~~20~~ B. Day



● DU PLESSIS

Govt backs down on foreign miners

12/11/85

GOVERNMENT has backtracked on its decision to begin repatriating black foreign workers after stiff opposition from the mining industry.

This was clear from yesterday's statement by Manpower Minister Pietie du Plessis that Pretoria had "no immediate plan or desire to summarily repatriate large numbers of foreign workers"

This follows yesterday's disclosure by *Business Day* that government was about to implement a repatriation plan

Du Plessis confirmed, nevertheless, that repatriation remained a possibility

He said "Contingency planning in this regard is, however, essential as part of government's overall long and short-term strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts."

He added "Government is consulting the various major employers of

PAUL BELL
Political Correspondent

foreign workers in order to devise contingency plans should sanctions and disinvestment necessitate the repatriation of foreign workers

"Consultations have taken place and will continue with all parties involved in regard to the nature and contents of such contingency plans and their implementation, if and when it becomes necessary"

Chamber of Mines president Clive Knobbs said he was pleased to note that government was not planning summary repatriation.

"Given the mining industry's heavy reliance on more than 210 000 foreign workers, and their dependence on the industry for employment, any large-scale repatriation would be severely disruptive — socially, economically and politically," he said

Knobbs refused to disclose any details of the nature of his discussions with Du Plessis last Friday.

Other sources told *Business Day* that government had, in fact, decided to go ahead with a repatriation plan It is known that.

□ The State Security Council had recommended to Cabinet the repatriation of black foreign workers,

□ President P W Botha took the decision — probably in Cabinet, and

□ Du Plessis was charged with its implementation

Du Plessis is understood to have put the decision to the Chamber, which immediately and vigorously attacked it, pointing out the serious consequences it would have for the industry and the country

The sources said that, as a result of the Chamber's resistance at the meeting, as well as *Business Day's* disclosure yesterday that a repatriation plan was afoot, government had backed off.

Du Plessis, in a long statement in which

● Editorial Comment Page 8.

he attacked *Business Day*, said yesterday "It is an irrefutable fact that South Africa is the economic mainstay of southern Africa

"South Africa plays a positive and constructive role in southern Africa and its ability to continue doing so depends, entirely on economic stability and economic development and growth within its own borders

"The application of sanctions, boycotts and disinvestment against South Africa could have a detrimental effect on economic and industrial development in this country and consequently on the availability and expansion of job opportunities.

"Government is constantly monitoring the effect of sanctions and disinvestment, especially as regards the labour situation, and is obliged to consider contingency plans to deal with a possible deteriorating situation in unemployment.

"Since charity begins at home, government has no option but to give preference to the needs of its own citizens as regards job opportunities.

"This is in no way a retaliatory measure against neighbouring states.

"Government has clearly stated on various occasions that, in the case of sanctions, boycotts or disinvestment being successfully applied against South Africa, it does not want to retaliate by harming the economies and the people of other southern-African countries

"It however has a major responsibility toward its own people.

"This attitude is, in fact, in line with the policy of other countries which have substantially reduced the numbers of foreign workers during times of domestic unemployment.

"Reductions in the numbers of foreign

● To Page 2

P.T.O.

Govt backs down

200
B Day

12/11/85

From Page 1

workers require careful planning in order to minimise personal hardship to individuals and to ensure continuity and stability regarding the labour situation in the sectors affected

"Government is consequently consulting the various major employers of foreign workers in order to devise contingency plans should sanctions and disinvestment necessitate the repatriation of foreign workers

"Government regrets that this possible action has to be considered.

"It should, however, be stressed that this action has been forced upon government by those who favour sanctions and disinvestment without having regard for the detrimental effect on innocent people and without having researched the destabilising effect on the economies of black southern African states

"The instigators and proponents of sanctions, boycotts and disinvestment should thus accept the blame and carry the moral responsibility for the resulting hardship of millions

"The government also takes the strongest exception to the statements and innuendo in the *Business Day* editorial of November 11, namely that South Africa is now deliberately trying to hurt the economies of Lesotho and Mozambique by way of punitive actions

"*Business Day* should know that it is impossible to contain the negative effects of sanctions and disinvestment to the peo-

ple or area of South Africa alone.

"The interdependence of the economies of southern African states makes that impossible.

"*Business Day* would do much better to convey the message of South Africa's desire and actions to play a constructive role in southern Africa than to accuse it of unsubstantiated aggressive acts against its neighbours.

"That newspaper should also, for the sake of fairness and the benefit of its readership, inform them of the negative, if not destructive effects of sanctions, boycotts and disinvestment.

"It should join the circle of patriotic South Africans and tell the world of the inhuman suffering which will be inflicted upon millions of blacks — not only in South Africa, but also in other southern African countries — should sanctions, boycotts and disinvestment prevent South Africa from continuing to supply job opportunities to citizens of its neighbouring states

"Disregarding these irrefutable facts and at the same time accusing government of deliberate provocative acts is not only unfair, it is tantamount to dishonesty

Business Day has consistently opposed sanctions for the very reasons pointed out by Du Plessis

AKG 45-72/11/85

(211)

Last-resort plans to send migrant workers home

Political Staff

THERE were no immediate plans to summarily repatriate large numbers of foreign workers, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

However, in a clear warning to the international community that South Africa would probably have to resort to such action in the event of damaging trade sanctions, Mr du Plessis revealed that contingency plans were being drawn up and that consultations had and would continue to take place on their possible implementation

He was reacting to reports that the State Security Council had recommended the phased return of South Africa's 1,5 million migrant workers to their home countries



Mr Pietie du Plessis

Mr du Plessis said contingency planning was essential in the Government's overall long and short-term strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts

"The Government is constantly monitoring the effect of sanctions and disinvestment, especially with regard to the labour situation and it is obliged to consider contingency plans to deal with a possible deteriorating situation in unemployment," he said in a statement released in Pretoria

"Since charity begins at home, the Government has no option but to give preference to the needs of its own citizens as regards job opportunities

"This is in no way a retaliatory measure against neighbouring states. The Government has clearly stated on various occasions that in the case of sanctions, boycotts or disinvestment being successfully applied against South Africa, it does not want to retaliate by harming the economies and the people of other Southern African countries

"However, it has a major responsibility towards its own people"

Mr du Plessis added that reductions in the number of foreign workers required careful planning in order to minimise personal hardship to individuals and to ensure continuity and stability regarding the labour situation in the sectors affected

Devise plans

The Government was consequently consulting major employers of foreign workers to devise contingency plans should sanctions and disinvestment necessitate repatriation

All parties involved would be kept informed, he said



These two young rock kestrels are safe after being rescued from a neon-sign at the Rietvlei centre in Milnerton. With the birds is Miss Louise Lombard of Muizenberg.

Their parents had nested on the inappropriate and rather flashy site and when workmen moved in to replace the 10m sign, building manager Mr Bill Stanbury, who has been watching the kestrels breed for seven or eight years, intervened to ensure their safety.

The workmen removed the chicks in spite of vicious

Picture DANA le ROUX, The Argus attacks from the parent birds.

AWS secretary Mr Ulrich Schafer then collected the chicks and took them to the World of Birds.

When the workmen finally removed the sign they found another two chicks which are also being sent to the Hout Bay sanctuary.

It will be at least six weeks before the birds are sufficiently trained to fend for themselves so that they can be released, according to World of Birds owner Walter Mangold.

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CAPE TIMES 12/11/85

Repatriation: NUM threat to call strike

From WINNIE GRAHAM JOHANNESBURG

The 200 000-strong National Union of Mineworkers (NUM) has threatened to call a national strike at all mines if the government makes good its threat to repatriate black mineworkers to their home countries.

The strike decision was taken in August this year when the union called a congress in Welkom to discuss the possibility of repatriation.

The press officer of the NUM, Mr Marcel Golding, said in a statement yesterday that virtually all its members were "migratory workers" who came from neighbouring countries such as Lesotho, Botswana and Malawi, as well as the independent homelands such as Transkei and Ciskei.

From Pretoria the Minister of Manpower, Mr Piëtte du Plessis, has issued a statement reiterating that the government has "no immediate plans or desire to summarily repatriate large numbers of foreign workers".

The statement adds, however, that contingency planning is essential as part of government strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts.

"The government is consequently consulting with various major employers of foreign workers to devise contingency plans should sanctions and disinvestment necessitate the repatriation of foreign workers.

The government regrets this possible action has to be considered

should, however, be stressed that this action has been forced on the South African Government by those who favour sanctions and disinvestment without having regard for the detrimental effect on innocent people and without having researched the destabilizing effect on the economies of black Southern African states."

The statement adds that since charity begins at home, the government has no option but to give preference to the needs of its own citizens as regards job opportunities.

'Reliance'

The president of the Chamber of Mines, Mr Clive Knobbs, said yesterday he was pleased to note the government was not planning summarily to repatriate foreign black workers.

He said "Given the mining industry's heavy reliance on more than 210 000 foreign workers and their dependence on the mines for employment, any large-scale repatriation would be severely disruptive socially, economically and politically".

● According to "Disinvestment", a publication by Leadership SA, an estimated two million foreign black workers are employed in South Africa.

Officially, South Africa legally employed a total of 351 260 foreign black workers on June 30, 1984, according to statistics issued by the Department of Co-operation and Development.

The figure does not include SWA/Namibia or the homelands

ARGUS 12/1/85

200 211

NUM warns of strike over repatriation

Argus Correspondent

JOHANNESBURG — The 180 000-member National Union of Mineworkers (NUM) warned it might call a national strike if the Government implemented its plan to repatriate foreign black mineworkers.

Responding to the Government's disclosure that it was working on a "contingency plan" for the possible repatriation of black mineworkers, an NUM spokesman said such an act by the Government would not be taken lightly by the union.

He said that at its congress in Welkom in August the union warned the Government it would be seeking confrontation with miners if it carried out its "provocative" threat.

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue.

● The Progressive Federal Party's spokesman on Finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering for people who were completely innocent, because the workers were not responsible for boycotts and sanctions against South Africa.

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Consultations only, says Minister

No immediate plans to repatriate workers

By David Braun, Political Correspondent

There were no immediate plans to repatriate large numbers of foreign workers summarily, the Minister of Manpower, Mr. Pledis, said yesterday.

However, in a clear warning to the international community that South Africa would probably have to resort to such action in the event of damaging trade sanctions, Mr du Plessis revealed that contingency plans were being drawn up and that consultations on their possible implementation had taken place and would continue.

He was reacting to reports that the State Security Council had recommended the phased return of South Africa's 1,5 million guest workers to their home countries.

Mr du Plessis said contingency planning was essential as part of the Government's overall long- and short-term strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts.

NUM threatens national strike if Govt acts

By Mike Siluma

The National Union of Mineworkers (NUM) warned yesterday it might call a national strike if the Government implemented its plan to repatriate foreign black mineworkers.

Responding to the Government's disclosure that it was working on a "contingency plan" for possible repatriation, an NUM spokesman said that at its congress in Welkom in August, the union had warned the Government it would be seeking confrontation with miners if it carried out its "provocative" threat.

The congress had decided to call a national strike if the Government proceeded with the repatriation of foreign miners, he said.

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue. The union's executive committee would meet shortly.

The Progressive Federal Party's spokesman on finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering to people who were completely innocent because the workers were not responsible for boycotts and sanctions against South Africa.

ing in unemployment," he said in a statement released in Pretoria.

"Since charity begins at home, the Government has no option but to give preference to the needs of its own citizens.

"This is in no way a retaliatory measure against neighbouring states. The Government has stated clearly on various occasions that in the case of sanctions, boycotts or disinvestment being successfully applied against South Africa, it does not want to retaliate by harming the economies and the people of other countries.

"However, it has a major responsibility towards its own people. This attitude is in line with the policy of other countries which have reduced the numbers of foreign workers during times of domestic unemployment substantially."

Mr du Plessis added that reductions in the number of foreign workers required, careful planning to minimise personal hardship to individuals

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Business Day

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MANPOWER Minister Pietie du Plessis certainly botched up the black foreign worker repatriation issue. He has got egg on his face and he deserves it. Moreover, his attack on *Business Day* was both uncalled for and inaccurate.

We have no doubt whatsoever that on Friday when Du Plessis called in the Chamber of Mines president he was carrying out the orders of the State Security Council (SSC) to start the repatriation process.

On Sunday he was telephoned at his farm somewhere in the bush and told what *Business Day* intended to print. If all that the SSC intended was a contingency plan for some distant post-sanctions reprisal, he was given ample opportunity to say so. He would say only "no comment" and refused to be drawn into any discussion on the matter.

Why, in any event, was a contingency plan needed? Our main trading partners have not imposed stringent sanctions against us. We pointed this out yesterday. Nor, if Finance Minister Barend du Plessis is to be believed, should unemployment rise thus making worse the threat to jobs for locals that foreign labour might represent. For he has repeatedly said that we will have 3% growth next year.

Indeed, as the recession deepens it might be to the advantage of the economy that foreign workers are employed on the mines if they are prepared to work for lower wages than local blacks. It would mean a more efficient economy and consequently a faster return to prosperity for all.

Business Day has consistently argued that sanctions against South Africa would have harsh consequences for both black South Africans and the citizens of neighbouring states that are heavily dependent upon this country. For heaven's sake, Pietie, can't you read English? Of all newspapers to accuse of supporting sanctions you have chosen the wrong one.

We have, however, pointed out just as often that the recent deepening of the recession, rise in inflation and debasement of the currency have done much more to impoverish this region than the sanctions now in operation. And the blame for that rests squarely with P W Botha. It is entirely due to him that the rand is worth \$0,38c and not \$0,60c.

Fortunately good sense has prevailed. Government has stepped down, even if rather ungraciously. But it says a great deal about the present style of government: the last minute avoidance of blunder. Next time P W and Pietie might not be so lucky. Next time *Business Day* might not be on hand (metaphorically speaking) to catch the rand when it is about to tumble, not to mention all the other costs that this foolhardiness would have brought upon us.

(21) (1) ~~11/11/85~~ B. Way
22/11/85
NUM endorses economic boycott of SA

HARARE — Delegates from South Africa's National Union of Mineworkers (NUM) have joined a unanimous call for the imposition of total sanctions against SA.

The call came at the end of a four-day conference of mineworkers, held in Harare. The

MICHAEL HARTNACK

54 representatives from Zimbabwe, Lesotho, Botswana, SA and Zambia, urged the international labour movement to organise an effective economic boycott of SA. Delegates agreed to form a

Southern African Miners' Federation, with headquarters in Harare.

"The Southern African Miners' Federation will take concerted militant action should the regime go ahead with its repatriation policy," the delegates said.

repatriated

NUM threatens national strike if blacks are

211 *Pen* 7/1/85

THE National Union of Mineworkers says it will call a national strike on all mines if government repatriates foreign black workers.

A NUM spokesman said the union had resolved to do so at its August congress soon after government first issued the threat.

He added that government was seeking a confrontation with mineworkers by threatening to repatriate them. The threat was "provocative" and would not go unchallenged.

CLAIRE PICKARD-CAMBRIDGE
number of immigrants

Therefore white immigration should cease and job opportunities made available to all South Africans

Geoff Verschoor, an industrial relations lecturer at the Wits Business School, said repatriation would be an "extremely dangerous action" because SA had relied on foreign labour for a long time

Many foreign workers saw themselves

as permanent employees and were members of SA unions

He said trade unions would react strongly and vociferously if repatriation went ahead. Trade unions were likely to be united in taking some action on this issue, particularly at a time when they were about to launch the super-federation of unions.

"Such a step by government would provide a significant launching issue for the super-federation and I think there is enough feeling among most workers to

unite under this banner," Verschoor said "Government's argument that it needs to provide employment for its own people is one which will have emotional appeal for whites. But blacks will not respond to this because they have a long history of migrant labour and would see this as a purely retaliatory action"

Foreign migrant workers see SA as a source of income and it is likely that they would still try to move into the informal economy which could create tremendous problems instead of solving them

Order forbids assault of NUM members

CARLE T. TIMES
13/11/85
211

JOHANNESBURG.—A Rand Supreme Court judge yesterday granted an interim interdict restraining an assistant hostel manager and an induna at Marievale mine in Nigel from killing or assaulting members of the National Union of Mineworkers at the mine.

The order, which is returnable by February 11, follows an urgent application in the Rand Supreme Court yesterday by the NUM and two individuals, Mr Solomon Mungisi Neleni and Mr Ferguson Nofotvela.

The respondents are Mr Frans Johannes Spamer, an assistant hostel

manager at the mine, and a Mr Mpinga, a mine induna.

The respondents consented to the interim order without admissions of the correctness of the allegations in the application.

Mr Kenneth Mosime, acting general secretary of the NUM, said in papers before the court that the respondents were engaged "in a deliberate plot" to assault NUM leaders at Marievale mine.

"This conspiracy involves putting together a 'team' to carry out assaults by attacking union leaders with knives

or burning them in the hope that other union members will leave the mine," said the affidavit.

He said wage negotiations between the NUM and Marievale management broke down on September 1 when the miners went on strike.

Management at the mine dismissed almost the entire black work force and the NUM launched several urgent applications in the Rand Supreme Court to have the workers reinstated. All the applications were dismissed on October 31 but the Industrial Court ordered that workers be reinstated

Mr Mosime alleged in his affidavit that Mr Spamer was determined to prevent Mr Neleni, a mine clerk, from returning to the mine.

"He has conspired to kill or seriously injure and cripple Mr Neleni."

Mr Mosime alleges that Mr Mpinga was party to the conspiracy and had plotted to assault Mr Nofotvela.

Mr W B Evans, chief executive, Gold and Uranium division, of Gencor, said in a statement in Johannesburg yesterday that Marievale Consolidated Limited was not a party to the dispute arising from the application. — Sapa

PHONE: 94 4374

Restraining order won by NUM

Death threats ^{Spur} alleged by East ^{13/11/85} Rand miners

By Andrew Beattie

A Rand Supreme Court judge yesterday granted an interim order restraining supervisory and managerial staff at Marievale Mine, on the East Rand, from causing injury or death to National Union of Mineworkers members at the mine.

Hostel manager Mr Frans Johannes Spamer and an induna, Mr Mpinga, have until February 11 to tell the court why such an order should not be granted.

Lawyers for the mine management consented to the granting of the interim order after affidavits and a transcript of a tape recording in which Mr Spamer told a mine clerk to "assault or maim" an NUM member, were given to Mr Justice Gert Coetzee.

In papers, it was alleged Mr Mpinga and Mr Spamer "embarked on and engaged in a deliberate plot to assault the union leaders at Marievale, one by one. This conspiracy involves, inter alia, putting together a 'team' to carry out the assaults by attacking union leaders with knives or burning them, in the hope that other union members will then leave the mine."

Mr Exstuart Zwelake, a clerk in the industrial relations office, was allegedly told by Mr Spamer that if he saw NUM branch chairman Mr Solomon Nelani at the mine he was to "assault or kill him if possible".

"I pretended to go along with this

because I wanted more information about what was going to happen to members of the union.

"I was then and am now a member of the union, although I believe this was not known to Mr Spamer," Mr Zwelake said.

Mr Zwelake tape-recorded a conversation in which Mr Spamer allegedly suggested he cut Mr Nelani's tendons so he would not be able to walk, or injure him with a knobkerrie.

In an affidavit, Mr Nelani said during the September 1 strike at the mine he attempted to perform his function as union chairman at the mine but was refused access by mine management. He said he was forced to take leave during the strike.

Later, Mr Zwelake told Mr Nelani that Mr Spamer had plotted to kill him (Mr Nelani).

On October 19, while Mr Nelani was walking at Marievale, he saw a car some distance away.

"Something warned me to look behind I saw this car had changed direction and was driving directly at me at high speed on the wrong side of the road," he said.

"The car was accelerating I jumped out of the way and the car went past. If I had not the car would have struck me I could not see who was driving, but it was a white man."

After this incident, he said, he was "too scared" to go back to the mine.

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with fire hoses and burst in to tear up exam papers. Police used teargas to break up disturbances.

At some white schools there were emergency drills to instruct pupils on how to react if their exams were disrupted by activists.

On Friday PFP MPC Jan van Eck and six local and foreign journalists were arrested by railway police in the coloured area of Primrose Park where they were investigating reports of unrest. They were told the area was "restricted," but Van Eck says the police were unable to specify what their alleged offence was. They were later released without charge.

Police also restricted work of the PFP unrest monitoring group which had earlier been promised official co-operation in efforts to investigate allegations of police excesses in unrest areas.

Cape Times editor Tony Heard appeared in court charged with quoting a banned person following the publication last week of an interview with ANC leader, Oliver Tambo. His case was remanded until December 9.

A protest meeting organised by 23 community organisations due to have been held in the city hall on Monday was banned by the divisional police commissioner, Chris Swart, who also banned an academic seminar on the UDF due to have been held at UCT this week.

White opponents

Law and Order Minister Louis le Grange visited Cape Town to accompany local Nationalist MPs and MPCs on a tour of unrest areas in protected buses. He assured them that the police had the men and equipment to deal with unrest in the region.

Attacks against white opponents of apartheid are also getting more frequent and vicious. This week a car belonging to PFP MPC Di Bishop was firebombed while parked outside her home in Cape Town. She was in Johannesburg at the time. There have been at least 10 firebomb or teargas attacks on PFP office bearers and church and community leaders in Cape Town in the past few weeks.

Incidents of unrest were reported in Elsies River near Cape Town, Galvendale near Port Elizabeth, Theunissen in the Free State, Langa and Kwanobuhle near Uitenhage, Despatch, Mlungusi near Stutterheim and Sebokeng in the Vaal Triangle. Many were arrested. Some of the incidents were:

- A 20-year-old woman was shot dead and a man sustained head wounds in Mamelodi, near Pretoria. The incident occurred when a group of youths attacked the house of a policeman in the township at about 8 pm.
- A woman died near Upington in the Cape when police fired on petrol bombers and another woman was shot and killed when a policeman dispersed a group attacking his home in Mamelodi near Pretoria, and
- A Wellington policeman was admitted to hospital here with burns after his house was destroyed in a petrol-bomb attack at the weekend.

FOREIGN WORKERS

Preparing the boot

Government has decided to give real substance to its stated threat that it will retaliate against the threat of intensified sanctions, boycotts and disinvestment campaigns by repatriating foreign workers.

Manpower Minister Pietie du Plessis confirmed this week that consultations have taken place — and will continue — with a number of major employers of foreign workers to devise contingency plans should sanctions and disinvestment necessitate their repatriation. Du Plessis stated that planning of this nature is essential as part of government's overall long- and short-term strategy for relieving unemployment in SA in the face of disinvestment, sanctions and boycotts.

At the same time he vigorously denied that government has any immediate plans to summarily repatriate large numbers of foreign workers. He also stressed that if these measures are ever implemented, they would in no way be intended as retaliation against SA's neighbours. "The instigators and proponents of sanctions, boycotts and disinvestment should thus accept the blame and carry the moral responsibility for the resulting hardship of millions," Du Plessis said.

According to government spokesmen, there are about 1,5m foreign workers employed in SA. Of these, only 350 000 are employed legally.

Employer bodies that have already been consulted by government are the Chamber of Mines and the SA Agricultural Union (Saau). It is understood that the talks with

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Saau have largely centred on illegal workers.

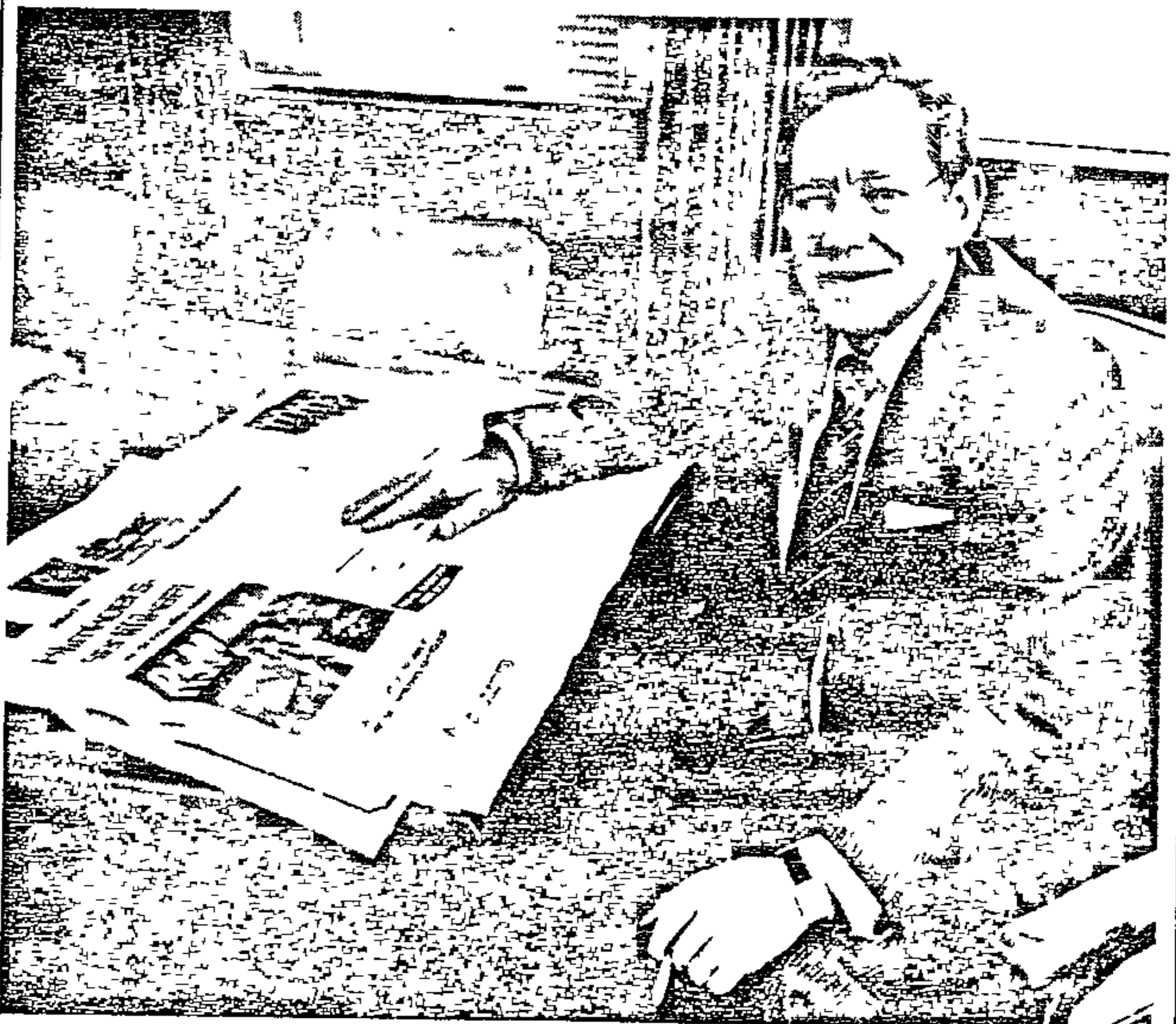
The chamber's reaction to government's initiatives has been less than enthusiastic. Chamber president Clive Knobbs tells the *FM* that his organisation has always enjoyed autonomy in deciding where to recruit its labour. Says Knobbs: "We have always regarded that as an important right. We would not like to see that infringed."

Vulnerable

Knobbs points out that at one stage foreign workers accounted for about 80% of the mining industry's labour force but that this has been reduced to about 45% now. "We thought it was a good thing to bring South Africans into the industry. We also realised that we could become very vulnerable if we become too dependent on any one foreign state for labour. We are much happier with the labour mix now and there have not been attempts to reduce the foreign labour component in the industry much further in the last few years," he says.

Knobbs acknowledges that unemployment in SA is serious. But he says the mining industry has a long-standing relationship with foreign workers, many of whom have vital skills and expertise. "You cannot take that away overnight," he says. He also expresses doubts that it will be an easy task to replace foreign workers as there is a stigma attached to mining work among many black South Africans.

"Given the mining industry's heavy reliance on more than 210 000 foreign workers, and their dependence on the industry for employment, any large-scale repatriation would be severely disruptive socially, eco-



Manpower Minister Du Plessis ... planning essential

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onomically and politically," Knobbs says
Government's moves have drawn stinging
response from the black National Union of
Mineworkers (NUM) The NUM states
that at a special congress held earlier this
year a resolution was adopted that if govern-
ment gave effect to its threat to repatriate
foreign workers, the union would have no
option but to call a national mine strike. ■

ASSAULT PLAN ALLEGED

211

~~REA~~ ~~213~~ ~~213~~
An assistant hostel manager and an induna at Marievale mine near Springs have been suspended from duty pending the outcome of a full inquiry by the company into the facts and circumstances which gave rise to Supreme Court action this week.

The National Union of Mineworkers (NUM) brought an urgent application in the Rand Supreme Court for an order preventing Frans Spamer and a Mr Mpinga from causing death or bodily harm to the NUM's branch chairman on the mine, Solomon Nelani, and a senior shaft steward, Ferguson Nofotyela, who were joint applicants in the case. The applicants requested that the order should also cover other NUM members at the mine.

This move follows the Industrial Court decision that several hundred employees dismissed during a legal strike at Marievale in September be reinstated (*Current Affairs* November 8).

In papers handed to the court on Tuesday this week, a clerk at the mine, Ex-stuart Zwelake, alleged that he had been

approached by Spamer and encouraged to "assault or kill" NUM branch chairman Nelani. Zwelake said Spamer told him that Nelani "had caused all the trouble at Marievale." Spamer allegedly made this suggestion on several occasions, once in the presence of the hostel manager. Zwelake claimed Mpinga was also party to some discussions.

According to the papers, Spamer was apparently not aware that Zwelake is a member of the NUM. Zwelake had only recently been transferred to Marievale and had not been involved in September's strike. Zwelake claimed he pretended to go along with Spamer in order to get more information out of him. Later, Zwelake discussed the matter with NUM officials and, after discussions with the union's attorneys, it was decided that he should tape record his next conversation with Spamer.

In an alleged transcript of a conversation between Spamer and Zwelake handed to the court, Spamer is quoted as saying "I don't want to promise you anything, but I'll give you something if

you f--- him (Nelani) up properly. But you must f--- him up good and solid. F--- him up in such a way that he cannot walk again."

According to the transcript, Spamer later allegedly discussed forming a team of four or five people to beat up other people so that they would leave the mine. The transcript continues:

Zwelake: "You mean that we must kill them?"

Spamer: "Don't kill them. Just f--- them up. Moer them."

Zwelake: "But that Solomon?"

Spamer: "Well if you can send him away, very good."

On Tuesday afternoon, the court granted a *rule nisi* calling on Spamer and Mpinga to show cause by February 11 next year why an order should not be granted against them. Meanwhile, the *rule nisi* applies and the two respondents have undertaken to refrain from any action described in the interdict. The two men consented to abide by the interdict without admitting the allegations were true.

Foreign-worker cuts nothing new ^{stau} Sash

211. 15/11/85
By David Braun, Political Correspondent

The Government has been steadily reducing the numbers of foreign workers in South Africa for years, the president of Black Sash, Mrs Sheena Duncan, said yesterday.

Reacting to the announcement that the Government was drawing up contingency plans to send black guest workers back to their home countries, Mrs Duncan said that in the past decade there had been an enormous decrease in the number of foreign labourers.

In 1974, there were 597 000 foreign workers legally in the country and in 1985, according to Government figures, this had fallen to 350 000. In 1965 there were close on 690 000.

REFERENCE BOOKS

The authorities had tightened the restrictions on foreign workers steadily over the years. For example, people from Botswana, Lesotho and Swaziland once carried South African reference books and were treated almost as if they were South Africans.

In 1965, they had to take out passports, but these could be issued by the representatives of their governments in South Africa.

This was further tightened with the requirement that foreigners should go to their countries of origin to have their passports renewed, and the stipulation that re-entry visas had to be issued before they could return to South Africa.

Another restriction was the denial of permanent residence to any foreign black person, so that the maximum anyone could stay was five years.

White miners given security of

The President of the Chamber of Mines, Mr Clive Knobbs, says undertakings have been given to guarantee "security of employment" once non-racial employment is implemented in the mining industry.

Mr Knobbs said in Johannesburg yesterday that all employees, irrespective of race, would receive equal pay for work of equal value.

Mines which were members of the chamber would guarantee to the trade unions and officials' associations that their members' employment would be safeguarded. It would only be terminated for a reason recognised by law or for reasons jointly decided with the employee organisations, he said.

Under no circumstances will the services of a member of the employee organisations be terminated

specifically to create a vacancy to be filled by someone of another race," Mr Knobbs said.

The chamber was prepared to institute a dismissal appeal mechanism for employees who alleged they were unfairly dismissed for racial reasons.

The chamber would guarantee that changes in work practices and conditions of employment resulting from the deletion of the scheduled persons concept would, if possible, not be introduced unilaterally, but "rather after consultation and negotiation with the employee organisations concerned."

Employment would be on merit.

The chamber rejected the setting of employment ratios for different racial groups in "scheduled person" occupations, said Mr Knobbs.

The chamber acknowledged the need, perceived by

some of the employee organisations, to monitor agreements between the chamber and employee organisations.

The chamber proposed the establishment of an industrial council system to monitor and enforce industrial agreements.

"The chamber has tabled its proposals in this regard and is now awaiting the proposals of the employee organisations concerned," Mr Knobbs said.

"We believe that our proposals offer the necessary guarantees to the white employees that their jobs will not be in jeopardy with the scrapping of the scheduled person clause but without impeding the advancement of blacks.

"The chamber believes in employment on merit

and a non-discriminatory remuneration policy," Mr Knobbs said.

"The scrapping of the scheduled persons concept will give the industry the enabling legislation to give total practical effect to that policy."

The Minister of Energy Affairs, Mr Dant Steyn, had set the end of the year as the target date for an agreement to be reached between the chamber and the employee organisations.

Failure to do so would compel the Government to proceed with legislation canceling the scheduled persons definition during the next parliamentary session.

"We expect that the Minister will remain firm on this matter for, although the chamber would prefer to reach a mutually acceptable agreement with the

employee organisation rather than have a decision foisted on it by a third party, it would be better for the Government to take positive action rather than allowing the unacceptable status quo to continue indefinitely," Mr Knobbs said.

The scheduled persons concept excludes blacks, Asians and some coloured mineworkers from obtaining certain certificates of competency.

The 13 categories concerned are a requirement for about 15 000 employees, or 2,8 percent of the workforce, on gold and coal mines linked to the chamber.

The most important of these is the blasting certificate which permits a person to hold the responsibility and perform the tasks of a qualified miner —

Sapa

Sowetan 18/4/85 (21)

Mine workers still in dark

SIR — I am very upset to note that the majority of black mine workers are still in the deep dungeon of ignorance. Long ago we were working under oppression in the mining industry, but ever since the National Union of Mineworkers (NUM) started operating in the mines, things are improving.

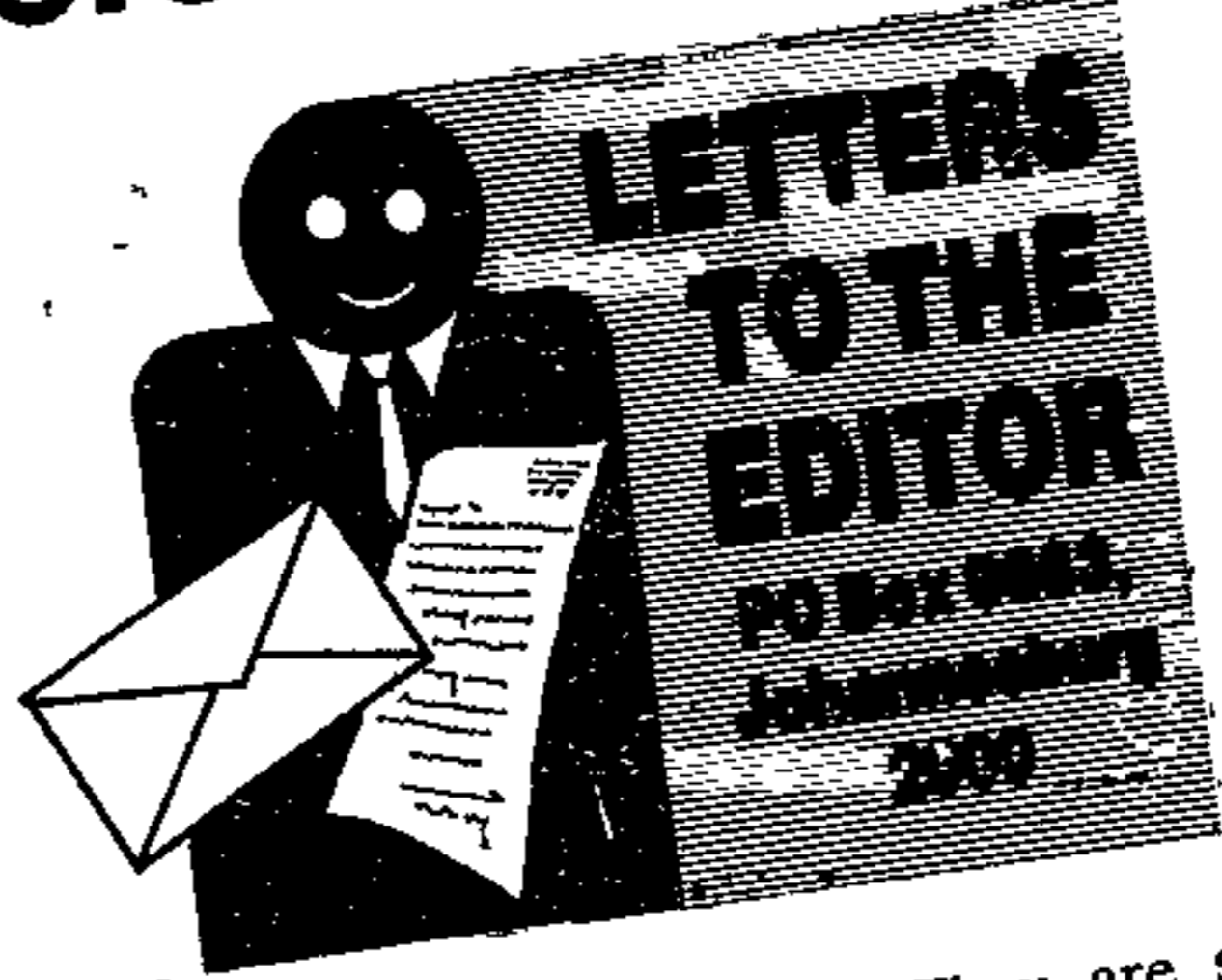
Previously, black mine workers were treated as slaves. The national union of mine workers is the saviour of all the miners in our country. It is a disgrace to see and hear the black mine workers running away from the union

gatherings and criticizing it. Everybody is well aware of the fact that the white mine workers are the great enemies of the NUM, but some black miners are the "impimpis" of the white mine workers. They are the 'sell-

outs'. They are selling our brothers and sisters and their children too. The people can do whatever they like but men who sell their countries are the filthiest curse in the world. Our real black leaders are attempting to build our nation but some people are destroying

When shall the sun rise for the workers? It is our responsibility to unite to conquer our enemy. Let us battle for the best do not be the tools of the whites.

JAMES MAGQWANTI
Stilfontein



Repatriation sets mines and government at odds

OBSERVERS believe that government, despite protestations that its plans are contingent on the application of economic anti-apartheid measures by the West, has "a hidden agenda" for the removal of foreign blacks — who number 1.5-million — from South Africa.

They say that while the threat of disinvestment and limited economic anti-apartheid measures adopted by Western countries — on which government has pegged its repatriation threat — may be factors in government thinking, they are essentially a shorter-term, coincidental hook

They believe government and the State Security Council may see several long-term advantages in the repatriation of foreign black workers, apart from any easing of the domestic unemployment problem.

They see repatriation as a key factor in the relationship of government, the mining industry and the neighbouring states, and one which government is determined to use in exerting pressure on the other two.

Repatriation would put enormous strains on the neighbouring economies and, possibly, crush some. It would lead to severe social, economic and political dislocation in those countries.

Destabilisation

It therefore constitutes the most powerful destabilisation weapon in SA's arsenal, should it opt for some serious arm-twisting in persuading its neighbours that they must, for example, argue against sanctions in the forums of the Commonwealth or the UN, or sign non-aggression pacts

The most recent comprehensive International Labour Office (ILO) study of migrant labour in the sub-continent, published in January and considered to be base-line source material on the subject for both the mining industry and government, says migrant labour in the post-Nkomati era appears to have become a potential bargaining weapon through which SA might extract concessions or reward compliance.

It says: "The employment of foreign blacks will become more of a political issue than an economic one in the eyes of the SA government and is likely to feature promi-

LAST week's clash between government and the mining industry over the repatriation of foreign black miners indicates a growing confrontation between the two over their differing long-term strategic interests, writes Political Correspondent PAUL BELL.

nently in the development of regional relationships.

"This had led to the ironic situation wherein both the Chamber of Mines and the migrant-sending states in composite share the similar objective of stability."

Lesotho — which would bear the brunt — trembled this week at the prospect of losing 139 000 mine jobs. And Mozambique — whose relations with SA have returned to their pre-Nkomati low and which has 60 000 workers on the mines — will also have been deeply concerned.

Industry sources say government may believe repatriation would rid SA of an internal, potentially destabilising political presence in that blacks from independent states — although their position is relatively precarious — provide their co-workers with a free lesson in political liberation

The threat of repatriation would also force the West to consider administering massive injections of development aid to SA's neighbours, without which these countries could dissolve into chaos that would thoroughly jeopardise Western influence in the region.

A 1979 ILO study, which laid the groundwork for the update of last January, estimated the costs of supporting displaced migrants in their home countries through a UN fund at a minimum of \$3bn, spread over 23 years.

That sum would be much greater now, and would do no more than support the economic status quo of these countries without addressing fundamental development problems and other areas of reliance on SA

The 1979 study was done as the basis for a recommendation that migrant-sending countries withdraw their labour. The January study makes it clear that the pros-

pects, firstly for massive funding from abroad, and secondly for achieving any unity of purpose among the migrant-sending countries, are minimal. In other words, SA's neighbours are more exposed than ever.

Regarding SA's economic dominance of its neighbours, Pretoria plays both sides of the street: extolling the benefits of a co-operative relationship but, equally, reminding the Frontline states and the West of the massive price of resistance to Pretoria's will.

Then there is the mining industry — the single largest economic force on the sub-continent, supporting up to 6-million people directly and indirectly through the employment of 600 000 black workers, of whom 210 000 are drawn from the neighbouring states.

Observers believe last Friday's shouting match between the chamber and government was a surface eruption caused by the pressure of subterranean, conflicting long-term strategies on both sides.

Driving Force

Government's recent clash with the business group which visited the ANC in Lusaka may be another manifestation of the tension as mining quietly re-asserts its political clout.

The driving force behind that visit was Anglo American, indicating, observers say, a realistic assessment by the corporation that its long-term strategic interests lie in the promotion of political change and the development of a *modus vivendi* in any future relationship between mining and a black majority government.

At the same time, the chamber is concerned that the repatriation of foreign miners would impose serious strains on its credibility as an employer, possibly lead to strikes, outbreaks of violence and destruction of productive equipment, disrupt traditional sources of labour supply and skills — which, in terms of foreign labour employment practice, would affect Anglo and Rand Mines in particular — and damage wage-cost structures.

Government, faced with the political and financial penalties it would have incurred, had it pressed on with its repatriation plan, has lowered its stick for now.

White miners' job security row intensifies

CLAIRE PICKARD-CAMBRIDGE

THE Chamber of Mines' promise to guarantee job security for white employees has drawn the ire of the black miners union and has failed to placate the white mining unions.

The black National Union of Mineworkers (NUM) said the chamber's promise was consistent with its attitude towards black mining employees and favoured whites.

The mining industry is the last industry with statutory discrimination against blacks, and NUM — which has been fighting for the scrapping of job reservation — said the chamber was seeking a confrontation with

black miners. This was because racist practices would remain, with whites filling the new "competent" categories which used to fall under the discriminatory scheduled-person definition.

But Arrie Paulus, of the conservative Council of Mining Unions (CMU), said the only way for the chamber to ensure real security for whites was to guarantee that the number of whites in the industry would not be reduced. The chamber had refused to set employment ratios for different racial

groups in given occupations, he said. It was difficult to prove questions concerning victimisation and merit, and management could argue that they had discharged a white worker without replacing him.

He said the mining industry's announcement about security of employment was premature because mining unions had said they would decide on the issue only after an industrial council had been set up in the industry.

Paulus believed progress in reach-

ing a security-of-employment agreement had been slow because white unions in the industry wanted an industrial council to lend legal formality to agreements. He said white unions had not yet reached agreement on an industrial council.

The CMU was prepared to look at possible redefinition of the 13 scheduled-person categories only once agreement had been reached both on the establishment of an industrial council and on job security for white employees.

Robbie Botha, general secretary of the Mine Surface Officials Association — which is also involved in negotiations with the chamber — said guarantees regarding terms of service for whites were hollow because there was such a high turnover of employees in the industry that it would not be necessary for the chamber to implement its guarantee.

He believed an internal appeal body would not be useful because disputes would ultimately still be referred to the industrial court

~~17/11/85~~ 19/11/85
Number of foreign workers steadily decreasing
211

Argus Correspondent

JOHANNESBURG. — The government has been steadily reducing the numbers of foreign workers in South Africa for years, the president of Black Sash, Mrs Sheena Duncan, said today.

Reacting to the announcement that the Government was drawing up contingency plans to send black guest workers back to their home countries, Mrs Duncan said that in the last decade there had been an enormous decrease in the number of foreign labourers.

In 1974 there were 597 000 foreign workers legally in the country and in 1985, according to Government figures, this had fallen to 350 000. In 1965 there were close on 690 000.

TIGHTENED

Many people had come to the Black Sash advice office for assistance over the years, she said.

The authorities had steadily tightened the restrictions on foreign workers over the years. For example, people from the BSL countries (Botswana, Lesotho and Swaziland) used to carry South African reference books and were treated almost as if they were South Africans.

In 1965 they were required to take out passports but these could be issued by the representatives of their governments in South Africa.

This was further tightened with the requirement that foreigners should go to their countries of origin to have their passports renewed and the need to have re-entry visas issued before they could return to South Africa.

All
Yes
Yes
..

Contribution
Contribution
Fund

211 B. Day 20/11/85

End of an era for SA mining industry

AN ERA in mining history will end next year when racial job reservation is scrapped.

The prospect has released tides of conflicting emotion from unions in the industry.

The hard-line Mineworkers' Union (MWU) fears fewer whites will be employed in the industry.

The black National Union of Mineworkers (NUM) accuses the Chamber of Mines of moving too slowly in ending job reservation. Management guarantees of job security for whites has upset the NUM and failed to placate the MWU.

The Mines and Works Act of 1956 prevents blacks and Asians obtaining any of the 13 certificates of competence for work in the industry.

These are limited to "scheduled persons" who can only be white, Cape Coloured, Malay, Mauritian Creoles and people from St Helena or their descendants born in South Africa.

The certificates affect mine managers, mine overseers, mine surveyors, mechanical

has set December 31 as a target date for the conclusion of discussions between the chamber and white unions

The MWU's Arrie Paulus stresses this is only a target date and that the parties are not close to an agreement yet.

But Steyn has said legislation changing the "scheduled persons" definition to a non-racial "competent persons" definition will be passed in Parliament next year.

Widespread changes are not likely to be noticeable in the industry in the near future, but Johan Liebenberg, industrial relations adviser to the Chamber of Mines, believes changes of attitude are likely to occur.

He says the chamber has made progress where the scheduled persons definition did not exist

He cites mechanical and electrical engineering, where the chamber reached agreement with artisan representatives in 1981, to indenture apprentices of all races

Liebenberg says 86 qualified black and Asian artisans are now trained and working

on Chamber mines.

"We maintained the standards of training and selection and did not jeopardise the employment opportunities of our other artisans.

"Our track record has proved we will not flood the industry with unqualified people and that employment is based on merit."

He says the chamber has also been able to begin training some coloureds for work in scheduled categories in the Transvaal and the Free State.

This follows a 1984 Department of Mineral and Energy Affairs ruling that enabled the mines to employ coloureds in scheduled categories in the two provinces.

The scrapping of job reservation in the mining industry was recommended in 1981 by the Wiehahn Commission, which also laid down conditions for the protection of white miners' jobs to diminish their fears

And the government gave its assurance that no legislative amendment would be considered before precautions had been taken to protect the interests of white mineworkers.

CLAIRE PICKARD-CAMBRIDGE

engineers, electrical engineers, mine assayers (whose work includes analysing the quantity of gold in rock), winding-engine drivers, locomotive and stationary-engine drivers, boiler attendants and blasters.

The last two categories are lampmen (who monitor the hanging out and condition of lamps and batteries, and check that all are returned to ensure a mine has been cleared) and onsetters (Onsetters convey messages and ring bells signalling to a winding-engine driver that hoisting must take place).

Of the 13 certificates, the most important in production is the blasting certificate.

It is essential if a person wants to become a mine overseer, shift boss or mine manager

Chamber member mines employ about 550 000 people, 16 000 of them in "scheduled persons" jobs.

But the white domains are to change Minister of Mineral and Energy Affairs Damie Steyn

211

A 30-MAN delegation from the National Union of Mineworkers led by its general secretary, Mr Cyril Ramaphosa, and president, Mr James Moflatsi, is attending a summit in Harare today aimed at forming a federation of all mineworkers in southern Africa.

The summit, attended by mineworkers' unions from Mozambique, Botswana, Zambia, Zimbabwe and other neighbouring states, will also discuss problems facing miners in the sub-continent.

This is the second meeting held this year and it is hoped that a federation of mineworkers' unions will be formed during the meeting.

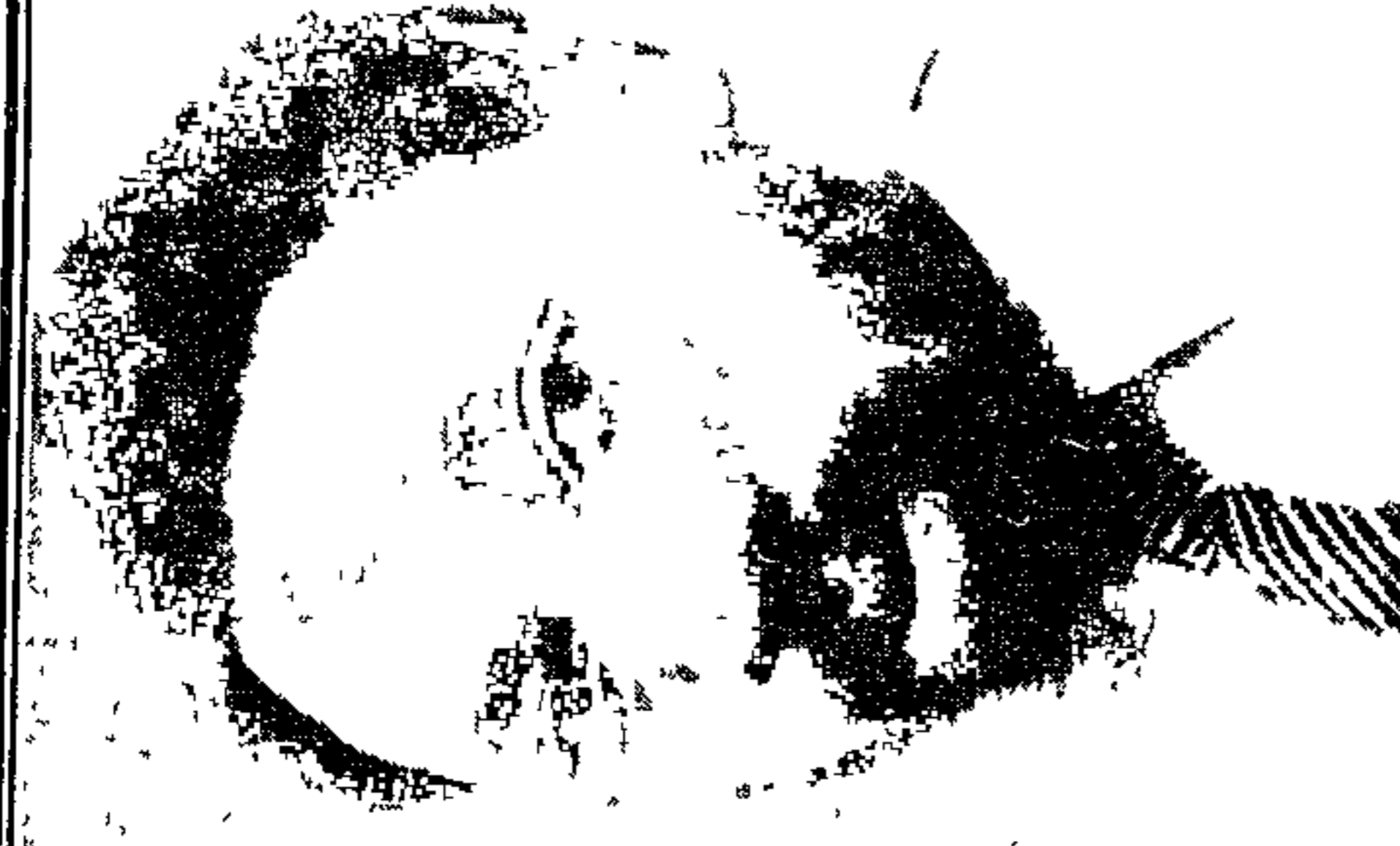
BAMCWU.

The National Executive Committee of the Black Allied Mining and Construction Workers' Union (Bamcwu) will hold an important meeting at the Cyara Conference Centre, near Magaliesburg on November 23-24.

The council will discuss latest developments in the trade union movement, including trade union unity talks, ongoing discussions with the Council of Unions of South Africa (Cusa) and spotlight on the members at De Beers in Kim-

Miners to form a SUPER-union?

21/11
SOWETAN
20/11/85



NUM's general-secretary, Mr Cyril Ramaphosa. Hoping to form a federation of mineworkers in the sub-continent.

WORKERS' DIARY — BY JOSHUA RABOROKO

berley and Eastern Cape mines. This is close session.

The United Mining Metal and Allied Workers' Union (Umma-wusa) is to hold a branch meeting at the Roman Catholic Church in Springs on Saturday starting at 1pm.

The following items will be in the agenda: national congress report; workers council; plant level bargaining and unity talks. All members are invited.

The Department of Manpower has extended the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial council agreements from the end of October to December 15.

The proposals amount to a radical attempt to tighten up on the way

the migrant system) and Mr Thabo Ndabeni (who will address the meeting on the trade union movement and the liberation struggle). Trade unions and workers are invited.

The Transport and Allied Workers' Union (Tawu) has signed a recognition agreement with Western Holding Greyhound Bus Company in Odendaalsrus.

TAWU

The agreement covers mostly bus drivers and its terms include discussing wages, working conditions and conditions of employment. "It is yet another victory for the union," the union's general secretary, Mr E Rankholo, said this week.

The Industrial Council for the Transvaal Clothing Industry has warned firms that do not pay contributions to the council funds that it intends to proceed against them and if it is found to

be necessary to apply for liquidation. This follows a recent warning by the unions that they will get tough with employers who fail to pay over union subscriptions deducted from workers.

Mawu's Transvaal secretary Mr Moses Mayekiso says the unemployed must be mobilised to become involved in community projects.

"No one cares about the unemployed. They must be mobilised and we must have regular meetings with them to make them feel part of society," he said.

Mawu is to continue strike ballots this week at several metal industries where it has declared disputes over demand to negotiate wages at the plant level.

Strike action is looming at Central New Agency (CNA) following a dispute the Commercial Catering and Allied Workers' Union (Ccawusa) has declared

with the company over wage demands. The NUM and Bamcwu have reacted strongly to an undertaking by the mines bosses to guarantee job security to white miners once the job reservation has been scrapped on the South African mines.

South Africa's black domestic workers' associations have threatened to call members out on strike because of the low wages and conditions of employment metered workers. The Domestic Work-

ers' Union (GWU) last week.

Now Marievale suspends officials

211

W. M. M.

By SEFAKO NYAKA

His assistant hostel manager and an ama at the Marievale Consolidated Mines Limited were suspended from duty this week after a Rand Supreme Court justice granted an interim order restraining them from either assaulting or killing two members of the National Union of Mineworkers. The order, granted by Justice Gert Coetzee, restrains manager Frans Mpinga Spamer and a man known as Mpinga from interfering with NUM Marievale chairman Solomon Mungisi Nelani and Ferguson Mofotyela, a senior NUM shaft leader and former strike committee member.

The urgent application was brought by Nelani, Mofotyela and Kenneth Mosime, acting general secretary of NUM.

In papers before the court, Mosime said the union was told by Exstuart Zwelakhe, a mine clerk at Marievale, that Spamer had been, and still is, determined to prevent Nelani from returning to the mine.

On October 31 this year, an Industrial Court ordered Marievale to reinstate union members who had been dismissed on September 1 during a legal strike which followed the breakdown of negotiations between the union and the mine.

In an affidavit, Zwelakhe said that in September this year he was told by Spamer that a man named Mpinga (Nelani) had caused all the trouble at the mines and that if he ever came back on the mines he should assault or kill him, if possible.

Around the middle of October, Nelani returned to the mine. Zwelakhe told him he wanted to see him privately.

"We could not talk privately on the premises, because there were too many people around. We therefore took the matter to Duduza, and I there spoke to him and told him what Spamer had said to me," said Zwelakhe.

Zwelakhe said he also told Nelani he

ONLY about 160 of the more than 500 miners dismissed at the Marievale gold mine two months ago have been reinstated.

The majority are still trapped in Lesotho, Mozambique and the "homelands" because they are unable to obtain the necessary clearance.

According to a National Union of Mineworkers (NUM) official, the Employment Bureau of Africa (Teba), the employment wing of the Chamber of Mines, is reluctant to give clearance to the affected workers.

A Teba spokesman said his office had not received any instructions from Gencor, the company which runs the mine, to grant clearance.

Harry Hill, public relations officer at Gencor, said the court had made it NUM's responsibility to get its members back to the mine.

On October 31, an Industrial Court granted an order reinstating NUM members dismissed at Marievale during a legal strike.

The court ordered that Marievale and NUM agree on the number of miners to be reinstated before next Friday.

Lesotho's senior labour representative in South Africa, John Lefosa, said his government has not taken any action concerning the workers still in Lesotho because 'we

was a union member and would keep him informed of what he heard.

"A few days later, Spamer said he wanted to lay a charge against Nelani because he (Nelani) had sworn at him. He said that we (Zwelakhe and others brought into the plot) must try to provoke Nelani so that he would assault us or other people and he (Spamer) would then be able to charge him and take him to court.

"Spamer kept on saying to me, when I saw him, that if I saw Solomon I must 'send him away'."

On one occasion, Spamer allegedly told Zwelakhe and another employee that he wanted to make mincemeat of Nelani.

Reinstated miners can't return

have not received a copy of the court ruling".

He said, however, that from reports reaching his office, "a substantial number of Lesotho nationals have already been reinstated".

This comes shortly after South Africa's Minister of Manpower, Pietie du Plessis, denied the government was to repatriate large numbers of foreign workers.

But in what was believed to be a clear warning to the international community that South Africa may resort to such action in the event of damaging sanctions, Du Plessis revealed that contingency plans were being drawn up. Consultation on their possible implementation had taken place and would continue.

Du Plessis' statement is seen as a back-down on an earlier decision to send miners home — "a small number, nothing that will destroy anyone's economy".

When the matter was reported to the union, it was decided conversations with Spamer should be recorded.

Zwelakhe said he recorded conversations he had with Spamer and with Mpinga.

According to his affidavit, Mpinga said he wanted to form a group to kill union members at Marievale.

People specifically named as those to be attacked included Mofotyela and Nelani.

There were discussions on how this was going to be done.

"Mpinga said that Spamer did not like us to use guns. He also said we could plan the attacks at bioscope time, when there were few people

The earlier decision was reported to be taken to "create jobs for South African citizens", but after the news leaked, Du Plessis was forced to make a hurried somersault.

According to reports, the State Security Council had recommended the phased return of South Africa's 1.5-million foreign workers to their home countries.

More than R650-million of Lesotho's R700-million budget is derived from remittances from about 139 000 of its citizens working in South Africa.

NUM had earlier warned it might call a national strike if the government goes ahead with its plans.

At the union's congress in Welkom in August, NUM decided to call a national strike if the government proceeded with the repatriation of foreign workers.

A large number of NUM's officials at the mines are Lesotho nationals and NUM warned that the government would be seeking confrontation with the miners if it carried out its "provocative threat".

"This might be one way the government hopes to pull the union into line, realising the growing militancy of the workers," said Marcel Golding, NUM publicity secretary.

about.

"The essence of what Spamer said was that I should 'send Solomon Nelani away', 'f--- him up', cut his tendons, or even burn him if I could."

"He also said that a team must be put together to assault the union leaders one by one at the mine in order to intimidate them and others into leaving the mine."

In a statement, the chief executive of Gencor's Gold and Uranium Division, W B Evans, said Marievale is not a party to the dispute.

"Both employees have been suspended pending the outcome of a full enquiry into the facts and circumstances."

21/11/85

Historic mine body for Southern Africa

HARARE Mine workers' leaders from five Southern African countries, including a 25-man delegation from South Africa's National Union of Mineworkers, agreed to form a regional federation during three days of talks which

ended here yesterday. The South African union's delegation was led by NUM head Mr Cyril Ramaphosa, who was elected president of the Southern African Miners' Federation. Mine union representatives from Zambia, Botswana, Lesotho and Zimbabwe attended.

The talks were held against a background of South African threats to expel as many as 1.5 million migrant workers, most of them employed in the country's gold mines, if the international community imposed economic sanctions against the Pretoria government over apartheid.

Most of those workers come from neighbouring black-ruled countries.

One resolution stated "The Southern African Miners' Federation will resist this measure of the apartheid government and will take concerted militant action should the regime go ahead with the repatriation policy." Sapa-
Reuter

Gencor to

ask for a review of an industrial court ruling ordering the Marievale mine temporarily to reinstate workers fired after a legal strike.

Gencor yesterday declined to comment on the Marievale case, but said it would take it on review to the supreme court.

A leading industrial relations expert, Professor Johan Piron of Unisa's School of Business Leadership, said yesterday that the temporary reinstatement order did not place a blanket ban on the dismissal of legal strikers.

ask for review on court

21/11/88
ruling

13 Day

CLAIRE PICKARD-CAMBRIDGE

"The judgement is a complex one and I fear employees may perceive that they cannot be dismissed."

He said that the judgment did not make any blanket rules, but concerned an alleged unfair labour practice in a particular case.

It showed that the court would look at circumstances and conduct in every case and that if an employer were to act unfairly, the workers could be re-instated.

He said the rationale behind the judgment was consistent with widely supported beliefs concerning the position of legal strikers.

But he believed it was an overstatement to believe large inroads had been made into managerial prerogative.

The principles applied in the case had not dramatically changed the current position.

They were an application of the rules of equity laid down by the industrial court in a particular set of circumstances.

Unions would be encouraged to follow legal channels and recognition agreements — which set down mutually acceptable procedures — would regulate the position of legal strikers more comprehensively.

The National Union of Mineworkers (NUM) said yesterday the court's ruling meant workers could see a legal strike as being legally permissible without fear of being necessarily liable to dismissal.

The NUM said it proved that unbending attitudes — sometimes governed by "exploitative motives" — could be met by the collective power of legal strikers.

R4 daily allowance unrealistic, says Tucsasa

The Trade Union Council of South Africa (Tucsasa) said yesterday it had serious reservations about the adequacy of the "unrealistic" daily allowances announced by the Minister of Manpower, Mr P T C du Plessis.

In a statement, Tucsasa said that each working day was unrealistic for an urban family in the light of recent price increases.

"Tucsasa has serious reservations about the adequacy of the daily allowances, believing that R4 per working day for just one member of each destitute family in urban areas is unrealistic, especially in the light of this year's spiral of price increases including the most recent hike in the bread price," the statement said.

Tucsasa, however, welcomed the fact that a means of subsistence would be available.

"While the measures announced will bring much-needed temporary relief, attention must be given to the enduring problems of structural and cyclical unemployment."

Tucsasa was in favour of training and skills-upgrading, but was concerned that workers who were to be trained be provided with jobs.

"Tucsasa notes with concern that, as a major trade union federation, it was not consulted or briefed on the announcement of the emergency measures and calls for the fullest consultation with all sectors in the development of plans."

Sapa.

Instituut gives full support to measures

Mr Donald Masson, the president of the Afrikaanse Handelssinstuut, said yesterday the AHI fully supported private and government programmes to alleviate the suffering of the unemployed.

He said the AHI shared the Government's concern over the increasing dimensions of unemployment and personal suffering.

"The AHI has great admiration for the work of churches and various organisations to al-

leviate suffering and gladly supports it," he said.

In addition, he welcomed the announcement by the Minister of Manpower, Mr P T C du Plessis, of a special job-creation programme.

"The AHI, gives its wholehearted support to labour-intensive projects with the aim of creating maximum job opportunities, and is of the opinion that housing schemes, the creation of infrastructures and the promotion of the informal sector must

have priority," he said. The AHI promised continued support to its members already taking part in government aid schemes for the training and placement of the unemployed.

The AHI gave full support to other programmes, like the feeding scheme on the basis of a rand-for-rand subsidy.

The State's call for co-operation to launch short-notice projects to accommodate the unemployed enjoyed full AHI support — Sapa

SOUTH AFRICA

President:

No further

Miners form federation ^{Star} (211)

21/11/87

HARARE — A four-day conference of miners from five countries in southern Africa yesterday formed the Southern African Miners' Federation.

The conference was attended by 25 miners from Botswana, Lesotho, South Africa, Zambia and Zimbabwe.

South Africa, which was represented by 25 miners from the National Union of Mine Workers, was elected president of the federation.

safety, trade and education, and the region's economic development.

It also resolved to call for international sanctions to be imposed on South Africa, and called on the International Labour Movement to organise the economic boycott of South Africa.

On the South African Government's threat to repatriate foreign workers, the conference resolved:

"The federation will resist this measure... and take concerted militant action should the regime go ahead with the repatriation policy."

The conference adopted various resolutions on working and living conditions, health and

and take concerted militant action should the regime go ahead with the repatriation policy."

(21)

Ruling shows distinction between

By Sheryl Raine

A clear distinction between the lawfulness and fairness of dismissing strikers emerged in a significant Industrial Court ruling this week.

The Industrial Court also indicated it would jealously guard its right to judge the fairness of dismissals despite recent employer attempts to apply to the Supreme Court to support the lawfulness of their actions in dismissing strikers.

This week Dr Daan Ehlers, president of the Industrial Court, spelt out reasons why the court earlier ordered the reinstatement of black miners fired for striking from Gencor's Marievale gold mine on September 3.

Dr Ehlers dismissed arguments by the employers that because the Supreme Court had earlier ruled the dismissal and eviction of Marievale's striking miners

was lawful, their dismissal was also fair. Dr Ehlers pointed out that no jurisdiction had been given to the Supreme Court to determine unfair labour practices. That was the job of the Industrial Court under the country's labour laws.

Although the Supreme Court had decided in terms of common law that the dismissals were lawful, the Industrial Court still had every right to order their reinstatement after considering the fairness of the dismissals.

The Industrial Court had harsh words for Marievale Consolidated Mines Ltd.

By rejecting arbitration or mediation as means to settle its wage dispute with the National Union of Mineworkers, the company had shown "an adamant attitude," the court found.

Adopting "an adamant, negative or uninspired approach" during negotiations resulted in the "spirit of

the Labour Relations Act being defeated. "From the papers before court, it appears the company made unilateral wage increases followed by notices on more than one occasion to employees, to the effect that should they strike they ran the risk of being dismissed. Video films to the same effect were also shown to them (the employees)."

"It would appear that the company adopted what could justifiably be termed a paternalistic attitude towards its employees."

The court said the union must have realised no other options apart from striking were available to it in order to resolve the dispute.

The company appeared to be solely concerned with the lawfulness of its actions and paid little or no heed to the fairness of its decision.

Failure to attend to the fairness of dismissing the strikers was not conducive to generating conciliatory

or sound industrial relations.

Although other mining houses gave reconsideration to wage increases and with the exception of two of them, reached a settlement with the union, Marievale refrained from giving reconsideration to wage increases. This was despite the fact that the company possessed the financial means to meet the wage increases required of it.

Two other Gencor mines hit by the miners' strike, Matla Coal Ltd and the Transvaal Navigation Collieries, reinstated dismissed employees.

Although Marievale was aware of an agreement with the union not to evict employees from the mine hostels, it continued evicting employees and then told the Industrial Court that "no worker was removed from the premises against his will".

"The manner in which the company repeatedly issued warnings to employees of the risk of dismissal if

they participated in the strike could hardly be described in the circumstances as evidencing a placable intent to diffuse the dispute," the court said.

The court noted Marievale had even dismissed a worker who had been on leave and was not involved in the strike. The court regarded this act as a further "show of unilateral high-handedness".

Instead of embarking on a wildcat strike, the union had given consideration to the dispute-setting machinery provided for by law. When these means failed, the union acted responsibly by holding a strike ballot, a national conference and issuing strike rules.

The two-day strike resulted in no damage to property and was conducted in an orderly manner.

With the union's behaviour in mind, the court declared the dismissals unfair.

THE PRESIDENT'S COUNCIL

Deracialising the economy

Yet another committee of the President's Council (PC) has come out strongly in favour of scrapping key aspects of apartheid. The report of the committee for economic affairs tabled at the council's plenary session in Cape Town this week says no one should be restricted from participating in the economy on racial grounds.

It proposes the scrapping or amendment of all apartheid measures preventing blacks, coloureds and Asians achieving full "equivalence" with whites in business. If accepted by government and implemented, the report could mean an end to apartheid in business. All business and industrial areas would be open to entrepreneurs of all races and they would be subject to the same standards and regulations.

The committee had been asked by President P W Botha to investigate a strategy for small business development and for deregulation.

Apart from slamming apartheid, the committee also makes sweeping suggestions to cut red tape in the small and informal business sectors (see *Business*).

The report follows a call in September by the PC's constitutional committee — later backed by the majority of the full council — to scrap influx control. The suggestion is being studied by government.

The economic affairs committee, under chairmanship of Francois Jacobsz, found that the Group Areas Act (GAA) as it affects the economic activities of Asian, black and coloured entrepreneurs "is in direct conflict with the objective of increasing the participation of economically less developed communities in the economy and of improving their perception of the merits of the free-market system."

Privileged access for white businessmen could not be reconciled with the nature of the market, which recognises only the ability to pay and the ability to supply, the committee said.

It recommends "That discriminating legislation applicable to businessmen of the Asian, black and coloured population groups be repealed or amended insofar as may be necessary to achieve a situation where all businessmen in South Africa operate their businesses in terms of procedures and subject to standards which are in all respects equivalent, providing that existing alternative standards which are less costly and more simple should be retained without distinction on the basis of race to take into account the needs of developing communities in South Africa."

The committee suggested the establishment of a technical committee with private-

sector representation under the Department of Constitutional Development and Planning to urgently investigate apartheid laws affecting business.

It lists seven apartheid measures which it said should be immediately investigated. These are:

- The Black Administration Act;
- The Black (Urban) Areas Consolidation Act;
- The Group Areas Act;
- The Community Development Act;
- Influx control;
- Real rights for blacks to own land, and
- Land use and (black) township establishment.

The committee effectively urges government to open all business and industrial areas and not just CBDs to trading by all races. It also rejects the "local option" concept being applied at present to applications for open CBDs. "This 'local option' as it exists in practice, although not on the statute book, could work against the participation of Asian, black and coloured business communities in those towns and cities where attitudes are not sympathetic to the accommodation in business of these communities," the report says.

It points out that in an economically integrated society, the economy is indivisible and group restrictions on access to business could hardly be regarded as being in the best interests of society as a whole and of the developing communities in particular.

It suggests that participants in the informal business sector (mainly in black communities), which provides employment for an estimated 2m people, be "nurtured" rather than "persecuted".

In particular, the committee recommended that "pirate taxis" be encouraged as a valuable means of transport and that regulations be eased to make licences and permits more readily available to operators.

Black, coloured and Asian residential areas should also be more carefully planned to make provision for properly structured trading areas in the same way that white areas are structured according to strictly enforced town planning schemes. ■

X FM 22/11/85
INDUSTRIAL COURT

The right to strike

The Industrial Court has handed down the long-awaited reasons for its decision to order the reinstatement of several hundred miners dismissed from the Gencor-managed Marievale mine during the legal wage strike in

September

The judgment does not lay down any specific guidelines which employers should follow in the case of a lawful strike. But it strongly criticises a number of actions taken by Marievale management and gives some idea of the general view the court is likely to take in similar circumstances.

On the merits of the case, the judgment rejects Marievale's argument that a reinstatement order would amount to giving employees a licence to strike. In fact, it contends that a reinstatement order may well convince



Miners ... rights reinforced

other employees who may be planning to strike illegally to rather use the conciliation procedures in the Labour Relations Act. It "may thus serve as a useful example to other employees on the mines."

In rejecting Marievale's contention that the National Union of Mineworkers (NUM) had failed to exhaust conciliation procedures before striking, the court points to conciliation board minutes showing that the union supported mediation and arbitration, while employers — through the Chamber of Mines — rejected the idea.

The court also rejects Marievale's allegation that the union had deliberately embarked on a process of confrontation "to show its members and the world it could bring the mining industry to its knees." This is "inconceivable," says the court, given that the union used all available dispute-settling mechanisms. In addition, the union did not call a strike at mines where a wage settlement had been reached. "This can hardly be said to be reconcilable with bringing employ-

ers to their knees," says the court

Observing that "there appears to be an obligation on parties to a dispute to adopt a *bona fide*, objective and flexible attitude," it describes Marievale's approach as "adamant, negative and uninspired"

The court also accuses the mine of adopting a paternalistic attitude towards its employees by unilaterally implementing wage increases and notifying workers that they faced dismissal should they strike

On the NUM's decision to strike, the court says the union "must have realised that no other options were available to it (and) subsequently resorted to strike action"

The judgment concludes by noting that

- Marievale paid little or no heed to the fairness of its actions,

- This is not conducive to generating conciliatory or sound industrial relations,

- The company did not reconsider the wage increases it implemented unilaterally, despite the fact that other members of the chamber did and although it had the financial means to do so,

- Two other Gencor mines reinstated dismissed workers but Marievale did not,

- Despite awareness of an agreement to the contrary between the union and other Gencor mines, Marievale continued evicting employees from its premises soon after the strike,

- The company breached the recognition agreement between the chamber and the NUM to which it is a party,

- The mine displayed an implacable attitude by its statement in court that no prospect for conciliation existed,

- Although the NUM branch chairman on the mine was on leave during the strike, he was dismissed, "a further show of unilateral high-handedness on the part of the company," and

- The union conducted a ballot and issued rules prior to the strike. The strike was conducted in an orderly manner.

The judgment dismisses contentions made by Marievale that the NUM had no *locus standi* to act on behalf of its members in the case. It also rules against Marievale's claim that the Industrial Court did not have jurisdiction over the case because the Supreme Court had previously decided the dismissals were lawful. The function of the Industrial Court, it says, is to consider matters on the basis of fairness and equity, and it is the only South African court able to do this. Marievale has announced its plans to challenge this ruling in the Supreme Court ■

MINISTERIAL SACKING

Boetie bites back

Ebrahim "Boetie" Abramjee, the sacked former Budget Minister in the Indian House of Delegates (HoD), is threatening to pull the whole house down, and with it the credibility and workings of the tricameral system itself, if he is not given satisfaction over his ministerial demise

He believes that if his National People's Party (NPP), led by HoD leader and minister without portfolio Amichand Rajbansi, feels that he was right over his debacle with the State President then it should, at the least, "prorogue the HoD until a satisfactory response is received"

Another tactic, he believes, is for the HoD to block all legislation or refuse to pass the Budget, thus bringing the system to a halt — if only temporarily, since the President is entitled to rule without the other Houses

"This would be political suicide for the country's image abroad if the State President is seen to have these arbitrary powers in a so-called democracy," he explained

If this does not happen, one option open to him, he tells the *FM*, is to switch his membership — and that of a handful of other NPP MPs who support him — to the opposition Solidarity Party led by Jayaram Reddy. This would immediately make Solidarity the majority party in the HoD and neatly shaft Rajbansi and the NPP out of office. According to Abramjee, Solidarity have already offered him the chairmanship (*sic*) of the Indian Ministers' Council (Rajbansi's post) or "any post" he wants, if he joins them

That would really place State President P W Botha in a quandary. Would the President then simply side-step the Indian House, as he is entitled to do? And if so, what would remain of the already battered credibility of the tricameral constitution?

Abramjee, who says there has been an "elaborate and orchestrated plot" against him, further tells the *FM* he plans to make certain "political dynamite" revelations about government workings whose "constitutional repercussions could leave the whole tricameral system in chaos"

All this comes in the wake of Botha's dismissal of Abramjee, apparently for breaching Cabinet confidentiality by pre-empting Botha's announcement of the go-ahead on the R3,5 billion Mossel Bay gas extraction scheme which was known to be on the cards for at least a year — and which is set to be a boon to the depressed eastern Cape

The swiftness of Botha's boot (he telephoned Abramjee at his Port Elizabeth hotel at 8.15 am last Thursday to demand his resignation after Abramjee's remarks had appeared in the *EP Herald*) surprised most people and reinforced the notion that the President was gunning for the minister

The punishment seemed out of all proportion to the crime, which Abramjee rejects having committed. He was fired on the basis of "conjecture and conclusions" made by journalists

Rajbansi called it "a technical transgression rather than an act of dishonesty". It is the first time an SA minister of whatever description has been fired. Many have pointed out that Cabinet ministers have in the past committed breaches of form at least as serious, without being fired

Indeed, Abramjee, the controversial MP for Laudium who was elected on the strength of an uncommonly high percentage of so-called special votes in August 1984, tells the *FM* that Botha's action shows a "double standard" at least — and perhaps even a racial one

He asks why Information Minister Louis Nel, for example, was not sacked after his secret visit to Renamo bases in Mozambique

Abramjee, who is determined to remain an MP, was due to meet with Rajbansi as the *FM* went to Press, in order to decide his future with the National People's Party (NPP) which holds, only just, the majority in the HoD ■

HOUSING

Mixing it, slowly

A residential property development at the Strand (Cape), which will arise on white land re-proclaimed for coloured occupation, appears to be a significant softening of government's attitude towards providing areas for coloured housing and could be an indirect step towards non-racial suburbs

Although speculation that the development, to be called Southfork, would get the official go-ahead to be an "open" area has been disproved, it is understood that this is more because of the critical shortage of land in the area for coloured housing than due to political disapproval

Southfork is the first land provided for coloured housing in the Strand area for at least 15 years

The developer, Doug Harrowsmith of Cape Town, believes government's willingness to re-proclaim white land for sale to other groups opens the way for similar moves in other, as yet undeveloped, white areas

This would not only ease the shortage of land for coloured and Indian (and even black) housing, but also offer more wealthy people in those communities higher quality housing and a better environment than they have to put up with in many of the townships where they are now forced to live

Perhaps significantly, the development is located within Constitutional Development and Planning Minister Chris Heunis's Helderberg constituency. Heunis, probably the most reform-minded man in the Cabinet, has the odious task of administering the Group Areas Act (GAA), but he is understood to be taking keen interest in its modification. Coloured Local Government, Housing and Agriculture Minister, David Curry, is believed to be watching the development with equal interest

Southfork provides for about 300 plots. The development is aimed at buyers with R45 000 or more to spend. It is situated on the Gordons Bay side of the Strand in what is considered to be a good position close to the beach, shops and transport

The land is zoned a white group area. Harrowsmith applied to sell to coloureds and

LABOUR DISPUTES

Minister on review

The Department of Manpower (DoM) has given the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs mine new headaches in a dispute which is already very complicated

The NUM and Vaal Reefs are locked in a legal battle over four workers who were dismissed in April shortly after the massive

strike at the mine which led to the sacking of 14 000 black miners Earlier this year the mine was granted a *rule nisi* in the Supreme Court to evict the four from its hostels after its lawyers argued that their dismissal was lawful because they had breached their common law contracts of employment The full case will be heard next year

The union, in the meanwhile, launched an application in the Industrial Court to have the four reinstated on the grounds that their dismissal constitutes an unfair labour prac-

tice Vaal Reefs opposed the Industrial Court application arguing that the court did not have the right to hear the matter One of the points Vaal Reefs raised to support its contentions was that the Industrial Court is subordinate to the Supreme Court and cannot issue orders which would undermine the superior court's ruling (*Current Affairs* October 25) The court has rejected the mine's arguments and asserted its right to hear the matter This decision is being taken on review in the Supreme Court Argument will

NELSON MANDELA

To release or not to release

FEATURE

If Nelson Mandela were to die in prison, many suspect that his death would unleash a degree of violent protest that would make the past year's townships mayhem look tame by comparison

At this stage, of course, government shows no sign of reconsidering its conditional offer of release Nor is Mandela likely to renounce violence as a means to an end if it were to tie his hands without necessarily holding out hope of meaningful political gain

Hypothetical as it is, the question is nevertheless worth examining What would happen if government were to accede to near universal demands and release the world's most famous political prisoner?

(It is worth recalling that some Cabinet Ministers, like Pik Botha, favoured releasing Mandela before the President laid down his condition)

Would his release check SA's endemic political turmoil — the root cause of our financial bleakness — and lead to a negotiated settlement? If Mandela were back in circulation, could he, Moses-like, contain the feral youth of the townships? Would relations between Mangosuthu Buthelezi's Inkatha and the ANC be patched up or precipitate a bloody, black power struggle? Would he automatically become head of the United Democratic Front (UDF)? What of Azapo's reaction? Would the ANC be unbanned?

A number of intriguing questions and scenarios present themselves

First, it is possible that government could simply release Mandela and promptly place him under house arrest This might reduce some of the world pressure on Pretoria for his release — for which there are now medical grounds

In fact, since Mandela's recent operation, one of the businessmen who visited the ANC in Lusaka a month ago, Premier's Tony Bloom, says he has now come round to the opinion that Mandela ought to be released "unconditionally, perhaps to another coun-

try" However, points out Institute of Race Relations Director John Kane-Berman, one of the reasons for government's reluctance to release Mandela may be a fear that he would go abroad, be feted by the UN and certain governments which might then recognise the ANC as the "sole and authentic" representative of the SA people, a virtual government-in-exile, which would be dangerous

Wits University's Tom Lodge adds that it would be difficult even for Margaret Thatcher, who refuses to meet Oliver Tambo, to refuse meeting Mandela

So long as he remains incarcerated, Bloom points out, Mandela is imbued with a kind of superhuman aura Bloom confirms that the ANC is very keen to see Mandela released Tambo signifies he will immediately relinquish the ANC presidency if Mandela is released The businessmen looked closely for signs of envy or rivalry on Tambo's part and saw none Kaunda, too, strongly urged them to "whisper to PW" the need for Mandela's release



Kane-Berman

It is difficult to predict what would flow from Mandela's release But despite the complexities involved it is a necessary political step for SA, says Kane-Berman You cannot eliminate the ANC by exiling it, he points out

According to Kane-Berman, Mandela is (ironical as it may seem) the most successful politician in SA of the last 20 years (the time during which he has been incarcerated) He hasn't made any mistakes He is clearly

ly a figure of great political and symbolic importance If he were released, there would be enormous popular excitement

However, releasing Mandela might not be the "quick fix" many think it would be, cautions Kane-Berman Would he end up being a "seven-day wonder" and evaporate from the scene à la Swapo's Andimba Toivo ja Toivo?

This would depend on two things, says Kane-Berman One is lifting the ban on all

political parties, including the ANC, secondly, the degree of internal democracy within the ANC Assuming the ANC is de-restricted, it is possible that some of its exiled leaders would want to return home to SA, others, more militant, would want to remain on the outside Lodge doubts that Mandela's release would precipitate in the ANC any power struggles around a "national figure"

The key question, Kane-Berman observes, is *what would Mandela do?* What strategies would he pursue, and how would he begin to mobilise his followers in a way that can successfully bring government to a negotiating table — assuming negotiation rather than revolutionary violence would be the goal of a freed Mandela?

For this reason it would be important for the ANC to be unbanned so that it could contest the political marketplace and reveal its constituency To date, only opinion polls and received knowledge suggest that the ANC is the most popular organisation in the land

One outcome of Mandela's release could well be the intensification of traditional black nationalist rivalries The ANC and Inkatha are at each other's throats, so too are UDF and Azapo On the other hand, it may be assumed that an unbanned ANC would swallow the UDF which, except for its disavowal of violence, is a kindred spirit

It would be naive to assume that immediate calm would be restored in the townships, says Kane-Berman, who wonders whether the ANC's popularity would hold once the violence ceases and media coverage (which benefits the ANC) abates

Who is going to capitalise on the subsidence of violence, asks Kane-Berman, adding that the only certainty here is that both the ANC and Inkatha are key forces in black politics.



Tambo

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be heard in the near future
In accordance with standard practice, the NUM asked the DoM to appoint conciliation boards to consider the disputes at the same time as it launched the Industrial Court action

The DoM has now appointed three conciliation boards to consider the disputes long after the 30-day period the Labour Relations Act allows for such appointments. But it has thrown an additional spanner into the works.
The terms of reference of two of the boards, which each cover one of the four workers, include the consideration of an unfair labour practice. But the third, which covers the two other workers, cannot consider an unfair labour practice because the Minister of Manpower has chosen to exclude this from its terms of reference. This means that these two workers cannot approach the

Industrial Court for a final determination if their dispute is not settled in talks at the conciliation board

The NUM has decided to take the Minister's decision in respect of the third conciliation board on review to the Supreme Court. In the meantime, Vaal Reefs and the union have agreed to postpone the conciliation board talks until the review has been heard. They have submitted an application to the DoM for a 60-day extension of the boards

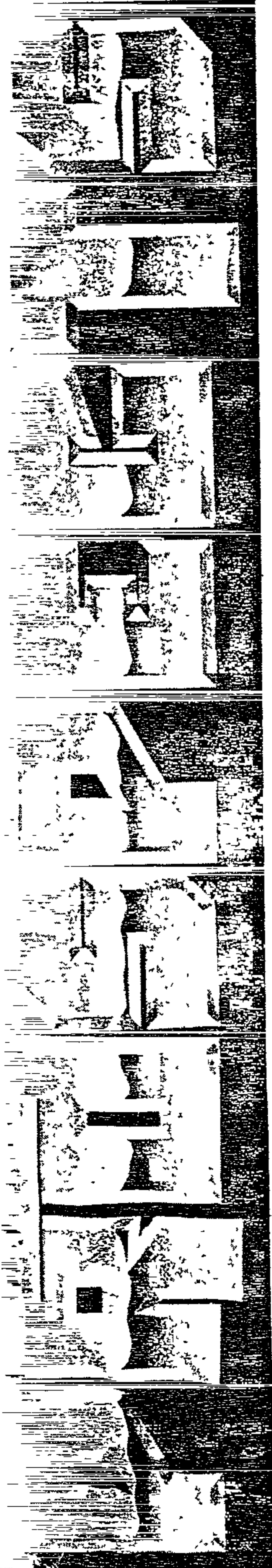
ALTERNATIVE POLITICS

The weird turn pro

It was American Gonzo-journalist Hunter S Thompson who liked to remark "When the going gets weird, the weird turn pro." Now

the going in SA has certainly been getting weird, so it should not be surprising that some very peculiar plans for a future SA are being promoted in all earnestness

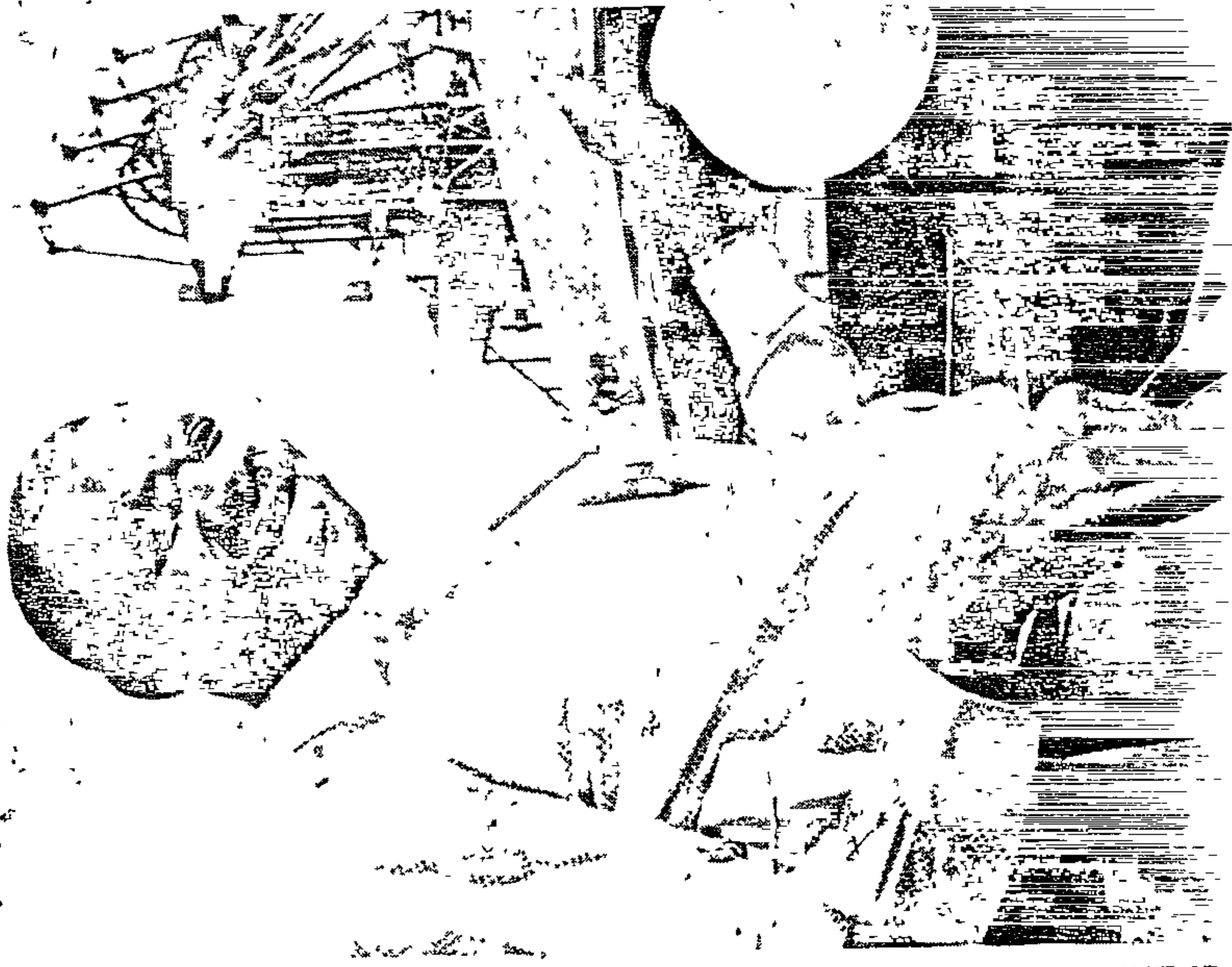
The latest movement is called "South Africa '51" and is being promoted by the "Confederate Party of SA." It is the brain-child of a Benoni banker, Paul Moolman, and the main thrust is that SA must become the 51st state of the United States. Seriously. And he is now getting support from Dr John Hund of the Bophuthatswana University's Law School. Makes you think, doesn't it?
Says Moolman in his organisation's first newsletter "The recent bye-elections (sic) have shown a massive swing to the right, which increases the possibility of sanctions as well as the threat of confrontation. Due to the unrest, the white backlash is understandable, but time is running out for SA, so



Supplement to City Press

November 24, 1985

WINGS WON'T BE MIGHTY WITHOUT



Big boost for small business
See Page 5
Looking for a career with bite?
See Page 9

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RAZOR

press 24/11/85

Boots in the car and you're off home - and it's a short drive, not a day's travel, lying to the homelands...

RAND Mines, one of South Africa's major mining houses, is starting a recruitment drive in Reef townships.

For the first time, this will enable black mineworkers to work on mines in the same way that miners do elsewhere in the world - as commuters from their homes.

The jobs which carry wages starting (with "living out" allowances) at R282 and ranging up to almost R1 000 a month will apply to three of the group's mines.

The company has already been recruiting on an all-inclu-

Prospects Reporter

A company spokesman said the first mine to be affected would be East Rand Proprietary Mines Limited near Boksburg.

"We will start with ERPM and after the Government's proposed influx control changes, we will extend the campaign to other mines in the group."

There are hundreds of different jobs at ERPM for which vacancies are constantly occurring, with salaries ranging from R172 a month to almost R1 000.

Staff not accommodated on

One of South Africa's largest mining groups has introduced a scheme which could see miners actually working in the areas they live in - instead of being migrant workers.

the mine will receive a R110 "living out" allowance.

This living out allowance is to compensate for the free food and accommodation received by employees housed on the mine.

All staff are automatically entitled to normal mine benefits - such as free medical attention, the use of mine sports facilities and long service award schemes.

"We are also investigating a home ownership scheme to assist those members of staff qualified to build their own homes in the townships near the mines," the spokesman said.

He said ERPM employed 19 000 people. Vacancies arose all the time and if expansion plans materialised, an additional 7 000 jobs would be created.

The mine gives these exam-

ples of the jobs available and the wages.

- ★ Manual workers employed on surface earn between R172 and R220 a month and underground between R203 and R273, plus free food and accommodation
- ★ Locomotive drivers employed underground earn between R316 and R428 a month, while underground team leaders earn between R496 and R740 a month
- ★ The salaries for monthly paid staff such as clerks, surveyors and samplers range from R242 to R922 a month

All employees are entitled to leave varying from 14 to 28 calendar days, depending on their positions.

A leave allowance of 50 per cent of the monthly salary is paid to all employees



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Mine union to seek registration in Namibia

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WINDHOEK

The Star's Africa News Service



WINDHOEK — Officials of the South African Union of Mineworkers (NUM) have said they are taking legal advice about new Namibian legislation which effectively prevents foreign trade unions from operating in the territory.

The new law, which was passed without objection or comment by the National Assembly in Windhoek last week, also bars non-residents of Namibia from becoming involved in

trade union organising in the territory. Mr Howard Gabriel, the national safety officer of the NUM, told *The Namibian* newspaper here that the union was in the process of negotiating to register inside Namibia. Union officials had held talks with the management of Consolidated Diamond Mines (CDM) which operates the massive diamond workings at Oranjemund.

However, the NUM had been instructed this week by Windhoek's Department of Civic Affairs and Manpower to postpone its plans for the opening of a branch here. The NUM has 230 000 signed-up members and 100 000 paid-up members, said Mr Gabriel, adding that it would be an advantage for Namibian miners to be members of such an organisation.

The new law was described as nothing unusual by Deputy Civic Affairs Minister Dr Siegfried Tjijorokisa. Speaking in support of the Bill in the National Assembly, he said that "Namibians should do their thing without outside interference".

CP MPC Jewish schools wait

Mining jobs for urban residents

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ONE of the country's major mining groups is to recruit urban residents to work on its gold mines.

This was revealed by Mr Clive Knobbs, head of the gold and uranium division of Rand Mines, who said that the first mine to take this step will be the East Rand Proprietary Mines (ERPM) near Boksburg.

The mine hopes to employ staff from townships such as Vosloorus and Watville both of which are near the mine.

Those who sign on can continue living with their families at home while working on the mine.

Salaries will reach about R1 000 a month.

"We will start with ERPM and when we see what happens after the Government's proposed influx control changes we will extend the campaign to other mines in the group," said Mr Knobbs.

Three other mines in the group that could be affected are Durban Deep near Roodepoort, Blyvooruitzicht at Carletonville and Harmony at Virginia in the Free State.

Staff housed on the mine will receive a "living out" allowance of R110 a month besides their salaries. This allowance is to compensate for the free food and accommodation received by employees housed on the mine.

All staff will be entitled to normal mine benefits provided by the Rand Mines group — such as free medical attention, the use of mine sports facilities and long-service award schemes, said Mr Knobbs.

"We are also investigating a home ownership scheme to assist those members of staff who qualify to build their own homes in the townships near the mines and we hope that many urban blacks will take advantage of the new job opportunities at the mine," he added.

INTERNATIONAL

ARC 63 26/11/85 (21/204) TEB

Gold mines plan to recruit urban blacks

Argus Correspondent

JOHANNESBURG. — Rand Mines has announced that it will recruit hundreds of urban blacks for its gold mines — and the number could grow to thousands.

The company announced a new package deal for urban workers and is investigating a home-ownership scheme to help staff to build homes in townships near mines

This is a departure from existing recruitment patterns in the industry. About 97 percent of workers on gold mines are migrant labourers from rural areas

The first gold mine in the Rand Mines group to start employing urban blacks will be East Rand Proprietary Mines (ERPM) near Boksburg.

"We will start with ERPM and when we see what happens after the Government's proposed influx control changes we will extend the campaign to other mines in the group," said Mr Clive Knobbs, head of the group's gold and uranium division

Other mines which could adopt the new employment policy include Durban Deep near Roodepoort, Blyvooruitzicht at Carletonville and Harmony at Virginia in the Free State.

Rand Mines has also announced that staff at ERPM not accommodated on the mine will receive a "living out" allowance of R110 a month in addition to their salaries

The allowance will compensate for free food and accommodation received by employees housed on the mine.

All staff will be entitled to the usual company benefits, including free medical attention, use of mine sports facilities and long-service awards.

Major mining group to recruit hundreds of urban blacks

26/11/85 Skw 211

Rand Mines, one of South Africa's major mining groups, has announced that it will begin recruiting hundreds of urban blacks — and the number could grow to thousands in the near future.

The company has announced a new package deal to cater for urban workers and is investigating a home ownership scheme to assist staff who qualify to build their own houses in townships near mines.

This is a departure from existing recruitment patterns in the gold mining industry. About 97 percent of present employees are migrant labourers from rural areas.

The first mine in the Rand Mines group to employ urban blacks will be East Rand Proprietary Mines (ERPM), near Boksburg.

"When we see what happens after the Government's proposed influx control changes, we will extend the campaign to other mines in the group," said Mr Clive Knobbs, head of the gold and uranium division.

As far as ERPM is concerned, workers will be recruited from townships such as Vosloorus and Wattville, both of which are within easy commuting distance.

Jobs at ERPM will at first become available with the normal turnover of staff. There are hundreds of different jobs, with salaries ranging to nearly R1 000 a month, for which vacancies occur. Later, when the new Far East Vertical section of the mine is established, another 7 000 jobs will be created.

Other mines which could adopt the new employment policy in time include

- Durban Deep, near Roodepoort
- Blyvooruitzicht, at Carletonville.
- Harmony, at Virginia in the Free State.

Rand Mines has also announced that ERPM staff not accommodated on the mine will receive a living-out allowance of R110 a month.

For example, a man trained as an industrial relations assistant can expect to earn R800 to R900 a month, plus a living-out allowance of R110.

of negotiation

Mine strike ruling heralds new era

Industrial relations practitioners received yesterday an in-depth briefing on the implications of a recent Industrial Court decision reinstating members of the National Union of Mineworkers who were dismissed for striking at Marievale Mine. Consultants Mr Andrew Levy and Mr Johan Piron urged a more conciliatory approach to negotiating with trade unions, especially in dealing with strikes.

ANDREW BEATTIE reports.

The strike had almost come of age as a legitimate worker response in redressing grievances, industrial relations consultant Mr Andrew Levy told delegates at a seminar yesterday.

Mr Levy said he detected "a beginning of the type of thinking we see overseas" in the approach of the Industrial Court to the case involving a strike by National Union of Mineworkers (NUM) members at Marievale Consolidated Mines. Employers had to accept that workers who went on strike after strictly adhering to legal channels were not being ungracious or committing a crime, but were acting in a legitimate way", he said.

The cause of the strike was a refusal to pay reasonable wages. This demand was "legitimate and reasonable in that

the existing wages in the industry, even after the increases conceded by the company, are unacceptably low", the court decided.

Reference to the "ulterior purpose of the union in approaching the court, to bring the mining industry to its knees" were "far-fetched". The union would not have settled with the other mining houses, it found.

However, the court's decision did not entail a general prohibition on firing workers. The ruling applied to a specific case only and could not be interpreted as a sweeping precedent applicable to all strikes. Each case would be viewed individually to establish equity, Mr Levy said.

In ruling the dismissals had been "unfair", the court said. "A negative, uninspired and paternalistic approach

in a strike defeats the spirit of the Labour Relations Act and aggravates the labour relationship.

"There appears to be an obligation on parties to a dispute to adopt a bona fide, objective and flexible attitude in settlement negotiations," the court said.

It decided the union had acted in an "institutionalised way as opposed to taking ill-considered and violent action".

The Rand Supreme Court ruling that the dismissal of the striking workers by the company was "lawful" under common law principles was rendered ineffective by the Industrial Court's decision, Mr Johan Piron, an industrial relations consultant, said.

The employer could be compelled by a criminal sanction to reinstate the

workers and to compensate them for accommodation if it refused to allow them to live in the hostels.

This was because of differences between private and public law. In common law the right to strike does not exist. The Industrial Court, however, had to exercise an equitable jurisdiction and in doing so ask whether the employer acted fairly, he said.

The company had rejected the "willingness revealed by the union to resort to arbitration or mediation to resolve the dispute, thereby revealing a placable attitude", the court found. Because of this the union had no option available other than to strike.

"The court has jurisdiction after there has been an attempt at negotiating between the parties. It is

not a case of whether you have the right but rather whether you should exercise it," said Mr Levy.

The important lesson of the Marievale case was that negotiation during a strike was more important than the result from a legal point of view, Mr Levy and Mr Piron concluded.

Even if striking workers were dismissed, in the light of the Marievale decision employers could not regard them with "disquieting indifference".

While the factor of legality in a strike was important, lawfulness of action was not enough — it also had to be fair, Mr Levy said.

Events leading to the Marievale strike made it clear in future unions would ensure strike action was legal.

"The union's strategy was in place and safety."

long before the process got under way.

"Rather than issuing ultimatums, disputing parties should adopt a conciliatory approach. The court is regarding the legislation in its broadest sense and will probably favour the party who has attempted to adopt these means," Mr Levy concluded.

● The NUM, in the first edition of its newspaper, *NUM News*, said mine managements had to realise dismissing workers did not solve their industrial relations problems.

The union's wage dispute with Gencor, Gold Fields and Anglovaal remained unresolved, it said.

"We want serious negotiations on the removal of mining apartheid, starvation wages and improved health and safety."

Le Grange attacks anti-SAP 'crusade'

Cape Times

30/11/85

JOHANNESBURG — All South African policemen will be withdrawn from border duty from tomorrow and will be replaced by the SADF, the Minister of Law and Order, Mr Louis le Grange, said yesterday

Speaking at a police passing-out parade in Pretoria, Mr Le Grange said this would enable

police to have more time for dealing with problems within the country through normal police and riot duties

Mr Le Grange said that since September last year 27 policemen had been killed in the township rioting, but he was confident the problems of the past 16 months would "significantly reduce" in the near future

Mr Le Grange made the announcement at the end of a speech in which he dealt mainly with a "contemptful rejection" of the crusade from some quarters, including certain newspapers, to blacken the reputation of the police with a "disgraceful" contradiction of the facts

"As never before, there is a purposeful propaganda campaign being conducted against the South African Police, but the force is in fact fully aware of the origin and nature of the attack and fully equipped and able to

overcome it"

It was however, "upsetting to note how certain individuals, groups, organizations and even some editors are wilfully or unwittingly playing into the hands of those who wish to disrupt law and order and thereby make South Africa ungovernable"

The police were made out to be villains, ill-educated, poorly equipped, lacking in leadership and undisciplined, and termed "racist, authoritarian and stupid"

"I reject this attitude with contempt. It is a disgrace that a newspaper can create such an image among its readers when it very well knows the facts contradict the very image it is trying to conceive"

He did not refer to any newspaper by name

● Reacting to Mr Le Grange's announcement, the PFP spokesman on Law and Order, Mrs Helen Suzman said she hoped that once the army replaced the police on the border they would be withdrawn from the townships — Own Correspondent and Sapa

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"I told you to stop at La Patisserie!"



1985 invasion was cut down... don't see...

migrants

Mine's urban recruits 'unlikely' to replace

About 465 000 blacks work on South African gold mines, and 97 per cent of them are migrant workers from the homelands and neighbouring states. Only 3 per cent of miners are legally allowed to live with their families on the mines and those workers must have section 10 rights.

Many mining houses have expressed their aversion in principle to the migrant labour system.

The first mine to take part in the Rand Mines scheme is the ERPM mine near Boksburg. Others in future could include Durban Deep near Rodepoort, Blyvooruitzicht at Carletonville and Harmony at Virginia in the Free State. At first only a few hundred employees will be hired, but the number could grow to thousands.

This is not the first time Rand Mines has implemented such a policy. It has been introduced on some of the group's coal mines. Has it worked?

Mr Knobbs. In the Witbank area there are a large number of blacks with section 10 rights who work on surface mines in the area. The policy of employing local blacks has been successful on surface mines, but it is not as successful when it comes to underground mining. This is a difficulty we are going to face in enticing urban blacks to work underground.

We have not had too much success on coal mines where mining

Rand Mines has announced a plan to increase its recruitment of urban blacks for employment on its gold mines. Workers will live with their families in local black townships and commute to work. SHERYL RAINE discussed the scheme with the head of the group's gold and uranium division, Mr Clive Knobbs.

operations are not as severe, so it does not point to a high success ratio on gold mines.

The difference in the new scheme is that we are paying additional money to men who live out (R110 a month in addition to salary).

Another incentive for urban blacks to work on gold mines which Rand Mines is considering is a housing scheme. How far has the company got in investigating the scheme?

We have got some way down the track in investigating this. We already have some housing assistance in Natal. Assistance is given to certain people to build homes in nearby townships. We need to have a look at that scheme and see if it is as facilitating as we thought it would be in the past. It is not an easy area. We would have to consider the options of a straight loan, collateral for a building society loan or providing site and services.

Is the company planning to replace the migrant worker by introducing this scheme for urban blacks?

The replacement of the migrant worker is highly unlikely. We would be foolish to suspect that we could get a large proportion of our underground labour force from local urban townships.

There is an aversion to working underground by urban blacks. We have many mines close to urban areas, and not only on the Witwatersrand. None have been successful in recruiting labour for underground work. We are attempting now to break through, to get the job accepted as a means of earning a living and as a start on a long-term career path.

What jobs will be available for urban blacks at the first mine to take part in the new scheme, ERPM near Boksburg?

There are a host of jobs in different categories. We would prefer employees to start at the bottom, to bring them in at the lowest category doing the most menial work and allow those people through their ability and experience to work themselves up the promotional ladder.

That would be ideal, but there is an aversion to working underground in a difficult environment doing a physically onerous job and the rates of pay might not be enough to attract those people into the lower job categories where the largest number of jobs exist. There are not as many positions in the higher job categories, but these will be open to urban work seekers.

Won't this deprive workers who come in at the bottom of promotion prospects?

The lack of movement from one level to another is a real problem in the industry but it must be based on merit and experience. It is going to be a case of the best man for the job. We have a number of criteria which we use to establish selection for training and promotion and those criteria would be applied. We would not limit anyone.

Will the current unemployment crisis benefit Rand Mines in launching this scheme at this time?

It should be to our advantage, but it will be some time before we will be looking for really large numbers of employees. Initially we will take in new employees in the course of the usual staff turnover at ERPM. Only when the Far East Vertical section of the mine is commissioned will between 5 000 and 7 000 new jobs become available. It will be about two-and-a-half years before that happens and by then the employment situation may be different.

Marievale dispute see-saws back to court

LAWYERS acting on behalf of Gencor's Marievale Consolidated Mines gave notice this week they would bring an urgent application in the Transvaal Supreme Court in Pretoria today, asking that an Industrial Court (IC) order reinstating miners dismissed during a strike in September be set aside.

Among the arguments they cite for the setting aside of the IC order are the danger of faction fights erupting on the mines, and severe losses in after-tax profits.

The respondents are the president of the IC, Dr D B Ehlers, a member of the IC, Adv D R van Schaikwyk, and the National Union of Mineworkers (NUM)

On October 31, an IC granted an order reinstating NUM members dismissed at Marievale during a legal strike.

The IC order became operative on November 1 and workers were to report at the mines by today.

According to papers before the court, 232 former Marievale employees have returned to work, and the number is expected to increase substantially.

Marievale claims that the extra monthly wage bill for the reinstatement of the 389 former employees who are members of NUM would amount to R167 763.

If as many as 500 employees are reinstated, the additional wages would

amount to R210 000 per month. Thereafter, the cost will be R42 600 per 100 employees.

"This in effect means that by complying with the court order, the applicant is forfeiting a very substantial percentage of its profits."

Marievale claims that because it had recruited other workers before the outcome of the IC case, it can only take back 350 former employees

"As soon as more employees have to be reinstated, it will be necessary for the applicant to reopen a hostel which has been in disuse for many years"

The cost of placing the hostel in an acceptable hygienic and habitable

condition will amount to about R230 000, resulting in further loss in profits, Gencor claims.

The alternative would be to house the workers in the hostels that are in use, but this would lead to overcrowding, resulting in friction among the occupants, and faction fights may ensue, and injuries to persons and property may result.

Marievale also claims if more workers are taken on, then the production bonus would have to be shared among a larger team, thus causing a rift between the workers. This is also likely to lead to faction fights

The applicants contend they were lawfully entitled to dismiss the

workers and terminate their contracts.

At all times during the wage dispute, Marievale says it made it clear to NUM that it would not pay higher wages and therefore contends that reinstatement would serve no purpose whatsoever.

It also submits that once the Supreme Court had decided that workers had been lawfully dismissed, it was not open to the IC to override that decision by reinstating such employees, even on an interim basis.

In an earlier hearing in the Rand Supreme Court more than a month ago it was ruled that Marievale had legally dismissed the workers

The NUM then appealed to the IC, which ruled in the union's favour.

NUM leads federation

THE National Union of Mineworkers (NUM) was this week elected first president of the newly-formed Southern African Miners' Federation, after a four-day conference in Harare.

The federation, to be based in Harare, was the result of a host of resolutions taken at the conference attended by about 54 miners from Botswana, Lesotho, South Africa, Zimbabwe and Zambia.

NUM's secretary general, Cyril Ramaphosa led the 25-member delegation — the largest — and included NUM's president, James Motlatsi

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28 / 7/85

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Skw 29/11/85

Rand Mines boss calls on

Govt to scrap job reservation

The chairman of Rand Mines has suggested that the Government scrap race discrimination in the mining industry as soon as possible because speedy agreement between the mining houses and the white Mineworkers' Union on job reservation was unlikely.

Mr "Dammv" Watt said in his latest statement to shareholders that the Government should take the initiative and remove the definition of a "scheduled person" from the Mines and Works Act.

Mr Watt said that in the light of experience to date with the Mineworkers' Union, a negotiated settlement on the scheduled person issue in the near future was unlikely.

The Minister of Mineral and Energy Affairs set a target date of December 31 for agreement to be reached.

Despite ongoing negotiations, progress has been slow in reaching agreement to abolish the last piece of statutory job discrimination.

Mr Watt said the amended legislation could have as its base the type of guarantees offered by the Chamber of Mines, which are acceptable to most other trade unions which cater for white employees of the mining industry.

The replacement of the words "scheduled person" with the words "competent person" would open the way for the appointment of the most able person for any job regardless of race, said Mr Watt.

"It is hoped that the necessary amendments to the legislation will be passed at the forthcoming parliamentary session," he said.

Ex-PM not prepared to name company

Fraser speaks of gas on mine

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The Star Bureau

WASHINGTON — The former Australian prime minister, Mr Malcolm Fraser, yesterday refused to name the South African mining company which he has alleged installed equipment to pump disabling riot-control gas through a ventilation system into the living quarters of black mine workers

But he said he had no reason to disbelieve the story since it was told to him by a respected Afrikaner friend who 'has devoted a great deal of time and energy to bettering race relations in South Africa'

Speaking by telephone from Dallas, Texas, Mr Fraser emphasised that the gas was non-lethal but it was "disabling" and could be used for crowd control during riots or disturbances

Mr Fraser said of his South African informant "In the context of everything I know about him there was no reason to doubt what he said at all

NOT PREPARED

"He named the company to me but I am not prepared to say what it is for the moment"

Mr Fraser's allegations about the gas, based on his conversation with the unnamed South African, first appeared in a Melbourne newspaper this week

His said his friend had been taken by the mine manager to an armoury surrounded by armoured vehicles

There, his friend was shown a red button behind a glass panel which could be pushed in an

Fraser's claims 'bizarre'

The Chamber of Mines described as "nonsensical" an allegation that a South African mine had installed equipment for pumping disabling gas through mine ventilation shafts into black mineworkers living quarters

A statement issued by the Chamber follows allegations by the former Australian Prime Minister, Mr Malcom Fraser, in the United Nations yesterday that the equipment had been installed by at least one South African mining company

The Chamber — which represents most mining companies in South Africa — "has absolutely no knowledge of any such equipment ever having been installed in any mine in this country and regards the allegation as devoid of truth and bizarre"

It said the allegation was nonsensical as mine ventilation shafts formed a functional part of mining operations and were totally unrelated to employees' living quarters — Sapa

emergency to send disabling gas through the mine ventilation shaft into the workers' quarters

"It is not a very difficult thing to install something to feed into a ventilation system. It is a simple job to connect it to an air conditioner," he said

Mr Fraser said the installation of the equipment could have resulted from South Africa's "National Key Point" legislation which empowered the Government to determine what security precautions are needed at key facilities like mines, factories and refineries

He did not know whether the mining company had put in the gas equipment because they themselves thought it was a good idea or because the government ordered them to do so

Mr Fraser said he had obtained a copy of the key point legislation and had found that many senior American corpo-

rate officials were unaware of its impact on their operations in South Africa

Mr Fraser said that one major American corporation was so concerned about these laws that it had obtained a commitment from the South African Government that its facility would not be named a key point under the legislation

Mr Fraser served recently on a United Nations panel reporting on multinational corporations in South Africa

He said "Many people thought the panel would come straight out with a recommendation for disinvestment. We did not do that

"But we did say that the corporations should see that they serve as instruments of change and that they should not allow themselves to be put into a position where they could be construed as supporting apartheid"

Argus 3/10/81

Mine told to reinstate dismissed workers

Argus correspondent

JOHANNESBURG — In one of its most significant rulings the Industrial Court today ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine last month.

Court president Dr Daan Ehlers said, in an order, that the mine must reinstate the miners and the number qualifying for reinstatement had to be agreed by the employers and the National Union of Mineworkers.

The union originally applied to the court for the reinstatement of about 1 000 miners. The mine claimed not all the workers were union members, not all had been fired and not all were originally employed by the mine but the company agreed to negotiate over numbers.

OPERATIVE

The mine indicated during the case that, if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits.

The industrial court order becomes operative on November 1, but workers have 21 days in which to report for duty.

Laywers for the union said today the order would mean that at least 500 miners would be granted relief.

One lawyer said, "The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned."

Unrest victims fighting for rights

By EBRAHIM MOOSA

RELATIVES and friends of those killed and injured after security forces opened fire on people stoning vehicles in Thornton Road late yesterday afternoon described the action as "the brutal work of murderers".

Last night relatives and friends gathered at the home of Mr M S Ryklief on the corner of St Simon and Thorn-

ton roads

All the windows of the three-roomed apartment had been shattered by birdshot while the walls were pock-marked.

"They are shooting our children who are fighting for their rights. Our kids are fighting the SADF with 'but-ter-bullets' while they are shooting with live bullets," said Mr Ryklief.

CAPC 7/1/75 16/10/85

A friend of his children, Shaun Magmoet, was killed inside his house, while two of his children and his wife, Zainab, were also injured by birdshot.

His daughter, Sumaya, 15, was suffering from shock. She could only remember Shaun being shot in the back. Injured youths were taken to private doctors for treatment late last night.

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An eyewitness, Mr Abdul-kader Ryklief, said he saw three bodies with their faces covered being taken away by an ambulance.

Another witness, Mr Dawood Parker, said he saw men dressed in khaki jackets and "army-like" overalls dragging a youth away who had been shot in the eye. Shattered glass lay strewn all over the scene of the

clashes in Thornton Road. Geraldine Jacobs, 17, was treated for birdshot wounds in her arm and buttocks.

Salle du Toit, another youth is being treated at Groote Schuur Hospital for wounds in the neck and back. His condition has been described as stable.

The Rev Desmond Booysen, of St Athans Road said his son Paul, 17, was taking a

friend home and while he was crossing a field soldier came in a van and opened fire. He ran for cover into nearby house and was treated for wounds in the back and thigh.

An 11-year-old boy, Michha Miranda, is missing, his mother Ms Georgina Williams said yesterday evening. He was last seen around 5pm in Thornton Road.

Concern over mine's safety

SOWETAN
Reporter

THE underground pressure burst which claimed the lives of 15 men at the ERPM gold mine near Boksburg brings to 48 the number killed this year.

And Rand Mines and black trade unions have expressed concern about the mine's safety record.

In the past month alone 18 people have been killed underground according to sources.

Rescue teams are still trying to find two miners missing since last week's incident — so the death toll could rise

Statistics show that only 37 of the total number of deaths at ERPM have been made public by Rand Mines since December 1984.

The deputy chairman of Rand Mines gold division, Mr J R Forbes, has said the company did not believe it had an obligation to make public all deaths, but the company did respond to the statistics

Last month the mine was criticised for failing to make public the death of six miners in a rock fall. However, news of the incident was later leaked to the Press

On average, six million manshifts are recorded each year

Mr Forbes said the mine was concerned about the deaths and the mine's safety record

Everything was being done to improve its safety

2/12/85 - SOWETAN

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[scribble]

Migrant repatriation: Cosatu strike threat

From PHILLIP VAN NIEKERK
and BARRY STREEK

DURBAN. — The new Congress of South African Trade Unions (Cosatu) yesterday threatened to call a national strike if the government carried out its threat to repatriate foreign migrant workers

It also pledged to organize workers in the homelands in defiance of legal restrictions on unions

But after a night-long debate on policy, Cosatu's executive appeared to back down on some of the hardline statements made on Sunday by its president, Mr Elijah Barayi

Pass burning

Mr Barayi's call for a pass-burning campaign if influx control was not scrapped in six months was clarified as "merely expressing the feelings and aspirations of our members"

Cosatu's assistant secretary, Mr Sydney Mafumadi, said the federation had not decided on a specific deadline on the pass laws

At a press conference called yesterday, Cosatu released a number of resolutions it had adopted

● To "fight for the scrapping of the migrant-labour system, including influx control and the pass-law system" and "call for a national strike if the apartheid regime carries out its threat to repatriate... workers"

● It called for the "bantustan" system to be rejected and for unions to proceed with union organization in these regions in spite of repression

● It supported disinvestment and its threat as "a central and effective

form of pressure on the South African regime"

● It decided to organize the existing 33 unions into ten national industrial unions and to establish organizations in the construction and agricultural sectors

● Cosatu's executive set a deadline for these mergers within six months

● It resolved to oppose "as a total fraud" the new proposals for a federal system of government and reaffirmed its belief in a unitary state with one-person one-vote.

● It called for a national minimum living wage, a 40-hour week at full pay, a ban on overtime and the establishment of a national unemployed workers' union as an affiliate

The executive said at the press conference that the issue of whether or not to affiliate to international union bodies such as the International Confederation of Free Trade Unions (ICFTU) had been referred to its central committee, but said it had been decided to seek links with trade union bodies in Africa

'Progressive sectors'

Mr Jay Naidoo, Cosatu's general secretary, said it would forge links only with organizations which were representing the "progressive sectors of the working class"

Mr Chris Dlamini, Cosatu's first vice-president, said Cosatu would not be a political party but it would not hesitate to take actions on issues which affected its members

● Cosatu to fight for women, page 2

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LABOUR RELATIONS

Marievale's lessons

The implications of the Industrial Court's decision to order the reinstatement of several hundred workers dismissed at Marievale mine during the legal wage strike in September are still being weighed up

Marievale has taken the case, which was initiated by the National Union of Mine-workers (NUM), on review to the Supreme Court (*Current Affairs* November 22) But pending a possible reversal of the Industrial Court's decision, there are lessons to be learnt from the dispute and its aftermath.

Last week industrial relations consultant Andrew Levy threw some light on the complex judgment at a seminar attended by industrial relations practitioners.

Levy observed that the NUM had carefully planned its strategy and tactics in advance to achieve legal protection for the strikers. Throughout the dispute the union built a picture of positive and reasonable behaviour. This pattern seemed to prevail in court, rather than the other side's reliance on individual common law principles

Levy warned that other unions are likely to draw on the NUM's example "The court is clearly saying that the party which can demonstrate that it made serious attempts at conciliation in a dispute will receive its sympathy," he said.

According to Levy, the judgment teaches the following lessons.

- The decision does not entail a general prohibition on the right to dismiss lawfully striking workers. Each case will be judged on its individual merits. Nevertheless, the judgment is a major step toward providing some protection for strikers,
- The legality of the strike is important. The court is unlikely to give protection to unlawful strikers,
- A lawful response by management is not enough. Management conduct must also be fair,
- The way in which a dispute is handled is a crucial determinant. It is important to be able to show that any breakdown in communication was due to the other side's intransigence;
- Mediation and arbitration must be seriously considered as a means of breaking a deadlock. Many managements now use mediation as a tactic. But the question of arbitration is a worrying one, says Levy. Few companies would like to leave it to an outsider to decide how much it can afford to pay,
- Paternalism is a risky style of management. Management must accept that a union

is a legitimate representative of the workforce and has an important role to play. Attempts to bypass the union are inadvisable,

Care should be taken in making press statements. These may be used against the interviewee in court later,

It is important to comply with the word and *spirit* of recognition agreements. Most agreements have clauses containing sentiments about building up a constructive relationship between management and the union. These are often included at the behest of management. It must be remembered that the sentiment applies equally to both sides. Most agreements also contain a so-called "peace clause" in which unions undertake not to strike until they have exhausted various conciliation procedures. Where these clauses exist, they should be carefully re-examined because inherent in such clauses is the implication that once the procedures have been exhausted a strike will be countenanced, and

Managements should not take the attitude that strikes are over once strikers are dismissed. Marievale was criticised for not responding positively to the suspension of the strike.

Levy says the judgment indicates that the strike, as a legitimate worker response to a deadlocked dispute, is coming of age. He advises managements to begin seeing industrial action in that light — as a legitimate part of the collective bargaining process.

Marievale's urgent action to challenge the Industrial Court ruling in the Supreme Court has been postponed to January next year. The company is asking that the Industrial Court's decision be set aside on the following grounds:

- The NUM had no *locus standi* to act on behalf of its members in the Industrial Court;
- The court's decision was based on a misapplication of the law and gross unreasonableness, and
- The Supreme Court had previously decided the dismissals were lawful and the Industrial Court had no authority to override that decision.

Respondents in the case are the President of the Industrial Court, court member D R van Schalkwyk and the NUM

CAPE TIMES 10/12/85

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Arrests: Miners told to go back to work

Own Correspondent

JOHANNESBURG — About 1 500 miners at Johannesburg Consolidated Investments' Randfontein Estates gold-mine complex have been threatened with dismissal if they do not today end their strike for the release of a number of colleagues arrested on Sunday.

At least one miner was shot dead and a number were injured and arrested on Sunday night when police fired on workers returning from a National Union of Mineworkers' meeting in Carletonville

Mr Jeremy Nel, JCI's industrial relations manager, said a number of mine employees from Randfontein Estates had met by policemen called out by shopowners

Mr Nel said an "incident" occurred resulting in one employee being shot dead, while a number of others had received injuries. There had been no "unrest" in the hostels

Following the shooting, the entire dayshift of Cooke shaft one — 3 000 workers according to the NUM, and 1 500 according to Mr Nel — refused to go underground

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NAMIBIAN LABOUR 13/2/85

NUM's challenge

The National Union of Mineworkers (NUM) plans to challenge in court a Bill passed by the Namibian National Assembly last month which effectively forbids non-Namibians from organising Namibian workers into trade unions. The NUM has begun organising employees of Consolidated Diamond Mines (CDM), a De Beers subsidiary, and talks have already taken place between the union and the company.

CDM public relations manager Clive Cowley says negotiations over representation are taking place in connection with NUM members working on a CDM-owned farm in SA, and will continue. However, the company has decided to discontinue preliminary discussions over an access agreement for union organisers. Says Cowley: "We are committed to freedom of association and the right of our employees to organise themselves into the union of their choice. But this must be done in terms of Namibian law. We cannot operate outside it."

Cowley says his company was not consulted before the introduction of the Bill. He declines, though, to comment on CDM's view of its merits.

Deputy Minister of Manpower Dr Siegfried Tjijorokisa, who piloted the yet unsigned Bill through the Assembly, tells the *FM* that while his government has no objection to Namibians organising themselves, it does not want outsiders to interfere.

The NUM, though, plans to challenge the Bill in court as soon as it is signed by the Administrator General. The NUM has organised De Beers employees in Pretoria, Kimberley and Namaqualand, and a union spokesman says the wages and working conditions of Namibian workers are exactly the same as those of their South African colleagues. He says it is unfortunate that the interim government is "following the same course as the independent homelands." The NUM has faced similar difficulties in Bophuthatswana, where the Mangope government also barred SA unions from operating. ■

1 500 sacked miners take over hostels

Mercury Correspondent

JOHANNESBURG— About 1 500 miners who were fired from Foskor's phosphate mine near Phalaborwa in the Eastern Transvaal have occupied their hostels in Namakgale, Lebowa, and are refusing to move. (21)

A spokesman for the National Union of Mine-workers said yesterday the workers had 'barricaded' themselves into the single-men's quarters and were being fed and supported by people from the township. (22)

This was confirmed by Foskor's managing director, Mr John Stanbury, who said the workers had closed the gates and wired them up, and shaft stewards were in control of the quarters. Mercury

The workers were fired last week for refusing to go underground, demanding the reinstatement of 391 workers sacked a year ago for striking in protest against the detention of NUM general secretary Cyril Ramaphosa. 20/28

The NUM spokesman said the miners, who stopped work on Thursday, were angry that the

dispute over the sacked 391 had dragged on so long and had not been resolved by conciliation board meetings. (23)

He said the workers were receiving moral and material support from residents of Namakgale. The management was refusing to feed the workers.

Mr Stanbury said the company had agreed to refer the dismissal of the 1 500 to mediation between Foskor and the NUM. (24)

The mine, which has a workforce of 2 800, was still operating at 'full capacity' and 'those reporting for work have done a magnificent job', he said.

The management would weigh up the forceful eviction of workers from the hostel very seriously.

'We are trying at all costs to avoid confrontation which could spill into violence.'

MINING - LABOUR - 1986

JAN - Aug → Dec.

JOHANNESBURG

More than 15 000 mine-workers refused to go underground at the Impala Platinum Mine in Bophuthatswana, yesterday setting out 25 demands — including the right to live with their families and the recognition of the National Union of Mine workers (Num), which is banned in the territory

The workers remained out on strike after the full complement of the mine — 30 000 workers — downed tools on Thursday.

The acting chief executive of the Gencor-owned Impala, Mr Gary Maude, said workers from Mafikeng North and Mineral Processes remained out yesterday while workers from Mafikeng South and Wildebessfontein North

15 000
DISMINERS
4/11/86
out on
strike

and South returned

Mr Maude said there had been no incidents of violence and the workers had given management a list of demands after going on strike

He denied there were any unions at the mine, but said the official Bophuthatswana National Union of Mine Employees (Bonume) had been granted access to the mine to recruit

In 1984, the Bophuthatswana Government passed legisla-

tion outlawing South African trade unions from operating in the territory, after the Num had already started recruiting

The Num spokesman said the miners were demanding that black workers be allowed to live with their families in the mine married quarters where at present only whites can stay

Other grievances involved the fact that some workers cannot belong to the Unemployment Insurance Fund, the mine's provident fund, and a call to have the death benefit refunded

The Num spokesman said the workers had requested a meeting with the Minister of Manpower, Mr Rowan Cronje, and were hoping to meet him today

Bophuthatswana strike illegal, says mining boss

200 000 MINERS

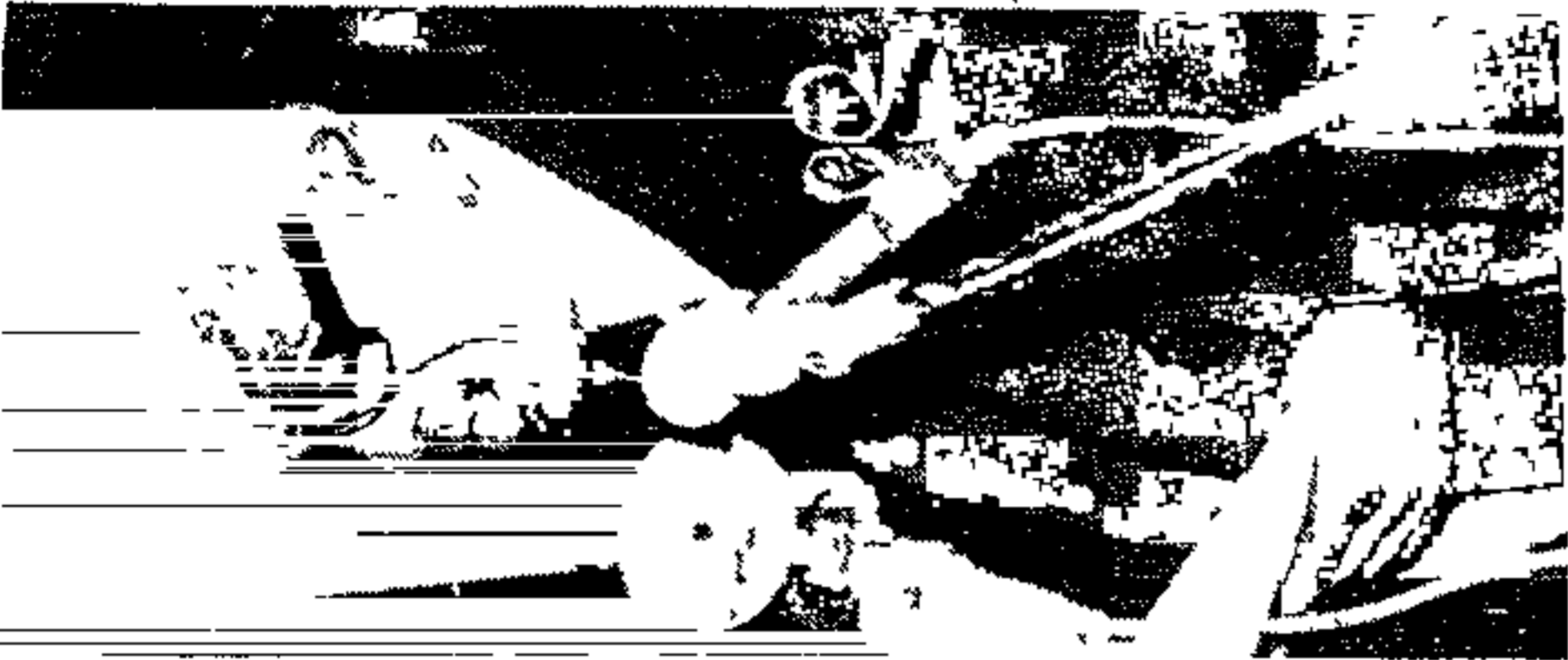
7/1/86

LOSE JOBS

SOWETAN (11)

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CHIEF Lucas Mangope: His homeland does not recognise South African trade unions.

ABOUT 20 000 black mineworkers at three Impala mines in Bophuthatswana were yesterday dismissed after a six-day strike over wage-related issues.

The mines are Wildebeesfontein, North, Wildebeesfontein South and Bafokeng South.

Thousands of other mineworkers at Bafokeng North Mine and Mineral Resources have been given an ultimatum to return to work this morning or be sacked.

This was announced at a Press conference in Johannesburg yesterday by the company's acting chief executive officer, Mr G Maude.

He said the workers had refused to work since January 1.

The workers' dismissal follows warnings

that their strike was illegal. It was also in breach of their employment contracts and they would be dismissed, the company told them.

The strike started on New Year's Day. Although about half of the workforce reported for duty on January 2 and January 3 there has been a large-scale stayaway since then.

Discussions between management and rep-

SOWETAN Reporter

resentatives of Impala employees have been going on since the strike started.

Management was not told of workers' grievances before the strike, Mr Maude said.

He disputed that the National Union of Mineworkers had members at the plants. Mr Maude said NUM was not recognised in Bophuthatswana. It was also unregistered.

Thousands more could be dismissed

7/11/86 STAIR

Mine sackings send platinum price soaring

The firing yesterday of most of the workforce at Gencor's Impala Platinum mines in Bophuthatswana has sent shock waves through international platinum markets, with the price of the metal soaring in Europe and the United States

In London the metal was fixed at \$349,74 — about \$8 up on the previous day, while in New York the price rose even more sharply, gaining about \$15

Impala is the second largest of South Africa's platinum producers, with current output in the region of 900 000 ounces a year — or close to 45 percent of the country's output, which itself is 70 percent of world output. Any long-term disruption of production will undoubtedly affect world supplies.

But the company has large, although unspecified, stocks which will see it through any short-term halt in underground production. As a result, the soaring price on the international market is thought to be a result of over-reaction.

On the stock market yesterday Impala's share price rose 125c to 3150c in reaction to the international platinum price rise, rather than the news of the firings.

The number of black miners fired could rise above 20 000 if thousands more striking miners fail to heed the company's demand that they return to work today.

The mass firing yesterday is believed to be the biggest in South African history.

Last year Anglo American fired about 18 000 black miners from Vaal Reefs gold mine.

The Gencor workers were employed at three of the Impala mines — Wildebeestfontein North, Wildebeestfontein South and Bafokeng South. Ultimatums have been issued to workers to return to work at Bafokeng North and at a processing plant, Mineral Processes. The mines are situated between Sun City and Rustenburg.

About 65 percent of the total workforce at the Impala mines are Bophuthatswana citizens and the impact of the dismissals on families in the homeland is likely to be severe.

Grievances

The strike, by a total of 30 000 workers over a variety of grievances including wages and working conditions, began on New Year's Day.

According to Gencor, no union has been involved in negotiations to solve the crisis as the National Union of Mineworkers is not recognised in Bophuthatswana and the Bophuthatswana National Union of Mine Employees (Bonume) has not yet gained official recognition.

The NUM claims it has a 50 percent membership at Impala and said in a statement the strike was against low wages, long hours and Gencor's refusal to give the union recruiting facilities.

Gencor said its decision followed unsuccessful attempts to hold meaningful discussions with black employees and their refusal to return to work.

Record 20 000 workers fired

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7/1/80

Mercury

JOHANNESBURG—In the largest-ever mass dismissal by a South African corporation, Gencor yesterday fired 20 000 workers from its Impala Platinum Mine near Rustenburg in Bophuthatswana.

The jobs of a further 10 000 workers at the mine are also at stake if they fail to meet a deadline to return to work today.

The mass dismissals have caused shock waves within the South African labour movement.

The president of the Congress of South African Trade Unions Mr Ebrahim Jah Bheja yesterday called Gencor to reinstate the workers immediately and said he would discuss national action with his executive.

The workers were fired for participating in strike action since New Year for pay rises and shorter working hours.

Ultimatum

The acting chief executive of Impala Mr Gary Maude told a Press conference yesterday that the dismissals followed a warning to the workers to the effect that continued participation in an illegal strike would be in breach of their employment contracts.

The workers fired were from Wildebeestfontein North and South and Bafokeng South. Those from Bafokeng North and Mineral Processes have been given an ultimatum to return today.

About 65 percent of the workers are from Bophuthatswana and the rest are from various South African territories, but nearly all live in company hostels from which they were being evicted yesterday.

Mr Maude said the com

Mercury Correspondent

pany had attempted to negotiate with elected representatives of the workers but 'you run into a point where they get completely unreasonable'.

He added: 'The alternative is to get rid of the whole labour force and replace them. There is a condition of massive unemployment in the country and this has encouraged us to take this sort of action'.

Mr Maude denied that recognition of the NUM, which as a South African union is outlawed by Bophuthatswana labour law, had been raised as an issue by the workers.

Mr Barayi himself a mineworker, threatened: 'Gencor must reinstate immediately or Cosatu will take action. I shall have to call my executive immediately and we even have to consider national action'.

Gencor's dismissal is the largest ever by a South African corporation, beating the previous highest by Anglo American's Vaal Reefs mine, which fired 14 000 workers in April last year.

Kim's on the ball at Expo



Increases one reason for work stoppage

STAR
8/1/82

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By Rich Mkhondo

"There is no agitation by any political group. Most of us do not belong to any unions because the Bophuthatswana Government does not recognise them. We were just united because we knew we had genuine demands", a miner who was dismissed from the Impala Platinum Mines said yesterday.

Miners expressed immense bitterness towards the mine bosses, management and the Bophuthatswana police.

The Star found some in the rural villages of Phokeng and Lukaare after they were told to leave the mine area.

They were reticent about their experiences. They were also suspicious and hostile to anything that could be associated with the authorities.

Because the local government does not recognise the National Union of Mineworkers (NUM), a lack of an effective union and management's intransigence, was seen as an aggravating factor.

Said one worker, who did not want to be identified "I came to Impala in 1979 but after a R6 increase last July I only earn R82 68 a week.

"I support a family of six and cannot live on that wage with the inflation rate rocketing.

"Dissatisfaction with annual increases compared with the present inflation was one reason for the strikes.

"We are also dissatisfied with the attitude of the Bophuthatswana authorities towards incidents on mines," he said.

He added that mine management had erected bureaucratic hurdles that made bargaining channels almost impossible.

COMMITTEE

"Our unity started during our room discussions. To communicate with the authorities, each room elected a monitor and each compound elected a senior monitor. The senior monitors formed a liaison committee which took our grievances to management.

"But because the committees were not allowed direct access to the miners without permission from management, this made unionisation almost impossible.

"After days of negotiations between the liaison committee and management, it was clear that the committees were only able to make suggestions (which are rarely implemented) on improvements in compound conditions. They had no real base to negotiate on wages.

INCREASES

"When we realised that management always promised to look into our demands and when we saw that last year's increases were the lowest in years, we agreed not to work from New Year's Day.

"All we got in return was a directive that we should go back to work under the same conditions and pay or leave the mine.

"We were paid off only according to the days we worked and there was no mention of severance pay," he said.

Another miner, from Fort Beaufort in the Eastern Cape, said: "I came here in 1978 and was employed as a fitter. When I started, I was earning R203 a month but eight years later I am only earning about R460 a month.

DISMISSED

"We compared our increases with the ones offered by other mining houses and because of the low increase we were offered last year, we decided to tell management that we wanted something more — instead we were dismissed.

"Those who returned to work before they were dismissed claimed that because they were breadwinners and it was difficult to get jobs in their homelands, they were prepared to wait and see what would be offered in July. Others said they were told at the recruitment agencies (kwaTeba) that those who lost their jobs because of striking would never get any help.

"We were fired, but we know that our demands were genuine."

'Gencor exploits anti-union labour laws, pays low wages'

NUM slams dismissals

By Mike Siluma

Black trade unions yesterday condemned the dismissal this week of 20 000 miners by the Gencor-controlled Impala Platinum Mine in Bophuthatswana, saying the company was exploiting the homeland's anti-union labour legislation

The workers were dismissed after striking on January 1

The National Union of Mineworkers (NUM) said what was

at stake in the Impala dispute was not only wages and working conditions, but a denial to the workers to join a union of their choice

It said Bophuthatswana's Industrial Conciliation Act prohibited the union from operating in the territory and excluded legal strikes — exposing workers to "atrocious" working conditions with little recourse to organised action

Gencor has used this legislation effectively as a shield to limit the unionisation of the platinum miners and has exploited a legal situation which allows the payment of low wages

"The decision to dismiss the workers is characteristic of Gencor's despicable manner of dealing with the workers' legitimate grievances," the NUM's Press officer, Mr Marcel Golding, said

He said the fact that the platinum mines were situated in Bophuthatswana where "South African" unions are prohibited has presented Gencor with a pretext to commit this atrocity with impunity

The Impala workers' grievances were

- Low wages
- Bad working conditions
- The refusal by management to allow the NUM to have recruiting facilities.

Mine workers paid off

8/1/86
THOUSANDS of dismissed black mineworkers at the Gencor-controlled Impala Platinum Mines in Bophuthatswana were yesterday paid off and transported back to their respective "homelands".

This was confirmed by the company's acting chief executive officer, Mr Gary Maude, who said the dismissal of workers was proceeding in an orderly fashion.

The dismissed workers were mainly from the Transkei, Lesotho, Zimbabwe, Swaziland and other neighbouring states. They worked at Wildebessfontein North Mine, Wildebessfontein South and Bafokeng Mine.

At Bafokeng about 2 000 workers returned

to work yesterday morning after an ultimatum to return or face dismissal.

SOLE TAN
The workers went on strike over working and wages-related issues since January 1 this year.

Meanwhile the 600 workers employed at the Lewisham engineering yard of the Department of Posts and Telecommunications near Krugersdorp who staged a walk-out in protest against poor wages and alleged unfair dismissal yesterday returned to work after management made certain promises.

A spokesman for the department in Pretoria said workers returned after management had promised to investigate their grievances.

'Gencor exploits anti-union labour laws, pays low wages'

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Confusion as workers leave compounds

Confusion reigned at the Impala Platinum Mines in Bophuthatswana yesterday as thousands of striking miners were bused out and later told they could re-apply for their jobs, writes Rich Mkhondo.

There were wild rumours that some miners had been told to submit their names so they could go back to work today and that some returned to work for the late shift.

But by late afternoon thousands of miners had left their compounds. Others kept a low profile in the nearby villages of Luka and Phokeng.

Bophuthatswana Police in riot gear and equipped with teargas canisters kept a close watch at the tense mines — Wildebeestfontein

North and South and Bafokeng North and South.

Dozens of heavily-armed police combed the compounds. Police with dogs and shields also marched through the compounds in a show of force.

Rooms were searched for weapons and workers leaving the area were frisked. At pay-out-points they were told they had been discharged. Others said they had been told to re-apply for their jobs under the old conditions and pay.

No incidents of unrest have been reported since the strike started six days ago.

Miners alleged that a National Union of Mine-workers (NUM) official was attacked by dogs and escorted off of the mine property.



A dismissed miner with his belongings waiting for transport to take him home yesterday.

● Picture by Herbert Mabuza.

Gencor fires another 3 000 workers

Mercury Correspondent

JOHANNESBURG—Gencor fired 3 000 more workers at its Impala Platinum mine in Bophuthatswana yesterday

The workers, from Bafokeng North, were described by the company as having voluntarily decided to return to their homes after they had failed to meet an ultimatum to return to work.

At the Wildebeesfontein North section of Impala, mine security arrested 48 miners and handed them over to the Bophuthatswana authorities at Phokeng after tear-gas and rubber bullets had been used to disperse workers

Police spokesman Lt-Col Dave George confirmed that the men had been arrested by mine security, but said he had no idea what charges they would face

Hospital

The acting chief executive of Impala, Mr Gary Maude, said a crowd of strikers had surrounded a security vehicle and had to be dispersed by 15 rubber bullets and tear-gas

He said no serious injuries had resulted although 'two or three' workers had been taken to hospital after this incident

'Apart from another minor incident in which a striker's clothes were torn by a guard dog, there had been no other clashes between strikers and security personnel since January 1 when the strike began'

Workers claimed that tear-gas, rubber bullets and police dogs had been used to drive them off the mine.

Mass firing: 150 000 may suffer

JOHANNESBURG — The mass firing of 20 000 miners from Gencor's Impala Platinum Mines in Bophuthatswana this week is likely to have serious financial repercussions for between 80 000 and 150 000 people, as well as the company

Taking the platinum price and Impala's production into account, Gencor is estimated to have lost at least R15 million so far

If the company sticks to its refusal to re-employ the 20 000, it will have to employ and train new workers, which will affect production for months

Conservative estimates put the number of immediate relatives of the 20 000 who lost their jobs at 80 000. Statisticians estimate the average black family consists of five members. If extended families are taken into account the number affected by the dismissals is likely to be closer to 150 000

At least 65 per cent of these families live in Bophuthatswana and the rest in Malawi, other homelands and South Africa. In all areas job prospects are slim and the chances of being able to find alternative sources of income are remote

Trade unions have condemned the dismissals and have accused Gencor of exploiting the homelands anti-union labour legislation

The workers were dismissed after going on strike on January 1 over grievances including wages and working conditions. Gencor said all efforts to resolve the issue with workers representatives were unsuccessful

About 7 000 of the 10 000 striking miners at the Bafokeng North mine and the mineral processes plant have returned to work in response to a management ultimatum — Sapa

DISPATCH
9/1/86

Teargas fired at Bop mine

SOWETAN
9/1/86
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NINE security guards fired rubber bullets and tearsmoke to disperse workers at one of the strike-torn Impala Platinum mines in Bophuthatswana when striking workers were dismissed on Monday.

A mine spokesman confirmed that 15 rubber bullets and tearsmoke were used to disperse strikers who surrounded a security vehicle during dismissal procedures. He did not name the mine.

The spokesman said in another incident a guard dog tore a striker's clothes.

There had been no clashes between strikers and security staff since the strike started on January 1, he said.

About 20,000 strikers were fired at the Wildebeesfontein North,

By JOSHUA RABOROKO

Wildebeesfontein South and Bafokeng South mines. They went on strike over wages.

Gencor, which controls the mines, has denied reports that 19 workers were seriously injured and admitted to mine hospitals after clashes with security guards at the Bafokeng South mine on Tuesday.

The Congress of South African Trade Unions (Cosatu) will hold an urgent meeting this weekend to endorse the condemnation of the dismissed workers at Impala Platinum mines.

The federation will also discuss taking mass action to get Gencor to reinstate the workers, Cosatu's assistant general secretary, Mr Sydney Mafumadi, said.

The Bophuthatswana National Union of Employees, which has an access agreement with Impala, will also meet at Tlhabane, near Rustenburg, tomorrow to try to solve the dispute, union sources said.

ARGUS 10/11/86 (211)

Job barrier on black miners to go 'soon' — Knobbs

From GARNER THOMSON,
Argus Foreign Service

LONDON — The "scheduled persons" provision in South Africa's Mines and Works Act which effectively prevents blacks from holding some 13 certificates of competency will be revoked "soon", according to Mr Clive Knobbs, President of the Chamber of Mines

Speaking in London yesterday, Mr Knobbs predicted that a Government announcement on "this odious provision" was imminent

At the same time, he blamed protracted negotiations with and the "intransigence" of the National Union of Mineworkers for failing to help resolve the issue sooner

Mr Knobbs told British fi-

nancial writers here that the South African mining sector foresaw no problems with white miners who presently occupied positions which were about to be opened up to blacks

He said "The scheduled persons provision of the Act created a ceiling beyond which black miners could not progress. The Chamber of Mines sees this as the ultimate in securative employment and has sent a number of deputations to the Government reminding it of the importance of change

"The Chamber fully expects the Minister to replace the scheduled persons definition with a non-racial "competent person" definition. This will remove the last vestige of statutory racial discrimination from the workplace in South Africa and will be whole-heartedly

welcomed by the mining industry"

There had, he said, been "So much written and said" about the change that white miners had become resigned to it.

"Nevertheless, we have emphasised that certain (assurances) will be made - that no white will be put out of work simply because a black had become available for the job, that equal pay will be given for work of equal merit, and that a dismissals appeal board will be set up to hear charges of unfair dismissal. White miners will not be replaced willy-nilly"

It was "very possible" that there were already a number of black miners who, on completing the necessary examinations, would be able to fill the new jobs as they arose, he added

MINE LABOUR

A bad beginning

The mass dismissal of 20 000 black miners by Gencor's Impala platinum mines in Bophuthatswana this week represents an inauspicious beginning to what already promises to be another tense year on the industrial relations front. The international political repercussions could also be serious — there is no end to the number of senior foreign observers making their way to our shores on fault-finding missions.

Impala's drastic short-term solution, in response to a difficult set of circumstances, does little for long-term labour stability on its mines. Indeed, it threatens to set off a chain of events that could harm a far wider section of southern African interests.

It also does little for the image of Impala's holding company. Gencor is fast gaining the reputation of being SA's most hardline and implacable industrial relations operator — and for good reason.

In last year's wage dispute in SA's gold and coalmining industry, Gencor offered the lowest wage increases of all the six major mining groups. When a legal strike occurred, nearly 1 000 workers at several Gencor mines were dismissed. The mines were then ordered to reinstate most of them after successful Industrial Court actions initiated by the National Union of Mineworkers (NUM).

Along with the order reinstating several hundred workers at the Marievale mine came severe criticism by the court for the company's "adamant" and "paternalistic" labour practices.

Impala is unlikely to face such legal problems operating, as it does, in Bophuthatswana, which, of course, is "independent" and has labour laws signally different from SA's.

For example, Bophuthatswana's Industrial Conciliation (IC) Act, passed in March 1984, prohibits the operation of South African-based unions in the homeland's territory. Furthermore, Bophuthatswana's Industrial Court does not appear to have powers anywhere near as wide-ranging as its South African counterpart.

Furthermore, the Impala strike was not legal in terms of the IC Act. In order to stage a lawful strike in Bophuthatswana it is necessary to follow a cumbersome conciliation procedure. Even then, the country's president has the power to effectively prevent legal strike action if he considers it "necessary or expedient in the public interest."

In fact, soon after the Act was passed, Bophuthatswana's Manpower Minister Rowan Cronjé told the SA Institute of Race Relations that the president's power was specifically designed to prevent legal strikes in the country's strategic industries, notably mining.

Despite these restrictions on the operations of unions in Bophuthatswana, it is naive to believe that a successful industrial relations system depends merely on operating according to the letter of the prevailing law. A reliable system of communication between Impala workers and management is severely lacking — a point acknowledged by acting chief executive officer Gary Maude.

As has unfortunately become the norm in the mining industry, disagreements abound between the NUM and the company over the facts of the dispute (see *Current Affairs*). The question of the NUM's representativeness at Impala is in dispute — the company claims the union has only a few hundred members at its mines, while the NUM claims its support is far greater than that. But there is clearly a high degree of organisation at the mines — a well-orchestrated strike involving 30 000 workers does not happen spontaneously. And the question that must be asked is "why was the situation allowed to develop to this crisis point?"

Replacing the entire workforce is not going to solve the labour problems existing at the Impala complex even if, as management states, there are sufficient experienced unemployed miners in southern Africa to take over the work with a minimum amount of retraining necessary.

And if the NUM is, in fact, representative of a significant proportion of the dismissed workers it is difficult to justify a refusal to deal with it, despite the provisions of the law. At least one South African-based company operating in Bophuthatswana is known to have found a loophole in the law. It negotiates with a representative South African-based union and agreements reached cover employees in Bophuthatswana as well as SA. Although in terms of the Act the agreements reached are not legally enforceable in Bophuthatswana, the company abides by them scrupulously.

A reluctance to talk to the NUM is even more questionable given that Impala finds it very possible to deal with Arrie Paulus's whites-only Mineworkers' Union. And it will do the company no good to encourage future employees to join the embryonic Bophuthatswana National Union of Mine Employees (Bonume). Whether justified or not, Bonume will come to be seen as a "sweetheart" union — a kiss of death in this day and age.

The dismissals could have widespread repercussions further afield. Doubtless other Gencor employees, fresh from their court victories of last year, are going to apply pressure on the company to reconsider its decision.

The dismissals also provide the newly-formed 450 000-strong Congress of South African Trade Unions (Cosatu) with ammunition for its first major campaign.

The dispute in fact contains a number of important ingredients for a high-profile political campaign, including the fact that it highlights anomalies of government's grand apartheid policy, and is the largest mass-dismissal since the birth of the present generation of black unions.

Remembering last year's events when 14 000 Vaal Reefs employees were dismissed (and then rehired), overseas anti-apartheid pressure groups will no doubt make a meal of it, further weakening SA's international standing.

To strive for labour and political stability is a priority in these times. And in delicate situations such as this mass strike, caution, restraint and flexibility — rather than a heavy-handed response — should be the watchwords. ■

BLACK SCHOOLS CRISIS

Short-term resolution

The crisis that threatened the re-opening of black schools for the 1986 academic year may well have been resolved. Schools will open on Wednesday, January 8, as officially scheduled. However, the registration period is to be extended until January 28 — the date preferred by the black community.

As the *FM* went to press, Education and Development Aid Minister Gerrit Viljoen took cognisance of a memorandum submitted to him by the Soweto Parents' Crisis Committee (SPCC) the previous day (and just a day before the scheduled opening) thus defusing — for the time being, at any rate — a confrontation.

The next crunch point looks set to come after the first term, when the SPCC and students will meet to review progress on a list of demands contained in the memorandum.

Confusion regarding the re-opening of black schools this year arose when the national conference convened by SPCC at the University of the Witwatersrand on December 27, resolved that the schools' opening be postponed to January 28, 20 days later than the scheduled opening day.

The national conference, held after a three-man SPCC delegation had met with representatives of the banned African National Congress (ANC) in Lusaka, also resolved that black pupils should return to school. But it laid down conditions which government has to meet if pupils were to remain at their desks for the duration of the school year.

Although it is understood the ANC did not want to interfere with what the community was doing, it supported moves to get pupils back to school.

Because of the continued unrest, some black pupils have lost two to three years of their schooling and some fear that another year of school boycotts would be disastrous.

Before government officials received the SPCC memorandum on its proposed start of the academic year and its conditions on Monday this week, they insisted the schools would be re-opened as scheduled.

However, DET's chief liaison officer, Job Schoeman, repudiated newspaper reports that the department had "rejected outright" the proposals by the national conference. After receiving the memorandum, Schoeman said on television that there could be a postponement of the schools' re-opening. However, he stressed that a decision could only be taken by the Minister. But he warned "Parents must remember the school year has 200 days and if there are delays, pupils will suffer."

Schoeman also explained that 7 500 schools would be opening for the year. A

total of 1,8m pupils — an increase of between 60 000 and 70 000 over last year's roll — were expected to turn up. Only 49,3% of the 67 000 black pupils who wrote matric last year passed and, of these, 12,5% gained matric exemptions, qualifying for university entrance. (In 1984, 83 000 wrote exams) "About 10 000 matric pupils, who either did not write or failed to complete the examination because of intimidation, will write the May-June examinations," says Schoeman.

He also says students who may experience difficulties in finding accommodation in their schools this year will be assisted at the more than 600 adult education centres run by the department.

The conditions laid down by the national conference for pupils to return to school this year include: The release of student leaders, establishment of free, democratically elected SRCs; the lifting of the State of Emergency, and the removal of the SADF from the townships. SPCC executive member, Isaac Mogase, says the memorandum delivered to the department contains the conditions laid down by the national conference. A meeting similar to the conference will be held in March to consider the government's response and to review the situation.

Bishop Desmond Tutu reportedly told the conference that pupils should end the school boycott and return to school but only if government heeded the conditions laid down by the national conference. He also threatened to campaign for economic sanctions against SA if government failed to meet the black community's demands. ■

MINE LABOUR

Bop showdown

The term "mass dismissal" has assumed a new meaning in the South African industrial relations lexicon following the firing this week of 20 000 black miners at the Gencor-controlled Impala Platinum mine complex in Bophuthatswana.

The sheer weight of the numbers involved makes this the biggest mass dismissal in recent labour history — exceeding by far the dismissals at Sasol's Secunda complex in

1984 and at Anglo American's Vaal Reefs mine last year.

The strike, over taxes and unemployment insurance, remuneration matters and a variety of other grievances, started on New Year's day and involved almost the entire 30 000-strong black workforce. Some 65% of the workers are Tswana citizens, while the remainder come from all over southern Africa. On Monday, management dismissed 20 000 workers who had failed to return to their posts at the Wildebeestfontein North and South mines and the Bafokeng South mine. On Tuesday most workers at Bafokeng North and at the Mineral Processes plant responded to a management ultimatum to return to work. Management has announced it will not rehire the dismissed strikers.

Impala's acting chief executive officer, Gary Maude, told a press conference on Monday that the decision to dismiss was taken after warnings to strikers that the illegal strike was in breach of their employment contracts, and after "repeated, unfruitful attempts" to hold discussions with striker representatives. He said workers made no attempt to convey their grievances to management before the strike began.

The dispute is complicated by the fact that Bophuthatswana's Industrial Conciliation Act bars "foreign unions," including South African-based ones, from operating in the territory. Nevertheless, the South African National Union of Mineworkers (NUM) has been active at Impala for some time and claims support among some sections of the workforce. The Bophuthatswana National Union of Mine Employees (Bonume) is not recognised on the mines.

The NUM's version of events differs substantially from management's. A union spokesman says workers first raised their grievances on December 23, and that management refused to consider them. The NUM has released a list of about 20 demands it says were made at the time, including one asking for access rights for NUM officials and office facilities for the union at the mine. The spokesman accuses Gencor of "hiding behind Bophuthatswana's labour legislation" and promoting the small Bonume to avoid dealing with the NUM.

Impala disputes the NUM's claims saying it believes the union has no more than a few hundred members at the mines. It says the question of recognition of the NUM was never raised as an issue by the strikers. Maude tells the *FM*, though, that management discussed a list of grievances with a works council late last month.

According to Maude, the company has been aware for some time of the need to



Viljoen

Gencor recruits

THE management of the Gencor-controlled Impala Platinum mine in Bophuthatswana has started recruiting new workers to replace 2000 miners fired last week after going on strike over several issues.

The replacement of the workers takes place despite a threat by the Bophuthatswana National Union of Mine Employees (Bonume) to apply for a court interdict for reinstating the dismissed workers.

WORKERS' DIARY — BY JOSHUA RABOROKO

However, the acting chief executive of Impala, Mr Gary Maude said he was not aware of the intended court action.

Bonume claims that workers were unfairly dismissed because they were intimidated by the National Union of Mineworkers. But NUM has denied these claims asserting that Bonume is a "non-militant sweetheart union" which management preferred to deal with.

The Building and Construction Workers Union (BCWU) is to take the management of Agrob to the Industrial Court following the dismissal of 22 workers who went on strike over wages and trade union rights.

Workshop

The union has claimed that management selectively re-employed some of the workers and refused to re-engage others. This practice was unfair. Management said it was not aware of the court action.

The Pietersburg Community Advice Bureau is to hold a workshop at the Phodadiyaba Centre on Saturday. The meeting will be addressed by an executive member of the Media Workers' Association of South Africa.

Cusa

Cusa has come out in full support of the Community Support Committee's campaign against the Johannesburg Centenary celebrations.

The sub-committee formed by Cusa and the Azanian Confederation of Trade Unions (Azactu) is to meet this month to examine common ground for a future working relationship, according to union sources.

The crucial talks between Fraser Commission Stores management and the NUM branch officials for Lebanon Goldmines have deadlocked. NUM said the talks were held as a result of the ongoing boycotts of the three concessionary stores on the mine. NUM had tried to negotiate with management before the boycott was called.

Rasethaba

The organiser of the Black General Workers (Pietersburg branch) has resigned his post and is to join Ccawusa. He is Mr Phokela Rasethaba. His new post has been confirmed by Ccawusa.

MacPhail coal distributors have about 250 employees and almost 90 percent are members of the union.

Mawu

The Metal and Allied Workers' Union (Mawu) is to continue its fight for the reinstatement of the sacked workers at BTR Sarmcol company in Natal. The union has applied for an industrial court hearing.

The workers were dismissed after going on strike over wages, working conditions and the recognition of their union. Their dismissal followed unrest in the Howick town of Natal.

The African Miners and Allied Workers' Union (Amawu) executive committee is to meet in Westonaria tomorrow to discuss plans for the forthcoming annual congress to be held in Bekkersdal on February 1. This will be the second congress of the union since it was formed three years ago.

The black workforce at Boerstra Bakery in Pretoria West has returned to work after a dispute involving four workers.

The largest coal merchant on the Witwatersrand has agreed to talks with Ccawusa following its entire black staff forcing management to recognise their union.

Gencor: Cosatu threatens action

SOKIETAN 211

THE Congress of South African Trade Unions (Cosatu) has warned of concerted action against Gencor and all its subsidiaries if the 20 000 strikers at Impala Platinum mine are not reinstated immediately.

Cosatu's assistant general secretary Mr Sydney Mafumadi said they were calling on all their affiliates and other organisations to pressurise Gencor which controls the Impala Platinum Mine to reinstate the workers.

This decision was taken by all Transvaal Cosatu affiliates, including the National Union of Mineworkers (NUM), at a meeting in

Johannesburg on Monday night

Gencor dismissed the 20 000 miners on the Impala Platinum mine in Bophuthatswana last week. The workers had been on strike over working conditions, wages and the recognition of the NUM.

Hiding

The acting chief executive officer of the company Mr Gary Maude said they were recruiting new workers. He was not aware of the intended action by the unions.

Mr Mafumadi said they were compiling a list of all companies that have dealings with Gen-

cor. They were going to brief all their affiliates in the country to take solidarity actions against the company.

He said "The Gencor group is clearly hiding behind Bophuthatswana's apartheid laws which are designed to give sanctuary to the treacherous Bophuthatswana National Union of Mine Employees and to undermine NUM."

He reiterated Cosatu's commitment to a unitary South Africa based on the principle of one person, one vote, adding "anybody who stands on our way should be prepared to pay the price".

Now NUM gains 'significant victory'

SOWETAN 16/1/83

(211)

(111)

THE National Union of Mineworkers regarded as "a major victory" the Supreme Court's ruling which upheld a significant Industrial Court judgment ordering Gencor to temporarily reinstate more than 300 workers fired from Marievale mine after a strike last year.

Mr Justice Richard Goldstone this week ruled it was correct that legal dismissals should be tested in terms of both legality and fairness. He said the Industrial Court had been correct in ruling it could be an unfair practice to dismiss legally striking workers.

In a statement the Press officer said the ruling was "a major victory" for the labour

By JOSHUA RABOROKO

movement. The ruling clearly indicated that the IC has the right to decide the issue of labour fairness.

"It is a clear indictment of Gencor's verkramppte labour practices and attempts at union bashing tactics. It is hoped that Gencor's persistence in seeking sanctuary in the Supreme Court on the issue of lawfulness without considering the issue of fairness will now end," NUM's statement said.

Gencor had argued in the Supreme Court that NUM should not have represented dismissed workers in the Industrial

Court

However, Mr Justice Goldstone supported the Industrial Court's view that the union could represent its members in collective legal action.

More than 1 050 Marievale workers were dismissed in September after a wage strike.

INDUSTRIAL COURT

Disciplining GFSA

The employee disciplinary procedure practised at a Gold Fields of SA (GFSA) mine has come under heavy fire from the Industrial Court. The court severely criticised the procedure — applied on all Gold Fields

mines — when it ordered the temporary reinstatement of David Theko, chairman of the National Union of Mineworkers (NUM) shaft stewards committee at Kloof mine.

Theko was dismissed last August after Kloof's manager had endorsed the recommendations of a disciplinary committee which heard a complaint brought against him by another worker, Themba Kotyana.

Kotyana lodged the complaint after an altercation between the two workers over attitudes towards a legal strike the NUM planned to stage at the mine. Kotyana alleged that Theko had accused him of being a management informer and had threatened to

kill him and other Pondo workers on the day of the strike. Theko, who apologised when Kotyana challenged him to a fight, denied issuing a death threat.

Theko applied to the court for temporary reinstatement arguing that the mine did not have sufficient cause to dismiss him and that the disciplinary committee had been biased in its treatment of him. The central point in the case was whether Theko had been entitled to representation at the hearing.

Counsel for Kloof argued that the mining industry is prone to certain "awful happenings." And, after describing the general situation at Kloof, argued that the mine could

not be expected to be bound by the rules of formalism when applying its disciplinary procedure. Some of the points raised by Hiram Slomowitz (SC) were that the mine employs workers of different ethnic groups, that faction fighting is part of the history of South African mining and that black miners are mostly illiterate and fearful.

The court found that Kloof does not permit its employees to be represented at disciplinary hearings, except when the grievance procedure of the disciplinary code is invoked by a worker. A clause in the code states that "the maintenance of discipline ... is the prerogative of management and the union has no role to play." The court said the clause does not mean that an employee must be deprived of the right to assistance at an inquiry. "The right of representation is of crucial importance, especially to a worker who is faced with the prospect of summary dismissal," it said.

The court found that although the committee had outlined only one charge against Theko at the hearing, the memorandum it

submitted to Kloof's manager contained three additional charges. This meant, it said, that Theko was prejudiced in presenting his case to the committee. Theko had also been excluded from the hearing at certain points when evidence against him was heard.

Theko's temporary reinstatement is retrospective to October 4 last year. NUM attorney Clive Thompson says the judgment implies that in future all Kloof — and Gold Fields — employees will be entitled to representation in disciplinary hearings.

The question of workers' entitlement to representation at disciplinary hearings has been a major bone of contention between the NUM and Gold Fields. It was the reason for NUM members at Kloof striking illegally in February last year. In September last year the union decided to declare an official dispute over the issue, although it subsequently decided to hold the matter in abeyance until Theko's case had been heard.

The court may well have helped avert industrial action over the question of worker representation at disciplinary hearings. ■

FM 17/1/86

IMPALA DISMISSALS

211 (NEWS)

Hiring after firing

One thing emerges clearly in the aftermath of last week's mass dismissal at the Gencor-controlled Impala Platinum mine in Bophuthatswana: it takes a whole lot longer to hire a workforce than to fire one.

Recruitment is underway to replace the 20 000 workers dismissed last Monday from the Bafokeng South and Wildebeesfontein North and South mines, as well as the additional 3 000 Bafokeng North workers who management said had "chosen" to resign last Wednesday. But management is refusing to estimate how long it will take to get the mines back to their full staff complement.

Almost the entire 30 000-strong black workforce at the mines struck on New Year's Day over a host of issues ranging from taxes and unemployment insurance to remuneration. About half the workers reported for duty on January 2 and 3, but then there was an almost total stayaway until management's drastic decision to dismiss those who ignored a return-to-work ultimatum. The dismissed workers left the mines last week amid tight security.

Says Gary Maude, Impala's technical manager (mining) about the recruitment exercise: "The speed at which they are coming in is being balanced by the speed at which we can handle them." He says about two thirds of the new recruits are Tswanas, in line with Impala's traditional labour mix.

According to Maude, there is a tremendous number of people available for recruitment due to the unfavourable economic climate, and Impala's management is signing on experienced miners. After the dismissals,

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management announced that it had no intention of rehiring the strikers. So far it has kept to its word. But in a softening of its previously hardline attitude — or perhaps realising that gearing up new people, even if they are experienced, is a long and costly process — Maude says management may be prepared to change its mind, providing that workers can prove they were intimidated into striking. Meanwhile, manning levels at the mines remain low. Maude would not say how this has affected production.

Outside the mines, the ripples from the dismissals continue to spread.

The National Union of Mineworkers (NUM), which is barred from operating in Bophuthatswana in terms of the homeland's Industrial Conciliation Act, enjoys some support on the mines and is still considering how it will react. Despite management denials to the contrary, the NUM has claimed that part of the strikers' grievances included demands that Impala should recognise it. While the union deliberates, the Transvaal region of the Congress of SA Trade Unions (Cosatu), to which the NUM is affiliated, says a list of all companies in which Gencor has a stake is being compiled as a prelude to soliciting solidarity action from affiliates throughout SA. Other "progressive" organisations are also being briefed.

Inside Bophuthatswana, while the homeland's Manpower Minister prepares to make a statement on the affair, the Bophuthatswana National Union of Mine Employees (Bonume) has threatened to take court action against Impala to get the workers reinstated. However, this claim appears to be little more than hot air as the union is not yet registered with the Bophuthatswana industrial registrar, and therefore has no legal standing to launch a case. ■

(21) (25) (HSA)
MARIEVALE LOSES ^{FN}

17/1/86
The Pretoria Supreme Court has dismissed with costs an application by Gen-
cor's Marievale gold mine to overturn a
landmark Industrial Court (IC) judg-
ment.

Marievale launched the application
after the IC ordered it to temporarily
reinstate several hundred miners dis-
missed during a legal wage strike by the
National Union of Mineworkers (NUM)
last September. It was the first time that
legal strikers have had the backing of the
law against dismissal.

Marievale challenged the IC ruling on
three grounds. That the NUM had no
locus standi to act on behalf of its mem-
bers in the IC; that the IC's decision was
based on a misapplication of the law and
gross unreasonableness; and that the IC
had no right to overrule a previous
Supreme Court finding that the dismis-
sals were lawful.

Mr Justice Goldstone found that the
Labour Relations Act permits a union to
represent its members in court. He said
he was satisfied that the dismissals may
have constituted an unfair labour practice
and the IC had thus acted correctly. And
he ruled that the IC is entitled to order
reinstatements on the basis of equity,
even if the dismissals are lawful.

Even LP leader, Allan Hendrickse, seems
to realise this. In an interview after Ebra-
him's congress speech he said the party
would not use "*kragdadigheid*" to confront
the problem. "We are moving away from
police action and police presence at schools.
We are seeking the co-operation and under-
standing of people who do have power in the
school situation," he said.

But just how the LP plans to tackle what
has become the major crisis in Cape Town's
coloured community remains unclear. ■

SOWETAN 17/1/86



Num calls for support

THE National Union of Mineworkers has called for support from international trade unions to put pressure on Gencor to reinstate 20 000 strikers dismissed by the Impala Platinum Mine in Bophutha-

tswana.

The union's Press officer, Mr Marcel Golding, said NUM had notified the Miners' International Federation, the Steel and Automobile Workers' Federation in the United States and other international trade unions

about the dismissals

The workers were dismissed after going on strike over wages, poor working conditions and the recognition of the NUM

The dismissal has already attracted international and local protest

The NUM said meetings will be arranged with workers at various Gencor subsidiaries to discuss action against the company.

The Congress of South African Trade Union (Cosatu) has also appealed to its affiliates to give solidarity sup-

port with the sacked workers

Gencor management said it was hiring new workers and the process was continuing in a "satisfactory" manner

Meanwhile the Bophuthatswana Manpower Minister, Mr S L

L Rathbe, has expressed concern over the dismissal of the miners. He said no sensitive mining authority could fire 20 000 workers without causing concern to the government and threatening public interest in these hard times

Info...

Small investors dominate scramble

RUS DAY
● To Page 2

'50 hurt in mine clash'

ABOUT 1200 workers remained on strike at Foscor in Phalaborwa for the second day yesterday amid unconfirmed reports that more than 50 mineworkers had been injured in clashes with police in nearby Namakgale township

National Union of Mineworkers' Press officer Marcel Golding said more than 50 Foscor and Palabora Mining Company workers had been injured in clashes. Three workers and a policeman had been hospitalised, he said.

Golding said Lebowa police and mine security had attacked PMC and Foscor workers on Wednesday when they held a joint meeting to discuss the Foscor strike.

Namakgale had been heavily barricaded as workers and residents tried to

defend themselves against dogs, rubber bullets, baton charges and teargas fired by Lebowa police and mine security police, he said

Lebowa police refused to comment and managements of both companies denied their mine security teams had been involved

PMC general manager Colin Crossen said one PMC worker died and 18 were injured after working hours on Wednesday.

Crossen said there had been a stoppage at PMC which related to "some conflict at Foscor".

"But we have no dispute at PMC and production is back to normal," he said.

CLAIRE PICKARD-CAMBRIDGE

Deekemann puts Boks to rout

...has ordered ... the country by Jan- ... to be

Teenagers could have babies in detention

By Jo-Anne Collinge

Two Reef teenagers who have been in detention for several months are likely to have their first babies in jail.

They are Diana Nojikele (19) of Kagiso and Macia Batta of Daveyton, who is believed to be about 17.

Miss Nojikele has been in detention since August and is about seven months pregnant, according to her sister Ruth

Macia Batta is believed to be about 17 years old and to have been held for several months at Heidelberg in terms of the emergency regulations. Her baby is understood to be due in a month's time.

Miss Nojikele's mother, 42-year-old Mrs Wilhemina Nojikele, has not had a visit to her daughter since she was detained.

Her daughter is being held in terms of section 29 of the Internal Security Act, which provides for solitary confinement.

Police have confirmed Miss Nojikele's status as a section 29 detainee. They state that applications for a special visit to her will be "considered on merit".

The Detainees' Parents Support Committee has demanded the release of pregnant detainees.

Randfontein firings unfair, says NUM

By Mike Siluma

The National Union of Mineworkers (NUM) yesterday said the dismissal of more than 500 miners by Randfontein Estates Gold Mine was unfair because the workers were not given a hearing

The workers were dismissed following last week's violence outside Randfontein's Cooke No 2 shaft which claimed nine lives

A JCI spokesman said those fired had taken part in the violence or were planning to perpetuate it on the mine

NUM spokesman Mr Marcel Golding said "The dismissals are unfair because the workers were not given a hearing prior to being fired"

He pointed out while only 87 miners had appeared in court in connection with the incident, JCI fired more than 500 workers for alleged involvement

Clothing industry in bad shape

By Sheryl Raine

At least eight Transvaal clothing factories failed to open after Christmas and several others face an uncertain future, according to the National Union of Clothing Workers of SA.

Since January last year, about 40 factories have closed down in the Transvaal clothing industry

While there have been some new factories opening, thousands of workers lost jobs and many are still unemployed

In its official mouthpiece *Garment Worker*, the union says clothing industry workers started this year "with great uncertainty hanging over the industry"

Predictions are that this year is not likely to see much improvement in the clothing industry

Airfares likely to go up soon

Political Staff

CAPE TOWN — Airfares can be expected to rise before the end of next month South African Airways is suffering a R50 million loss because of the depressed tourist trade and economy, and higher fuel bills

The Transport Budget will be announced on February 19

Hunt for George rapist: man held

CAPE TOWN — A man is expected to appear in court today in connection with the alleged rape of two women, the attempted rape of a third and the assault of a fourth

He was arrested in Port Elizabeth yesterday after a two-week manhunt by police from George and Oudtshoorn. — Own Correspondent.

BUS DAY
28/1/86

Union talks on white miners' decline

IMPALA SILENT OVER FIRED 20 000

IMPALA PLATINUM yesterday declined to say how many of the 20 000 workers dismissed this month from three Gencor mines in Bophuthatswana would be re-engaged.

Impala Platinum Holdings MD Don Island said he "did not believe it would be meaningful" to supply

figures. Most of the Impala Platinum workforce was dismissed on January 6 after mass strikes.

In a brief statement appearing as a Press advertisement yesterday, company chairman Ted Pavitt said recruitment of replacement labour was proceeding satisfactorily.

ELIMINATION of the white mineworker is the chief subject at this week's annual congress of the rightwing Mineworkers' Union (MWU), says an article in the union's official journal.

About 80 delegates attended the two-day congress in Johannesburg. It ends today.

The congress has not been open to the Press but an article in the union's weekly newspaper "Die Mynwerker", said the issue of job security for white mineworkers would be high on the agenda.

Job reservation

Government announced last week that parties involved in talks for the scrapping of job reservation in the mining industry had thus far failed to reach agreement, and that there could be a delay of several months before government imposed change.

CLAIRE PICKARD-CAMBRIDGE

Government previously set last December 31 as the target date for the scrapping of job reservation and has indicated that laws promulgating this would be passed in the forthcoming parliamentary session

The article, written by MWU general secretary Arrie Paulus, said other issues to be discussed at the congress included the attitude of employers towards forced integration, job reservation and equal pay for equal work.

Wage negotiations would also be discussed, as well as debate on the merits of an industrial council for the mining industry

Paulus said in the article that an industrial council for negotiations in the mining industry had been recommended by the Wiehahn Commission.

He said such a system had both

advantages and disadvantages, such as the cost of maintaining a council.

The Niewenhuizen Report on occupational diseases would also be discussed.

Paulus said the report was published about four years ago but draft legislation was still awaited.

Many representatives from other industries, to which the MWU extended its influence for the first time last year, attended the conference.

Employers confirm that agreement has not yet been reached with white unions and that talks are continuing.

● A total of 571 workers have been fired from the Randfontein Estates gold mine in Westonaria where the processing of dismissals was completed yesterday. Last Tuesday, nine people, including two policemen, were killed in violent clashes near mine property.

Church to heed ANC Hurley

THE Roman Catholic Church is to pay more attention to black liberation movements in SA, Archbishop Dennis Hurley said yesterday.

Speaking at a Press conference after a Mass-for-Peace service at St Peter Claver Church in Mamelodi, near Pretoria, he said: "We are about to introduce a change of attitude, in answer to what is happening in South Africa. We have to relate to the liberation movements"

28/1/86
Own Correspondent

He said he included in his reference to liberation movements the African National Congress (ANC) which took note of everything the Catholic Church said.

More than 1 500 people, including 40 bishops, attended the service, which was held to remember 13 people killed in unrest on November 21

Focus on job reservation

THE Right-wing Mineworkers' Union led by Mr Arrie Paulos yesterday started talks on the controversial issue of job reservation which it called "the elimination of white mineworkers" on the mines.

The issue was discussed by about 80 delegates who attended the MWU's two-day annual congress in Johannesburg. The congress

SOWETAN Reporter

ended yesterday and a Press conference will be called to announce resolutions taken by members.

The congress has not been open to the Press but an article in the union's weekly newspaper, "Die Mynwerker", written by Mr Paulos, said the issue of job

security for white mineworkers would be high on the agenda.

Job reservation on the mines has been on the tongues of several trade unions, especially the National Union of Mineworkers (NUM) which has asserted that it will fight and ensure that the practice was eradicated.

The Government announced that the government an-

parties involved in the talks for the scrapping of the practice in the mining industry had not reached fruition and that there could be a delay of several months before any change could be introduced.

Mr Paulos said the congress discussed labour relationships among all races in the workplace. Aspects such as the attitude of em-

ployers towards forced integration, job reservation and equal pay for equal work were discussed.

Another aspect for discussion was the debate on an industrial council for the mining industry. Such a system of negotiations was already recommended by the Wiehahn Commission. Talks on this issue had already been held with other trade unions and the Chamber of Mines.

Except for white job security, other points of interest discussed by the congress included wage negotiations. "Inflation is running up to 17 per cent and it is expected to be even higher," Mr Paulos said.

Employers in the mining industry, particularly in the gold mining industry, this year could not blame poverty as a cause for low increases, since they benefit tremendously from the rand/dollar-ratio, he said.

NUM, the Black Allied Mining and Construction Workers' Union and the Chamber of Mines are awaiting resolutions of the congress.


SOWETAN 09/1/82

(110) (A)

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31 JANUARY 1986

Financial Mail

211 

MINE JOB BARS

Bite the bullet, Danie

The December 31 1985 target date set by the Minister of Mineral and Energy Affairs for mine employers and trade unions to conclude their talks on abolishing the last job reservation provision in the mining industry has come and gone. The hoped-for breakthroughs have not been achieved.

Admittedly, the Chamber of Mines and the majority of the mining unions that have been involved in the drawn-out negotiations have come a long way towards reaching accord

This much was evident from statements made to the *FM* by Ben Nicholson, convener of a sub-committee set up last year to draw up proposals for what unionists would consider to be adequate safeguards on the job security of white miners.

Concurrence on such safeguards, as well as agreement on the establishment of an industrial council for the mining industry, are prerequisites for paving the way for the racially discriminatory definition of "scheduled person" in the Mines and Works Act to be scrapped and replaced with a non-racial one of "competent person."

This would mean that blacks would be entitled to qualify for 13 certificates of competency to perform skilled work on the mines. The most important of these from the point of view of black advancement is the blasting certificate

Barring a few points, the chamber and the unions are near accord on a constitution for an industrial council. And Nicholson told the *FM* in December that he saw no reason why the majority of the unions and the employers should not see eye to eye on the security of employment proposals the sub-committee has submitted to the chamber

Seemingly then, there should be no problem. But there is. It comes in the form of the all-white Mineworkers' Union (MWU) led by its arch-conservative general secretary, Arrie Paulus. Stonewalling on the part of the MWU has been the key reason why the talks have stalled over the years

Nothing, it seems, will be sufficient to persuade the MWU to alter its stance. During the sub-committee's deliberations, the MWU refused to put its name to its security of employment proposals. Indeed, its tactics in the sub-committee amounted to a declaration of hostility towards its union colleagues

MWU stalwarts met behind closed doors this week for the union's annual congress. The focus of the congress, according to the union's newspaper *Die Mynwerker*, is the "elimination of the white mineworker." Clearly, the MWU is planning a last-ditch stand.

Given all this, it really is time for Minister Danie Steyn to step in and settle the matter once and for all. Yet he appears reluctant to act decisively. All Mineral and Energy Affairs Director General Louw Alberts would say in response to *FM* inquiries, is that negotiations are continuing between his department, the chamber and the unions on the one hand, and between the chamber and the unions on the other

Although he says we can expect action in the "very foreseeable future," until these negotiations are completed, no answer as to when the definition will be changed can be given.

This is simply not good enough. What we are being treated to is yet another display of government weakness while it peers nervously over its right shoulder. In doing so, it appears oblivious to international perceptions.

Even though the Herstigte Nasionale Party managed to win the Sasolburg seat in last October's by-elections, the overall interpretation of those polls is that they showed that the rightwing threat is not as great as some believe.

And even if government does not want to believe that, there have been numerous comments from mining industry executives that the "reasonable time" for the "scheduled person" negotiations to be concluded has indeed run out ■

PROVINCIAL RELICS

Never on Sunday

In Natal, provincial cricket is often played on a Sunday and you can pay at the gate to watch it. The same has always applied to professional soccer matches in Natal. The province has never had a Sunday observance law to prevent this harmless exchange of money for pleasure.

The Transvaal, of course, has had legal restrictions since Kruger's time. At the Wanderers, they occasionally have Currie Cup cricket on a Sunday, which is obviously when most people are able to attend. But the absurdity is that the Transvaal Cricket Council (TCC) is forbidden to take money at the gate. Enthusiasts have to be paid-up members of a TCC club, and a membership card lets them into the ground. This is a costly and extremely inconvenient irritant for

everyone involved.

Yet professional soccer matches are regularly played at Ellis Park and other Transvaal stadiums on Sundays, and have been for years: the fans simply pay R2 at the turnstiles to get in.

Why do the authorities not prosecute the National Soccer League? Because it would be silly to do so. It would recall the days when OFS anglers had to cross the Vaal River to do a bit of quiet fishing on a Sunday.

It is time this ridiculous Sunday restriction was abolished. In the meantime, if the authorities can alter the tax laws to suit big sponsors, they can apply the dead-letter principle fairly, so that soccer and cricket fans are treated equally. ■

THE year is only a month old but already there has been several bloody incidents that threaten labour relations on the mines.

At least 18 people, including two white policemen, have been killed and several others injured during violent clashes between angry black miners and mine security guards — including at times the SAP — in the first three weeks of this year.

More than 26 000 black miners who participated in strikes, consumer boycotts and other actions which sparked off labour unrest have been dismissed while several others were arrested on various offences.

South African mineworkers have a rich and bitter history of struggle. The militancy of the black mineworkers has been expressed for 35 years, without proper organisation — trade unions.

The brutal repression of miners in 1946 and their organisation — the African Mineworkers' Union (AMU) — caused the mining industry to be regarded as an "unorganisable" sector.

At the helm of this year's struggle on the mines has been the National Union of Mineworkers (NUM), an affiliate of the newly-formed Congress of South African Trade Unions (Cosatu), with a membership of 150 000.

In its four years of existence the NUM has made an indelible mark on labour relations in South Africa's mining industry.

The strength of the NUM in recent years is proof that the workers of South Africa today need to be united.

In January there were incidents at the following places:

- More than 23 000 miners on three Impala Platinum Mines, a Gencon-controlled mine, in Bophuthatswana, went on strike on January 1 over wages, working conditions and recognition of the NUM

About 20 000 of the workforce was dismissed and bussed under police guard to their homelands. Several were arrested when police fired teargas during confrontations on the mine.

- Seven miners were killed and many injured on Kloof Gold Mine near Westonaria, when Pondos and Zulus clashed during what is believed to have been sparked off by a consumer boycott on January 6. Miners had been boycotting beer halls and stores situated on the mine.

- Nine people, includ-

Powder-keg on the mines

FOCUS

By
JOSHUA RABOROKO

ing two policemen, were killed and scores of miners were involved in bloody clashes with mine security guards and the SAP on the Randfontein Estate Gold Mine near Westonaria on January 22

About 571 miners were fired following the incident. Management claimed that the workers had attended an illegal gathering and fought the police when asked to disperse.

- About 1 500 miners went on strike at Foscor and Phalaborwa Mining Company in Phalaborwa. The workers took industrial action because they were forced to work under armed guard. Management banned union badges, T-shirts, songs and slogans at work.

Fifty-people were reported to have been injured during confrontations with the police. One policeman was injured.

- At Wolwekraans Collieries, some 500 workers went on strike after a boycott of beer halls was broken by management who insisted that workers buy their liquor on the mines.

The incident at Wolwekraans was followed by a mass walk-out of about 1 000 miners on the adjacent mines of Matla and Bank collieries. The workers went on strike in sympathy with those at Wolwekraans. Management fired the workforce, which was later reinstated.

The labour unrest on the mines follows NUM general secretary Mr Cyril Ramaphosa's assertion that black miners were angry and will offer resistance when

NUM MAKES A MARK ON LABOUR RELATIONS



NUM's Cyril Ramaphosa... workers militant.

forced to work under hazardous conditions

Mr Ramaphosa accused management of using union-bashing tactics by firing workers.

The union was observing developments in Bophuthatswana where their members were dismissed. That territory, he said, did not recognise South African trade unions.

However, Impala's acting chief executive Mr Gary Maude, said the union had 200 members out of a workforce of over 23 000. During the strike the company was negotiating with the Bophuthatswana National Union of Mine Employees (Bonume), which NUM described as a "sweetheart union" because it was favoured by management.

Workers are housed on ethnic-tribal lines and the induna system remains an institutional feature of the industry.

One worker said sarcastically of the induna: "Their function is to police the workers, discourage mixing with

other workers and to disorganise us. They are management's puppets and watchdogs."

Wages and mine safety remain the two issues mineworkers are most readily prepared to strike over. But issues such as racial abuse, assaults and hostel conditions are also the focus of militant action by workers

In the mining industry wages are uneven, gold miners earn different rates from coal or platinum miners, while different mining houses also pay different rates.

Unions have been sharply resisted for decades on the mines, even with the access agreements enjoyed by mine unions, for example NUM and the black Allied Mining and Construction Workers Union (Bamcwu).

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, said he hoped that what had happened on the mines early this year could be avoided.

SOCKETAN
4/2/80

SO WETAN

THURSDAY, FEBRUARY 6, 1986

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GREY PERSPECTIVES 42135X071164

Miners refuse to work after death

ABOUT 4 000 black mineworkers refused to go underground yesterday after a colleague was killed and several others injured during a faction fight at the Western Deep Levels gold mine, near Carletonville on Tuesday night.

A spokesman for Anglo American, owners of the mine, said at least 56 miners were admitted to the Western Deep Levels mine hospital after the fight.

The situation was tense but calm at the mine state yesterday, as Anglo American and the National Union of Mineworkers tried to resolve the differences between the tribesman — Basotho, Xhosas and Pondos.

A spokesman for Anglo American said the 4 000 workers at Western Deep were in their hostels and attempts to persuade them to resume duties were continuing.

He denied claims that hundreds of miners were sent home after being dismissed. "As far as the mine was concerned nobody has been dismissed," he said.

According to our information Pondo and Basotho tribesmen started quarrelling over liquor two weeks ago.

"This quarrel was resolved, but it started again when a Mosotho quarrelled with a Pondo man on Tuesday night. This was followed by fierce fighting and several people were injured," the source said.

He said Xhosa tribesmen joined the fight when they helped the Pondos.

An Anglo American spokesman said it was not known whether the nightshift workers would go underground last night, but added, they were trying to resolve the matter.



THERE was singing and ululation when friends and relatives joined eight Azapo members who were released on bail yesterday. The eight are Mr Vusi Nko, Mr Reuben Moliki, Mr David Sosibo, Mr Xolisile Mnyaka, Mr Tihoriso Phake, Mr Steven Mence, Mr Kenneth Mampondo and Mr Stan Sigotyana. They have been in custody since July last year.

Pic: Taps Mokoena

6/2/86

Cordons and searches
Crowd control
Vehicle and foot patrols
Immediate action drills

- (bb) Gas masks
Anti-riot helmets
- (ii) At suitable training areas.
- (iii) 3 to 4 days followed by in-service training during their period of deployment.

Mr R R HULLEY: Mr Speaker, arising out of the reply of the hon the Deputy Minister, I understood him to say that the troops are issued with gas masks. I would like to ask the hon the Deputy Minister what type of firearms they are issued with

†The DEPUTY MINISTER: Mr Speaker, as I have indicated here, this is what the persons are trained with. At this stage I cannot go further and state exactly what each one is issued with without having made sure first. Therefore I will not add to the answer that I have given.

Mr R R HULLEY: Mr Speaker, further arising from the hon the Deputy Minister's reply, is he not able to say that they were issued only with sharp-point ammunition and R1 rifles? Is he not able to confirm that?

†The DEPUTY MINISTER: Mr Speaker, I do not know what answer the hon member is looking for, but I have already indicated to him what the people concerned are trained with and that I shall investigate the matter and inform him what the troops are issued with. I will therefore not add to my answer.

MINING INDUSTRY: job reservation
*24 Mr B B GOODALL asked the Minister of Mineral and Energy Affairs.

- (1) Whether his Department intends eliminating job reservation in the mining industry, if not, why not; if so,
- (2) whether 31 December 1985 was set as

the target date for the end of job reservation; if not, what was the date set; if so, (a) when and (b) by whom was this date set;

- (3) whether job reservation in the mining industry has been eliminated; if so, as from what date, if not, (a) why not and (b) when is job reservation due to be eliminated;
- (4) whether he has received any representations regarding the elimination of job reservation in the mining industry; if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto;
- (5) whether legislation affecting job reservation is to be introduced in the 1986 session of Parliament; if so, when; if not, why not;
- (6) whether it is the intention to introduce such legislation in the future; if so, when;
- (7) whether he will make a statement on the matter?

The MINISTER OF MINERAL AND ENERGY AFFAIRS (Reply laid upon the Table with leave of House):

- (1) Yes. The government has already stated the following in the White Paper on Part 6 of the report of the Commission of Enquiry into Labour Legislation:

"The Government accepts that adaptations are needed in the Mining Industry, as in other industries, in the light of the economic development and growth of the Republic of South Africa and the accompanying structural changes in the economy and changes in employment patterns and in the supply and demand conditions in the labour market. The Government is, therefore, in principle in favour of adjusting the definition of "scheduled person" to a non-dif-

ferentiating definition of "competent person" at an appropriate time and in a suitable manner. In this connection, however, it is emphasised that the parties concerned, i.e. the employer organisation and the trade unions themselves, must in the first instance take the initiative to reach a compromise within a reasonable period of time on other arrangements through negotiation and co-operation having due regard to the Government's objective as stated above. 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 its further action, but wants to emphasise that no legislative amendment will be made before alternative safeguarding measures have been effected."

- (2) No. As a long time has elapsed since the Government has adopted its standpoint a serious call was, however, made on employer organisations and trade unions to come to an agreement by 31 December 1986 through negotiation, taking into consideration the stated conditions. The date mentioned was thus only put forward as a target date. Since this date the Department of Mineral and Energy Affairs and I have become actively involved in the negotiation process
- (a) and (b) Fall away
- (3) No
- (a) Lack of agreement between employer organisations and trade unions
- (b) As soon as sufficient agreement has been reached so that the principles may be embodied in legislation
- (4) Yes
- (a) From employer's side as well as from certain trade unions

(b) At various occasions, verbally as well as in writing, since the relevant recommendation have been made by the said Commission of Enquiry.

- (c) (i) That statutory work reservation be abolished.
- (ii) That the Government remains committed to the recommendations and conditions contained in the report of the Commission of Enquiry and its standpoint as stated in the White Paper.

(5) Yes. As soon as the Government has decided in which way best effect may be given to the recommendations and conditions of the Commission of Enquiry.

(6) Falls away

(7) Yes, as soon as circumstances permit.

Kings House, Durban

*25 Mr P H P GASTROW asked the Minister of Public Works:

- (1) Whether any furniture has been removed from Kings House in Durban; if so (a) by what persons or bodies, (b) why, (c) what items of furniture, (d) when were they removed, (e) who authorised the removal of this furniture in each case and (f) where was each item of furniture as at the latest specified date for which information is available;

(2) whether his Department has received any representations concerning (a) Kings House and (b) its furnishings, if so, (i) from whom, (ii) when, and (iii) what was (aa) the nature of these representations, and (bb) his response thereto, in each case;

(3) whether he has received any calls to have Kings House declared a national monument, if so, (a) when, (b) from

WORKERS' DIARY —
By JOSHUA RABOROKO

Crucial congress for NUM

THE National Union of Mineworkers holds its fourth annual congress — probably the most important since the union was formed — in Soweto at the weekend.

Job reservation, the migrant labour system and the health and safety of mineworkers will feature prominently on the agenda.

The congress comes against the background of continued labour unrest on the mines and political turbulence in the country.

It is expected to make important policy decisions about the union's relationship with employers and the Government.

● A new union is to be formed by the Sweet Food and Allied Workers' Union (SFAWU), the Food Canning Workers' Union (FCWU) and the Cape Town-based Retail and Allied Workers' Union

(Rawu) during March. The formation of the grant union is a sequel to the Congress of South African Trade Union's quest to phase out general unions and replace them with strong industrial unions.

● A new union for the transport and general sector will be formed in May. The union, to be called Transport and General Workers' Union, will incorporate the 10 000 General Workers' Union (GWL) and the 11 000-strong Transport and General Workers' Union (TGWA).

PWAWU

● The Paper, Wood and Allied Workers' Union (PWAWU) has taken employers in the printing industry to task for alleged racism after the refusal by the industry's industrial council to allow the union to organise all workers, irrespective of race.



Mr ANDRIES RADITSELA . . . Inquest resumes on February 24

● The National Union of Clothing Workers is giving bursaries to children of members for study at universities, colleges and technikons.

solved to discuss a legal strike to support their members who are on strike at the Ynyde factory in Pinetown.

The resolution follows a strike by 140 members of the Chemical Workers' Industrial Union.

● A row over the dismissal of a worker and the transfer of another by the South African Transport Services in Durban is to be taken to court by the Black Allied Airways, Railways and Harbours Union.

● The Institute for Industrial Relations holds a seminar at the Protea Gardens Hostel, Berea, Johannesburg, on February 20. The next seminar is to be held on March 6. The seminars are to discuss a wide variety of labour issues.

For more information contact Mrs Mabel Mlaba at 339-3751.

● The strike by 50 members of the Chemical Workers' Industrial Union at an Isando factory, Expandite, a

British subsidiary, has ended after the union and management reached a settlement.

● The Rand Supreme Court has restrained the Commercial Catering and Allied Workers' Union from organising a national strike at OK Bazaars plants. However, talks are continuing between the partners to resolve the matter.

The union is expected to contest the action this week.

BCAWUSA

● Gcawusa is also holding talks with OK management in Bloemfontein where workers downed tools following the dismissal of a colleague.

● The inquest into the death of trade union leader Mr Andries Raditsele will resume in the Johannesburg Magistrate's Court on February 24.

● The Black General Workers' Union has completed its recognition agreement with the

Tzaneen branch of Sasko Bakery.

● The South African Bureau of Standards in Pretoria has reinstated about 125 workers who lost their jobs following a dispute last year. Another 125 workers who were not reinstated are taking legal advice.

● The Black Allied Mining and Construction Workers' Union holds its national council in Soweto on March 7, 8 and 9.

● The joint executive council of the Council of Unions of South Africa (Cusa) meets on Sunday to discuss a possible merger with the Azanian Confederation of Trade Unions (Azactu). This meeting will be followed by another between Cusa and Azactu on February 23.

● An article in **THE SOWETAN** of February 5 gave the impression that Cusa and Azactu had agreed to merge. The two groups are still busy with talks and nothing has been finalised.

12/2/86.

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SOWETAN

BUS DAY 12/2/86

Last job barriers on the mines to go

CHRIS CAIRNCROSS

HOUSE OF ASSEMBLY

Legislation is to be introduced during the current Parliamentary session eliminating the remaining vestiges of job reservation in the mining industry, Mineral and Energy Affairs Minister Danie Steyn promised yesterday.

The likely target date for applying the legislative changes may only take place after December 31, 1986.

The remaining discriminatory provision concerns the definition of a "scheduled person", and prevents blacks from holding blasting certificates.

This effectively prevents blacks from freely moving off the bottom of the job ladder within the industry.

Replying to questions put to him in the House of Assembly by the Opposition MP for Edenvale, Brian Goodall, Steyn said draft legislation would be introduced as soon as Government had decided the best way to give effect to the recommendations and conditions contained in the sixth report of the Wiehahn Commission of Enquiry.

He said a statement would be made as soon as circumstances permitted.

Steyn emphasised, however, that no amending legislation will be made until such time as a compromise has been reached between mine employers and the unions concerned — specifically the right-wing Mineworkers Union — and safeguards had been introduced to protect the interests of minorities.

Massive upsurge in strikes this month

SOUTH Africa has experienced its most strike-bound January in a decade, reflecting an extraordinary upsurge in worker militancy.

More than 385 000 working days were lost last month due to industrial action, according to strike figures compiled by management labour consultant Andrew Levy.

This is one of the highest monthly rates since 1979, comparing with 5 000 in January last year and the

previous January record of 96 000 in 1984.

The main sectors to be hit are mining and retail, with food and chemicals not far behind.

Levy says a much lower proportion of the strikes are about wages and that the political climate is creating fundamental changes to industrial relations which are not yet fully understood by either side.

"The patterns suggest a lot of

By PHILLIP VAN NIEKERK

grassroots activity with unions not fully in control of their members," says Levy. "Workers are increasingly striking over issues such as racial incidents, and in many cases are refusing to negotiate."

"This is about to bring forward a very different attitude on the part of management to handling strikes. We're heading back into the jungle."

Apart from the strike at Impala Platinum, which led to the mass firing of 23 000 workers, some of the companies to be hit include Saseg, Coca Cola, OK Bazaars, 3 M, General Tyres, and even, says Levy, the Parys Biltong Factory.

The general secretary of the Congress of South African Trade Unions (Cosatu), Jay Naidoo, said it was impossible to attribute the strike wave to any specific cause but to the

"steadily growing resistance of the workers".

Naidoo said the government's political mismanagement of the economy, for which employers would have to share responsibility, lay at the root of problems on the shop floor.

He said that, in addition, the emergence of Cosatu was steadily politicising the work force and, more specifically, workers were opposing racism on the shop floor.

Arrests: thousands of miners on strike

JOHANNESBURG — Thousands of miners at the Vaal Reefs gold mine in Klerksdorp and at two collieries at Witbank have gone on strike, according to the National Union of Mineworkers.

The situation at Vaal Reefs was "extremely tense" after more than 12 000 mineworkers at shafts one, two and five refused to work today. This followed the arrest of eight in connection with the death of four team leaders last week, NUM said.

The rest of the Vaal Reefs miners were "poised to join the strike" and it was likely more than 40 000 workers would be affected there, according to the union.

NUM said an "undisclosed number" of mineworkers at Wolvekrans colliery and more than 1 500 at Goedehoop colliery at Witbank had also gone on strike.

No reason was given for the Wolvekrans action, but NUM said the strike at Goedehoop followed management's dismissal of four shaft stewards.

A spokesman for Anglo American confirmed in Johannesburg that the strike at Vaal Reefs was affecting one, two and five shafts, as well as the gold plant and engineering workshops.

He said "On Tuesday, February 18, four team leaders were brutally murdered and four others seriously injured after being attacked in their rooms at Vaal Reefs number five shaft hostel.

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as quickly as possible.

"In subsequent police investigations eight workers were yesterday detained for questioning (by police).

"The work stoppage which began last night... apparently resulted from the taking into custody of the eight workers.

"Management of Vaal Reefs is talking to the workers and the National Union of Mineworkers to bring about a return to work," he said. — Sapa

MINERS STRIKE

SOKHETAN 26/2/86



THOUSANDS of miners at the Vaal Reefs goldmine in Klerksdorp and at two collieries in Witbank have gone on strike, according to the National Union of Mineworkers.

The situation at Vaal Reefs was "extremely tense" after more than 12 000 mineworkers at shafts one, two and five refused to work yesterday, after the arrest of eight colleagues in connection with the death of four team leaders last week, NUM said.

The rest of the Vaal Reefs miners were "poised to join the strike" and it was likely over 40 000 workers would be affected there, according to the union.

NUM said an "undisclosed number" of mineworkers at Wolvekrans colliery and more than 1 500 at Goedehoop colliery at Witbank had also gone on strike.

No reason was given for the Wolvekrans action, but NUM said the

SAPA

strike at Goedehoop followed management's dismissal of four shaft stewards.

A spokesman for Anglo American confirmed in Johannesburg that the strike at Vaal Reefs was affecting one, two and five shafts, as well as the gold plant and engineering workshops.

He told Sapa "On Tuesday, February 18, four team leaders were brutally murdered and four others seriously injured after being attacked in their rooms at Vaal Reefs number five shaft hostel

12 000 out at Vaal Reefs

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as quickly as possible."

"In subsequent police investigations eight workers were yesterday detained for questioning (by police).

"The work stoppage which began last night (Monday) apparently resulted from the taking

into custody of the eight workers.

"Management of Vaal Reefs is talking to the workers and the National Union of Mineworkers to bring about a return to work, and expects their full assistance in the investigation."

The Anglo spokesman added that "head office is aware of a work stoppage at the Goedehoop colliery in Witbank", but said it had not received details.

The colliery management was trying to establish the reasons for the stoppage so that they could resolve difficulties and "have the men return to work as soon as possible".

Spokesman for Rand Mines, owners of the Wolvekrans colliery, were not immediately available for comment.

Mines tense as thousands go on wildcat strikes

**Mercury
Correspondent**

JOHANNESBURG— Thousands of miners at Anglo American's Vaal Reefs Gold Mine, near Klerksdorp, started a wildcat strike yesterday after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels recently.

In separate developments near Witbank yesterday, about 1 500 workers at Anglo's Goedehoop Colliery and more than 600 at Wolwekrans Colliery belonging to Rand Mines also went on strike

All three strikes were illegal because disputes had not been brought before a conciliation board, mines spokesmen said yesterday

The situation at Vaal

Reefs was 'extremely tense' after more than 12 000 workers at three of the mine shafts, a gold plant and engineering workshops refused to work, a spokesman for the National Union of Mineworkers said

Negotiations were underway between the Vaal Reefs management and NUM representatives.

An Anglo American spokesman yesterday confirmed that the strike was

affecting one, two and five shafts, as well as a gold plant and engineering workshops, but said it was too early to assess the production loss

He confirmed that the apparent cause had been the detention of the eight workers

The workers were being held for questioning in connection with the deaths of four team leaders and the serious injuries inflicted on four others who were attacked in their rooms at Vaal Reefs number five shaft hostel on February 18.

'Management is determined to ensure that the perpetrators of the slayings and assaults are brought to justice as quickly as possible.'

A detective at the Orkney CID office, which is handling the investigation, said yesterday he did not know if any of the detained workers had been charged

13 000 miners go on wildcat strike

DISPATCH
26/2/8
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Dispatch Correspondent
JOHANNESBURG — Thousands of miners at Anglo American's Vaal Reefs Gold Mine near Klerksdorp started a wildcat strike yesterday after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels recently.

In separate developments near Witbank yesterday, about 1500 workers at Anglo's Goedehoop colliery and more than 600 at Rand Mines' Wolwekrans colliery, also went on strike.

All three strikes were illegal because in neither case had disputes been brought before a conciliation board, mines spokesmen said yesterday.

The situation at Vaal Reefs was "extremely tense" after more than 12 000 workers at three of the nine shafts, a gold plant and engineering workshops refused to work yesterday, a

spokesman for the National Union of Mineworkers (NUM) said.

Negotiations were underway between the Vaal Reefs management and NUM representatives yesterday, but the possibility of the rest of the mine's 40 000 labour force joining the strike "could not be ruled out," the spokesman said.

He described it as "a solidarity action" over the detention by police of eight shaft stewards on Monday.

An Anglo American spokesman confirmed yesterday that the strike was affecting One, Two and Five shafts, as well as a gold plant and engineering workshops, but said it was too early to assess the production loss.

He confirmed that the detention of the eight workers was the apparent cause of the strike.

He said they were being held for questioning in connection with the "brutal murder" of

four team leaders and the serious injury of four others who were attacked in their rooms at Vaal Reefs Number 5 shaft hostel on February 18.

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as soon as possible."

A detective at the Orkney CID office, which is handling the investigation, said yesterday that he did not know if any of the detained workers had been charged.

The Anglo spokesman also confirmed the work stoppage at the corporation's Goedehoop Colliery near Witbank.

CAP. TIMES 27/2/86
19 000 miners now on strike over arrests

Own Correspondent

JOHANNESBURG — Production at another two shafts at the Vaal Reefs gold mine near Klerksdorp came to a standstill yesterday as more workers joined the strike which now affects about 19 000 miners

They are demanding the unconditional release of nine colleagues arrested this week in connection with the killing of four team leaders at one of the mine hostels on February 18

The nine will appear today in Orkney Magistrate's Court, the chief public prosecutor, Mr J Swanepoel, said

Workers from five of the mine's nine shafts (numbers 1, 2, 4, 5 and 7) are on strike and this could spread to the remaining shafts to affect 40 000 workers.

Yesterday some workers returned to shafts one and two but production has not taken place, according to a National Union of Mineworkers spokesman

He said the NUM had presented the

workers' demand — the release of the arrested workers, now believed to be 10 — to management.

The chief executive officer of Anglo's Gold and Uranium Division, Mr Peter Gush, said at a press conference yesterday that management was determined to see the due course of law followed — that those in custody either be charged or released

Management, he said, had continued to meet the NUM in an attempt to persuade workers to return to work

The eastern division of the mine (shafts 1, 2 and 5) was responsible for up to 40 percent of the mine's production and in two days Vaal Reefs had lost about R5m, Mr Gush said

● Striking workers at Anglo Goede-hoop and Rand Mines' Wolwekrans collieries near Witbank returned to work yesterday, according to spokesmen for the collieries

The NUM said the return came after the managements agreed to investigate worker grievances

Plettenberg Bay Fine and
hot water

MINE STRIKE UNRESOLVED

SOWETAN Correspondent

FURTHER negotiations between the National Union of Mineworkers and the management of Anglo American failed to resolve the strike by over 20 000 black miners at Vaal Reefs gold-mine near Klerksdorp yesterday.

The situation was tense at the mine — one of the biggest producers of gold in the world — as the strike continued.

The strike action at Klerksdorp started after police detained nine workers in connection with the killing of four team leaders at one of the mine hostels recently.

The striking workers demand the release of the eight people being questioned by the police about the killings. Mr Pretorius however said management was determined to see the law take its course.

“Those currently in custody will either be

charged or released. Management will do nothing to obstruct the police investigation, nor should the union or employees seek to do so,” Mr Pretorius said.

He added: “Management cannot accept the demand that those held for questioning be released. We will act firmly against all cases of intimidation.”

Meanwhile more than 1 500 workers at Anglo's Goedehoop Colliery near Witbank, who went on strike over the dismissal of colleagues, have returned to work, management announced yesterday.

• In a separate mine — Wolwekraans Colliery near Witbank, more than 600 workers, who went on strike demanding the dismissal of a manager, have returned to work.

Vaal Reefs still tense

• More than 350 members of the South African Chemical Workers Union employed at Plascon Paints in Lui-paardsvlei yesterday went on strike over the dismissal of a co-worker. Management has confirmed the strike.

• About 90 members of SACWU at Polycel Company in Alrode are



CYRIL RAMAPHOSA...
miners' leader.

on strike. They demand the reinstatement of a dismissed co-worker. Management has confirmed the strike.

• About 160 members of the South African Allied Workers Union (Saawu) at Nampak Tissue (Transvaal) were yesterday dismissed after going on an “illegal strike”, according to a statement from the company.

The workers were demanding a wage increase amounting to 53 percent and a deadlock was reached after negotiations were referred to mediation in terms of an agreed procedure, the company said.

Argus 21/2/86
19 000 miners

at Vaal Reefs
go back to work

The Argus Correspondent

JOHANNESBURG — About 19 000 striking miners at Vaal Reefs gold mine near Klerksdorp have returned to work

The two-day stoppage cost the Anglo American Corporation about R5-million, a corporation spokesman said today

The strike ended after talks between management and the National Union of Mineworkers yesterday. There was no agreement on the demands

Miners went on strike after eight colleagues were arrested in connection with the killing of four team leaders at the Shaft 5 hostels last Tuesday

A NUM spokesman said two more workers were taken into custody yesterday.

The arrested miners were to appear in Stilfontein Magistrate's Court today on charges of murder.

19 000 now out — Num

WORKERS at shafts four and seven of the west division of Vaal Reefs Gold mine in Klerksdorp have joined the strike, the National Union of Mineworkers said yesterday. (21) (22)

"In total five shafts of the Vaal Reefs complex are now on strike, including shafts one, two and five. The total workforce on strike is about 19 000. A few workers have returned at shafts one and two, but production has not taken place," a Num statement said.

"To date mass meetings with the workers have been held at shafts one, two and five," the statement added.

"The union shaft stewards and represen-

SOWETAN 27/2/86
tatives, acting on the mandate of these meetings, presented the workers' demand to management, namely, the release of the workers who were arrested, now believed to be 10."

Num said a meeting was planned with management late this afternoon to try and resolve the dispute.

"There is no intimidation on the part of union members at the mine. The situation is extremely tense and mine security is patrolling the area."

At Goedehoop and Wolvekran's collieries striking workers had returned, Num said.

The return came after the managements agreed to investigate worker grievances, Num said.

DISPATCH 27/2/86

More miners join strike, says NUM

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JOHANNESBURG — Workers at shafts four and seven of the west division of Vaal Reefs gold mine in Klerksdorp have joined the strike, the National Union of Mineworkers said yesterday

"The total workforce on strike is about 19 000. A few workers have returned at shafts one and two, but production has not taken place," a NUM statement said

"The union's representatives presented the workers' demand to management, namely, the release of the workers who were arrested, now believed to be 10". NUM said a meeting was planned with management late yesterday afternoon to try and resolve the dispute

A spokesman for Anglo American said that as far as management was concerned the figure of 12 500 miners on strike at Vaal Reefs still applied.

The spokesman said that shaft 7 mentioned by NUM as being out on strike could not apply to the day shift. It must mean that NUM is anticipating that the night shift would come out on strike, but as they only started at 6 30 pm management would not have any knowledge of this until after that time

Anglo made it clear that they had no intention of acceding to the demand for the unconditional release of nine people who have been taken into custody for questioning following

the killing of four employees and the injuring of four others at the mine on February 18

In a statement, Anglo said management was determined to see that the due course of law was followed. Those currently in custody would either be charged or released — Sapa

Vaal Reefs miners refused bail

A STILFONTEIN magistrate yesterday refused bail to five Vaal Reefs mine employees charged with public violence.

He said they would interfere with witnesses at the mine where the situation was already "explosive".

Appearing before Mr C W Steyn were migrant labourers Mr Tyelovuyo Mgedezi (28), Mr Solomon Nongwathi (38), Mr Tsietsi Tshahlana (38), Mr Siphwe Mbalomdaka (28) and Mr Joseph Thoo (26), all of Shaft 5 hostel, Vaal Reefs

They were arrested on Monday after unrest on the mine which left four other employees dead

The prosecutor, Mr H C Raath, said it was likely the five would later be charged with murder

For the defence, Mr M Wacks submitted that the men — all Transkeians, except for Mr Thoo, who is from Lesotho — would surrender their passports, pay R1 500 bail each, and stand trial

He said Mr Mgedezi, a clerk, Mr Nongwathi, a team leader, Mr Tshahlana, a winch driver, Mr Mbalomdaka, a shift boss and Mr Thoo, a locodriver, had all been employed at the mine for "considerable years"

"If these men are not let out on bail, they will remain in custody for longer than until March 20 — the postponement date — because the trial will not even start at that hearing," said Mr Wacks

28/2/88 SKW/TAN



Mine officials contravened safety rules, says inquiry

By Sheryl Baine

Seven mining officials employed at Rand Mines Rietspuit colliery near Bethal contravened various regulations in the Mines and Works Act, according to the findings of a recent inquiry into a fatal accident at the opencast mine.

The accident on November 11 last year resulted in the deaths of two black miners who were members of the National Union of Mineworkers (NUM).

NUM safety officer Mr Howard Gabriels said that the two were killed during blasting operations.

Those found to have contravened mining regulations included the acting general manager of the mine, the acting assistant manager, the acting mine overseer, acting production manager, two white miners and a shift boss.

A Rand Mines spokesman said the findings to which the NUM was referring followed an inquiry by the inspector of mines.

The report of the findings was being studied by management at Rietspuit.

In terms of the Mines and Works Act the report would be submitted to the Government mining engineer and then to the Attorney-General of the Transvaal for further action if deemed necessary.

The mine noted that no charges had yet been laid against anyone.

"An internal disciplinary inquiry has already been held on the mine," the spokesman said.

He said the findings of the inquiry were a domestic matter and would not be made public.

The NUM has instructed its attorneys to proceed with claims for increased compensation for the relatives of the dead men.

The attorneys are also waiting for a decision from the Attorney-General's office concerning possible charges against the mining officials.

The regulations contravened were:

● Regulation 8 10.32 in that the miners failed to satisfy themselves that no person remained where they

might be exposed to danger from the firing of charges.

● Regulation 2.10 5 in that the senior management and mine overseer failed to cause all plant material and other things necessary for compliance with the requirements of these regulations to be provided and maintained in good order.

● Regulation 2.15.4 in that the shiftboss failed to take all reasonable precaution to ensure proper observance of the regulations and compliance with any lawful order given in the interests of safety and health by every person employed in his section.

"This finding is an indictment of Rietspuit's claim to adequate safety measures," said Mr Gabriels.

"The losses to the families and the NUM are incalculable. Had Rietspuit taken elementary precautions associated with reasonable safety standards this disaster could have been prevented.

"The NUM will continue its campaign to improve health and safety on the mines."

Thorn of uniformity

Pressures in mining industrial relations have become intense. While some mining houses are still engaged with issues hanging over from last year's black miners' wage strike, all employers are giving serious thought to the forthcoming round of negotiations for 1986.

The resolutions adopted by the National Union of Mineworkers (Num) at its congress a fortnight ago have given employers plenty of food for thought. Of particular interest is Num's insistence that management must make a uniform wage offer, and its threat that Num members will strike if this does not happen.

Clearly, the Num does not want a repeat of last year's events at the Chamber of Mines when employer unity shattered and three of the mining houses put in a higher offer than the other three. The split was precipitated by Anglo American; Johannesburg Consolidated Investments (JCI) and Rand Mines followed suit. Anglovaal and Gold Fields later also raised their offer, but to a lesser level. Gencor, which implemented lower wages than all the other mining houses, was the odd one out.

There are good reasons why the houses made a split offer. Even though Anglo has a more liberal image than the others, it had compelling reasons for wanting to settle for more. The simple fact is that the Num has made the greatest inroads at Anglo, and it therefore stood to lose the most from a strike. Others might argue that Anglo simply has a more far-sighted approach to industrial bargaining.

The union must have experienced some satisfaction at watching the employer's facade of unity crumble. But the split was a two-edged sword. While there were obvious advantages for those Num members who got the higher increments, it is equally obvious that members who did not could well have been disappointed that Num could not do the same for them. Hence, there is a great deal of

logic underlying the Num's demand for a general improvement in mining industry wages and conditions. The Num also obviously wants to use the threat of a strike to manipulate employers to put pressure on any houses which may not want to go along with the others.

What do employers think of the Num's resolution? The question is somewhat academic as it is impossible to predict what might happen at the chamber later in the year. Nevertheless, the possibility of a split offer cannot be ruled out.

Says Johann Liebenberg, industrial relations adviser to the chamber: "Obviously the chamber would prefer to make one offer to the Num. That is all we need to say."

JCI and Anglovaal both say they don't want to comment at this stage and Gencor referred the *FM* to the chamber. Gold Fields' stance is that the position to date has been uniform bargaining and the company has no wish for it to change. Similarly, a

Rand Mines spokesman says: "Our view is that one offer will be made — not a split offer. We will be striving for just that."

Bobby Godsell, Anglo's industrial relations adviser, tells the *FM*: "We have always believed in unitary bargaining."

The debate on the issue of a possible split offer by employers and the consequences that could result if the Num holds to its strike threat, is moot for the moment. No doubt the issue will have to be addressed again, depending on what emerges from the new round of bargaining. ■

19 000 miners end R5m work stoppage

DISPATCH

21/2/80

JOHANNESBURG — About 19 000 striking miners at the Vaal Reefs gold mine near Klerksdorp have ended the two day work stoppage that cost the Anglo American Corporation an estimated R5 million, a corporation spokesman said yesterday.

The spokesman said the strike ended after talks between management and the National Union of Mineworkers (Num) that took place on Wednesday.

He said although the workers agreed to return, there was no agreement on the demands of the workers.

The corporation had also not given the workers an ultimatum to return to work, he said.

"We lost two full days of production on the east division That resulted in a loss of about 250 kg of gold"

The miners went on strike after some of their co-workers were arrested in connection with the killing of four team leaders at the shaft 5 hostels last week.

A NUM spokesman said yesterday the number of those taken into custody — initially eight — had risen to 10 when more workers were taken by police on Wednesday.

NUM issued a statement saying the number of strikers had increased from about 11 000 to about 19 000 when workers at shafts 4 and 7 on the west division joined

the strike.

Anglo American's Transvaal division executive chairman, Mr Peter Gush, and Transvaal division managing director, Mr Theo Pretorius, told a news conference the corporation would not accede to the demands of the workers to have those taken into custody released.

According to information gleaned from management and shop stewards belonging to NUM, the four were killed when a fight broke out at the shaft 5 hostel.

Management alleges there has been tension between the lower paid ordinary miners and team leaders, which NUM has tried to resolve for three weeks.

The day before the killing, NUM representatives told management some team leaders were heavily armed and this was causing tension on the mine.

Management then searched the rooms of some team leaders and weapons were removed. That night, a fight broke out and four of the team leaders from whose rooms weapons were removed were killed, a management spokesman said.

Shop stewards claimed the team leaders were given weapons by management in a plot to kill some NUM representatives. They said the fight started when some team leaders attacked workers who were singing freedom songs near the team leaders' rooms.

Management has expressed dismay at the apparent reasons for the strike, and described the action as "an ill-judged and morally indefensible attempt to interfere with the course of justice".

Welcoming the return to work, Mr Bob Williams, regional general manager of Vaal Reefs, said. "It is very gratifying to see good sense has triumphed and employees understand that those responsible for killing their colleagues must be brought to trial" — Sapa

COALMINERS STILL OUT ON STRIKE

MORE than 960 black coal miners at Wolwekraans near Witbank were yesterday still on strike in protest against the actions of a hostel manager.

A spokesman for the company said they were holding discussions with the National Union of Mineworkers

The strike is in its fourth day.

• MAWU is to take the management of a multinational company, BTR Sarmcol in Howick near Maritzburg, to the In-

Labour briefs

4/3/86.
Industrial Court following the sacking of more than 900 workers there last year. **SOKJETAN**

• More than 1 000 members of the South African Chemical Workers Union at several plants of Plascon Paints and related companies, yesterday downed tools in support of dismissed workers at

Plascon Paints in Krugersdorp and Polycel in Alrode

The union's general secretary, Mr Michael Tsotetsi, said they called on the company to reinstate the workers to avoid a national strike. The new strikes are at plants in Johannesburg, Alberton, Cape Town, Alrode and Isando

• The strike by more than 850 members of the Metal and Allied Workers Union (Mawu) at Asea Cables in Pretoria, yesterday entered its

fourth week. Management has complained that workers who intended to go back to work have been intimidated by certain elements. They hope to open negotiations with the union soon.

• Nampak Tissue (Transvaal) is holding discussions with the South African Allied Workers Union (Saawu) concerning the dismissal of about 160 striking workers at the Pretoria West plant.

20 000 miners in go-slow

11/3/80. SOWETAN

LABOUR SNIPPETS

ABOUT 20 250 members of the National Union of Mineworkers at Vaal Reefs and Blyvooruitzicht gold mines in the western Transvaal were involved in work stoppages over several issues yesterday.

More than 10 250 workers at Vaal Reefs were on a go-slow which led to the mine company shutting down some of its shafts.

The mine closed the shafts after stoppages by workers and said it applied for a supreme court order restraining the workers from continuing "illegal work practices which it experienced in the past few days"

The mine spokesman said workers at shafts 1, 2, 3, 4, 8 and 9 have re-

turned to work and the operations were normal. The company was still busy negotiating with NUM and workers at number 5, 6 and 7 shafts. It was expected that they would be back at work by last night.

The stoppage by the miners started last Wednesday when miners at four shafts walked out halfway through the shifts. They were joined by other workers.

• About 10 000 workers at Blyvooruitzicht gold mine, on the far West Rand have started a sit-in strike underground, according to union sources yesterday. They

had been on strike since Sunday night.

The dispute centres around dissatisfaction over the bonus system.

• About 1 500 workers at Plascon Paints throughout the country are still on strike demanding the reinstatement of dismissed workers at Polycell in Alrode and other workers at Plascon in Krugersdorp.

• About 130 members of the Chemical Workers Industrial Union who stopped work to protest the continued detention of trade union leader Mr Moses Mayekiso last week, have been warned that in fu-

ture work stoppages will lead to their dismissal. • The strike at Haggie Rand by members of the Metal and Allied Workers Union is still on.

• Fifteen members of the Black Health and Allied Workers Union had charges of trespass against them withdrawn when they appeared in the Brixton Magistrate's Court yesterday.

Their appearance is a sequel to the dismissal of about 120 workers following a strike at the Garden City Clinic last week.

• The strike by about 800 members of the Metal and Allied Workers Union at Asea Cable in west Pretoria is still on. Management is still negotiating with union officials.



Thousands strike at Blyvooruitzicht

Between 7 000 and 10 000 miners at the Rand Mines Blyvooruitzicht gold mine are on strike over the mine's bonus system, according to the National Union of Mineworkers (NUM).

Management warned strikers to return to work "as this is an illegal strike".

Talks were held yesterday with NUM officials but the union denied "having anything to do with the strike", according to a Rand Mines statement.

"We will put out a notice to all employees telling them that they must return to work and follow the mine grievance procedure," said Mr. Paul Forbes, the deputy head of the gold division of Rand Mines.

Miners back at work

12/3/80
SOKETAN

ABOUT 10 000 miners at Vaal Reefs resumed work yesterday after a seven-day work stoppage, while 7 000 of their colleagues continued their sit-in strike at a Carletonville mine.

A Vaal Reefs spokesman confirmed that the workforce at the mine had returned to work, saying the mine company was looking into the miners' grievances.

The work stoppage at Vaal Reefs started last Wednesday when miners at four shafts walked out halfway through the shifts.

In Carletonville, 7 000 workers at the Blyvooruitzicht Gold Mine continued their "illegal sit-in strike", the management said.

A spokesman for the mine said black workers went underground yesterday morning, but refused to work.

Workers at the mine wanted a bonus system currently applied on two sections of the mine as an experiment to be introduced throughout the plant, according to the management.

"The mine management is still trying — so far, without success — to meet with worker representatives, and has not been told officially of the reasons of the strike," said the mine company's spokesman.

The sit-in strike, which started last Sunday, had not been approved nor did it have anything to do with the National Union of Mineworkers, the management told Sapa.

• Management at Asea Electric threatened to dismiss its striking 600 employees if they do not return to work this morning, Monk Nkomo reports.

The workers, all

Labour snippets

members of the Cosatu-affiliated Metal and Allied Workers' Union (Mawu), went on strike on February 10 over wages and other labour-related issues.

A spokesman for Mawu yesterday condemned Asea's threat to fire their members and accused the management of "unprofessional behaviour and of failing to understand the English language".

• About 100 workers at Isowall in Pretoria have been involved in a work stoppage since Monday over the dismissal of three of their colleagues. But management yesterday said an agreement had been reached with the workers' representatives, and that the workforce would resume work this morning.

• The East London offices of the South African Allied Workers Union (Saawu) were destroyed by fire early on Monday morning. The union claimed that the incident was politically motivated.

Sapa reports that the National Union of Mineworkers has condemned alleged "harassment" or trade unionists by the police.

In a statement released yesterday, the NUM said the "continued intervention of the SAP in legitimate trade union activity would only increase confrontation and resistance".

14 killed as unrest hits two gold mines

17/3/80 Mercury (211) (circled) (circled) (circled)

JOHANNESBURG—At least 14 black mineworkers were killed at the weekend as labour unrest and faction fighting hit two gold mines in the Transvaal as

by fire



well as The Employment Bureau of Africa (Teba) depot in Johannesburg.

At the Blyvooruitzicht mine near Carltonville, shut down by a week-long wildcat strike, 160 strikers were dismissed after the management asked each member of the mine's night shift to sign a document saying they wished to go back to work.

Mr Greg Kukard, a spokesman for the mine, said those who refused to

sign the prepared document were dismissed.

He said the balance of 1 000 workers had indicated that they wished to go back to work and he expected the mine to begin operating again today.

The day shift had also been given an ultimatum to end the strike or face dismissal.

At least six people were killed at the mine over the weekend after police were called in to quell worker

unrest.

According to Mr Kukard, four miners were shot dead by the police and a further two were killed in their hostels.

At the Vaal Reefs mine near Orkney, eight workers were killed and 66 were injured as clashes broke out between Sotho and Xhosa miners at the mine's east division.

A spokesman for the mine said running battles between the warring groups of miners broke out at the number three shaft hostel on Saturday night and again early in the morning.

Meanwhile the National Union of Mineworkers reported that workers had launched a boycott of the bars and canteens at the Teba depot in Johannesburg in protest against 'discriminatory practices, dissatisfaction with the food and hampering of the union's activities at the bureau'.

Teba is the labour recruiting organisation for the country's mines.

A spokesman for Teba was not available for comment last night — (Sapa)

Youths stone car on busy freeway

Mercury Reporter

A GANG of black youths stoned a car containing two academics, travelling on the N3 near Durban's Cato Manor area on Saturday.

'We were lucky both of us were wearing spectacles otherwise we could have been blinded by flying glass when the windscreen shattered,' said Mr Michael Lawrie, director of computing services at Rhodes University.

Mrs Janet Hall, an ar-

siles had hit the windscreen a few centimetres closer to him, he would have been injured and forced to stop.

The pair came to Durban as part of a band and will be playing at the University of Natal and in Pietermaritzburg this week.

A Police spokesman said last night that the incident was being investigated.

● Picture Page 2

Death toll rises

SIX miners were killed at Anglo American Corporation's besieged Vaal Reefs goldmine early yesterday morning, bringing the death toll at the mine to 14, since faction fighting broke out on Saturday.

The fighting between Basotho and Xhosas has left eight other miners seriously injured, two of whom are in a critical condition.

And hundreds of miners from the affected No 5 shaft were being transported to the Vaal Reefs Stadium where they were paid

SOWETAN
Correspondent

out.

A spokesman for Anglo, Mr Barry Avery, said discussions were held with the two groups and about 1 250 miners have resigned.

"The employees' resignations are now being processed," Mr Avery said.

A shaft steward said that the new fighting broke out from about 7pm when a group of men dressed in the Basotho "Russians" blankets arrived at the

mine in buses.

They first went to No 5 shaft where they were repelled by miners who had been expecting trouble and kept watch at the gates. The intruders then went to No 2 shaft but were again stopped by miners.

They allegedly regrouped behind the No 2 shaft hostel and started blowing the "Russians" warcry whistle, causing chaos inside the hostel as the miners grouped themselves on tribal lines. The fighting then broke out.

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CME TWP 20/3/86 (21)

Swapo boycotts human rights meeting on SWA

Own Correspondent

LONDON. — A human rights conference on SWA/Namibia, to be held here this week, will be boycotted by Swapo.

It is being organized by the International Society for Human Rights which, unlike most human rights organizations, is alleged to have right-wing support.

According to advance publicity, the organizers indicated that Swapo would attend. However, a Swapo spokesman said they would not be present.

A spokesman for the International Society of Human Rights said that, in their investigations, they would cover the whole range of human rights issues in SWA/Namibia

People had been invited in their individual capacities and not as members of any particular political party or organization.

They also were very keen to focus attention on cases of alleged arrest and detention by Swapo. There was also evidence of malnutrition among refugees, a spokesman said.



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COLD DUCK CHAMPAGNE
389
750 ml

CARAVAN
WATERMELON LIQUEUR
549
750 ml

* Goods accepted and collected for
tel: 49 7508 * Furniture and effects from Mulzenberg to
Howard Niel, tel: 82 3648

* Auctioneer: Kenny Finberg (Sworn Appraiser) and Neil Grainger tel. 49 7509

BUDDA
27/3/80

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Piecemeal reforms cause mines conflict

CLAIRE PICKARD-CAMBRIDGE

THE mining industry provides a case study on the way conflict can be generated by delayed or piecemeal reforms, according to an authoritative doctoral thesis by Kent McNamara.

McNamara, a Chamber of Mines researcher, is to receive his Ph D at the Witwatersrand University next Thursday for his detailed thesis on conflict on the mines. The thesis covers a decade of conflict before unionisation in 1982.

He says heightened management-worker conflict was partly the result of labour reforms being delayed for 100 years.

He sees "over-heating" taking place in the industry because it has become a channel for political strategies when changes in society do not keep pace with labour reforms.

He also explains the causes of a decade of wage strikes which followed annual wage hikes of between 40%-60% from 1973 to 1975.

"An important factor was that wage increases were unevenly distributed. Huge frustrations developed when a larger wage-gap developed between black workers performing tough, physical tasks and blacks with decision-making roles."

Inter-mine wage differences also became an explosive issue. In June



● KENT MCNAMARA, who is to receive a Ph D for his thesis on conflict on the mines

1974, workers at one OFS mine — which was surrounded by mines paying higher wages — burnt down the complex.

"The lesson SA has learnt from this is that reform was not distributed evenly and that considerable conflict was generated."

Other lessons are that more conflict is generated when substantial pay reforms are not sustained. Workers develop new standards and then feel a sense of relative deprivation when pay hikes cannot be sustained.

"Implications for SA are that if we do not increase the intensity of reform, we will fit the classic model which generates revolutionary conflict," he warns.

McNamara sees another form of conflict on the mines, factional violence, as being caused directly by the migrant-labour system.

He strongly rejects claims that faction fights can be ascribed to "primordial emotions" and an inability to settle differences.

Instead, faction fighting must be viewed within the context of crowded and unsettled social con-

ditions in hostels. "The confined nature of single men's hostels increases the intensity of conflict. Incidents can simply erupt because someone is playing a radio too loudly. Fights have a ripple effect and friends are rapidly implicated."

McNamara cites the divisive impact of this high labour turnover as having a disruptive impact on hostel social life.

He says 1975 was the worst year of factional violence experienced in the industry. Significantly, this was the year after Malawian workers were repatriated from SA mines. Zimbabwean workers poured in, the number of SA workers increased and there was a temporary increase in Mozambican labourers.

"Patterns of cross-cutting friendships were ripped apart with dislocation," McNamara says. "This had serious effects, for a migrant's only resource is his friendships, an important safety valve of social support."

He adds that factional violence is not abating yet.

McNamara says conflicts of solidarity have emerged recently. Tensions have mounted between those who wish to participate in strikes and liquor-outlet boycotts and those who wish not to.

McNamara spent four months living in a mine hostel while compiling his research.

Nationalise the mines? They were 'nationalised' ages ago

WHEN Cosatu president Elijah Barayi argued for nationalising the mines at the November launch of the congress, it no doubt sent a shiver down the spines of many a major shareholder.

It should also have sent shivers down the spines of bureaucrats and politicians in the National Party whose shares in the profits created by the mines has grown to such proportions in recent years that it is almost possible to talk about *de facto* nationalisation.

This year, the 100th anniversary of May Day, is also the 100th anniversary of the Witwatersrand goldmining industry, which for a century has been the powerhouse of the South African economy.

To mark both events, Cosatu has declared "100 years of exploitation" as the theme for May Day, highlighting the issue of what happens to the wealth generated by the mines.

What has happened to that wealth? Certainly very little of it has gone to those areas of Southern Africa which traditionally provided the labour for digging the gold out of the ground.

For the better part of this century Lesotho, Malawi and Mozambique provided the bulk of the workforce on South African mines as mining employers searched the periphery for low cost labour for which they would not have to compete with other employers.

After a century of exporting the prime of their men, these countries are among the 25 poorest states in the world and among the bottom quarter of the poorest continent, Africa.

For most of this century black labour's share of the revenue from the gold mines has declined. In 1911 black wages accounted for 16 percent of the industry's total revenues. By 1970 this figure had halved to 8,8 percent.

Despite the exponential increases in wages for black workers in the early seventies, by 1984 black wages had, at 15 percent of revenue, not regained the levels of 1911.

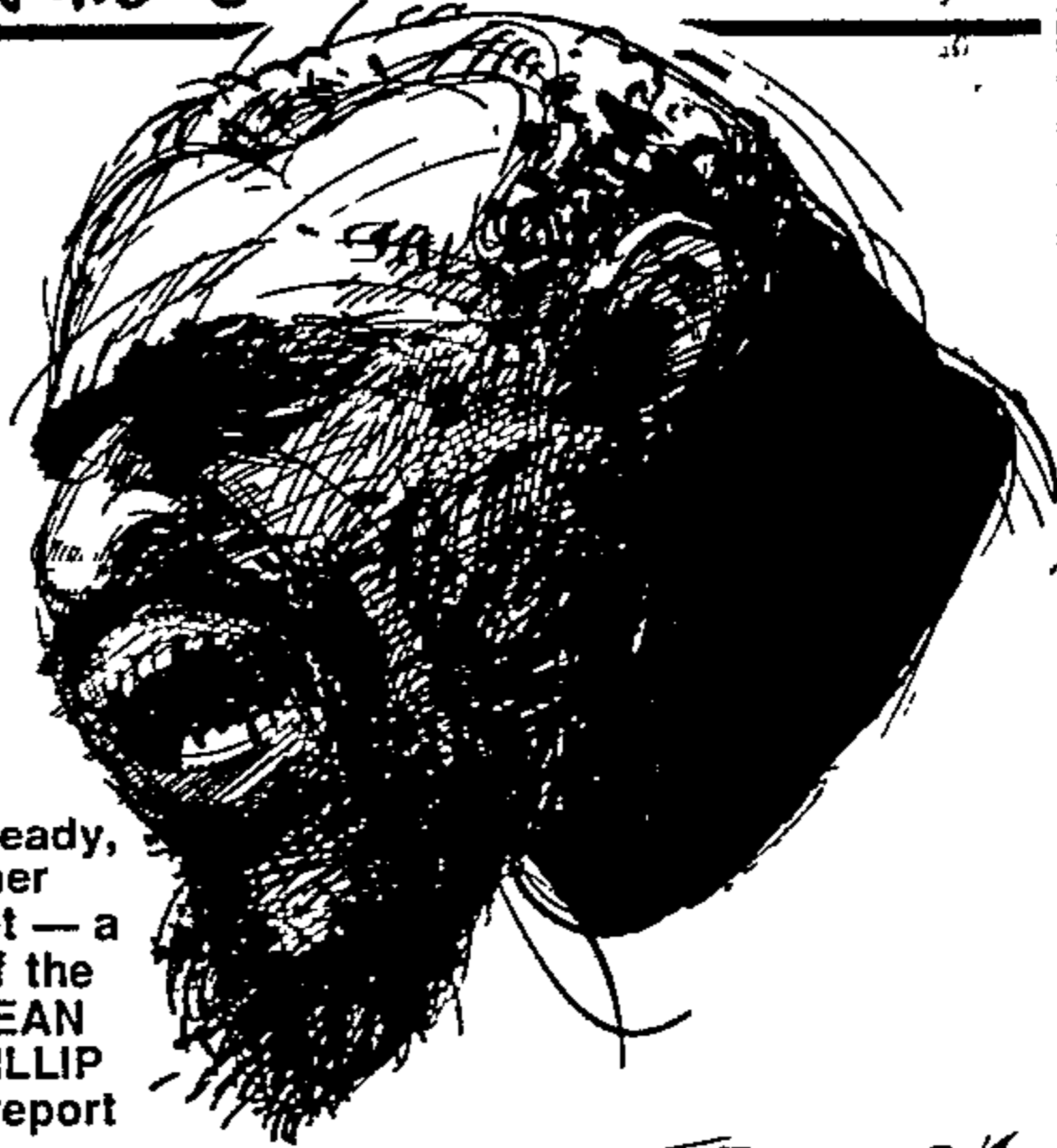
But the wage equation is more complicated than this. After 1911 the power of white labour vis a vis black labour ensured that while the black share declined drastically, the white workers' cut of gold revenues declined marginally — from 24 percent in 1911 to 18 percent in 1969.

Even this decrease is levelled out by the fact that the proportion of white workers declined by 15 percent as more and more blacks were employed.

From 1969, however, the position of the white worker declined dramatically and by 1984 white earnings were a mere eight percent of

29/4/86 W. Mail

Cosatu chief Elijah Barayi (right) wants the mines nationalised. Actually, the taxman scores such a vast bounty from the mines already (some 58 percent of distributed profit) they're quasi-nationalised already, paying — whether they like it or not — a sizable chunk of the apartheid bill. JEAN LEGER and PHILLIP VAN NIEKERK report



Philip van Niekerk

revenues. This means that even though the black proportion had increased substantially between 1969 and 1984, the total proportion of gold revenue which went to labour was 23 percent in 1984, a drop from 27 percent in 1969.

Even more pertinently, when looked at over the long term, the proportion spent on wages has plummeted from 41 percent in 1911, meaning that labour's share of the wealth dug from the gold mines has dropped by almost half.

Working costs apart from labour costs have remained steady from 33 percent of total revenues in 1911 to 31 percent in 1984, meaning that the amount remaining — the total profit generated — has jumped from 26 percent to 46 percent over this period.

Dividends, though remaining constantly high and greater than black labour's share throughout this century, do not account for this leap. In fact, dividends have decreased as a share of the total, from 23 percent in 1911 to 14 percent in 1984.

During this period there has been a massive downturn in the amount of foreign investment in the mines. Dropping from an estimated 75 percent in the period from the discovery of gold on the Witwatersrand to 1930, at present about 30 percent of gold mining shares are in the hands of foreign shareholders.

Not that shareholders were badly done by. In 1984 they received R1,7 billion, of which R490 million of the wealth generated on South African gold mines went to foreign shareholders.

None of this takes into account

deferred profits in the form of capital expenditure which was not taxed. In 1984 this added up to R1,6 billion, a massive increase on levels earlier in the century.

As the gold price rose astronomically in the 1970s more and more profit was ploughed back into the mines to extract the lower-grade ores, thus ensuring ever-greater profits from the gold bonanza.

But the major shift in the allocation of revenue is the share of gold mining wealth that the government has been able to extract through taxes and profit sharing. In 1911 only three percent of revenues were paid to the state whereas by 1984 this had rocketed to 19 percent, a sum of R2,3 billion.

This bounty makes it substantially easier for the South African state to afford the apartheid system, the bloated and largely white civil service, expensive homeland bureaucracies and the massive military machine used to fight wars in Namibia, to destabilise the sub-continent and quell the township protest.

With 58 percent of distributable profits going to the state and 42 percent to shareholders, it could be argued that quasi-nationalisation has already taken place. This raises substantial issues both for the trade union movement and those political organisations which have up to now talked loosely about nationalisation.

For the National Union of Mineworkers gearing up for another round of pay talks with the Chamber of Mines, it means that 60c of every rand they demand from the chamber will be coming from state coffers.

Chamber to court to halt May Day strike

BY SEFAKO NYAKA

THE Chamber of Mines yesterday brought an urgent application in the Rand Supreme Court seeking an interdict restraining the National Union of Mineworkers (NUM) from staging or instigating a strike on May Day.

Several unions, community and political organisations have mooted the possibility of a general stayaway on May 1. The NUM sees the court application as an attempt by the Chamber to avoid "disruption" at its member mines.

The NUM will file replying

affidavits this morning. Judgement is expected on Monday, according to an NUM representative.

Meanwhile, reports PHILLIP VAN NIEKERK, more than a million workers throughout the country are expected to celebrate the 10th anniversary of May Day next week with the first national general stayaway since the early sixties.

Instead of staying at home, however, many of the workers are expected to attend rallies in hundreds of centres countrywide, most of them called by the Congress of South African Trade Unions (Cosatu).

The theme of this year's May Day is "One hundred years of exploitation" in response to the Johannesburg centenary celebrations and the 100th anniversary of the opening up of the Witwatersrand gold fields.

Fears that the day held to celebrate international working class solidarity could be marred by division have been raised by the proposed launch of Inkatha's United Workers' Union of South Africa (Uwusa) on May Day.

Uwusa's Simon Conco says the avowedly anti-socialist Uwusa wants to take on the socialists "on their day."

The Uwusa launch will be held at Durban's King's Park Stadium, a few kilometres from one of Cosatu's Natal rallies which is to be held at Currie's Fountain.

Meanwhile, a third black union grouping — the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — will hold more than 20 meetings throughout the country.

Cusa general secretary Piroshaw Camay says the group requested joint May Day meetings with Cosatu but by late this week had not yet received a

● TO PAGE 3

...backed by other themselves, ...

2514186
May Day build-up
W. Maul

From PAGE 1
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reply
Many employers — chiefly those associated with the Federated Chamber of Industries (FCI) and the Steel and Engineering Industries Federation (Seifsa) — will be adopting a "no work, no pay" policy.

A few employers have negotiated agreements with unions in which they will be granting a paid holiday, while some employers — chiefly the Chamber of Mines — have been trying to prevent workers from taking the day off at all.

Widespread political support in the townships has been expressed for the unions and the recent National Education Crisis Committee (NECC) conference endorsed the call for a day off

May Day deal makes history

CMT-71115 26/4/86 211

JOHANNESBURG — De Beers Consolidated Mines made labour history yesterday when it announced it had agreed to give National Union of Mineworkers (NUM) members at their three mines a paid holiday on May Day.

A De Beers spokesman said NUM members would be given the holiday at its Finsch, Kimberley and Namaqualand mines on May 1 this year.

During the 1985 wage negotiations between De Beers and the NUM, the union tabled a request for a day off for its members on May 1, 1986, so as to celebrate the 100th anniversary of May Day.

A number of South African unions are demanding May Day off this year. Many employers have responded sympathetically to requests by granting time off but with a stance of "no work, no pay".

A Chamber of Mines application for an order to prevent the NUM from striking in support of May 1 as a paid holiday continued in the Rand Supreme Court yesterday.

Judgment is expected on Monday.

The Chamber also requested the court to set aside a conciliation board established by the Minister of Manpower, Mr Pietie Du Plessis, on April 1 to deal with the May Day dispute and an alleged unfair labour practice by the NUM.

A subsidiary application by the Chamber's counsel for a temporary interdict preventing the NUM from going ahead with strike organization over the weekend was rejected at yesterday's hearing.

At an earlier hearing the NUM agreed not to begin organizing a May Day strike pending a postponement of the hearing to Thursday.

In terms of an agreement, NUM and De Beers will jointly recommend to the government the establishment of a commission of enquiry into public holidays — Sapa and Own Correspondent

● 'May Day unrest may weaken rand', page 10

SA miners poised for legal May Day strike

29/4/86

DISPATCH

JOHANNESBURG — Thousands of mineworkers are poised to stage a legal strike on certain Chamber of Mines gold and coal mines on May 1 after a victory for the National Union of Mineworkers (NUM) in the Rand Supreme Court yesterday

Lost production from a one-day strike could cost the mines R68 million, according to chamber estimates

The chamber last week applied to the Supreme Court seeking an order declaring

● Any strike on May 1 1986 organised by the NUM illegal,

● A conciliation board established on April 1 by the Minister of Manpower to settle the May Day issue be declared invalid and set aside,

● That the NUM be prevented from calling for or organising a strike on May 1 1986 until it had acquired the legal right to do so, and

● That costs be awarded against the NUM

In a court packed with

NUM supporters Mr Justice A J Vermooten yesterday declared that the NUM was legally entitled to strike on May 1 because a dispute between the union and the chamber concerning May Day had been in existence since last year's wage negotiations. The NUM tabled its demand for May 1 as a paid holiday in its package of wage demands last year.

The judge said when a dispute arose between the parties last year the NUM had made use of all the conciliation machinery laid down in the Labour Relations Act. When this machinery failed to settle the dispute, the NUM won the right to strike lawfully.

Although a considerable time had elapsed since last year's wage negotiations, Mr Justice Vermooten said the right to stage a legal strike, once obtained, could not "go stale". There was no sense in the union having to go through the conciliation procedures again.

The judge rejected the chamber's argument that the May Day de-

mand had been a low priority item during last year's wage negotiations. The union had fulfilled the requirements of the Labour Relations Act and was entitled to strike for as long as the May Day issue remained in dispute, he said.

He ordered that a conciliation board established by the Minister of Manpower on April 1 be set aside because the Minister had exceeded his powers in defining the terms of reference of the board and ordered the chamber to pay the NUM's costs.

The NUM described the decision as a "major victory for the labour movement."

"It proves beyond any doubt that the persistent attempts by the Chamber of Mines to use the Supreme Court to remedy industrial problems are futile," the NUM said in a statement.

"The demand for May Day as a paid public holiday has been raised on many occasions before and the union will continue the battle to win this demand."

The union would be calling out its members on May 1, the statement said.

"The action is likely to affect 20 gold mines, 13 coal mines and 10 other establishments."

Claiming a membership of 200 000 "in the entire industry," the NUM statement went on to warn of "victimisation of workers who heed the call for May Day action by management."

Such action, said the statement, "will not be viewed lightly by the union."

● In another development, the Rustenburg Platinum Mine has decided to grant May 1, International Labour Day, as a paid holiday, a spokesman for the Johannesburg Consolidated Investment company said yesterday.

The spokesman could not say how many workers were involved.

● In Pretoria, the South African police said they would do everything possible to ensure the safety of people wishing to go to work on May 1 — Sapa

8 coal miners hurt in methane gas fire

By Craig Kotze

Eight miners were injured in a methane gas fire at Sasol's Middelbult coal mine near Secunda yesterday.

A Secunda Collieries spokesman, Mr Stan Booth, said today the eight injured were admitted to the mine hospital and were in a stable condition. Their names have not yet been released.

Last August 30 miners died and 29 were injured in a methane gas explosion at the Middelbult mine.

But Mr Booth stressed the latest incident was not an explosion but a fire.

He said "If it had been an explosion it would have caused

massive damage and many deaths. But only 19 miners were in the area when the fire broke out"

After last year's blast, Sasol said it had been awarded five stars for safety standards under the International Institute of Loss Control's monitoring scheme

Mr Booth said "Our safety record is as good as any and we are intensively concerned with safety"

But Ms Chris Bonner, Transvaal branch secretary of the Chemical Worker's Industrial Union, said the union was appalled at the second accident and seriously questioned Sasol's safety standards

Job reservation must go, says mining boss

THE removal of statutory job reservation in the mining industry was now urgently needed, Mr Julian Ogilvie Thompson, chairman of De Beers Consolidated Mines Limited, said yesterday.

"Intensive discussions between the industry, the unions and the Government are at last taking place and it is crucial that the outcome should be fair and should provide equal opportunity to all," Mr Ogilvie Thompson said

He said the need to abolish apartheid in all its forms and create a socio-political dispensa-

SOWETAN Reporter

tion that gives fair and equal opportunity to all is now more widely recognised than ever before.

He said his company had long been in the forefront of those committed to such changes and it was encouraging that the Government had announced many substantial reforms.

Reforms

Several reforms have been implemented and the remainder are expected to receive legislative approval during the present session. It is hoped that further initiatives will soon follow, he said.

Mr Ogilvie Thompson said: "We shall continue to do all we can, to accelerate the process of evolutionary change.

We have also increased our contribution to the Urban Foundation, which has acted as the catalyst for a number of notable socio-economic reforms, and to the Anglo American and De Beers Chairman's Fund, which directly and through other institutions plays a highly constructive role in South African society, particularly in the fields of education and training"

He said industrial relations at the company's various operations have been satisfactory, due in part at least to a long-standing adherence to a unified wage structure and continuing implementation of merit-based manning policies, supported by extensive training and development programmes for employees at all levels.

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6/5/86 SOWETAN

Apartheid sign action 6/5/86 unsuccessful

The Industrial Court case in which white workers at the AECI plant near Newcastle in Natal are attempting to retain racially segregated facilities, was yesterday partly abandoned.

The all-white Mine Workers Union (MWU) has claimed the taking down of the "whites only" signs at the Chlor Alkali plant at Ballengeich in Natal was an unfair labour practice

The MWU applied to the Industrial Court in terms of section 43 of the Labour Relations Act after a conciliation board failed to resolve the dispute. The court found it did not have jurisdiction to hear the section 43 application for interim relief.

The MWU is considering bringing another application later.

Mr Arrie Paulus, general secretary of MWU, yesterday said his union had taken up the fight on behalf of all white workers — Pretoria Bureau

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Mine workers to hold strike ballot

Own Correspondent
JOHANNESBURG — White mine workers are to hold a strike ballot this Friday as final negotiations between the Council of Mining Unions (CMU) and the Chamber of Mines deadlocked over the weekend.

CMU chairman Mr Arrie Paulus said yesterday that a Conciliation Board had failed to resolve the wage dispute and that two further meetings with the chamber had ended in deadlock.

"Our members will decide in the ballot on Friday whether we go on strike. We are adamant we will not go below our demand of 15,1 percent. Since 1982 we have accepted increases below the level of inflation and our demand this year is also lower than inflation."

"However, the chamber have increased their offer to 14,6 percent, so there is only a difference of 0,5 percent and I believe we can bridge that gap. A one- or two-day strike would cost the chamber more than the 0,5 percent increase I

am full of hope that a strike can be avoided and hope there will be further negotiations this week."

He said the CMU represented about 25 000 white workers on the mines, including artisans and miners, and that after two or three days of a strike, production at the mines would be badly affected.

The chamber's industrial relations advisor, Mr Johan Liebenberg, said the difference between the chamber and the union "is very small indeed. It would be silly for them to go on strike for 0,5 percent. A one- or two-day strike would cost their members more in lost wages than they would gain from the extra 0,5 percent."

"We have made our mandated offer. I cannot say if more negotiations will be held this week, but if they still want to talk, it is possible," he said.

Since the negotiations started at the beginning of the year, the chamber has improved its offer from 11 percent to 14,6 percent while the CMU has backed down from 24 percent to 15,1 percent.

Miners
to vote
on strike



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PAULUS
ALAN RUDDOCK 1915/86

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CMU chairman Arrie Paulus said yesterday that a conciliation board had failed to resolve the wage dispute and that two further meetings with the chamber had ended in deadlock.

"Our members will decide in the ballot on Friday whether we go on strike. We are adamant we will not go below our demand of 15,1%.

"However, the chamber has increased its offer to 14,6%, so there is only a difference of 0,5% and I believe we can bridge that gap. A one- or two-day strike would cost the chamber more than the 0,5% increase."

Paulus said the CMU represented about 25 000 white workers on the mines.

The chamber's industrial relations advisor, Johan Liebenberg, said the difference between the chamber and the union was "very small indeed. It would be silly for them to go on strike for 0,5%. A one- or two-day strike would cost their members more in lost wages than they would gain from the extra 0,5%".

He added: "We have made our mandated offer. I cannot say if more negotiations will be held this week, but if they still want to talk, it is possible."

24 000 white miners to decide on strike

Mhals MS/86 (21) 203
The Argus Correspondent

JOHANNESBURG — About 24 000 white miners and other key mining personnel go to the polls this week to decide whether or not to go on a legal wage strike

The secretary of the Council of Mining Unions (CMU), Mr Tom Neethling, said the strike would create chaos in the country and could cripple the mining industry

He expected a "Yes" vote of between 80 and 90 percent from the CMU at gold and coal mines. Unions affiliated to the CMU include the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Mine Workers' Union, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Boilermakers' Society, the Electrical Workers' Association and the Engine Drivers', Firemen's and Operators' Association.

On March 27 the CMU declared a dispute with the Chamber of Mines. A conciliation board established by the Minister of Manpower failed to resolve the dispute and the CMU decided at the end of last week to hold a strike ballot.

CENTRE OF DISPUTE

At the centre of the dispute is the white union's demand for a 15,1 percent increase across the board.

The CMU initially demanded 20 percent and wanted to negotiate better fringe benefits, including pensions, extra injury leave and bonuses.

The Chamber of Mines has offered the miners 14,6 percent and no fringe benefits.

There has been a marked upswing in militancy among white mining unions in recent months, stemming partly from observing the gains made by radical and increasingly militant black mineworkers of the National Union of Mineworkers (NUM).

There is also the thorny issue of scrapping job reservation on the mines.

What effect on the mines a strike by 24 000 whites would have remains to be seen.

The officials' associations are likely to go to the rescue of the mines.

NUM sets mine wage talks rolling with big demand

THE National Union of Mineworkers (NUM) has made an opening demand for a 45% across-the-board wage increase for black gold mine employees it will represent during annual negotiations with the Chamber of Mines.

The NUM, which claims 180 000 paid-up members and 250 000 signed-up members on chamber gold and coal mines, is expected to table similar demands for workers on chamber collieries, where it is recognised. However, these negotiations will be handled separately.

NUM's opening demand in 1985 was a 40% increase and negotiations this year may well be as tough and prolonged as they were last year.

NUM's Marcel Golding said other demands this year included a reduc-

tion in working hours — which are more than 90 hours a fortnight — to 80 hours a fortnight, 44 days annual leave, a holiday leave allowance of 100%, May Day, as a paid holiday, improved shift allowances and improved funeral and death benefit schemes.

Minimum increases negotiated for black workers on chamber gold mines last year ranged between 14% and 22%, and there was strike action at some Gold Fields, Anglovaal and Gencor mines.

NUM has also placed strong emphasis on improving the lot of women employees this year. These demands include six months' paid maternity leave and up to six months' additional unpaid leave if a worker or child suffers from illness

CLAUDE PICKARD-CAMBRIDGE
before or after childbirth.

NUM wants women workers to be guaranteed similar pay and benefits when they return from maternity leave, and are also demanding that fathers be given the right to time off when children are born.

The chamber has not yet made an offer and the parties are expected to meet later this week. The traditional implementation date for wage increases for black employees is July 1.

The monthly minimum for underground gold miners ranges between R193 and R600 and their average wage is R390,82c. Additional benefits such as food, accommodation and

Medical attention amount to another R147 a month.

The Council of Mining Unions (CMU), representing about 24 000 white miners and other mining personnel, has called off its scheduled strike ballot on Friday after a new offer from the chamber.

The new offer has not yet been disclosed to the media, but it is likely that the chamber and the CMU are closer to reaching agreement now. There was previously a 0,5% margin between the CMU's demand of a 15,1% increase and the chamber's offer of 14,6% with no fringe benefits.

The three official associations representing another 37 000 members met with the chamber on Tuesday to present their wage proposals. The

Mine Surface Officials' Association and the Underground Officials' Association have presented joint demands, while the SA Technical Officials' Association has separate demands.

De Beers has also begun its annual wage negotiations with the CMU, but has not yet begun talks with NUM. NUM met to negotiate wages and conditions of employment with De Beers Namaqualand mines division for the first time last year, after the conclusion of a recognition agreement between the parties.

De Beers wage increases, with service increments, amounted to about 12% for employees represented by the CMU and NUM last year, resulting in a minimum starting rate of about R340 a month.

S.A.
Benoni, Boksburg, Brakpan, Thebe, Johannesburg, Kempton Park, Durban, Nigel, Pinetown, Pretoria, East London, Springs, and Wynberg,

CMU calls off strike ballot plan

22/5/86
21
21/5/86
21/5/86
THE Council of Mining Unions (CMU) representing about 24 000 white miners and other mining personnel, has called off plans to hold a strike ballot on Friday after a new wage offer from the Chamber of Mines.

Details of the new offer have not yet been revealed. A chamber spokesman said the CMU had agreed to meet with it on Wednesday to give its response to the offer.

But strike action cannot be entirely ruled out because CMU secretary Tom Neethling said last week the CMU unions were determined to get their demand and were united for the first time on their attitude to strike action.

The last fairly widespread strike by the MWU was at some Namaqualand and Transvaal mines in 1979.

● See Page 7

Miners call off strike threat

Own Correspondent

JOHANNESBURG. — The Council of Mining Unions (CMU), representing about 24 000 white miners and other mining personnel, has called off plans to hold a strike ballot tomorrow, following a new wage offer from the Chamber of Mines.

Details of the new offer have not yet been disclosed. A Chamber of Mines spokesman said the CMU had agreed to meet the chamber to inform it of their response to the offer.

The Chamber and the CMU may be closer to reaching agreement now, because there was previously a small margin between the white unions' demand of 15.1 percent across-the-board and the Chamber's offer of 14.6 percent with no fringe benefits.

However, strike action cannot be entirely ruled out because CMU secretary Mr Tom Neethling said last week that the CMU unions were determined to obtain their demand and were united for the first time on their attitude to strike action.

The white Mine Workers Union (MWU), the largest union in the CMU, has traditionally been more militant than the other CMU unions regarding strike action, but there is greater solidarity between the unions now.

Wage talks with the NUM, which will cover 27 gold mines, present the chamber with a far more difficult challenge. The union's militancy is well known and for the last two years its members have struck in support of its demands.

This year, the NUM is looking for a 45% across-the-board wage increase. It is also demanding May Day as a paid holiday, a reduction in work hours to 80 hours a fortnight, annual leave of 44 days for all workers, a 100% leave allowance for all workers, no loss of income for workers transferred from one occupation to another due to disability or illness, a guarantee that when workers return from leave they will receive the same rate of pay as before and similar benefits, paternity leave for prospective fathers, and improvements to shift allowances, maternity, death and funeral benefits.

One demand missing from the NUM's list, and a feature of past negotiations, is for the scrapping of the racially exclusive definition of "scheduled person" in the Mines and Works Act. This would end job reservation on the mines. For years the NUM has been excluded from talks on this highly sensitive issue between the chamber and the established mine unions. But government has given a firm undertaking that the definition will go this year, and the NUM says it will be discussing the matter with the chamber and the Department of Mineral and Energy Affairs. However, the union is reserving its right to introduce the issue into the wage talks if it gets no satisfaction.

FIN MAIL 23/5/86

MINE PAY TALKS

Double trouble

The predominantly white Council of Mining Unions (CMU) was in an aggressive mood this week, preparing to ballot members' willingness to strike over a wage dispute with the Chamber of Mines. But the odds that industrial action will actually occur seem stacked against it.

However, the week also marks the start of the chamber's wage negotiations with the three mine officials' associations, as well as gold mine wage talks with the black National Union of Mineworkers (NUM). And there is far greater chance of a strike resulting from the NUM talks than from the CMU dispute.

The CMU represents 24 000 workers in eight unions. Conciliation board negotiations last week broke down even though the difference between the union's demand for a 15,1% across-the-board increase, and the chamber's 14,6% offer, now amounts to a mere 0,5%. But even though official conciliation procedures have been exhausted, the history of CMU-chamber negotiations suggests that all is not necessarily lost. Time and again settlement has come only after conciliation board meetings.

Of course, this year could be different. Feedback from members, says CMU secretary Tom Neethling, indicates that the possibility of strike action is much greater this year. But he does not rule out all chances of settlement.

The chamber, for its part, is staying cool. Says its industrial relations adviser, Johann Liebenberg: "The difference is too small to contemplate striking over. They would lose more in wages than they would get if we gave in to their demand. Likewise, I don't think mineowners will be prepared to face a strike over 0,5%. It is still possible that further talks will resolve the differences."



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23/5/86

3rd DAY -

211 210 210

EMPLOYMENT is the most tangible benefit provided by the mining industry for South Africa and countries outside its borders, Chamber of Mines president Clive Knobbs said in Pretoria yesterday.

Jobs are mining's big contribution

GERALD REILLY

Speaking to the conference of the Federation of Societies of Professional Engineers, he said the mining industry provides a total of 720 000 jobs, which represents one in every seven persons working outside the agricultural sector

the earnings of migrant mine workers last year.

average of 16% in the past five years.

Regarding the mining industry's importance to the local market, Knobbs said it consumed stores valued at R6,7bn in 1984, most of it bought locally.

The multiplier effect of the mining industry also operated in the field of taxation, he added. Mining taxation accounted for about 9,5% of government revenue in the year to March 1985. Knobbs added that mineral sales abroad provided the country with two-thirds of its foreign exchange.

Knobbs said more than R470m in deferred pay and remittances flowed to labour-supplying territories in Southern Africa from

The industry's contribution to gross national product rose to an

THE STOCKS MARKET FOR THE WEEK

Years of more tension over scrapping of job reservation

Miners reject new laws

New laws proposed by the Government to scrap job reservation on the mines have been rejected by virtually all parties in the industry — and some union leaders fear the laws will increase labour tension on the mines.

This week the Minister of Mineral and Energy Affairs, Mr Danie Steyn, announced that job reservation would be scrapped during the current session of Parliament. He said draft legislation had been sent to the Chamber of Mines and all unions in the industry, including the National Union of Mineworkers (NUM).

Industrial Relations adviser to the chamber, Mr Johann Liebenberg, would not comment on the draft Bill's content but said the chamber was unhappy and still hoped to persuade the Government to amend it.

According to information the Government seems determined to create a statutory committee to control the advancement of blacks on the mines.

'SCHEDULED PERSON'

The Government proposes to change the Mines and Works Act which defines a "scheduled person" as a white person and bars blacks from 13 key mining jobs. Without access to these jobs, blacks are barred from reaching the top in the industry.

The words "scheduled person" are to be changed to "competent person". A statutory committee of 14 has been proposed to determine who qualifies for five of the 13 job categories presently reserved for whites. The committee's composition is unpopular with the chamber, the NUM and most white mining unions.

- The committee will include:
- The Government mining engineer.
 - Two nominees from the Department of Manpower.
 - Two Mineral and Energy Affairs officials.
 - Two representatives of the chamber.
 - Five people with blasting certificates and at least 10 years' blasting experience, nominated by unions.
 - Two further union-nominees who hold either a winding-engine driver's, locomotive-engine driver's, lampman's or onsetter's certificate of competency.

LONGSTANDING OPPONENT

This means that half the committee will consist of white Mine Workers Union (MWU) members, the SA Technical Officials' Association and the SA Engine Drivers' Firemen's and Operators' Association who could together block or retard black advancement.

The MWU, a longstanding opponent of scrapping job reservation on the mines, will discuss the most recent proposals at an executive meeting on Tuesday.

It was believed that the committee was mooted as a catalyst to achieve agreement between the deeply divided parties involved in negotiating an end to job reservation. Now, unless last-minute representations to Government can force an amendment to the draft Bill, the committee seems set to become a reality.

One mining union has suggested that unions as well as the chamber refuse to serve on the committee.

oksburg, Brakpan, The Johannesburg, Kempton holzer, Paarl, Pinetown, ffontein, Roodepoort, prings, Stellenbosch, eniging, Westonaria, Empangeni, and Richards

mpedown, Delmas, East Hopefield, Kimberley, burg (Tvl), Newcastle, stroom, Standerton, Witbank and Worcester.

ith, Klip River, Lower stone, and Umzinto the Lower Umfolozi and the rich falls within King

24/5/86
BUS DAY
Chamber
and white
miners in
agreement

CLAIRE PICKARD-CAMBRIDGE

AGREEMENT has been reached between the Chamber of Mines and the Council of Mining Unions (CMU) on improved wages and employment conditions for 24 000 white employees of chamber gold mines and collieries.

The settlement, providing for a 14% increase in standard pay rates, increased paid accident leave and 50% of bonus and contract earnings being made pensionable, roughly matches the CMU's demand for a 15,1% pay increase.

In the case of Iscor's Hlobane and Durban Navigation collieries, the wage increase for CMU members will be 13,5%, with 75% of bonus and contract earnings being made pensionable.

CMU chairman Arrie Paulus said: "Although employees would have liked a larger percentage increase, the CMU has tried its best and I'm positive it is the best we would have got without a strike"

Paulus said the two Iscor collieries were chamber members and the total package for CMU members there also amounted to a 15,1%.

The National Union of Mineworkers (NUM) will meet the chamber tomorrow to discuss wage talks. The chamber has not yet made an offer, while the NUM's demands include a 45% across-the-board increase, an 80-hour working fortnight and 44 days of annual leave.

quarter were not great anyway.

The frontline leadership believes the Reagan administration has been embarrassed by the raids (see *World*) and by Pretoria's efforts to draw a parallel with the US bombing of Libya in April.

At the same time, the Zimbabwe PM, Robert Mugabe, was quick to seize the opportunity to accuse SA of "State-sponsored terrorism" — also seeking to draw a parallel with Libya.

However the raids may have been presented in SA itself, it is clear they were a public relations catastrophe internationally. The frontline leadership, which had been increasingly pessimistic about the prospects of securing Western support for mandatory sanctions against Pretoria, now believes the pendulum has swung back, if not in favour of mandatory UN sanctions, certainly in the direction of stronger economic measures against SA by the major Western powers.

At this stage, this would seem to be the main plank in frontline strategy. The reality is that the frontline countries have little room for policy manoeuvre — their options are limited and their resources stretched — but the raids have thrust Pretoria onto the defensive and provided a heaven-sent opportunity to reopen the sanctions campaign with a vengeance.

Two other policy options are being canvassed in the frontline states. The first is the early establishment of an Organisation of African Unity (OAU) peacekeeping force designed to deter further South African cross-border raids. OAU defence ministers are due to meet this week to discuss such a prospect — but the chances of success seem remote given the financial problems of most member states.

The second option is the apparent growing determination of the frontline states to seize the opportunity provided by the Harare non-aligned nation summit in September, which is due to be attended by more than 100 countries, to intensify the political and diplomatic onslaught against Pretoria, while at the same time possibly attracting material support — economic and possibly even military for the frontline countries.

It is acknowledged throughout the region — privately but not publicly — that the frontline states are in no condition to wage a lengthy sanctions war against SA. Over the next six months, there will be intensive diplomatic activity aimed at ensuring economic pressures against SA are intensified while seeking to ensure that, as sanctions are tightened, the Western and non-aligned countries will provide compensatory financial and economic assistance to the countries likely to suffer most. Zambia, Zimbabwe, Botswana and Mozambique.

Prospects for such assistance do not look good, but Pretoria's cross-border activity has obviously generated a degree of sympathy and support for the frontline countries that simply did not exist before, and the African countries are anxious to exploit this advantage to the full.

30/6/86 FIN MAIL
MINE LABOUR

Into battle

The annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines are threatening to run into trouble even before discussions on actual wage increases begin.

The chamber faces an opening demand for a 45% wage increase and various other improvements to conditions of employment (*Current affairs* May 23). This year the negotiations cover both gold and coal mines jointly.

At the first round of talks last Friday the chamber made proposals aimed, it says, at "establishing generally accepted bargaining conventions". But the NUM interprets the move as an attempt to weaken its bargaining position.

At the heart of the disagreement is the chamber's proposal that union demands which fall by the wayside, or are withdrawn prior to settlement, "should not later appear as issues of dispute" and that any settlement reached "should be full and final." Its concern emanates from this year's May Day dispute. In last year's settlement the NUM failed to win any concessions for May Day. But this year, after lengthy litigation, union members won the right to stay away from work on May 1.

The chamber's view is that, in principle, all cost-related matters should be finalised in the annual negotiations. But following its May Day court victory, the NUM will resist signing away its legally established right.

Disagreements over other matters raised by the chamber seem to be less controversial. There is some disagreement over precisely where the NUM is representative. The chamber has also asked for the right to separate gold and coal negotiations if it so desires.

Exemptions

In addition, it has asked the union to agree to certain exemptions from the Basic Conditions of Employment Act. Certain mining practices do not meet standards laid down in the Act — meal intervals and Sunday work, for example. In past years the union has agreed to the exemptions. But this time round it says agreement will depend on the chamber's total offer.

The 1986 negotiations, which will be resumed this week, promise to be as drawn-out as in previous years. An equal amount of brinkmanship can be expected too. In view of the mining companies' increased earnings due to the favourable foreign exchange rate, union expectations are higher than last year. In contrast, the chamber's industrial relations adviser, Johann Liebenberg, argues that, compared to the 1980 base, real earnings are not startlingly high.

Nevertheless, there is at least one indication that the NUM may do better than last year. An industry source points out that the chamber and the predominantly white Council

of Mining Unions (CMU) are likely to agree on a 15.1% package this year. This is significantly higher than the 12% the CMU received in 1985. Last year Anglo American, JCI and Rand Mines granted black miners increases ranging from 17% to 22% on chamber minimum rates. If the CMU negotiations are anything to go by, NUM members can expect increases in excess of last year's. Liebenberg, however, rejects the notion that proportions need necessarily remain the same.

□ The CMU, representing 24 000 workers, was due to meet the chamber on Wednesday this week to respond to its latest offer — a 14% wage increase and improved pension benefits and injury leave. The package more or less meets the CMU's demand for an overall 15.1% increase.

Some CMU unions are unhappy about the offer, particularly its pension component. The chamber proposes that a percentage of bonuses becomes pensionable. But there is a large disparity between the bonuses received by different classes of workers. So unions representing miners for whom bonuses constitute a relatively small proportion of earnings have expressed misgivings about the offer. Nevertheless, settlement seemed probable subject, perhaps, to technical adjustments.

Chamber increases wage offer in latest NUM talks

By Sheryl Raine

The Chamber of Mines offered black miners pay increases from 12 to 17 percent in the fourth round of talks with the National Union of Mineworkers yesterday.

This was an improvement on the initial offer tabled at their third meeting on Friday

The offer includes an increase in chamber minimum rates — as well as the minimum rates of those mines which recognise the NUM in certain units

Pay would go up 17 percent for employees in the lowest job categories and 12 percent in the highest categories

The NUM originally demanded a 45 percent increase and a reduced working fortnight from 90 to 80 hours

The union is also seeking May 1 as a paid holiday, increased shift allowances and improved funeral and death benefits, in-

creased annual leave to 44 days and a holiday leave allowance of 100 percent and six months' paid maternity leave for women

Other benefits offered by the chamber yesterday included

- A two-hour reduction in normal hours of work of employees working underground on gold mines

- An undertaking that employees who return from leave would be guaranteed the same jobs held previously with the same pay and conditions, subject to the employee reporting for duty on or before the date he was due back.

- A number of improvements in the death benefit scheme, provided agreement can be reached on an increase in the employee share of contributions. Employers have already increased their contributions

- The formalising of arrangements for paid or unpaid leave so employees may return home to assist wives when a baby is born

In addition the chamber has undertaken to give further consideration to the union's maternity leave proposals

It has also proposed the union and chamber make representations to Government for the appointment of a commission of inquiry to consider making May 1 Labour Day and a public holiday

If the commission is not appointed or does not make its findings known before next February the chamber would be prepared to re-open negotiations on this question.

The NUM has requested time to consult members. Another meeting with the chamber will be held on June 17

RusPlats

10/6/80
daily pay

21
to rise 19 pc

The Rustenburg Platinum Mine has agreed to increase the wages of all its daily paid workers by 19 percent under an agreement with the Federated Mining Union (FMU)

In a statement, the FMU said monthly paid employees and nursing staff would receive a 15 percent increase while security staff would get 18 percent

"Management also agreed to increase the holiday leave allowance from 75 percent to 100 percent or a 13th cheque," an FMU spokesman said

Employees' living-out allowance has been increased from R80 to R120 for married and single employees who choose not to live on mine property.

The improved wages and conditions of service apply to all workers on the mine, not only union members.

The new agreement becomes effective on July 1.

Mine wage talks set to move into top gear

ANNUAL wage talks between the National Union of Mineworkers' (NUM) and the Chamber of Mines are set to move into top gear after the chamber's offer yesterday.

The chamber has offered to increase minimum rates of pay from 12% in the highest job category to 17% for employees in the lowest job category. That follows talks with NUM on the 1986 review of wages and employment conditions of members employed on mines where the union is recognised.

The NUM, which claims 180 000 paid-up members and 250 000 signed-up members on chamber gold mines and collieries, is demanding a 45% wage increase, May Day as a paid holiday and other improvements in fringe benefits.

The chamber's offer on other conditions includes:

A two-hour reduction in normal working hours of underground gold mine workers;

An undertaking that employees returning from leave will be guaranteed the same jobs, rate of pay and other conditions that they held previously;

CLAIRE PICKARD-CAMBRIDGE

Improvements in the death benefit scheme, providing an agreement can be reached on an increase in the employees' share of contributions;

The formalisation of arrangements for paid and unpaid leave for employees returning home to assist wives when a baby is born;

A proposal that the NUM and the chamber make representations to government to appoint a commission of inquiry to investigate the possibility of providing for a Labour Day holiday in May.

If the commission is not appointed or does not make its findings known before February 1, 1987, the chamber will be prepared to re-open negotiations with the union on the granting of a Labour Day holiday in May 1987 and each year after that.

The NUM has requested an opportunity to consult its members on these proposals and the next meeting with the chamber will be on June 17.

Strike-hit Ergo tense

CLAIRE PICKARD-CAMBRIDGE

THE situation was tense yesterday at the East Rand Gold and Uranium Company (Ergo) near Brakpan, where thousands of striking workers have been demonstrating since Monday evening.

Marcel Golding of the National Union of Mineworkers' (NUM) said 1 000 workers were on a sleep-in strike to protest against Ergo's offer of a 14% wage increase. The union is demanding a 45% increase.

An Anglo American spokesman said about 850 black workers had staged an illegal work stoppage. This followed NUM's declaration of a dispute with Ergo management on Monday.

Golding said Ergo had realised record profits over the past year, but had not made an offer which would constitute a living wage for workers.

Anglo said three busloads of employees had arrived at the mine premises on Monday evening where a chanting, singing and placard-waving demonstration began. He said about 500 workers had been involved in the demonstration.

19/6/86
211
19/6/86

Mine bosses, unions agree on pay, work

The Argus Correspondent

JOHANNESBURG. — The Chamber of Mines and three unions of mine officials have agreed on wages and working conditions for this year on gold and coal mines.

A joint statement by the chamber, the Mine Surface Officials' Association, the South African Technical Officials' Association and the Underground Officials' Association said they had reached settlement guaranteeing salary increases averaging 15 percent, including merit and service increases.

"PROGRESS"

At the same time the chamber and the National Union of Mineworkers (NUM) met for the fifth time yesterday on the 1986 wage talks.

The chamber said progress had been made and they would meet again tomorrow.

NUM demands include the recognition of May 1 as a paid holiday, increased shift allowances and improved funeral and death benefits. It also wants a 15 percent wage increase.

FIN MAIL 20/6/80

MINE WAGE TALKS

In limbo

The State of Emergency, which has been accompanied by the detention of some trade union leaders, is causing extreme difficulties for employers and unions engaged in industrial relations negotiations

The most glaring example of this came on Tuesday when the fifth round of wage negotiations between the Chamber of Mines and the National Union of Mineworkers (NUM) was cancelled at the union's request. NUM was due to report its members' response to offers to improve wages and other conditions of employment made at a meeting on June 9. The chamber is offering to increase minimum wage rates for the lowest job categories by 17%, and by 12% for the highest categories. The NUM is demanding a 45% wage increase.

Neither NUM general secretary Cyril Ramaphosa, nor the union's press officer, Marcel Golding, was available for comment. But a union source tells the *FM* that neither has been detained.

Says chamber industrial relations adviser Johann Liebenberg "Certainly, the developments of the last week have not made it easier for us to meet to conclude an agreement. Nevertheless, there is a wish on the part of both parties to meet and we are attempting to arrange a continuation of the

negotiations later this week"

After the declaration of the State of Emergency last week, many trade unionists kept a low profile and attempts by the press to contact them proved fruitless

Hurdle

Anglo American chairman Gavin Relly summed up the problems when he condemned the incarceration of union and community leaders. He stated: "It goes without saying that in these circumstances neither civil nor industrial relations developments can move forward" ■

W/L Affairs 2/16/86 2/1

Union gives way on registration

IN the labyrinth of mining politics a new development has emerged — the registration of the National Union of Mineworkers (NUM) was gazetted this week.

Many of the emergent unions argued long and hard against registration, and differences of opinion on the issue was one of the problems which had to be resolved by the unions which eventually formed the Congress of South African Trade Unions (Cosatu).

The arguments against registration were mostly on the level of resisting State control of voluntary associations of workers.

Unregistered unions are not bodies corporate (they cannot sue or be sued), but amendments to the LRA have largely eliminated other differences between registered and unregistered unions so that they now have to comply, to a large extent, with the regulations that used to apply only to registered unions.

One major difference still exists

An unregistered union cannot form part of an industrial council and is denied access to some other industrial relations machinery set up in terms of the Act.

NUM spokesmen were not available this week to comment on the union's registration, but observers were wondering whether it was not a step on the road to the formation of an industrial council for the mining industry.

"Great changes are

ahead in the industry, mainly connected with the long-promised changes in definitions of scheduled persons, but there is no joint employer/employee body to monitor and enforce agreements.

Without registration, the 125 000-member NUM would effectively

LABOUR
AFFAIRS
DICK
USHER



be barred from an industrial council — if such a long-discussed idea came to fruition

Miners to get 15-20 pc pay rises next week

By Sheryl Raine

The Chamber of Mines will implement pay increases ranging from 15 to 20 percent for black mineworkers on gold and coal mines on July 1.

This means increases of between R32 and R90 a month depending on job category.

In some cases the increases could be slightly higher.

The union originally demanded a 45 percent increase, reduced working hours from 90 hours a fortnight to 80 hours, as well as improved leave, mater-

nity benefits, shift allowances and death benefits.

The chamber said yesterday after the seventh round of wage talks that it had made its final offer regarding wages and conditions of employment for members of the union on certain gold and coal mines.

"The union requested an opportunity to refer the offer to its members for consideration and arrangements have been made for a further meeting to be held between us on July 2," the statement said.

The chamber said it accepted

a suggestion from the union that the final offer be implemented on the traditional date of July 1, although the union's members had not yet accepted the offer.

The package offered includes:

- For surface daily-paid employees on gold and coal mines, increases ranging from 20 percent in job category one to 17 percent in job category eight.

- For daily-paid underground employees on gold mines, increases ranging from 18 percent in job category one, to 15 percent in job category eight, and for daily paid underground em-

ployees on collieries increases ranging from 19 percent in job category one to 16,4 percent in job category eight.

The chamber has proposed that demands for May 1 and June 16 to be declared paid holidays be referred to a government commission of inquiry which should consider the scheduling of the country's public holidays.

If a commission has not been appointed by February 1 the chamber has agreed that it will discuss the matter further with the union.

15%-20% rise for black miners

THE Chamber of Mines is to implement hikes of 15% to 20% on minimum rates for black employees on July 1

It said yesterday it had accepted a suggestion by the National Union of Mineworkers (NUM) that its final offer be implemented on that date, even though unions members had not accepted it

The NUM has requested an opportunity to refer the offer to members for consideration Parties will meet again

CLAIRE PICKARD-CAMBRIDGE

on July 2 to continue talks affecting union members on recognised bargaining units on certain gold and coal mines

The NUM could not be contacted for comment yesterday.

Further improvements include a reduction by two hours of work a fortnight for underground gold miners, certain job security guarantees and improvements to the death benefit scheme

AJ Krawitz is de- them. He told the court on duty at the bottle on May 19 when he be and the youth soccer nearby Lat- group of youths joined He said he was armed a rifle and a two-way and told the youths to ney started stoning me, I fired a shot into the

contacted head office Before it could ar- Radebe jumped into

the yard next to the bottles- tore and hurled petrolbombs at me. The bombs failed to explode," he said He said when reinforce- ments arrived the boys fled, but they gave chase and caught the youth

Lieutenant A De Klerk of the Vereeniging security po- lice said he arrested Radebe at his parents home in Eva- ton

He also said the youth was interrogated by Vereen- iging police, and that the youth pointed Radebe out to him

No bail for 4

FOUR youths who ap- peared in the Vanderbijl- park Regional Court on a charge of public violence this week, were refused bail

Magistrate James John- ston said they might be granted bail when they ap- pear again on July 1.

Before court were Petros Sithole, 18, Ben Somole, 19, Samuel Tshabalala, 18, and Cornelia Modise, 18

They appeared in court following the bombing of the house of a Lekoa council policeman on May 2 They were not asked to plead, and no evidence was led

Earlier the accused told the court they wanted bail because they had been ill in prison, and wanted to see a doctor.

NEWS PLUS+

* A BOMB exploded at the Alice Post Office this week

An eyewitness said he heard a noise and saw smoke coming from the post office

No-one was injured, and according to the Ciskei po- lice, damage was minimal

of Bothleg

118 miners freed and 20 redetained

By HERMAN LETHIE

CHARGES of public vio- lence against 118 mine workers from the Randfon- tein Estates Cooke 2 gold mine were this week with- drawn in the Westonaria Magistrate's Court.

Twenty were redetained, and charged with murder, attempted murder, robbery and malicious damage to property

The 20, whose charges re- late to clashes with police near Bekkersdal on January 21, where seven miners and two policemen died, are.

Moffet Skolomo, 21, Wil- liam Sigwele, 34, Lindele Mdludijala, 28, Amos Mgenjilela, 30, Siphon Mchunu, 29, Samson Bom- bela, 26, William Xho- beswe, 24, Mbuli Ndada, 32, Toso Mohapi, 33, Sam- son Tshopo, 35, Ezra Ma- cingwane, 28, Nelson Hobo, 30, Benedict Mjola, 22, Nel- son Mathenjwa, 28, Xego Bofela, 35, Feza Mbodla, 23, Siphon Guqu, 24, Khe- letso Lejwa, 30, Mavova Tshotshoni, 67, and Obed Thulo, 32

In addition to the charges of murder, attempted mur- der, malicious damage to property and robbery, Seza Mbodla is also charged with unlicensed possession of a shotgun, and Obed Thulo is charged with being in pos- session of an AK-47, ammu- nition and hand grenades

The miners pleaded not guilty, and the hearing was postponed to July 25



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NUM gets tough in new wage talks round

The National Union of Mine-workers (NUM) has issued a tough statement on the eve of the next round of wage talks with the Chamber of Mines.

With the talks due to resume tomorrow, NUM said that its demand for a 30 percent wage increase was reasonable, particularly as the working profit of gold mines had increased by about 38 percent last year.

The Chamber has offered NUM members on certain recognised units at gold and coal mines increases ranging from 15 to 20 percent. This means increases ranging between R32 and R90 a month and in some cases slightly higher.

"In 1985 each worker contributed, on average, about R15 400 to gold mine profits," said NUM.

The average black worker's wage was about R4 800 — less than a third of the amount of profit produced by each worker.

Wages in the mining industry were among the lowest in South Africa, the union claimed.

● The minimum wage for underground gold miners was only R193 a month.

● Surface workers' minimum wages were R162 a month.

"In 1985, the gold mines recorded their highest profits in history. Working profit rose by about 38 percent, the tax paid to the Government rose by 47 percent, the dividends paid to shareholders by 39 percent.

"These increases were far above the wage increases given to mineworkers in 1985."

Last year Chamber members broke ranks, granting increases ranging from 14.1 to 22 percent.

In the first quarter of 1986 the average cost of production was about R362 an ounce of gold, which gave a profit margin approaching 50 percent.

NUM asks for 30 pc hike

JOHANNESBURG — The demand for a 30 per cent wage increase for workers in South African mines was a reasonable one, particularly as the working profit of gold mines increased by about 38 per cent last year, the National Union of Mineworkers (NUM) said in a statement last night

In 1985, the statement said, each worker contributed, on average, about R15 400 to gold mine profits but NUM estimated that the average black worker's wage was about R4 800 — "less than a third of the amount of profit produced per worker employed"

Wages in the mining industry were amongst the lowest in South Africa and the minimum wage for underground miners, "who perform work more dangerous and arduous than any in industry, stands at a mere R193 per month"

The statement was issued before wage negotiations between NUM and the Chamber of Mines resume here tomorrow

According to a firm of stockbrokers, the average cost of producing one ounce of gold was "R393 per ounce" and the average profit was R755 per ounce

In the first quarter of 1986, the average cost of production was about R362 per ounce — a profit margin approaching 50 per cent

Another firm said the 30 per cent increase would raise the total wage bill by 20 per cent and costs by about 10 per cent — Sapa

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ARGUS 1/7/86 (211) ~~211~~

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Mine union to take tough line on latest wage offer

By DICK USHER Labour Reporter

THE National Union of Mineworkers (NUM) has taken a tough line on wage proposals from the Chamber of Mines and is likely to reject them when the two parties meet tomorrow

The chamber last month tabled its final offer of increases, ranging between 15 and 20 percent, but in a statement today the NUM repeated its demand for 30 percent.

Increases proposed by the chamber will be implemented from today

The NUM met at the weekend to discuss its approach to the chamber's offer and this will be made known at tomorrow's meeting, the sixth since negotiations started in May

Sources inside the industry said it was likely that a similar situation as last year would emerge, when the mining houses split on miner's wage demands

Further developments will depend on the chamber's response to the union's demand but it appears likely that the NUM will declare a dispute and apply for a conciliation board to be appointed, if demands are not met

If conciliation fails the Labour Relations Act provides for a 30-day cooling off period after which a legal strike may be declared

The NUM's statement says that the 30 percent demand is reasonable and record gold mine profits last year make it possible for the mining houses to meet it

Less than a third

Working profit rose by 38 percent, tax rose by 47 percent and shareholders' dividends by 39 percent.

These increases were far above the wage increases given to mineworkers in 1985, said the NUM

"In 1985 each worker contributed, on average, about R15 400 to gold mines' profits

"We estimate that the average black worker's wage was about R4 800, less than a third of the amount of profit produced by each worker employed.

Wages in the mining industry were among the lowest in South Africa, said the union

The minimum wage for underground workers was R193 a month and for surface workers R162

"These are way below the poverty datum lines calculated for the Chamber of Mines itself"

Expert analysis showed the average cost of producing an ounce of gold was R393. Average profit was about R362 an ounce, a margin approaching 70 percent.

An investment company estimated earlier this year that even if black labour costs increased by 35 percent almost all mines could be expected to pay higher dividends in 1986

Still far less

The NUM said that between 1975 and 1985 real value of profits had gone up 61 percent, real value of dividends had increased 32 percent and tax by 63 percent

But the real value of the minimum wage for underground workers fell by one percent

"The real average wage for black workers did rise, possibly by 45 percent, but still far less than the increase in profits"

The NUM said 30 percent more wages would not stagnate in the pockets of the 500 000 black miners. It would be spent

"This extra R1-billion spending power will help to put the rest of the country back to work clothing factories, builders, food manufacturers, furniture shops and the ailing motor industry — all will benefit"



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ARGUS 1/7/86

Anglo urges business to mediate in conflict

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A fruit juice firm has given Shawco 2 000 litres of orange juice for Crossroads relief. Loading the bottles on Shawco's 40-ton trailer are, from left, Mr Richard Richards, Mr Edward Sauls and Mr Abdullah Fakier.

Development boards, influx control scrapped

Political Staff

DEVELOPMENT boards were dissolved at midnight last night

Formerly the administration boards, they were the main managers of influx control

They issued permits for those who were allowed to live and work permanently in urban areas. They policed the system and they endorsed those who did not qualify for "rights"

Now the boards and their 40 000 officials have been transferred to the provincial administrators

They will continue to render various other development services from their same offices until many of the officials can be relocated in other branches of the public service

UNIFORM DOCUMENTS

President P W Botha promised this year that the pass laws would be swept away by July 1 and reference books for blacks be replaced by uniform identity documents for all

With the scrapping of the system have come restored rights for blacks, including South African citizenship and the right to full property ownership in urban areas under the jurisdiction of black local authorities

The Argus Correspondent

JOHANNESBURG — The Anglo American Corporation has urged employers to play an increasing role in negotiations to resolve political conflict which spills over into the workplace

In their annual report released today Anglo's directors said several companies had taken the initiative in mediating directly between the police and local authorities on the one hand and company employees on the other, in trying to resolve conflicts which spilled over into the workplace

"It remains in the interests of all parties to negotiate the settlement of conflict quickly and employers are encouraged to play an important role in facilitating this process," the report said

Unemployment

The corporation was deeply concerned about the recent outbreaks of violence on several mines and the social unrest spilling over from nearby communities

Referring to the traumatic economic year last year Anglo said recessionary conditions spread to many sectors of the economy with disastrous effects

Declining real incomes and rising unemployment contributed to the rising tide of political unrest. This had reinforced growing sentiment overseas in favour of disinvestment and punitive sanctions

Looking at the country's socio-political needs the corporation said that until fair access for all to employment opportunities, land, housing and capital were addressed, the major problems facing South Africa would prevent the achievement of sustained real economic growth and eventual political stability

Anglo urged the Government to press ahead with a nationwide housing programme with substantial private-sector involvement and the proclamation of land close to places of employment as a prerequisite for stability

Discrimination

The corporation also urged the speedy removal of the last vestiges of racial discrimination from the Mines and Works Act which prevents blacks from holding 13 jobs on the mines

"Removal of this provision is of great importance to the industry and it is hoped that the Minister of Mineral and Energy Affairs will act quickly to give it legislative support

"It is essential that once the scheduled person clause is removed, remaining obstacles to the achievement of merit-based selection and advancement on the mines are removed"

Although the corporation endorsed the demand for a non-racial education system, it did not believe school boycotts and stayaways were solutions to the country's education problems

It commended the National Education Crisis Committee and the Department of Education and Training for their handling of the education situation at the start of 1986, noting that it was encouraging to see how conflict could be resolved through negotiation

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NESS!
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Gencor offers work to sacked Cornish miners

Dispatch Bureau
LONDON — A row started yesterday when more than 100 redundant Cornish tin miners were offered jobs in South Africa.

The miners were among more than 300 sacked last month after the Geevor Mine at Pen-deen near Land's End was refused government cash aid.

The South African mining group Gencor has offered jobs to 110 former Geevor employees.

The Transport and General Workers Union shop steward at Geevor, Mr Mick Mcardle, said "I could not go out there and know people I worked with were being treated in such an inhuman manner

"I dare say some Geevor men will take it up, but this is another example of people in the deprived regions having to make choices which they do not always like to make"

A spokesman for the

African National Congress advised the workers to reject the offer "because they are being invited to join in the apartheid struggle".

Earlier this year Gencor sold its 18 per cent stake in Geevor for about R1 100 000 and the job offer to miners, engineers, fitters, electricians and technicians was made through Geevor's deputy chairman, Mr Ken Gilbert. He said they should give the offer "serious consideration".

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(211)

NUM's move fuels mine strike fears

FEARS of a widespread mineworkers' strike have been fuelled by the National Union of Mineworkers' (NUM) decision yesterday to declare a wage dispute with the Chamber of Mines.

The NUM, which is demanding a 30% wage increase and improved conditions of employment, yesterday rejected the chamber's offer of increases ranging between 15% and 20% on minimum chamber rates.

The NUM claims the support of nearly 300 000 signed-up members on gold mines and collieries. But according to the Chamber of Mines, considerably less than 150 000 are in bargaining units legally affected by the negotiations.

A NUM spokesman said the union would apply to Manpower Minister Pietie du Plessis for the appointment of a conciliation board to resolve the dispute. The minister has 30 days in which to appoint the board.

At a meeting with NUM yesterday, chamber representatives undertook to inform their principals in the industry

CLAIRE PICKARD-CAMBRIDGE
and SIPHO NGCOBO

of issues raised by NUM regarding the state of emergency and the detention of union leaders.

There are several issues which could upset the negotiations before legal dispute resolution procedures have been exhausted.

The union warns that workers are becoming increasingly militant about the detention of senior officials, the number having risen to 13 yesterday. NUM said mineworkers were planning strong protest action against the detention of leaders. The plans cannot be reported because of media restrictions.

It is also feared that any move to detain NUM general secretary Cyril Ramaphosa and NUM president James Motlatsi on their return from Britain would spark widespread action on the mines.

The two leaders made a dramatic

● To Page 2 →

Widespread mine strikes feared

appearance at the British mineworkers' conference in South Wales on Tuesday, after spending two weeks in hiding in SA. They allegedly told the conference they had slipped out of SA and were not sure if they would remain free on their return.

A Ministry of Home Affairs spokesman has dismissed claims that Ramaphosa and Motlatsi slipped out of SA. He said the two had left SA legally on valid documents on June 27.

MARGARET SMITH reports from London that Ramaphosa and Motlatsi

met Labour Party leader Neil Kinnock and executive members of the Trades Union Congress (TUC) on Tuesday.

Kinnock underlined the Labour Party's full backing for the NUM and praised the courage of the two visiting leaders.

A Bureau for Information spokesman declined to comment on the two leaders' claims, adding that no-one had said they were wanted by the police.

● From Page 1 ←

1984 3rd
1985 Quar
1986 Quar

Miners' union declares a wage dispute with Chamber

By Sheryl Rain

The National Union of Mineworkers (NUM), which claims to represent approximately half of the black mineworkers on gold and coal mines, has declared a wage dispute with the Chamber of Mines

Wage talks reached deadlock yesterday with the union pressing for a 30 percent increase and the Chamber sticking to its 15 to 20 percent increases which were implemented on July 1 without union approval

"We will now apply for a conciliation board to be established," said a union spokesman. If the conciliation board fails to resolve the dispute, the union can hold a strike ballot

The NUM said its wage demand of 30 percent was reasonable, taking into account the 38 percent increase in working profit on gold mines last year

In a statement, the Chamber confirmed that the union had declared a formal dispute

In another development, two more NUM officials were detained under emergency regulations yesterday. The officials are from the Carletonville area

The union raised the state of emergency and the detention of a total of 13 of its officials with the Chamber during talks

The NUM reports that widespread boycotts of concession stores and liquor outlets on mines in 10 areas began on Tuesday. The boycotts were launched in protest against the detention of trade union leaders

● The deadlock in wage talks between the Metal and Allied Workers' Union (Mawu) and the Steel and Engineering Industries Federation (Seifsa) will be one of the crucial issues discussed at the union's congress beginning in Johannesburg today

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4/7/86

Diamond miners on strike over detained unionists

211

By Sheryl Raine

Four de Beers diamond mines in Kimberley were shut yesterday and this morning when more than 1 100 mineworkers went on strike

They are demanding the release of unionists detained under emergency regulations.

The mines affected are Du Toitspan, de Beers, Bultfontein and Wesselton. De Beers chairman Mr Julian Ogilvie Thompson has joined other business leaders and employer associations, including the Chamber of

Mines, in protesting to the Minister of Law and Order about unionists being detained.

The National Union of Mineworkers (NUM) said about 2 000 mineworkers were on strike in Kimberley while a company spokesman put the number at 1 100 out of 1 950.

The strikers are also demanding pay increases backdated to May 1, but a de Beers spokesman said the increases had not been agreed to yet because the NUM's wage requests had only been received on June 30.

STAR 7/7/86

State is to aid search for new goldfields

The Government is to help the gold mining industry in a search for new goldfields in the Witwatersrand basin, Minister of Mining Mr Danie Steyn promised when he opened the international Geocongress 86 in Johannesburg.

He said the plan would be outlined in a White Paper on future mineral policy to be tabled in Parliament next month.

Among steps proposed was a "search for outliers of the Witwatersrand basin by the Government's Geological Survey, plus continual assessment of gold reserves and resources in the basin".

The Government would also give State support to certain gold mines and for the establishment of industries geared to produce value-added components of gold exports.

PRIVATE INTERESTS

Mr Steyn said the Government envisaged the establishment of a Mineral Advisory Council on which private interests would be represented. Its task would be to supersede the Mineral Policy Committee and integrate all strategies related to the best use of minerals.

Addressing hundreds of geologists from all over the world, Mr Steyn paid tribute to this country's gold mining pioneers who had added "an entirely new dimension to world mining".

Their sophistication had grown so much that gold occurring nearly 4 km below the surface at a grade of 6 g a ton could be mined, recovered and sold at a profit.

Such feats had made gold synonymous with South Africa, which still possessed more than half the world's reserves.

Up to 10 000 strike against detentions

Mineworkers stage protest

STAR 7/7/86

Up to 10 000 black mineworkers have staged strikes and go-slow actions on five mines in protest at the emergency detention of trade union leaders.

The National Union of Mineworkers (NUM) reports that 8 000 miners have been staging a go-slow since Friday on Anglo American's Free State Geduld mine. But the company said only 3 000 out of a workforce of 26 000 had been involved.

In Kimberley, 1 950 NUM supporters have been on strike at four De Beers diamond mines since Thursday, demanding the release of NUM officials detained under the state of emergency. A union spokesman said a wage dispute on the mines was a separate issue and was not related to the strike.

Negotiations are continuing with De Beers.

Latest estimates by the independent Labour Monitoring Group put the total number of union officials and members in detention at 1 537, including 18

NUM officials

The president of the NUM, Mr James Motlatsi, and general secretary Mr Cyril Ramaphosa have returned to South Africa from Britain where they attended a British NUM conference in Wales and met Labour Party leader Mr Neil Kinnock.

Mr Motlatsi and Mr Ramaphosa were met at Jan Smuts Airport on Friday by British diplomats after they had expressed fears that they may be detained. However, the two union leaders left the airport without incident.

Step up reforms

The Institute for Personnel Management (IPM) has become the latest body to express concern at the detrimental effects emergency detentions were having on employer-worker relations, writes Mike Siluma.

In a telex to the Minister of Law and Order, Mr Louis le Grange, the IPM urged the Government to step up the reform process as the only possible way

of resolving the problems.

Calling for detained unionists to be charged or released, the IPM said the detentions had a "definite detrimental effect" on industrial relations, and specifically on the present round of wage negotiations.

As long as blacks did not have a political forum at the highest level, trade unions would be, and were, forced to get involved in issues outside the workplace, including political activities.

However, the IPM said it accepted that no person was above the law and called on unions to "act responsibly".

Some individual employers and their organisations have recently made similar calls.

The Labour Monitoring Group said of the 1 537 unionists in detention 218 were leaders and 1 319 members.

Wage negotiations feared to be in danger of being jeopardised by the detentions were notably those involving thousands of black workers in the crucial metal and mining industries.

Lesotho warns migrants on joining NUM

The Star's Africa News Service

MASERU — Basotho mineworkers in South Africa have been warned by the head of the military government, Major General Metsing Lekhanya, not to get involved in South African politics through membership of the National Union of Mineworkers.

The general also announced that a Lesotho ministerial delegation would visit South Africa this week for talks on improvements to the working conditions of Basotho migrant workers.

He did not say with whom the talks would be held but it is believed they will include representatives of the South African Government and the Chamber of Mines.

Speaking at a rally over the weekend, General Lekhanya said Basotho who joined the NUM must be careful not to endanger their employment.

His statement comes soon after a renewed warning by South African Foreign Minister Mr Pik Botha that migrant workers in South Africa might be sent home if international economic sanctions were imposed on South Africa.

Security meeting

Schoolboy

ARGUS 8/7/86

BUSINESS

INNOVATION

Latest methods will slash Joel mine's labour costs

Financial Editor

SOUTH Africa's gold mines may all look the same on the surface but underground important changes are taking place, all of which are aimed at increasing productivity and cutting costs, particularly of labour

The Joel mine being devel-

oped in the Free State is a good example of this trend

Gold mining analyst Garth Tromp of Mathison and Hollidge says "The mine is unique in that it will be the only gold mine in the industry utilising what is known as trackless mining throughout all its operations

"While this pushes up the initial capital expenditure it is expected to reduce mining costs substantially"

MOST SUCCESSFUL

JCI's experience with trackless mining at Randfontein Estates has been most successful and its use at Joel could result

in cost savings of 15 to 20 per cent when compared with conventional mining methods

Mr Tromp says a major saving lies in the ore handling system because one handling process will be eliminated

Mechanisation will also cut down on the number of people required Joel's labour complement of 2 500 compares with 4 200 on a similar mine

Other spinoffs from a lower labour complement include improved houses for all and less susceptibility to growing union influence.

Joel is in the process of raising R184-million through a rights issue of 6,1-million units at R30 each to Randfontein shareholders

NIL PAID LETTERS

Mr Tromp says the Joel nil paid letters being traded on the stock exchange, and which give their holder the right to take up the units, are probably worth between R15 and R19 depending on the basis of valuation employed

The first gold will be produced in 1988 and by June of that year the milling rate should be 80 000 tons a month, reaching 120 000 tons a month by 1991 when the second twin-shaft system is expected to be completed

Warning to Basotho miners

MASERU — Basotho mine workers in South Africa have been warned by the head of the military government, Major General Metsing Lekhanya, not to get involved in South African politics through membership of the National Union of Mineworkers.

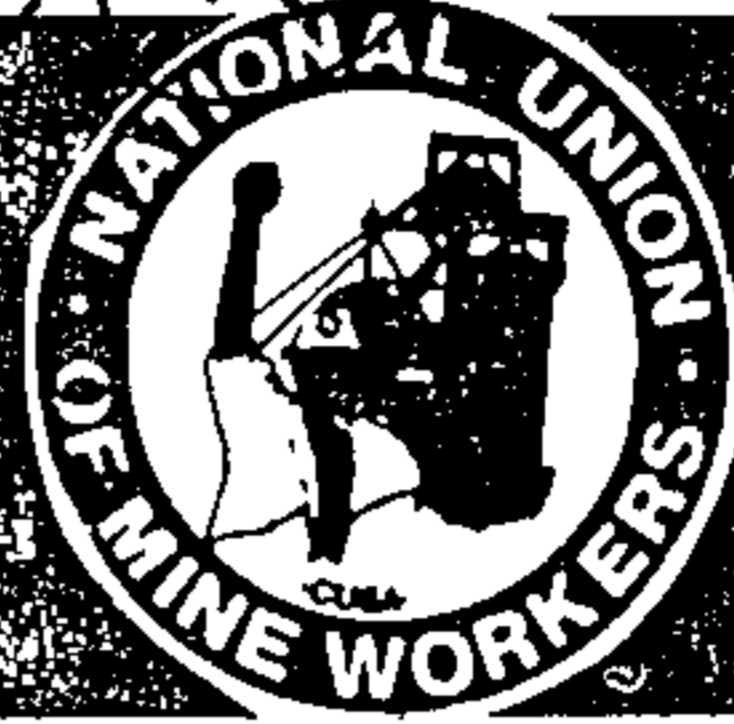
The general also announced that a Lesotho ministerial delegation will visit South Africa this week for talks on improvements in the working conditions of Basotho migrant workers, especially those in the gold mines.

He did not say with whom the talks would be held but it is believed they will include representatives of the South African Government and the Chamber of Mines.

Speaking at a rally at Sehonghong over the weekend, General Lekhanya said Basotho who joined the NUM must be careful not to endanger their employment.

Remitted earnings of the 150 000 Basotho migrant workers in South Africa form nearly half of Lesotho's gross national product. About 100 000 of the migrants work on the gold mines, where the NUM has become increasingly active and influential. — *Sowetan Foreign Service*

'Don't mess with miners'



By HERMAN LETSIE

MORE than 30 000 Basotho mineworkers threatened to close their accounts with the Lesotho Bank this week after a weekend statement by Major General Metsing Lekhanya over their involvement with the National Union of Mineworkers.

The mineworkers have 60% of their salary deposited into the bank - which "enables it to earn a cool R7 000 per month from our hard-earned labour on the mines", a spokesman for the miners said this week.

The general's warning - issued at a rally at the weekend, where he told Basotho mineworkers not to get involved in the NUM - was described as "rubbish" by the workers.

The warning came after SA Foreign Minister Pik Botha cautioned migrant workers that they might be sent back to their homelands if international economic sanctions were introduced.

Meanwhile, a spokesman for the miners from Lesotho, who did not want his name published, said Lekhanya seemed to be Pretoria's "mouthpiece".

"He was in the front-line when Basothos died between 1970 and 1974," the spokesman added.

The miners feel most of their grievances on the mines have been solved by the un-

ions, and say they fully support the union.

The spokesman said the general should look at poverty-stricken Lesotho and among other things should:

- Reimplement the constitution, and end military rule.
- Unban all political parties in Lesotho.
- Hold democratic elections.

Miners also give Finch the pinch

By DAN DHLAMINI

WORKERS AT Kimberley's Finch Diamond Mine this week downed tools - bringing the number of affected De Beer's diamond mines to five

Finch Mine spokesman James Duncan said miners refused to work on Tuesday - and gave no reason for the stoppage

But National Union of

Mineworkers spokesman Marcel Golding said workers at diamond mines had gone on strike in protest against the detention of their leaders. About 16 000 took part, he said

Meanwhile the death toll at Free State's St Helena gold mine rose to 16 after another miner was stabbed to death this week during clan fights

CLAIRE PICKARD-CAMBRIDGE

ABOUT 2 300 black workers are on strike at Gencor's Matla colliery, near Witbank, which has been hit by different forms of industrial action since last Tuesday

A Gencor spokesman said workers had not yet indicated why they were on strike or why they did not follow normal working patterns last week

Marcel Golding of the National Union of Mineworkers (NUM) said Matla's entire workforce went on strike yesterday in solidarity with workers who faced a management "lock-out" at one shaft on Monday.

He said workers at the affected shaft had rejected a management request that they sign an undertaking to resume work.

A Gencor spokesman said manage-

Mine bosses say we don't know reason for strike (2/1)

ment had been forced to suspend operations at one shaft because workers had damaged conveyer belts and cables. Workers had been asked to undertake not to damage mine property, but had refused to do so, he said

Negotiations are continuing between Gencor and the NUM

□ About 3 600 striking workers at the Toyota factory in Durban resumed work yesterday after a management ultimatum that they return to work or face dismissal

□ SAPA reports that 280 workers at Twins-Propan pharmaceutical com-

pany in Germiston were fired yesterday after a wage strike

The Chemical Workers Industrial Union (CWIU) said that as a subsidiary of the Premier Group, Twins-Propan was acting contrary to the spirit of public statements by the Premier Group which favoured a "progressive" industrial relations approach

Twins-Propan public relations manager David Neppe said the company had been forced to dismiss workers because they were on an illegal strike

ConsGold is taken to task for labour policy in SA

The Star Bureau

LONDON — Consolidated Gold Fields, is strongly criticised in a report published yesterday for its role in South Africa's gold industry and is described as "arguably the worst" foreign employer in the country.

ConsGold has a 48 percent stake in Gold Fields of South Africa (GfSA) and a direct 11 percent interest in the "world's richest gold mines", Driefontein Consolidated and Kloof, as well as a 19 percent stake in a recently developed Deelkraal mine.

The London-based Counter Information Services (CIS) says in its booklet, "Consolidated Gold Fields — Partner in Apartheid", that it is estimated South Africa accounts for 75 percent of ConsGold's net attributable earnings. "The ConsGold group can justifiably be described, through its controlling stake in GfSA, as the single largest foreign employer in South Africa today. Given the scale and record of its involvement, it is also arguably the worst."

"In an industry not noted for its humanity or sterling employment practices, GfSA has an authoritarian approach to labour relations, and is finding the advent of militant black unionism in the form of the National Union of Mineworkers difficult to accommodate.

"The minimum wage for an underground GfSA black mine-worker, on the basis of an 11-shift, 102-hour fortnight is R172 a month. This is 58 percent of the minimum living level calculated by the South African Bureau for Market Research and 10 to 20 percent less than the wages paid by Anglo American Corporation mines."

"In a climate of increasing international disgust with apartheid and the violence it engenders, ConsGold's tie with South Africa is an exposed Achilles heel."

Adverse sales timing hits bottom line at Freegold

By Duncan Collings

Total gold production by the world's largest gold mine, Anglo's Freegold, was slightly up in the quarter to end-June rising to 27,3 tons from 26,9 tons the previous quarter, but on the financial front the mine did not enjoy as good a quarter.

Revenue from gold sales declined R23,5 million to R653,3 million in the June quarter mainly as a result of the timing of gold despatches.

The higher gold production followed a slightly increased tonnage milled at 5,6 million tons from 5,3 million, but slightly reduced grade of 4,88 g/t from 5,07g/t.

On the working cost front, the group — the product of the merger of Anglo's Free State-administered mines — reduced costs at R74,81 a ton milled against R76,58 the previous quarter as the higher throughput reduced unit costs. But overall costs were higher at R418,5 million against R405,4 million.

A higher rand gold price received of R24 571 against R24 351 as a result of the weaker rand/dollar exchange rate was not enough to offset the adverse timing of gold despatches, and revenue declined.

The lower gold revenue was partly offset by an increase in profits from the metallurgical scheme at R12,9 million versus R7,3 million, but a big decline in net sundry income to R5,3 million (R19,1 million) left pretax profit lower at R253,0 million versus R297,8 million.

A lower tax take of R80,7 mil-

lion against R108,0 million helped the bottom line to only a net nine percent decline to R172,3 million.

Freegold's North Region showed an increase in gold production to 13 933kg (13 919kg). This is largely the result of an increase in area mined which rose by 5,4 percent to 568 000 square metres (539 000 square metres).

This more than compensated for the reduction in grade from 5,23g/t to 5,10g/t. Capital expenditure decreased by 17,0 percent to R22,9 million (R27,6 million) and profit fell to R111,9 million from R150,3 million.

The South Region showed an increase in gold production of 3,5 percent to 13 391kg (12 937kg) for the quarter. As with the North Region, this was the result of an increase in area mined of 6,2 percent to 442 000 square metres (416 000 square metres).

Grade, however, declined to 4,68g/t (4,91g/t) reflecting the increase in marginal ore being mined in the light of an improved gold price.

The South Region's profit was virtually unchanged for the quarter at R122,9 million versus R121,1 million the previous quarter.

Gold production by the metallurgical scheme decreased by 54kg to 699kg (753kg) as a result of a reduction in both head grade and calcine treated.

Acid production in the quarter rose by 1,6 percent to 93 171 tons (91 737 tons). Overall, the scheme showed a sharp rise in profit on account of the re-scheduling of uranium sales.

R108-m
bonanza
for miners

The Star's Africa
News Service

MASERU — The South African gold mines paid out a bonanza of more than R108 million in deferred, remittance and other payments to Basuto mine workers in the first six months of this year

This is an increase of R12 million from the R96 million recorded last year.

The Employment Bureau of Africa (Teba) in Maseru, which recruits Basuto mine workers, said the value of deferred payments had increased from about R55 million recorded last year to about R59 million in the first six months of this year

There had been a 15 percent increase in remittances from about R38 million in the first six months of last year to about R44 million in the same period this year

The Lesotho manager of Teba, Mr Jock Germond, said the increase in deferred payments and remittances was due to the more remunerative wage structure in the South African gold mines

Secunda coal miners on strike

By Mike Snuma

About 4 000 coal miners are on strike at Sasol's Secunda Colliery in support of wage and other demands, the Chemical Workers' Industrial Union (CWIU) reported last night

A union spokesman said the stoppage was part of continuing industrial action which followed a deadlock in wage negotiations between the CWIU and Sasol

The talks involved more than 14 000 workers at the Secunda collieries and the Sasol 2 and 3 re-

finery plants. The union had applied for a conciliation board last week

The workers were also demanding the lifting of a ban on all meetings of the Congress of SA Trade Unions, to which the CWIU is affiliated.

OTHER PROTESTS

Sasol's media manager, Mr Jan Krynauw, could not be reached for comment last night, but has previously said it would be premature to comment while negotiations were in progress

In addition to yesterday's action, said the

CWIU spokesman, there had been stoppages and other forms of protest since last week

On Monday miners at one of the collieries' shafts had stopped work for about six hours

Sasol 2 and 3 plant workers had ceased work on Thursday, after management indicated they would implement a new wage rise from July 1, even though talks with the union were continuing. Management had subsequently undertaken that the raise would apply only to non-union members

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Tuesday, July 22 1986

MASERU — Gold mines paid out more than R108m in deferred pay remittances and other payments to Basotho mineworkers in the first half of this year, Employment Bureau of Africa (Teaba) statistics show. They also show that the volume of

Gold mines pay out R108m to Basotho mineworkers

deferred payments from January to June amounted to R59,5m and remittance payments totalled R44,2m for the same period. The figures are 15% higher than

for same time last year — the amount of deferred pay in the first half of last year was R55,3m and remittances totalled R38,4m. Teaba also reported an increase of

3,4% in the number of Basotho mineworkers who left for SA gold mines in the first six months of this year compared to last year. There has also been a slight in-

crease in the average number of Basotho men employed on gold mines. The figure indicated that 105 105 Basotho mineworkers were employed on the gold mines at the end of this May as against 98 340 in May 1985. — Sapa.

Upward movement possible

Dealers say the...

LONDON — The London stock market, still near the top of its long-running rally, could be weighed down

Flotations

1591,7	1348,9	1298,3	10,80	0,2650	2,1505	0,1975	0,3975	N/A	894,34	353,95	354,00
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22 July 1986
Basotho

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MEMBERS OF THE PUBL...

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Coal mining jobs at stake

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JOHANNESBURG — International economic sanctions against SA are already beginning to hit the country's vital coal industry, curbing exports and putting thousands of jobs for blacks at stake, mine owners said.

"The implications of the Danish Parliament's ban on coal imports from SA are now being felt," the Chamber of Mines, said in a statement.

"There has been a dramatic fall off in exports to France and an increasing reticence by other foreign buyers to take SA coal."

If calls for total economic sanctions in the European Parliament were successful and the Far East followed suit, the jobs of more than a third of the industry's 110 000 workers and the livelihood of their dependents, could be threatened.

Collieries are preparing plans to sack employees in the near future because of substantially reduced export sales this year after a period of high growth, the chamber said.

Shipments of coal, SA's most valuable export after gold, rose 6m tons last year to 44m tons.

Revenue from coal exports in 1985 topped \$3 billion (\$1.2 billion)

"It is expected that all categories of workers will be affected by the regrettable but unavoidable retrenchment programmes being forced upon the coal companies by the sanctions campaign," the chamber said.

Unless otherwise stated, all financial news in this issue was compiled by Gordon Kling and sub-edited by Godfrey Heynes.

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Cutback threat to coalminers 'irresponsible'

JOHANNESBURG — The Chamber of Mine's threat to retrench thousands of mineworkers because of the sanctions campaign is an irresponsible reaction, the National Union of Mineworkers said in a statement today

"Instead of addressing themselves to the real problem facing the coal industry and the country they seem to be using the sanctions campaign to legitimise retrenchments"

The NUM said some of the reasons foreign coal exporters were stopping South African coal imports was that the coal mining industry was "a hotbed of worker exploitation on a massive scale which foreign coal-importing countries find totally unacceptable by any standards" — Sapa

Row brewing over coal mine lay-offs

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2nd DAY

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CHAMBER of Mines warnings of drastic cuts in coal exports with a resultant 35% cut in mining jobs are disputed by government figures and by industry analysts. They say coal exports this year are running only slightly below 1985 levels and that if certain markets do dry up others including Eastern Europe will take up part of the slack. And last night the National Union of Mineworkers (NUM) warned of "massive industrial action" if retrenchments took place. Calling the chamber threat "irresponsible", it said: "Instead of addressing themselves to real problems facing the coal industry in the country, they seem to be using the sanctions campaign to legitimise retrenchments. The chamber had said in a statement earlier that the coal-mining industry was beginning to feel the effects of the international sanctions campaign. Denmark had banned SA coal imports, there was a "dramatic" fall-off in exports to France and increasing resistance to SA coal from other foreign buyers. The Transvaal Coal Owners Association (TCOA) had reported a 17% fall-off in exports so far this year.

DAVID FURLONGER
Industrial Editor

The chamber warned that if an appeal in the European parliament for total sanctions was successful, the Far East could follow suit. "If this occurred," said the statement, the employment of up to 35% of the coal sector's 110 000 employees of all races could be jeopardised. And as each employee is estimated to have an average of five dependants, nearly 200 000 men, women and children could be deprived of their means of living. It said chamber members had already begun making contingency plans to lay off workers. Quite apart from the fact that its sums are wrong on the number of people affected by mass retrenchments — 40 000 laid-off workers, plus five dependants apiece, is 240 000 people, not 200 000 — the chamber's calculations are not supported by other sources. Provisional figures from the Minerals Bureau, in the Department of Mineral and Energy Affairs, reveal that exports in the first four months of this year were

● To Page 2

Chamber figures 'wrong'

← ● From Page 1

running at only slightly below 1985 levels. While department officials say part of this may be customers stocking up before further sanctions are imposed, the bureau estimates exports this year will total 43-million tons, only slightly down on the 44.3-million tons sold last year. Total coal production, says deputy director Arnold Granville, is likely to increase, from 173-million to 175-million tons. Gencor coal CE Graham Thompson recently predicted that 1986 exports will drop by up to 4-million tons on the 44.3-million sold last year.

Even a figure of around 40-million would be considerably above previous years. Exports have grown dramatically from the 29.1-million tons sold abroad in 1980. Even in 1983, SA was selling only 30-million tons for export. Explaining why its exports had fallen 17% this year, while all other indications suggested overall levels holding steady, TCOA MD Leslie Weiss said his group had been particularly exposed in Denmark and France. He was pessimistic about the prospects of finding replacement markets. Coal-market analysts, however, said there was considerable scope for re-routing SA coal exports. They said Eastern European countries, in particular, would become an important market.

DAVID FURLONGER
Industrial Editor

SENIOR mining officials were divided yesterday on the potential effect on jobs of sanctions against coal exports.

Rand Mines and JCI confirmed retrenchment plans were being considered. Gencor denied any such plans.

The Chamber of Mines sought to play down reaction to its statement that up to 40 000 miners would be laid off if the European Parliament voted to ban SA coal imports and Far East customers followed suit.

It added members had begun contingency lay-off plans because of reduced exports.

Rand Mines' Allen Cook, Chamber of Mines' collieries committee chairman, said the statement was intended as a warning to the sanctions lobby.

"We are telling them that, if they bar our coal, it will harm blacks."

24 JUL 86. BUS. DAY
Hint of big
lay-offs on
mines splits
top officials

Steve Ellis, head of Gencor's coal division, said "Gencor has no plans to retrench workers."

"SA is a very important element in world coal markets. We play an important role in equalising prices."

JCI and Rand Mines are members of the Transvaal Coal Owners' Association (TCOA) which says exports this year are down 17%.

Black miners return to work

By Mike Siluma

More than 2 500 black miners are again working normally at the No 6 shaft of Anglo American's Western Holdings' Gold Mine in Welkom, a mine spokesman said yesterday.

The shaft was closed last week after a go-slow in protest at the dismissal of four shaft stewards.

The mine spokesman said workers had undertaken to return to normal working practices.

The stewards were sacked after workers reportedly killed four team leaders.

Sanctions: Fears of growing unemployment

Cap
4/8/86
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Cap

JOHANNESBURG. — Apprehensive South African businessmen believe new economic sanctions will deepen the country's recession, force firms out of business and throw millions, mostly blacks, out of work.

"Extensive sanctions will be devastating to the economy, there will be the psychological impact on confidence, companies will go to the wall and many will lose their jobs," said top industrialist Mr Tony Bloom.

The head of the Premier Group conglomerate said: "The brain drain will be ex-

acerbated and business will be placed in a weak bargaining position in international markets."

Professor Piet Nel, who recently completed a study on sanctions, estimates that a total trade ban would put one million people, some 85 percent of them black, out of work in non-agricultural sectors.

But the biggest victim would be agriculture, Professor Nel said.

Fruit growers' spokesman Mr Fred Meintjes said sanctions would be disastrous and result in the loss of many jobs in the indus-

try.

Exports account for 85 percent of the industry's revenue of about R1-billion. About 95 percent of the workforce were blacks with an average five dependants and extensive sanctions could bring hardship to more than one million people, Mr Meintjes said.

Analysts agreed the savage unemployment toll resulting from sanctions would be the overriding economic problem. "Unless there is growth to keep pace with the population, the social disorder being experienced will be com-

pounded," one said.

Economists do not think South Africa's mineral exports will be too vulnerable to sanctions in the short term. South Africa is a major supplier of rare minerals and is regarded as a cheap and reliable source.

Sanctions busters could fairly simply route minerals through other countries, they said, and contingency arrangements were already being made with East European and Black African states.

Experts warned however that if the West was to switch to other suppliers of

minerals, it could be difficult for South Africa to win back traditional markets.

The South African Foreign Trade Organization (SAFTO) says that in Western Europe, a key market, mining and agricultural exports have been feeling the effects of political action.

But, SAFTO reports, trade with Black Africa is increasing. "Political developments have not had any noticeable effects on these business ties."

South Africa has been gearing up for sanctions for months and the prepara-

tions may soften the blow. There has been a sharp increase in imports of mineral products for strategic stockpiling.

Sanctions are already being felt in the coal industry which says more than a third of its 11 000 jobs are in jeopardy because of foreign boycotts. After gold, coal is South Africa's most valuable export.

Some economists believe new sanctions will not go much further than formalizing what is already in effect, pointing out that South Africa has seen neither foreign investment

nor foreign capital for many months.

Lack of investment is cited as a major reason for the economy's poor growth, estimated at only one percent so far this year — about a third less than the population growth.

Some economists speculate that there could be a short-term boost to the economy as manufacturers switched from buying imports to manufacturing them locally. But they say these advantages will disappear in the long-term. — Sapa-Reuter

9 killed, 15 injured in mine blast

Nine miners died and 15 were injured in a blasting accident at Deelkraal gold mine yesterday, according to a spokesman for Goldfields

Mr Nick Killian, developer, was one of the men killed. The other eight names are being withheld until their next-of-kin have been informed, the spokesman said.

The condition of one of the injured is serious but not critical. The injured were all being treated at the Leshe Williams Memorial Hospital near Carletonville, he said.

The explosion occurred at about 12.15 pm yesterday, at a depth of about 2 km.

7/8/68
S.M.R.

Mine dispute deadline ~~(B)~~ for Minister ~~(21)~~

By Mike Siluma

Today is the deadline for the appointment of a conciliation board to attempt to resolve the wage dispute between the National Union of Mineworkers and the Chamber of Mines.

Failure by the Minister of Manpower to appoint a conciliation board will open the way for strike action by the country's largest black union.

But the union, now registered, will first have to hold a strike ballot among its members before launching any industrial action.

NUM declared a dispute with the chamber on July 7 after the breakdown of talks which began in June.

Negotiations deadlocked after the union rejected the chamber's final offer of increases ranging between 15 and 20 per cent for black mineworkers.

The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

ergy Affairs Minister Danie Steyn

The discriminatory definition of a "scheduled person" in the Mines and Works Act, which bars blacks from qualifying for certificates of competency to perform 13 key mining jobs, is at the heart of the matter. The Chamber of Mines and the established mining trade unions have been engaged in negotiations to scrap it since 1981. However, stonewalling by Arrie Paulus's rightwing Mineworkers' Union (MWU), and its ally, the SA Technical Officials Association (SA-TOA), ensured that not much progress was made.

Early this year, the Department of Mineral and Energy Affairs (DMEA) stepped in (*Current affairs* March 7 and 28). It circulated a draft Bill which proposed that a statutory selection board be established to decide which workers should be eligible for five of the 13 certificates. However, the DMEA's proposals about who should sit on the board were biased in favour of the MWU.

The Bill was rejected by the chamber and most of the unions. The DMEA's legal draftsmen went back to the drawing board, but two subsequent revisions were also rejected.

A copy of the latest draft — the fourth — is in the FM's possession. It says that the Minister shall consult with unions which, in his opinion, are representative of the majority of employees holding certificates, any other unions (including, presumably, the black National Union of Mineworkers — NUM), as well as mine owners, for advice on who should be eligible for certificates of competency. Seemingly then, rightwing unions will still be among those able to influence these decisions.

The Cabinet was due to discuss this draft last week. The fruits of its labours will be tabled during the parliamentary session starting on August 18.

Meanwhile, after months of disagreement over manning and training levels, the chamber and the majority of unions reached accord two weeks ago. The unions had feared that blacks will flood the market when the change is effected. Now they have agreed to establish an industrial council, and — more important — on a formula for protecting white miners' security of employment. The agreements have been sent to Steyn.

According to the FM's sources, the industrial council agreement would make provision for the mining industry's closed shop to be extended to all workers who will, in future, qualify for jobs previously reserved for "scheduled persons," provided that the constitutions of the unions concerned allow for it. This has been specifically designed to ensure that the closed shop is not used as a

job reservation mechanism by some unions, like the MWU, which have racially exclusive constitutions.

The security of employment agreement, which will form part of the industrial council's constitution, provides for equal pay for work of equal value; protection against unfair dismissal; changes in work practices to be negotiated; employment to be on merit only; training and re-training of all workers, and for the industrial council to exercise a form of control when there are allegations of overtraining. The last point is the most vital.

In terms of the agreement, the industrial council — and not the minister — will control training levels. This represents a change of sentiment in the chamber, which previously insisted that this was a management prerogative.

The chamber's agreement with the nine unions was presented to the MWU and SA-TOA at separate meetings last week. Both have yet to say whether they will become party to it. The signs, however, are inauspicious.

The FM understands that the nine unions have also given the Bill the green light. This seems to contradict their agreement with the chamber, and they will have to clarify their position.

The chamber has not yet formulated its response to the Bill, it was scheduled to do so on Wednesday. However, the Bill does not appear to differ greatly from its predecessors, and the chamber may reject it too.

If it does, Steyn will have a clear choice. He can press ahead with his Bill and face criticism for being afraid to challenge the rightwing. Or he can drop it and accept the measures contained in the agreement between the chamber and the nine unions. The rightwing unions can be placated by the simple expedient of extending the industrial council's agreement. For the sake of sanity — and to prevent labour unrest from the NUM, which obviously wants blacks to advance on the mines — he cannot afford to prevaricate any longer. ■

F.M. 8/8/86
MINE JOB BARS

Vat hom, Danie

Moves aimed at scrapping SA's last statutory job reservation, which applies in the mining industry, have reached a critical stage. The ball is now in the court of the Cabinet and, particularly, Mineral and En-

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Major NUM action expected on pay

The Argus Correspondent

JOHANNESBURG. — Large-scale confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines could result from the failure of the Minister of Manpower to appoint a conciliation board to resolve the wage dispute between them.

The union now has the option of continuing negotiations or calling a legal strike.

General secretary Mr Cyril Ramaphosa warned that the

failure to establish a conciliation board would raise tensions among members, who were looking forward to a resumption of talks to resolve the dispute.

In terms of the Labour Relations Act, the Minister had until yesterday to set up a board, failing which the 150 000-strong NUM would be at liberty to call a strike to press home its final demand for an across-the-board 30 percent increase — down from an original 45 per-

cent.

However, there is still the option of the parties resuming talks to try to resolve the dispute. Should the union decide to take strike action, it would have to hold a strike ballot first.

Although the union has rejected the chamber's offer of increases of between 11 and 16 percent, the chamber implemented the increases on July 1, when mineworkers traditionally received pay increments.

Ergo, NUM in dispute

THE East Rand Gold and Uranium Company (Ergo) this week declared a dispute with the National Union of Mineworkers (NUM) over alleged unfair labour practices by the union and shop stewards during wage negotiations earlier this year.

Anglo American said yesterday the negotiations, which took place between May 26-June 23, were disrupted by work stoppages and sit-ins.

An NUM spokesman said papers had not yet been filed with it.

He said disputes during that period were "largely spontaneous" and in response to Ergo management's reluctance to make an improved wage offer. The union had

intervened successfully to stop them

Wage talks at the Conciliation Board, which took place last week and on Tuesday, have ended in deadlock.

In terms of the Labour Relations Act, the board's chairman will advise the Minister of Manpower accordingly.

Ergo's final wage offer ranges from 16% to 19% in the categories covered by the recognition agreement. The NUM's final demand is a 30% wage increase across the board.

DIANNA GAMES

BUS JAT

(211)

Tension rising between black and white miners

By Sheryl Raine

Growing tension between black and white mine employees has led to a dramatic increase in the politicisation of their separate unions and could lead to confrontation, a mining executive has warned.

Speaking in his personal capacity, Mr Johan Swanepoel, manager of the Central Training Division of Anglo American, yesterday addressed a conference in Johannesburg of the Southern African Society for Training and Development.

He said the mining industry was fraught with white and black labour tensions, which required attention if flashpoints and a collision of interests were to be avoided.

The bond between mine management and both black and white workers had weakened in recent years.

Dramatic increase in politicisation

Black and white workers were becoming increasingly polarised and were strengthening ties with their unions. Unionisation had risen sharply in the past five years, and was likely to continue among the sector's more than 700 000 employees.

He said both black and white trade unions were rapidly becoming politicised. Both were fortifying their respective alliances with the ANC and the Herstigte Nasionale Party/Conservative Party for protection and advancement.

Mr Swanepoel warned that unless this trend was interrupted and harmony restored, a col-

lision was likely.

He believed the reason why the relationship between management and black mine-workers was deteriorating centred on

- A growing lack of trust on the part of black employees
- Blacks perceiving that they had no stake in the industry or free enterprise
- Poor long-term career prospects for migrant blacks
- Inadequate development of black employees and statutory reservation of 2,8 percent of key mining jobs for whites
- Authoritarianism within the industry, and corporate cultures which were unattractive and offensive to many blacks

White workers also reflected a growing lack of trust in the face of black advancement and white job fragmentation.

In reaction, blacks had turned to unions for short-term benefits (such as wages), power and a chance to win back their dignity.

Many mine managements were in a difficult position to cope with the deteriorating situation.

WHITE BACKLASH

The potential for a white backlash was often exaggerated in management's mind, and the combined effect of all these factors was to paralyse managements' problem-solving efforts.

In this context, the trainer was frequently left directionless. Many trainers in the mining sector were competent technical men but were ill-equipped to handle the human conflicts being experienced.

Mr Swanepoel believed the solution lay in convincing black employees that they had a real stake in the organisation, and in striving to give them back their dignity.

White workers' fears had to be dispelled. "They must be made to feel that they are not fighting a rearguard action to protect themselves," he said.

Wage dispute board appointed

By Mike Siluma

The possibility of industrial action by the National Union of Mineworkers (NUM) has receded for a while with the appointment of a conciliation board to resolve the wage dispute between the union and the Chamber of Mines.

The appointment of the board by the Minister of Manpower was announced by the Chamber yesterday. It said no date had been set for the hearings.

The NUM declared a dispute with the Chamber on July 7, following a breakdown in talks which began in June.

The failure to appoint a board would have opened the way for a legal strike by the country's largest black union.

Negotiations deadlocked after the union rejected the Chamber's final offer of increases ranging between 15 and 20 per cent for black gold and coal mineworkers. The Chamber had initially offered rises of between 11 and 16 per cent.

30 PERCENT

The union has tabled a final demand of an across-the-board 30 per cent rise — down from an original 45 per cent.

Although the Chamber has, as last year, implemented its offer from July 1 (when increases for mine employees are traditionally effected) the NUM has made it clear that this should not be seen as settlement of the union's part.

Other NUM demands over which it is in dispute with the Chamber are:

- Income security — that workers given job transfers because of work-related injury or disability be given the same wages as previously.
- That May 1 and June 16 be made paid holidays.
- A 100 per cent holiday and leave allowance.

DROPPED

Issues raised by the union but now no longer in dispute are:

- The reduction of working hours from 100 hours a fortnight to 98. The NUM had initially demanded a 20-hour reduction.
- Job security. Workers, most of them migrants, wanted to get the same jobs and rate of pay when returning from leave.
- An improvement in death benefits.
- A 26-week unpaid maternity leave.
- June 16 and May 1. The Chamber has agreed in principle that May 1 be made a paid holiday, but is awaiting the recommendations of the Government Commission into public holidays. The Chamber will re-open talks with the NUM should the commission fail to come up with recommendations by February 1 next year. June 16 has also been referred to the commission.
- Leave and shift allowances, as well as paternity leave.
- Board and lodging. The union had demanded that employers cover the cost of board and lodging for mineworkers.

End to job reservation questioned

Reaction mixed to mining Bill

CONTROVERSY surrounds the Bill to scrap job reservation in the mining industry.

The Mines and Works Amendment Bill, tabled in Parliament yesterday, has met with mixed reaction.

It eliminates clauses reserving certain key jobs for whites and provides for a non-discriminatory, competent-person definition. It extends the power of Mineral and Energy Affairs Minister Danie Steyn to set conditions for issuing certificates of competence.

Chamber of Mines industrial relations adviser Johann Liebenberg has declined to comment on the Bill, but says the chamber will give evidence to the Parliamentary standing committee on mineral and energy affairs later this week.

Industry sources say the chamber is unhappy with the Bill, particularly with clauses enabling the minister to set certain selection criteria for obtaining certificates of competence.

They believe this could be aimed at mollifying the right-wing and could be perceived as being able to control black advancement.

The Bill states that preconditions for issuing certificates of competence will be set only after consultation with employer and employee organisations, with help provided by advisory committees appointed by the minister.

But PFP manpower spokesman Peter Gastrow says the Bill scraps the job reservation section without explicitly

CLAIRE PICKARD-CAMBRIDGE
and CHRIS CAIRNCROSS

scrapping job reservation itself.

He says the composition of the advisory committees has not been dealt with in the Bill. "This rouses the suspicion that 'loaded committees' could in a more subtle way be responsible for a continued form of job reservation."

Robbie Botha of the Mine Surface Officials Association says the association and "the predominantly white mining unions — excluding the Mine Workers' Union (MWU) and SA Technical Officials Association (Satoa) — are happy with the Bill because it does not have discriminatory provisions."

But Council of Mining Unions (CMU) secretary Ben Nicholson says the white unions are "anxious to get clarity on the interpretation of the section saying the minister will determine qualifications for candidates to be eligible for training to obtain certificates of competence."

"I think the wording of the draft Bill is vague and does not clearly indicate whether industry in conjunction with the minister will establish qualifications for obtaining certificates of competence."

Satoa's Hennie van der Berg says the Bill does not guarantee miners sufficient security of employment. MWU leader Arrie Paulus could not be contacted yesterday, but said earlier he was unhappy with government proposals.

1988 BUD DAY

NUM discusses disaster

THE National Union of Mineworkers (NUM) has convened an urgent meeting of its national executive to discuss what action to take in the wake of Tuesday's underground fire at the Kinross Gold Mine, which claimed 177 lives.

The meeting was to begin last night and continue today.

Commenting on speculation that the union may stage a protest work stoppage, NUM spokesman Marcel Golding would only say members had responded angrily to the disaster.

Golding also slated management at De Beers' Finch Diamond Mine for refusing to allow its national executive committee member to attend the meeting.

Gencor said 14 black workers injured in the accident were in a satisfactory

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HAMISH McINDOE
and ALAN FINE

condition in the Winkelhaak Mine Hospital yesterday. As well, all but one of the workers reported missing had been accounted for.

The 55 injured white workers have all been discharged from hospital.

Gencor said the No. 1 Shaft at Kinross is in operation, but No. 2 Shaft, where the accident occurred, would remain closed "for as long as it may be necessary to assure that it is safe again."

The Kinross disaster came a week after the Chamber of Mines reported sharply reduced accident figures for the industry.

Fatalities in gold mines in the six months to June fell for the first time to one person per 1,000 employees.

MINE JOB RESERVATION

The end is nigh

22/8/86
 (circled scribble) (211)
 FIN MAIL

The parliamentary Standing Committee on Mineral and Energy Affairs meets on Friday to consider an amendment Bill, tabled on Monday, which provides for the cancellation of the discriminatory definition of "scheduled person" in the Mines and Works Act.

The definition — the last remaining job reservation provision in SA Statutes — has blocked black advancement to skilled jobs — notably, the emotive occupation of competent blaster — on the mines since the beginning of the century.

Mineral and Energy Affairs Minister Danie Steyn has pledged to do away with the definition during the parliamentary session. When it goes, it will open the way for blacks to qualify for 13 certificates of competency to do skilled work. The best known of these is the blasting certificate.

The underlying problem from government's point of view is, of course, fear of rightwing reaction: moves to scrap job reservation sparked the 1922 Rand Revolt. But for how long can a government committed to free enterprise and reform equivocate?

In essence, the committee's task is simple: the discriminatory definition must be replaced with a non-discriminatory one of "competent person." But, as always, there are complications. They arise from steps to resolve the issue by the Chamber of Mines and the established mining unions on the one hand, and by the Department of Mineral and Energy Affairs (DMEA) on the other.

The chamber-union negotiations to cancel the definition have been in progress since 1981. All along, opposition from the white Mineworkers' Union (MWU), headed by arch-conservative Arrie Paulus, has been a confounding factor.

Earlier this month, however, nine of the 11 unions involved in the talks reached accord with the chamber on the prerequisites for cancelling the definition. They are establishment of an industrial council for the mining industry, which would control all aspects of training for the certificates, and measures to protect white miners' job security (*Current affairs* August 8). Aside from the MWU, the other dissenting union is the SA Technical Officials' Association.

For its part, the DMEA produced a series of Bills in the course of the year. Its initial Bill proposed a statutory selection board to determine which workers should be eligible for five of the certificates. The Bill met with a barrage of criticism for a simple reason: representation on the proposed board was heavily weighted in favour of the MWU, which would be able to continue impeding black advancement.

Since then the Bill has undergone four

revisions. Although there is no overt bias towards the MWU in the fourth, it still makes provision for committees to be appointed to advise Minister Steyn on which workers should be eligible for certificates of competency.

On the face of it, there are now two possibilities for resolving the impasse: the Bill, and the chamber's agreement with the nine unions. But there is an additional complication. Notwithstanding their agreement with the chamber, the nine unions have also indicated that they find the Bill acceptable. The big question, therefore, is how the chamber views the Bill.

The chamber has opposed all three previous Bills. It met recently to consider the fourth. The outcome of those deliberations is not known. But, on Friday, a chamber representative will make its attitude clear to the standing committee.

The *FM* understands that Paulus, too, has been invited to make representations, and that several of the other unions are pressing for the opportunity to have their say as well. The DMEA has said that if the hearings are not completed on Friday, a further session will be held.

If the chamber opposes the fourth Bill — and if events so far this year are anything to go by, it will — the standing committee will have to make a difficult decision. It will face a number of choices: to endorse the DMEA's Bill; to support the chamber's agreement with the nine unions; or, depending on the representations, work out a compromise between the two.

□ Meanwhile, the chamber and the black National Union of Mineworkers (NUM)

were due to meet at conciliation board level on Thursday for talks on their wage dispute. The board was appointed by the Minister of Manpower last week. Because the appointment came only after the standard 30-day period, the NUM is entitled to stage a legal strike, but there is no immediate prospect of one. The union will see on Thursday whether the chamber is prepared to budge on its offer. Thereafter, NUM's course of action will depend on decisions taken by its central committee which is scheduled to meet in about two weeks. ■

PARLIAMENT

No reform jamboree

Any hopes that the brief session of parliament, which convened on Monday, would produce major political changes, have been deflated by last week's National Party (NP) federal congress in Durban.

The session had been billed as a likely reformist jamboree; there was speculation that a new reform package might be unveiled by State President P W Botha and implemented. But he drew the line. Constitutional Affairs Minister Chris Heunis was expected to clarify his complicated plans for a better SA, but the possibility (based on expectations generated by NP sources) of a broadening of the reform initiative, did not materialise.

Instead, with the reform bubble having burst in Durban, the session is now little more than extra time to clear up some of the work left over from earlier in the year.

MORE THAN 8 500 DETAINEES

Government's admission that it is holding 8 501 people in jail without trial in terms of the emergency regulations is a "terrifying indictment" of its inability to maintain law and order through the normal process of the law, says the Progressive Federal Party's (PFP's) Helen Suzman.

Suzman observes that the detentions indicate the "massive tide of resistance against apartheid."

The names were released by the Law and Order Minister Louis le Grange in a document tabled in parliament on Monday. He was obliged, in terms of the law, to release the names to parliament when it reconvened after the recess.

It was the first time government had

acknowledged the extent of its crackdown in terms of emergency regulations.

Until now, opposition monitoring groups such as the PFP's Missing Persons Bureau and the Detainees' Parents Support Committee have estimated that the number of detainees varied from 5 000 to 13 000. In recent weeks, *The Star* has valiantly published the names of 4 156 detainees.

There were doubts this week that Le Grange's list contains the names of all detainees. Apparently, the names of some people known to be in detention do not appear. The list gives no indication of whether or not it includes the names of people already released.

Diggers death toll rises

DAILY STAR (21) 23/1/78

Dispatch Correspondent
PIETERMARITZBURG

— Eleven people were reportedly killed and a young boy seriously injured in a major cave-in on Wednesday night which trapped prospectors digging for "fools gold" at Nkandla, on the Nsuzi River

Eleven bodies are believed to have been pulled out of the tunnel in which an unknown number of diggers were trapped when a huge boulder about 2 m high and 3 m long fell on it.

This brings the unofficial death toll in the rush for "fools gold," or

iron pyrites, to 13

KwaZulu policemen using the prospectors' picks, hammers and chisels had to physically smash the boulder which fell on miners digging into a hill known as Mpongompongweni, on the Nsuzi River about 90 kilometres north of Kranskop.

The KwaZulu Commissioner of Police, Brigadier Andries Laas, confirmed last night that the bodies of seven women had been recovered from the tunnel and that a young boy had been admitted to the Nkandla Hospital with serious leg injuries

He was unable to con-

firm the report of 11 dead but said it was likely more bodies were trapped in the tunnel

By yesterday morning the thousands of people who had converged on the remote area two weeks ago to dig for the "fools gold" had dispersed and only a small contingent of police officers were left behind

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Chamber of Mines puts the record straight on ILO 'shock' labour report

By Sheryl Raine

The International Labour Organisation (ILO) has released a report on labour practices on South African mines which makes some shock claims about safety standards, assaults and continuing discrimination against black mineworkers.

The Chamber of Mines however slammed the report claiming it is factually inaccurate in most major respects, quotes data which is outdated and presents a distorted picture of the industry.

In its report, which has been circulated worldwide, the ILO said black miners in South Africa were still discriminated against in wages, living conditions and compensation for occupational diseases. Despite moves to abolish job reservation, black career advancement was still hampered by the reservation of 13 key job categories exclusively for whites.

The Chamber has responded vigorously to ILO allegations and has put the case for the employers.

The ILO report noted that black workers received significantly lower amounts of compensation for disability compared with white workers.

The Chamber said compensation was related to earnings not race. Formulae for compensation gave workers in the lower earnings band proportionately higher percentage disability earnings (from 75 percent) than workers in the higher earnings band (60 percent) "These parameters exceed the standards laid down by the Employment Injury Benefits Convention 1964 of the ILO," said the Chamber spokesman.

Quoting figures from 1973, the ILO said white miners who contracted occupational diseases were paid more in compensation than coloured, Indian or black workers.

The Chamber conceded laws governing compensatable diseases were blatantly discriminatory and said it had been urging the Government for years to deracialise its legislation

According to the ILO, the average wage of a black mineworker was about R286 compared to R1 601 for a white doing the same work

"While there has been some improvement in wages, the ratio of white to black wages is still five to one," said the ILO

FRINGE BENEFITS

A Chamber spokesman said: "The average monthly earnings of the lower skilled black mineworkers last year ranged from R380 to R458 a month, and more, depending on the mining sector."

These earnings did not take into account recent wage rises of between 15 and 20 percent implemented on Chamber mines on July 1 this year nor fringe benefits such as food, accommodation, medical attention, sport and recreational facilities worth the equivalent of R147 in cash each month.

"The mining industry strictly adheres to a policy of equal pay for work of equal value, regardless of race. Where blacks have moved up the ladder and are now doing the same work as whites they receive the same pay."

The 5:1 wage gap referred to by the ILO was a gap based on skills, not race, the Chamber argued. Further, the gap had been reduced from 21:1 in the early 1970s to 5:1 today and compared favourably with figures in the rest of Africa where the wage gap based on skills varied between 6:1 and 11:1.

Despite a drop of 20 percent in fatality rates and a 50 percent decline in serious

injury rates during 1973-1984, the ILO noted, more than 8 500 miners were killed in the mines over the same period.

The Chamber attacked the ILO for making no attempt to put the number of mineworkers killed into perspective by referring to the size of the South African mining industry, its labour intensiveness, the depth of the country's gold mines and difficult operational conditions

The ILO report said the urge to maximise productivity often leads to white supervisors pushing their crews to dangerous extremes.

"The casualty rate, fatalities and serious injuries combined, has been reduced by 48 percent during 1977-1985, while for the same period production per man per month has increased by 15 percent on gold mines."

On coal mines the casualty rate reduction was 70 percent while production per man per month had increased by 33 percent over the same period.

Assaults by white miners on blacks continued to occur frequently said the ILO, but there had been improvements. An increase in black-on-black assaults gave cause for concern.

"There are unfortunately, and rather surprisingly, no central records on assaults but there appears to be some evidence of a slight decline. White-black assaults were particularly high in the mid-1970s during a period of high labour turnover

"A worrisome trend is the increasing number of black-black assaults often perpetrated by the team leader who is frequently under heavy pressure from white miners to maximise production to increase their bonus payments," the ILO said

(327) (252) (11A)

Judgment invalidates Schnetler's orders

Post Reporter
The judgment handed in the Grahamstown Supreme Court yesterday in favour of the United Democratic Front effectively invalidates all orders made by the Divisional Commissioner of Police in the Eastern Cape Brigadier Ernest Schnetler, in terms of the state of emergency regulations.

A full Bench ruled that by the State President, P W Botha, or delegates "specifically" named by him, could issue orders. Unless new orders are issued by Mr Botha or his delegates, the curfew introduced by Brig Schnetler on June 19, the restrictions on funerals and the ban on indoor meetings by 52 organisations in 13 magisterial districts, will become

The UDF made an application to the

Port Elizabeth Supreme Court on July 14 asking that certain emergency regulations be declared invalid and that a UDF meeting scheduled to be held the next day, be allowed.

Mr Justice Jones said it was court policy for such matters to be heard by the full Bench, and granted a request for the case to be heard in Grahamstown.

The original application was brought by UDF secretary Mr Mohammed Moosa against the State President, the Divisional Commissioner of Police in the Eastern Cape, the

Commissioner of Police and the Minister of Law and Order.

On June 30, an executive meeting of the UDF in Johannesburg decided to hold a meeting in Port Elizabeth to inform the community of the effects of the state of emergency on the UDF and its affiliates.

Mr Moosa's application to the Divisional Commissioner to hold the meeting at the Rio Cinema was refused.

In an affidavit replying to Mr Moosa's application for a declaration to enable the UDF to exercise its

lawful authority, Brig Schnetler denied that Regulation 7 in Proclamation R109 was invalid, and said the State President's competency to authorise persons to act for him was not restricted by the Act.

On June 19, an order published in the Government Gazette barred people from streets and public places in townships in 13 Eastern Cape magisterial districts between the hours of 9pm and 4am, barred non-residents from

townships and prohibited the possession of T-shirts bearing the names of

about 47 action committees, students' movements and councils and other organisations.

The orders also restricted the movement of pupils at schools and barred non-pupils and non-employees from school premises in townships falling within the magisterial districts of Port Elizabeth, Uitenhage, Fort Beaufort, Albany, Humansdorp, Hankey, Kirkwood, Somerset East, Bedford, Adelaide, Alexandria, Cradock and Bathurst.

They effectively ex-

tended restrictions placed on funerals in four magisterial districts on June 13 to townships in these 13 districts.

Brig Schnetler's orders banned public address systems and banners from being used at funerals and prohibited anyone but ordained ministers from acting as speakers at funeral services.

On July 1, the Government Gazette published orders from Brig Schnetler prohibiting 52 political organisations from holding indoor meet-

ings in 13 magisterial districts under his command.

They were also prohibited from advertising gatherings and were prohibited from attending them.

Yesterday, Judge Jones, Cloete and K... ruled that insofar as regulations seven and 11 promulgated in terms of Public Safety Act No. 1953) purported to give the Commissioner of Police or the Minister of Law and Order the authority to further delegate power entrusted to them by the State President, they were invalid.

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SIZES 3-6
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160 cm 205 cm
249 299

Week for deaf planned in PE

Post Reporter
A Week For The Deaf is to be held in Port Elizabeth from Monday. The programme will include a seminar, flower exhibition, poster competition and a library display.
Miss Claudine Prinsloo.

Sliding rand is propped by bar

Business Editor
FINANCIAL markets reacted swiftly to the perceived failure of Sir C. Grey Howe's mission to South Africa, with the rand losing ground. After opening at \$0,3905, the rand fell quickly to \$0,3815. The Reserve Bank intervened to stabilise the currency at \$0,3835. The rand dropped to a new low of \$0,3800.

2011 211 26/10/87 ILO

Migrant miners will go ILO

By Sheryl Raine

The International Labour Organisation (ILO) has predicted a slow but steady reduction of the number of migrant workers from neighbouring states employed on South African mines.

In a comprehensive report on the rights and welfare of migrant workers on the mines, the ILO said migrant workers constituted an essential pool of experienced labour for the mines and the mining industry could not afford to drop the system overnight.

South Africa was unlikely to carry out its threat to repatriate en masse migrant mineworkers in retaliation against sanctions.

However, the ILO said a clear trend would emerge "The Chamber of Mines will reduce its dependence on migrant labour."

The Chamber of Mines said there was no official policy to reduce the number of foreign workers on South African mines.

● See Page 11.

Argus 29/10/86

NATIONAL

211

Tussle over Aids-carrying mineworkers

The Argus Correspondent

JOHANNESBURG — The Chamber of Mines and the Government are at loggerheads over what to do about 130 mine employees known to be infected by the Aids virus.

The Minister of Health, Dr Willie van Niekerk, said yesterday that his department, the departments of Foreign Affairs and Mineral and Energy Affairs and the chamber were giving urgent attention to "suitable steps to repatriate the workers"

However, chamber spokesmen said at a press conference yesterday they believed no carrier of the virus now in South Africa should be repatriated until he was clinically unfit for service

No ulterior motive

Mr Johann Liebenberg, industrial relations adviser to the chamber, said in response to a question that he did not believe there was an ulterior motive — to reduce the number of foreigners employed in South Africa — behind the Government's desire to repatriate foreign Aids carriers

So far none of the 130 carriers identified in the biggest survey of the virus in Africa, have Aids, and the chamber has emphasised there is no "scare"

The chamber feels it would be inhumane to victimise the carriers or to ostracise foreign workers from Malawi, of whom about 20 000 are employed on the mines. The survey showed the Aids virus to be most prominent among Malawians

High-risk area

Central Africa has been known for several years as a high-risk area for Aids.

The chamber spelled out a policy of mass education and counselling for Aids carriers and other mine employees

And it seems the chamber has most mining unions on its side in taking this sympathetic stand

All the black and white unions in the industry have been consulted and briefed on the results of the survey and future policies

Very low level

● The survey showed the Aids virus was no more prominent among white miners than blacks

It showed the prevalence of Aids, or human immunodeficiency virus (HIV), in the industry was the same as in other international low-risk areas or among the non-mining community — 1 in 3 500.

It was pointed out that the Aids problem was still present "on a very low level" in South Africa

Government wants them repatriated; Chamber takes a more sympathetic view

ROW OVER 130 AIDS MINERS

By Sheryl Raine

The Chamber of Mines and the Government are at loggerheads over what to do about the 130 mine employees known to have been infected by the AIDS virus.

The Minister of Health, Dr Willie van Niekerk said yesterday that his Department and the Departments of Foreign Affairs and Mineral and Energy Affairs together with the Chamber are giving urgent attention to "suitable steps to repatriate the identified workers"

In addition, workers from foreign countries entering the country will be subjected to compulsory tests for AIDS

The Chamber agreed that new recruits from foreign countries coming to work on South African mines should be screened for AIDS and prevented from working here if blood tests prove positive

However, Chamber spokesmen said at a press conference yesterday they believed no carrier of the virus presently working in South Africa should be repatriated until such time

as he is clinically unfit to render service

Asked whether there is an ulterior motive behind the Government's desire to repatriate foreign AIDS carriers to reduce the number of foreigners employed in South Africa, Mr Johann Liebenberg, industrial relations adviser to the Chamber said "We don't think the Government would want to use this opportunity as a subterfuge for repatriating foreign workers"

So far none of the 130 carriers identified in the biggest

survey of the virus ever done in Africa, have the disease The Chamber has emphasized there is no AIDS scare

The Chamber believes it would be inhumane to victimise the 130 carriers or to ostracise foreign workers who come from Malawi The survey showed the prevalence of the AIDS virus among Malawians to be higher than in other workers

There are about 20 000 Malawian mineworkers employed on the mines Central Africa

Network debates fate of mineworkers with AIDS

AIDS, the sexually transmitted killer disease which has been discovered among 130 South African mineworkers, was a topic of discussion during the SABC television programme Network last night

"We are faced with two choices," said Mr J Liebenberg, an industrial relations advisor. "We can either repatriate the affected workers or we can carry on employing them."

"I think we should adopt a compassionate view. To repatriate the workers would be to drive the disease underground. We need to look after the affected workers. We need to give them counsel on the subject," he said.

Dr George Watermeyer, Deputy General of Health, said the government was worried about the health of the economy.

"We have to try and keep the 'at risk' numbers as low as possible," he said, but added, towards the end of the programme, that the government was willing to enter into negotiation.

has been a known high-risk area for AIDS for several years

The Chamber spelled out a policy of mass education and counselling for AIDS carriers and mine employees in general

And it seems the Chamber has the majority of mining unions on its side in taking this sympathetic stand

All of the black and white unions involved in the industry have been consulted and briefed on the results of the

survey and future Chamber policies

"The National Union of Mineworkers would not like to see infected workers repatriated," said Mr Liebenberg. "We also met the Council of Mining Unions, which represents eight unions, and the comments we got from them indicated they definitely do not wish to see carriers repatriated"

Mr Robbie Botha of the Mine Surface Officials Association said his organisation welcomed the Chambers' education pro-

The government had "not made up its mind" whether or not to repatriate the workers, Dr Watermeyer said

"African AIDS seems to be different to the strain found in other parts of the globe. Before making a final decision, we need to discuss the matter fully with all parties concerned."

Mr Liebenberg accepted Dr Watermeyer's offer regarding further talks.

Mr Jack Metz, representing the South African Institute for Medical Research, said that as many as 10 percent of South African men might be carriers of the virus.

He said stricter medical control of sexual habits was needed.

"Through education and counselling, we might be able to establish a sort of control over the disease," he said.

The panel discussion was chaired by regular Network presenter Mr John Bishop.

gramme and was impressed with the employers' initiative.

"We do not feel workers should be repatriated if they are just carriers. If one extended the investigation beyond the mining industry one would find many AIDS carriers. There is nothing one can do about them. We should not be harsh about this intimate contact is needed to transmit the virus."

"We believe the Chamber's programme is a good one because it aims to keep the syndrome above board and will not drive it underground"

However, Dr Marrus Barnard, the PRP's health spokesman supported the repatriation of AIDS carriers.

He said "AIDS is a most serious disease and I would expect the health authorities to take every opportunity to minimise the risk in South Africa. If there is any suspicion of non-South Africans with this transferable disease it is totally acceptable health practice to send them back to where they came from. It is also important to screen people coming into the country."

Plan of action for AIDS on mines

By Joe Openshaw,
Medical Reporter

The mining industry will take a humane and compassionate stance and continue to employ the 130 mineworkers found to be infected with the AIDS virus, Mr Johann Liebenberg, the industrial relations adviser to the Chamber of Mines, said in Johannesburg last night.

He was addressing a Press conference, at which details of a Chamber of Mines survey to establish the prevalence of human immunodeficiency virus (HIV) — the virus which can cause AIDS — among all races in the South African mining industry

The survey was conducted with the co-operation of the Institute for Medical Research and the Department of Health.

Mr Liebenberg said the Chamber would embark on a major education and counselling programme to teach infected miners how to live with the infection and how to prevent themselves falling prey to the frequently fatal opportunistic diseases to which HIV-positive people are extremely vulnerable.

"This is not a crisis situation," stressed Mr Liebenberg, who made the results of the survey — in which the blood of 26 525 miners were tested and 130 miners found to be infected with the AIDS or HIV virus — available for publication. "There is not one proven case of AIDS on the mines"

Mr Liebenberg said homosexuality in the single-sex mine hostels has not contributed to the spread of the disease

The Chamber says the spread of the virus will be controlled

No known carriers of the AIDS virus will be engaged for work on the mines and new recruits from AIDS-prevalent areas will be screened

All miners suffering from sexually transmitted diseases — a high risk group — will be tested routinely

Employees who are AIDS carriers will be clinically assessed and those fit to work will not be discharged or repatriated

Clinically well AIDS virus-infected workers who return home between contracts will not have their disease used as a pretext for terminating their contracts

● See Page 13.

Fin Mail *BSS* *211*
MINE WAGE DISPUTE *211*
So who's involved?
Proceedings in the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines have ground to a temporary halt
29/8/86
FINANCIAL MAIL AUGUST 29 1986

→

The two sides met last week at a conciliation board convened by the Department of Manpower. But instead of negotiating they spent their time squabbling over the terms of reference the Minister of Manpower granted to the board.

The chamber's industrial relations adviser, Johann Liebenberg, won't comment on what the disagreement was about. But the *FM* understands it centred on exactly which workers NUM represents in the dispute. The minister, it seems, appointed the board for all mines where NUM is recognised without making reference to the specific job categories it represents

NUM is insisting this means it represents all workers on all mines where it has recognition. The chamber, however, believes the dispute should be limited to specific bargaining units. The point is that if a strike occurs it would have a much bigger impact if *all* workers down tools (And, because the minister appointed the board late, NUM has already won the right to strike legally)

The chamber is understood to have asked the NUM if it is willing to apply to the minister to have the board's terms of reference altered. NUM general secretary Cyril Ramaphosa refused; the chamber responded saying it wanted to consult its principals, the mining houses. The parties are due to meet again on September 4.

Meanwhile, the chamber told the parliamentary Standing Committee on Mineral

and Energy Affairs last week that it cannot support the Mines and Works Amendment Bill in its present form

The Bill, a product of the Department of Mineral and Energy Affairs, is at the centre of a debate on the most appropriate way to scrap job reservation on the mines (*Current affairs* August 22).

J. L. S. L.

TELEVISION

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Aids in SA



Peter Goosen
on last night's
viewing

ONE programme, *Network*, has deservedly gained a reputation for largely unbiased, truthful and straight-forward reporting on the issues of the day. It has tended from its inception to tell it like it is.

It certainly enhanced this reputation last night with a brutally frank look at the vexing question of Aids in this country.

It painted a truthful picture of the present situation and a grim picture it is in the light of the discovery of more than 100 Aids carriers among mine workers.

It was given tremendous dramatic impetus by the interview with a man of 22 who has the disease and told of his fears, his anger, his attitude towards others and his thoughts on his ultimate death.

Even more dramatic was the glimpse given by Dr Frank Spracklen, of Cape Town, of an Aids patient in the last throes of dementia caused by the virus attacking brain cells.

Tonight's Tip: WKRP in Cincinnati at 5.15.

The experts were all clear on one thing, Aids is not a disease exclusive to homosexuals.

BROUGHT into this country from African states it is a growing menace, and although it was first isolated only five years ago, it could become the world's major killer in a relatively short time — four million people in the United States alone could die from the disease.

Let's hope that some of the flaws which showed up on TV last night were not examples of how the disease will be treated in this country.

While all those involved in last night's debate — including the deputy Director General of Health, Dr George Watermeyer — declined out of courtesy to name the African state where the large majority of mine workers carrying the disease come from, the Minister of Health trotted it out on the 5.45 news.

AND it was obvious that Dr Watermeyer was somewhat unhappy about the Chamber of Mines courageous decision not to repatriate the mine workers carrying the disease but rather to watch them and educate them about the dangers of the disease.

11/29/86
AIDS
found in
97 miners

JOHANNESBURG. —
The Minister of National
Health and Population
Development, Dr Willie
van Niekerk, yesterday
said 97 mineworkers had
been identified as AIDS
victims.

In a statement re-
leased here yesterday,
he said an investigation
had been carried out
among 26 528
mineworkers from South
Africa and elsewhere for
AIDS. Ninety-seven
foreign workers had
"positive blood-tests".

He added that his de-
partment and the depart-
ments of Foreign Affairs
and Mineral and Energy
Affairs together with the
Chamber of Mines were
giving urgent attention
to "suitable steps to re-
patriate the identified
workers".

Workers from foreign
countries entering the
country would be sub-
jected to necessary tests
for AIDS.

The AIDS problem was
still present "only on a
very low level" in the Re-
public, he said. — Sapa

The bars go, but the knots live on (211)

THE notorious colour bar on South African mines is to be legislated out of existence after 94 years

But white miners' unions could retain considerable control over the entrance of black workers to their trades and the real effects of the new laws may only be clear once individual mining houses decide on how to implement them

Mineral and Energy Affairs Minister Danie Steyn introduced a bill last week to do away with racial job reservation in the country's biggest industry — the last vestige of legal racism in the workplace.

The Mines and Works Amendment Bill seeks to scrap the "scheduled persons" provisions which have reserved 13 job categories for whites and coloureds, and prevented blacks from upward job mobility.

Behind this seemingly simple alteration to the law lies a complex tangle of mining regulations and employment practices with widespread ramifications for the working lives of thousands of mineworkers.

The Mines and Works Act (MWA) governs the mining industry, enabling the state to regulate mining operations

By JEAN LEGER and
PHILLIP VAN NIEKERK

ostensibly in the interests of health and safety of workers

However, unlike mining codes in other countries, the MWA regulations have protected the "white miner" by reserving certain tasks and skills for "scheduled persons" who could only be white or coloured

The right to acquiring a blasting certificate has been the most important privilege reserved for "scheduled persons".

The Sixth Wiehahn Report of 1981 proposed the scrapping of the racist provisions and both the Chamber of Mines and the black National Union of Mineworkers (Num) have applied pressure to have them taken off the statute book

Since the formation of the Num, job reservation has ranked only behind wages and safety as an important and emotive issue for black miners, and the union threatened national strike action over mining apartheid

On the other hand, the all-white Mine Workers' Union (MWU) has adopted a hard-line defence of the provisions, consistently opposing the

removal of their members' legal status of the team leader, at the moment the most senior category of black worker underground, and the method of payment for blacks included in the new dispensation

The new bill, coming five years after the government accepted the Wiehahn proposals, eliminates the "scheduled persons" definition and replaces it with a nonracial definition of a "competent person"

However, much confusion still surrounds who will be a "competent person" as the Minister of Mineral and Energy Affairs will acquire substantial power to decide what qualifications are necessary

And he will have to make these decisions in consultation with the white miners' unions, representing the majority of workers in those trades.

Whether this is merely a sop to recalcitrant white miners, who fear job insecurity, or a means for the white miners to severely restrict entry to their trades will only be known once the new provisions are introduced

It is not entirely clear now because the bill makes provision for consultation with employers and other unions, presumably including the Num, over the minimum qualifications

Key questions arise over the future

status of the team leader, at the moment the most senior category of black worker underground, and the method of payment for blacks included in the new dispensation

Production at the moment is carried out by teams of eight to 10 workers. Each unit has a team leader who supervises their work, and for about every three teams there is a white miner in charge

Widespread exemptions granted in the seventies allowing team leaders to do the work of white miners may now be removed

Thus for production to continue on the mines it may be necessary to include team leaders — who are currently, in terms of the exemptions, doing the work reserved for white miners — as "competent persons".

White miners are paid substantially more than team leaders and according to a different system whereby about half of their wages comes in the form of production bonuses

But if the team leader now acquires a certificate of competence, will he be paid in a similar manner to white miners? This would mean a massive hike in the wage bill and a fundamental adjustment in the industry.

29/8/86
STAR

Mines take an icy look underground

By Stan Kennedy

The pressures on mining companies to improve working conditions and minimise working costs, particularly in ultra-deep mines, require on-going research and development to devise improved methods for conditioning the underground environment

But efficient mining operations are being inhibited because the underground environment is frequently hot and humid and sometimes polluted

As depths increase, the task of providing satisfactory environmental conditions becomes progressively difficult and costly

With planning in progress for mining below 4 000 m where virgin rock temperatures are more than 60 deg C, the removal of heat from the workings has become a critical consideration for the future

The Chamber of Mines research organisation has two strategies to overcome the problems

The first is to devise methods for reducing, at source, the heat and pollutants. The second is to devise improved methods of

conditioning the underground environment.

Current research by the organisation into refrigeration systems shows that it will not be too long before most deep mines instal ice plants for removing heat from underground.

A novel type of heat removal being investigated by the organisation involves the use of ice produced on surface which is then conveyed pneumatically in a sustained flow through a pipeline.

FEASIBILITY

Preliminary studies are also being carried out on two other system concepts, which are sufficiently promising to justify future detailed feasibility investigations

They are closed-circuit liquid coolant systems which can be installed close to the working face, and air-cycle systems, in which air is compressed on surface and expanded to low temperatures underground

An order has already been placed by a mine for the first large ice installation, with a capacity of 1 000 tons a day

Jobs for thousands

COPY TO ... 20/8/80 ... (211)
JOHANNESBURG. - SA reserves of platinum, chrome and vanadium are at least twice as large as first estimated, SABC radio news reports.

This was revealed in a geological survey released in Johannesburg which says the mineral deposits in the so-called "bushveld complex" between Pretoria and Brits are at levels which make them economic to mine.

The survey said the deposits were only 400m below the surface in some areas.

The mining is expected to provide jobs for thousands of people.

The extent of the deposits was determined by a method which is used throughout the world in searching for oil, according to the report. — Sapa

Fewer gold mine deaths

The gold mines' accidental death rate has fallen below one for every 1 000 employees, according to a statement from the Johannesburg Chamber of Mines. The figure referred to the first half of the year.

The figure projected over a year of 0,88/1 000 was an improvement of almost 40 percent over 10 years.

Mr C T Fenton, the chamber's mine safety division chairman, said "We have achieved a major goal".

He said the industry was making a concerted drive to reduce accidents and the figures were the result of dedicated effort in research and development, safety management and education and training.

FIN MAIL 5/9/86

AIDS

211 289 240

Repatriation risks

The revelation that a number of black mineworkers — mainly Malawian but also a few South Africans — are carriers of the Aids virus has rekindled public fear of the dreaded disease.

Concern and apprehension now centre on the fate of the infected foreign mineworkers identified in a joint investigation by the Chamber of Mines and the SA Institute of Medical Research

The Department of Health and Population Development regards the victims as a risk to the whole population and insists they be repatriated, the chamber recommends more compassion. It would rather let them stay on in order that these known carriers of the virus may be counselled so they do not spread the disease.

The investigation was conducted on a random sample of mineworkers taken from all the countries and homelands supplying labour for the mines. The findings are therefore only indicative of the presence of the virus among the mineworker population, and are not comprehensive lists of those affected. Should the department insist the identified victims leave, they may find they have banished the ones who can be educated, leaving behind an unknown number of other carriers who could be spreading the disease in ignorance

Of 26 525 miners tested, 97 had the Aids virus antibodies in their bloodstream. The survey showed the Aids virus was more prevalent among miners from Malawi than in other workers. From the sample, the prevalence among Malawians is about 1 25, making it a relatively high-risk area. Subsequent testing of Malawian mineworkers has revealed another 30 people afflicted.

The incidence among the other territories was 1:3 500. However, the figure includes a number of miners from within the borders of SA.

None of the mineworkers had yet developed Aids proper. A person is diagnosed as having Aids proper only once *opportunistic*

diseases — diseases which take advantage of the body's weakened state — take hold. Some cancers and certain types of pneumonia are opportunistic diseases. Patients die from these. Only a small percentage of people affected with the virus develop Aids proper.

Recent research, however, has concluded that the spectrum of diseases caused by the virus is much greater than was first thought, and that the virus itself can invade the brain causing neurological damage. And, once infected with the virus, a person remains infectious for life whether they develop Aids proper or not.

There have only been 38 cases of Aids proper diagnosed in SA. Most of the cases have been white homosexual men. The investigation on the mines is the first public indication that the virus has spread to black South Africans, although no black has yet been diagnosed as having Aids proper.

Public paranoia about the disease is understandable, however. There is still no cure and we are probably years away from a vaccine. The virus is spreading in SA and will continue whether the foreign mineworkers are repatriated or not.

Disease knows no political boundaries, and there is little chance government can control the movement of people from other countries into SA, or prevent South Africans from visiting other African countries. For the moment, the most effective means to combat the spread of the virus is through major educational programmes about how the disease is transmitted.

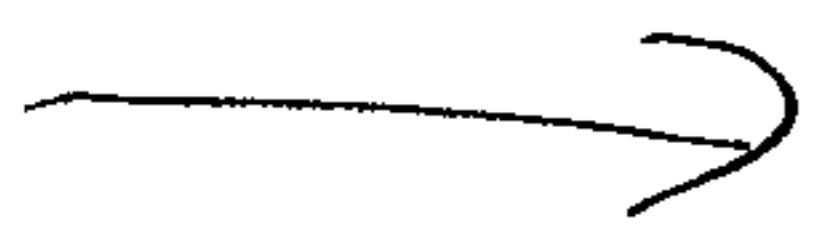
Doctors remain adamant that the virus cannot be spread through casual contact. They do know the virus is transmitted by blood and probably other body fluids. A transfusion of contaminated blood is the surest way of becoming infected (South African blood banks now screen blood to eliminate this possibility). The virus is easily transmitted through certain sexual practices,

particularly anal intercourse. Exactly which other fluids, and just how it is passed on, has not been conclusively proven.

One of the enduring puzzles about the virus is why it has spread so rapidly to women in Africa but not to women in America. The disease has spread in equal numbers to heterosexual men and women in Africa, while in the US it is still mainly confined to homosexuals and drug abusers. In trying to understand the African spread, various insects, including the mosquito and bed bug, have been blamed. But as yet there is no proof.

The future of the Malawian mineworkers hung in the balance as the *FM* went to press. The matter was due to be discussed on Wednesday by the Aids Advisory Group, a body including members of the Department of Health and Population Development, doctors, researchers and a representative of the mining industry.

The National Union of Mineworkers has said it is against the repatriation and would consider taking action if it goes ahead. ■



Lesotho sends mediators

The Star's Africa News Service

MASERU

The Lesotho Government has sent a three-men delegation to South Africa to mediate with Basotho miners involved in a strike at the Western Holding Gold Mines near Welkom. About 3 000 miners are said to be on strike there, and 1 850 are from Lesotho. The members of the delegation are Mr Jock Germond, manager of a mining recruiting agent, the acting commissioner of Labour, Mr Kolobe, and Chief Mohalefi Dereng.

Cape Times 6/9/86

NUM gives evidence to House committee

By EBRAHIM MOOSA
Political Reporter

REPRESENTATIVES of the largest progressive trade union in the country — the National Union of Mineworkers (NUM) — yesterday gave evidence to a parliamentary standing committee concerning legislation which attempts to eliminate job reservation on mines.

The NUM secretary, Mr Cyril Ramaphosa, and president, Mr James Motlatsi, addressed the Standing Committee on Mineral and Energy Affairs on their objections to the Mines and Works Amendment Bill.

The cancellation of the discriminatory definition of "scheduled persons" in the Mines and Works Act would open the way for blacks to qualify for 13 certificates of competency to do skilled work. The best known of these jobs is the blasting certificate which till now has been reserved for whites.

Dr Michael Veldman, chairman of the committee, confirmed that the NUM delegation — one of the major

components of the umbrella trade union federation Cosatu — did give evidence yesterday. The move is viewed as significant in terms of industrial relations between the government and the labour movement.

Dr Veldman pointed out that the NUM had not reached any agreement with the Chamber of Mines over the prerequisites to scrapping the discriminatory definition.

"We had a very frank discussion over the bill. Mr Ramaphosa put his case very well. I was surprised to receive a response from the NUM and their discussion is something to be thankful for," Dr Veldman said.

It is understood that the NUM is opposed to the bill because the Minister of Mineral and Energy Affairs, Dr Danie Steyn, would still hold wide-ranging discretionary powers.

Although the bill attempts to remove racial criteria for skilled jobs on the mines, the NUM maintains discrimination is possible in terms of proclamations which can be issued.

Cap Times 6/9/86

Govt, Chamber meet over Aids on mines

By ANTHONY JOHNSON
Political Correspondent

THE government will meet with the Chamber of Mines soon to discuss repatriation of hundreds of foreign mineworkers who have contracted Aids.

The decision follows the meeting this week of the Advisory Group on Aids who were asked by the Minister of Health, Dr Willie van Niekerk, to consider the possibility that infected mine-workers might spread the in-

fection to other people in the vicinity of the hostels in which they live"

Dr Van Niekerk said at a press conference yesterday that a decision would have to be made soon on the estimated 700 Malawian mine-workers who had Aids in South Africa since medical experts had established that they presented a "clear danger".

"We have already contacted the Malawian Government offering assistance but we know that these people consti-

tute a danger and they cannot remain couped up in the hostels as they will move into the community and create an even greater problem," he said

"The public is worried because there is no treatment and a high mortality rate associated with Aids," he added

Dr Van Niekerk said that after a "full discussion" the Advisory Group on Aids:

- Resolved that the infected mineworkers were a danger "through sexual contact" to the population surrounding the hostels in which they were housed

- Recommended the medical examination of contract labour should include a test for the presence of this infection "to control entry".

- Expressed reservations about the "feasibility of and medical ethics involved in the immediate removal of those infected mineworkers identified in the survey, as well as the impact of such a step on the rate of spread of the infection"

11/9/86 BUS DAY (152) (211)

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Gencor gold mine workers agree to return to work

LINDA ENSOR

ABOUT 8 000 workers on strike at Gencor's Beatrix gold mine near Theunissen in the Free State undertook to return to work as from the 9pm shift last night, a mine spokesman said yesterday

He confirmed the strike by approximately 8 000 workers arose from a shooting incident on Sunday evening

National Union of Mineworkers (NUM) Press officer Marcel Golding said mine security guards had shot at workers returning from a union meeting on Sunday. An unknown number were injured and some had to go to hospital, Golding said.

The mine spokesman said the shooting incident occurred because no control had been exercised over the workers, as promised by NUM

Workers failed to turn up for the midnight shift on Sunday and the strike continued yesterday while NUM representatives held talks with the strikers

Management undertook to investigate their grievances

Bruce Evans, CE of Gencor's gold and uranium division, did not believe the three-day strike would affect the mine's quarterly gold production figures as it had drawn on its strategic stockpile

● Matla Colliery has retrenched 130 workers as a result of the closure of the No 3 Mine, Gencor Coal Division acting CE J C J van Rensburg said yesterday. The closure of the mine, to keep production costs down, was announced on April 15, he said. Nearly half the affected workers were placed at other group mines, although it was not possible to find additional employment for everyone. The retrenchments were unrelated to the sanctions issue as Matla Colliery supplied coal to the adjacent Matla 3 600MW power station, he said

M-Net... NECC, Maggie Sole and... Black schools... launched the... the last... MABASO

12/19/86 (1985) ~~1986~~ 211
MINE WAGE TALKS
F.W. MAIL

Chamber splits again

For the second year running, members of the Chamber of Mines are at loggerheads about the quantum of wage improvements which should be offered in wage negotiations with the National Union of Mineworkers (NUM). But NUM itself faces a tough decision on whether to accept a split offer on behalf of its members on chamber goldmines and collieries.

According to a NUM spokesman, the chamber informed the union at a conciliation board meeting last Thursday that three of the mining houses — Anglo American, Gencor and JCI — were willing to continue negotiations. Rand Mines' gold division has also indicated a willingness to continue. Gold Fields of SA and Rand Mines' collieries are not prepared to move from the chamber's final offer made in July.

The sixth mining house, which normally participates in chamber negotiations — Anglovaal — is not party to these talks as NUM is not recognised at any of its mines.

The negotiations between the chamber and NUM deadlocked at the stage when the union was demanding a 30% wage increase and the chamber was offering 16%-19%. By mutual consent, the chamber's offer was implemented as from July 1. But NUM declared an official dispute, and a conciliation board was appointed last month. A disagreement over terms of reference marred the first meeting (*Current affairs* August 29). This has apparently been resolved. Last Friday's

meeting — where the chamber's new position was disclosed — was the second at conciliation board level.

The split in the chamber presents NUM with a dilemma. The differential increases, which were implemented by the various mining houses after last year's wage negotiations caused complications because, while most members benefited, those at Gold Fields, Anglovaal and Gencor lost out. Mindful of these events, its annual conference earlier this year resolved that the union would not again accept a split offer.

Faced with a repetition of the same problem, NUM has indicated that even before it hears details of any new offer from the companies willing to proceed with talks, it will have to consult with its members. The consultations are in progress and the union's central committee is expected to make a decision this weekend.

The central committee will also consider the union's next step in the wage dispute at Anglo American's Ergo complex. The parties deadlocked at a conciliation board recently with the union demanding a 30% wage increase, and the company offering increases of between 16% and 19%. In a strike ballot held last week, 624 of the 698 participants voted in favour of strike action.

Meanwhile, in the midst of these disputes, NUM and JCI's Consolidated Murchison antimony mine have reached a wage settlement. Increases range from 17% for senior personnel to 25% for workers in the lower job categories.

The question that observers will be asking is whether this agreement, signed on Monday, is a pointer to the type of settlement which could be reached in the more important chamber negotiations. ■

The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

al rounds of ammunition had been found in the house.

The man who fired at the detectives has not been arrested. — Sapa.

Welkom gold mine hit by strike

By Mike Siluma

Anglo American's Geduld gold mine in Welkom was hit by a protest strike yesterday

Mineworkers were protesting over an official who carried a gun underground, said the National Union of Mineworkers (NUM).

A NUM statement said workers demanded the removal of the shift boss. Talks with management were continuing

But an Anglo American spokesman said management had no knowledge of allegations that an overseer went underground with a gun

Such an act, if true, would be viewed in a "very serious light"

SECTION

The spokesman said 500 of the 3 500 workers at the mine's No 1 shaft had worked a short shift, but only one section of the shaft was affected

He said yesterday's events followed a similar action last month when the union made allegations and demanded an overseer's removal

After a disciplinary inquiry and the suspension of the overseer, management had decided there was no substantial reason to remove him.

The union was informed and the overseer returned yesterday

● About 600 workers at Gold Fields' Zincor mine have gone on strike over the dismissal of a colleague, the company has confirmed.

Negotiations are in progress

27th Sept 211

Race split
'endangers
industry
and unions'

New unions 'daunting challenge for mines'

By Sheryl Raine

Racial polarisation on the mines has to stop or the traditional white unions and the industry itself will be endangered

This was the view of Mr Ike van der Watt, president of the South African Boilermakers' Society, speaking at the Gold 100 conference in Johannesburg yesterday

Said Mr van der Watt: "Traditional unions in the mining industry are often accused of being out of step with change."

"The position of these unions has been influenced by circumstances and structures introduced and upheld by the mining houses

"Mining houses have restricted development. The industry has managed to withstand pressures and has protected unions from normal pressures of change.

"The schedule of occupations (which reserves 13 types of job for whites) has confined each union to a specific category of worker. Strict control of membership has had a major effect on the development of traditional unions

"As a result, these unions are where they were 30 years ago."

He added: "We are heading for a situation in which all...

By Sheryl Raine

There were 109 unlawful work stoppages at gold and coal mines belonging to the Chamber of Mines this year, according to the chamber's industrial relations adviser Mr Johann Liebenberg

He told the Gold 100 conference in Johannesburg yesterday that coming to terms with emergent unions was one of the industry's most daunting challenges and was complicated by the general state of unrest during the past two years

There were, he said, many unlawful strikes between January 1 and September 11 despite agreements with unions that industrial action would not be taken until agreed procedures were exhausted

"No less than 52 unlawful work stoppages have occurred on our gold mines. In the same period our collieries experienced 57 work stoppages," Mr Liebenberg said

The stoppages caused minimal loss of man-hours and all occurred before dispute-settling procedures had been exhausted. In many cases managements did not know the causes

"In most unlawful stoppages the union head office claimed no advance knowledge and in a number of cases publicly distanced itself from the action of employees," he said

It was ironic that the strikes experienced in recent years had come after mines had done much to improve the working life of unskilled and semi-skilled employees and, through the chamber, had opened new avenues of advancement for black employees

under great suffering, and one looked as if they were there and particularly in the shops,

and particularly in the shops, looked as if they were there

and particularly in the shops, looked as if they were there



Visit Spoilt

applied in June this year for a pension and was told to come back in August. She presented her pass book as well as birth certificate and all seemed to be in order

Hospital expects poison gas toll to rise

Mine blaze kills 13 as rescue goes on

17/9/82

211

BLEDAY



Business Day
Reporters and Sapa

PROTO teams are battling to evacuate 400 miners after a lethal gold mine fire.

The Kinross blaze killed 13 and injured at least 60 others.

An Eastern Transvaal hospital was last night prepared for more casualties. About 2 200 miners were in the area when the fire, caused by a welding accident, flared at 9 30am.

Gencor said 1 800 miners were evacuated safely.

Another 3 000 workers in unaffected areas also got out.

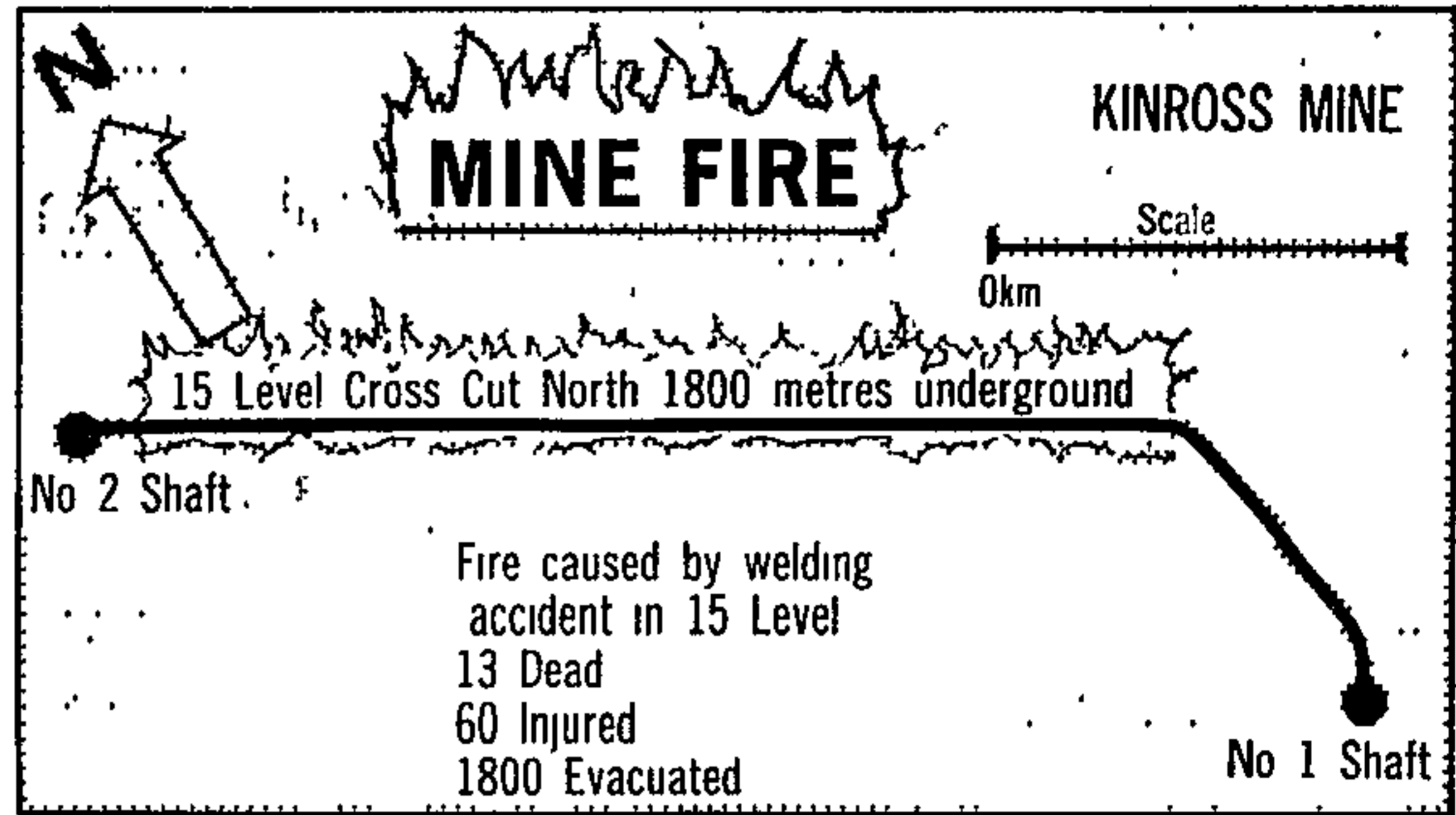
The 13 were killed by noxious fumes "caused by burning cables and other material, entering the (number) 2 shaft workings," Gencor said.

The fire broke out on the 15 level cross-cut north, a major connection between Number 1 shaft and Number 2 shaft at Kinross, near Secunda, in the Eastern Transvaal.

The fire was extinguished but by late last night it was impossible to determine the situation.

Many calls to the mine went unanswered and, when staff did answer, they said those in a position to issue statements were busy with rescue operations.

A matron at Evander Provincial Hospital said proto teams were still looking for people and the hospital was expect-



ing more casualties.

She said so far 52 whites had been admitted with gas poisoning

The condition of those injured was said to be satisfactory.

The matron had no details about injuries nor fatalities regarding black miners. She said black workers injured in the accident had been sent to a hospital on the Winkelhaak mine, a few kilometres from Kinross.

A Winkelhaak spokesman declined to give details.

A spokesman for the fire station at Secunda said the station was on alert but had not been called.

Gencor spokesman Neil Ackerman said he did not know how many of the miners killed were black or white.

A Gencor public relations team last night flew to the mine, about 100km east of Johannesburg, to be able to supply first-hand information.

The fire was the worst mining accident since the Hlobane colliery disaster which killed 65 workers in September 1983, NUM general secretary Cyril Ramaphosa said last night.

He added "Our union will have to take some decision about this accident. The accident rate on our mines is getting out of hand"

Secret plan to disrupt gold mining

STAR
18/9/86
(21)
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By Michael Morris,
The Star Bureau

London

South Africa's black gold miners claim to have a secret plan to damage Pretoria's economic bastion — the multibillion-rand bullion trade.

Mining unionists have told the television Channel 4 programme in a documentary titled "The Price of Gold" — to be screened tonight — that they want mines closed and are willing to lose their jobs in an assault on gold production, the country's economic Achilles' heel.

National Union of Mineworkers president Mr James Motlatse warns that if the West fails to act decisively against apartheid by imposing

sanctions on South Africa's gold trade, miners will implement a secret plan to achieve a similar result.

He says in the film that miners have devised a plan of action — "but I will not tell you what it is".

Asked if this amounted to "declaring war on the Government", Mr Motlatse said:

"The Government has declared war on us and we are going to retaliate."

Thames Television reporter Mr Julian Manyon — whose film explores the extent to which South Africa relies on gold to sustain modern apartheid and the reasons for the West's reluctance to use bullion trade as a weapon against Pretoria — said he had been given details of the miners' plan.

But he said he was not able to divulge them.

"I was told, but it was off the record," he said.

Survival

He goes on "All these limited sanctions will do nothing for us. We want to see the mines close down, because we are getting nothing from the mines."

"We know about the risks. The workers are prepared to take them. There are many people who are unemployed and they are surviving, so we would survive too."

Among the risks in taking a union stand, the film suggests, is harassment and injury at the hands of police and mine officials.

Several cases are shown, and it is suggested that police acted to obstruct union activity.

Viewers are also shown miners' living and working conditions.

The Thames Television
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ORTHY

LOOK OUT!

Kinross dead now number 177

The death toll at the Kinross Gold Mine at Evander has risen to 177.

Five white victims have been identified. They were:

- Shiftboss Mr Christoffel Johannes Dorfling (27), who had worked at Gencor since July 1978. He was married with two children.
- Stoper Mr Raymond John Smith (42). Married with three children.
- Surveyor Mr Stephanus Christoffel Adendorff (27). Married.
- Developer Mr Frederick Johannes Prinsloo (32). Married with two children.
- Surveyor Mr Stephen Anthony Latchford (19). Unmarried.

The names of the other dead cannot be released until next of kin have been informed.

They are of the following origins: Sotho 45, Zulu 8, Shangaan (Mozambique) 21, Pondo 20, Hlubi (Transkei) 6, Swazi 8, Venda 1, Xhosa 29,

Tswana 14, Malawi 15, Pedi 1.

The origins of three more persons have not been established.

A statement said Gencor was grateful that some 2 200 workers had been evacuated safely, for the effort by the rescue teams and the support of the doctors, Evander community and the police.

Production at No 2 shaft will be interrupted for about a week. One week's production is equal to about 25 000 tons out of the mine's total milling rate of 180 000 tons.

The president of the Chamber of Mines, Mr E P Gush, said "that the entire mining industry was overwhelmed by the tragedy."

"Our most heartfelt sympathies to the families of the dead and injured miners. We have a commitment to ensure that nothing like this can ever happen again."

● See Pages 4 and 19.

Saved by unknown hands

By Hannes de Wet

If it were not for a group of unknown black workers who dragged an unconscious Mr Tol Sadler to a running tap, he would be dead today.

"I have no doubt in my mind that they saved my life. The water cooled me down and brought me back to consciousness," Mr Sadler (32), a surveyor at Kinross Gold Mine, told *The Star* yesterday.

The father of three said he was trapped for six hours by the underground fire in the mine.

"I decided to climb up to a higher level but I was too weak. My hands slipped and I lost consciousness. When I came to I was lying under a running tap.

"Eventually I shifted inch by inch to the opening of another tunnel.

"I don't know how long I was sitting there before a bossboy came along. I told him that I was paralysed and that he should help me.

"He left and returned with a few other black workers. They carried me to a spot where the ventilation was better. I stayed there until a proto team took me to the surface.

"The next morning I heard that it was a group of black workers who had dragged me to the tap and left the water running before making a break themselves."

Critical questions remain unanswered

SMK
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By Mike Sluma and Glenda Spro

At about 9 am on Tuesday, 2 400 mineworkers were working underground at the 1 900 m Kinross gold mine when a fire broke out, leading to the death of nearly 180 men

While there is some consensus between the National Union of Mineworkers (NUM) and management about what happened on that fateful morning, several critical questions remain unanswered

According to versions given by both sides events would have followed this pattern

● A gas cylinder ignites starting a fire
● Pandemonium breaks out as panicking workers try to escape the deadly fumes
● Some fall while fleeing, hurting themselves in the process
● Management becomes aware of the unfolding disaster about 10 minutes later
● Rescue teams are sent down
● Bodies of the dead and others overcome by fumes are found over an

area of about 1.5 km. Some are found huddled in groups and others are scattered over the affected area

The consensus ends here leaving a number of questions unanswered even after several Press conferences held by management

Questions like how the incident could have happened and how strictly were safety regulations adhered to

The mine's general manager, Mr Kobus Olivier, has defended its safety performance

PRECAUTIONS

When asked why the mine had been stripped of two of its five stars accorded in terms of an international mine safety system, Mr Olivier attributed this to certain elements governing the ratings system. He could not remember which of the elements it was his mine lacked.

Mr Olivier said the miners would return to work before



"Fatality Free Shifts — 0" reads the sign outside Number Two shaft at the Kinross disaster mine. As the search continues underground for the last men still missing from the tragedy, only an ambulance at the minehead indicated the continuing drama underground as rescue teams searched for the five workers not yet found. They are feared dead

the outcome of the inquiry. He said additional precautions had been taken

NUM general secretary, Mr Cyril Ramaphosa claimed welders at Kinross did not have fire extinguishers with them. He said a pathologist would conduct post-mortems on the union's behalf

Workers from Kinross decided at a mass meeting last night that action taken in protest at Tuesday's incident would have to occur in conjunction with workers at other Eastern Transvaal mines

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, visited the disaster area yesterday

He said a judicial inquiry would be conducted

"South Africa mourns with the families of the dead miners," he said. "We should be proud of the high quality of the South African miner and the courage of the proto teams who saved hundreds of lives this week"

Payments due to families

The families of the miners who died in the Kinross mine accident this week are entitled to certain benefits

In July 1981 a new de-racialised death benefit scheme for miners was introduced. It created a salary-related formula for death benefits

Although the system is equitable in principle, black wages are much lower than whites' so black benefits are also lower

Dependants of workers who die receive 24 times their monthly salary, and in the case of black mineworkers, a further sum equivalent to the current value of food and lodgings allocated to them on the mine for two years

In addition, dependants are paid benefits by Rand Mutual Insurance, calculated according to salary, years of service and qualification.

Relatives of black Kinross victims may be robbed of death benefits

By Sheryl Raine

Ignorance, administrative red tape and corruption could rob the relatives of black miners killed in the Kinross mining disaster of much-needed death benefits

Relatives most likely to lose out on benefits paid to mineworkers who died on duty are those living in neighbouring states such as Lesotho and Mozambique

An International Labour Organisation report on migrant labour released this year noted there was evidence of corruption and inefficiency in the administration of benefits paid to relatives as well as ignorance on the part of beneficiaries

A breakdown by origin of black workers who died at Kinross this week showed a significant number from Lesotho, Malawi and Mozambique. In most cases, the Employment Bureau of Africa (TEBA), the Chamber of Mines recruitment wing, administers successful payouts, but in Lesotho, Mozambique and Malawi, the government play a part in the administration

Sources in the mining industry say there are

lingering suspicions that money is misappropriated, particularly in Lesotho from which South Africa draws 130 000 mineworkers

"In general we do not have any problems," a spokesman for TEBA insisted, but he noted that in Lesotho, TEBA recruitment agencies through which relatives lodge claims for death and other benefits, try to keep the claim payouts within their control to ensure the benefits are paid out

One of the problems identified by the ILO and confirmed by TEBA is the assessment of which relatives qualify for benefits and the lack of available appeal machinery

Ignorance is a major problem. Relatives do not lodge claims for death benefits because they do not know they are entitled to them. Others lodge claims and never collect the money. Such funds are kept in trust and lists of beneficiaries who have not collected their benefits appear in the South African Government Gazette from time to time

The ILO noted that in 1979 less than one-third of those eligible for various types of compensation received their awards

● Picture by Kevin Carter.

Miners describe panic as they tried to escape

BUS DAY

18/9/86

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PANIC spread amongst Kinross miners as they desperately tried to escape the toxic fumes spreading through the underground tunnels.

Some of the survivors yesterday told of their horror as they realised "something had gone horribly wrong".

Billy Tarran, 28, described how he smelt the fumes, noticed smoke pouring into the tunnel where he was working and then desperately tried to ensure that he and others would be safe.

"I went down to the 13th level and found nobody there could breathe. I shouted to them to get out because I realised something was wrong. I went to the nearby stope and phoned the station in case we didn't make it.

As miners collapsed around him, he felt he could take no more, he said. "Our legs turned to jelly. I had to walk in the darkness and thick smoke holding the walls. I could feel my chest burning so bad I couldn't breathe. Then a miner collapsed and I managed to get him on to a stretcher," he said.

He described his three hours of trying

DOMINIQUE GILBERT

to rescue people while struggling to stay on his feet.

"I half-dragged and half-carried some of them out. But eventually the smoke was too thick and I could do nothing."

"Nothing as bad as this (the Kinross incident) has happened before. You start running out of chances and now I think it is time to get out," he said.

Yesterday Tarran said he suffered headaches, sore eyes, sore throat, and a burning chest.

Another miner who managed to escape, Jeromy Lewis, 24, described the panic underground as the toxic fumes spread through the tunnels.

"Everybody just started running around, not knowing what was going on," he said. "It was obviously a freak accident. But then when one goes underground you can expect some kind of hazard," he said.

He believed that his condition, which is relatively stable would have been worse if he had stayed another half-an-hour!

NEWS FOCUS

BUSINESS DAY REPORTER
AND SAPA

THE SIGN atop the room where miners at the Kinross gold mine wait before descending into the earth reads "Fatality-free shifts 0", a tragic epitaph to the worst disaster in the history of the South African gold mining industry

The underground fire that sent poisonous fumes spewing into the mine's shafts 1,6km down left at least 177 dead

Prior to this week's disaster the worst gold mining catastrophe was in 1900, when 152 workers drowned in a flooded mine

SA's worst mining disaster was in 1960, when 437 were buried alive in a coal mine collapse

According to Kinross Mines general manager Kobus Olivier, the fire — which broke out at 9 30am on Tuesday — started after welding work in a section between the mine's No 1 and No 2 shafts "An acetylene cylinder caught fire and set alight underground cables and pipes"

Olivier also said an anti-corrosive sealing substance fuelled the blaze and caused a toxic reaction which filled areas between the mine's No 1 and No 2 shafts and went to levels 15, 16, 17 and 18

Of the 177 dead, five were white miners two surveyors, one shift boss and two miners

They were Christoffel Johannes Dorfling (27), Raymond John Smith (42), Stefanus Christoffel Adendorff (27), Frederick Johannes Prinsloo (32) and Stephen Anthony Latchford (19)

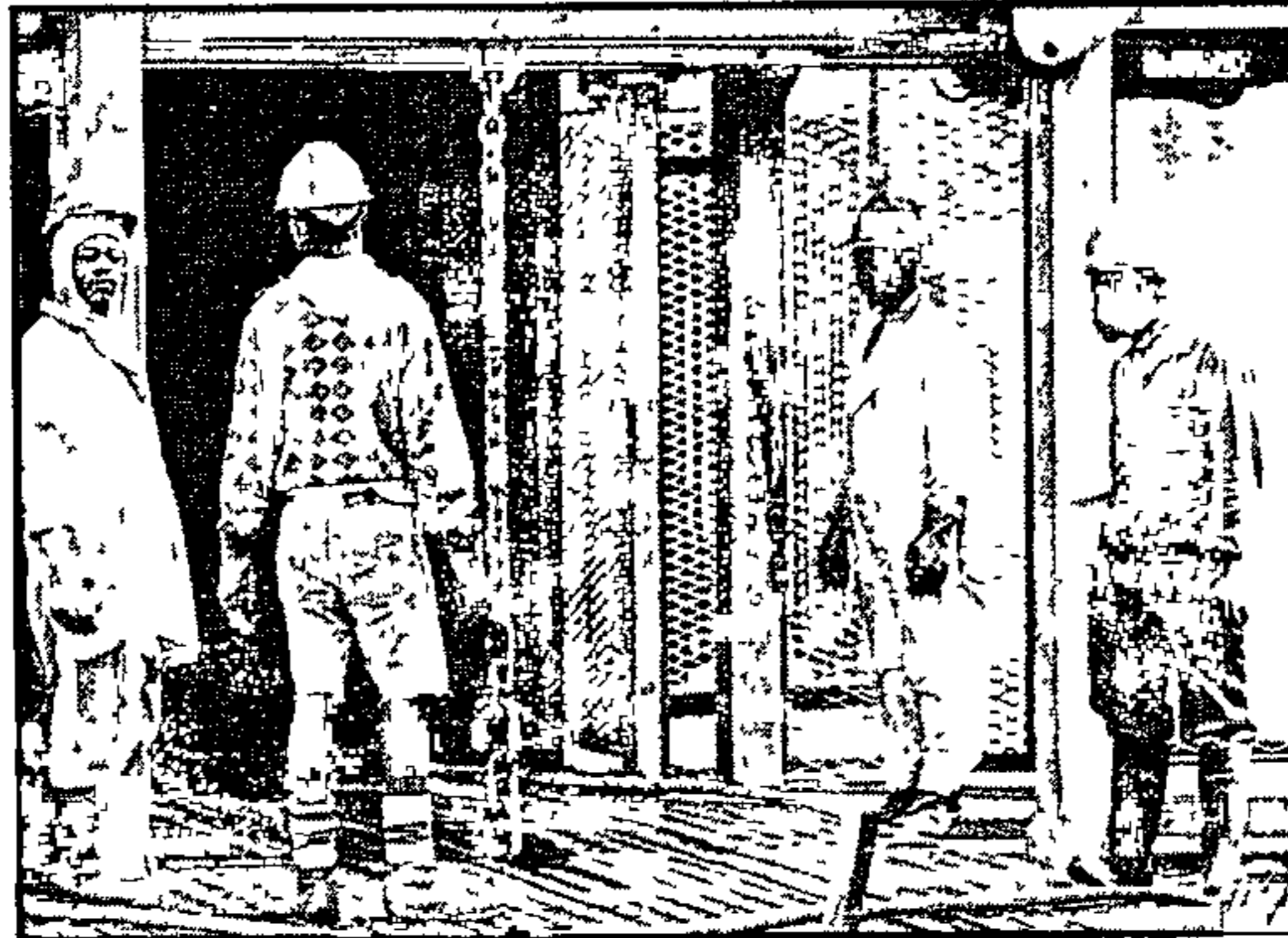
Both Dorfling and Adendorff — who died on his birthday — were members of a mine proto team and died while helping rescue miners underground

The mine said the names of the dead black miners would not be released until their next of kin had been notified

Rescue teams brought a total of 2 200 miners to the surface, some 44 are still in hospital

A member of the National Union of Mineworkers' legal team, who was not named, said four people were still in intensive care. The majority of the workers treated, suffered from gas

Tension mounts at disaster gold mine



Miners from other local mines in the Eastern Transvaal arrive at Kinross to help rescue workers evacuate the dead and injured

inhalation and respiratory problems

"Some of them were on drips we interviewed a few, but very cursory, because they were all suffering from heavy shock and under sedation," he said

He added that one of the men told him that some miners brought to the surface were so badly burnt that their faces were unrecognisable

Tension at the mine rose yesterday morning as a white bakkie and several security guards — some armed — separated a barrage of Press members and about 150 miners sitting huddled in the morning sun. However, as more and more jour-

nalists arrived at the scene and were refused entry to the mine shaft and permission to approach any of the miners, the number of miners grew

One foreign journalist claimed he was almost run over by the bakkie when he tried to speak to miners

Several times guards warned journalists that the police would be called to remove them if they persisted in their attempt to interview miners

Truckloads of miners were ferried in and out of the mine, apparently being taken for tests at local hospitals

Both white and black hospitals barred the Press

MAJOR MINING DISASTERS.

- 1942: 1 572 miners die in coal dust explosion at Chinese coal mine,
- 1963: Methane gas explosion at Japanese coal mine kills 452,
- 1913 At coal mine in south Wales, 439 perish;
- 1960. Cave-in kills 437 miners at SA's Coalbrook North colliery,
- 1985 Landslide at gold mine kills 56 in southern Philippines;
- 1984 Cave-in at mine in northern Taiwan traps and kills 72,
- 1983 100 bodies recovered from Turkish coal mine after gas explosion
- 1900 152 workers drown in flooded SA gold mine. — Sapa-Reuter.

A spokesperson at the Winkelhaak Hospital told journalists that access to patients was being denied to "avoid conflicting reports"

Early yesterday morning there was waiting from miners' hostels at No 2 shaft

As journalists tried to find out what was happening, a security guard said "That's nothing unusual — it happens every day"

A miner later commented "We are very angry None of this need ever have happened It is going to take us a long time to get over the sadness this has caused"

Kinross disaster toll reaches 177

Mine deaths probe amid safety row

DOMINIQUE GILBERT

GOVERNMENT announced a judicial inquiry into the Kinross disaster yesterday as a row erupted over safety measures at the Gencor gold mine.

The official death toll has climbed to 177. More than 235 miners were injured and five are missing.

The inquiry was announced by Mineral and Energy Affairs Minister Danie Steyn. Accompanied by the government mining engineer and a team of mine inspectors, Steyn went underground yesterday to assess the damage.

The mine recently lost two of its five safety stars, it was disclosed yesterday, after a national safety body found it lacked "certain elements to do with safety".

Mine officials confirmed this but refused to elaborate on which safety measures were lacking.

National Union of Mineworkers general secretary Cyril Ramaphosa, who spent three hours investigating underground yesterday, said "We believe this accident could have been avoided. It was completely unnecessary."



NUM general secretary Cyril Ramaphosa interviews an injured miner.

He charged that conditions in the mine, particularly on level 15 of Shaft 2, where the fire broke out, were "highly irregular".

No fire extinguisher was available near the welder who apparently caused a spark from his torch which ignited a

● To Page 3 →

Kinross disaster probe

methane gas cylinder and set alight highly-inflammable materials lining the walls, Ramaphosa said.

The deadly gas emitted from materials lining the tunnel walls should also have been checked, he said.

NUM members were, Ramaphosa said, "very angry" at the "terrible disaster".

Ramaphosa said the NUM executive would meet tomorrow morning to decide on possible action nationwide and at Kinross.

Kinross GM Kobus Olivier said samples of materials used in the tunnels, particularly in that section of the mine, to provide support and prevent corrosion, were being investigated.

He denied his earlier statements that a highly toxic substance Rigiseal was painted on walls, and suggested yesterday that a polyurethane material might have caused the killer fumes.

The mine had not known before yesterday that this substance was inflammable and the mine had not felt there was a need to check on this aspect when it was installed.

He agreed mine officials would have to strive for better safety precautions but would not say what steps would be taken before the mine was re-opened.

"It is NUM opinion, not management, that we put production before safety," he said.

"We are continually striving for better conditions."

NUM safety officer Hawlzy Sibanyoni, who was refused entry to the mine's shaft, said his union had suffered an uphill battle in negotiations with Gencor's management on safety issues.

Despite Gencor's claim of a "clean accidents slate" for 1985, Sibanyoni and other miners claimed many accidents at the mine were not reported.

After his meeting with mine management yesterday, Steyn said procedures for holding a thorough judicial inquiry would be expedited.

He added "The Government Mining

Engineer and I have had the opportunity to ascertain for ourselves that the responsible union representatives have been assisted as far as possible by management to investigate the incident.

"Mine management will keep the union representatives informed of developments in the investigations which have already commenced."

Production at the No 2 Shaft is likely to be interrupted for a week, although the shaft will remain closed as long as it might take to ensure that conditions are safe again.

One week's production at the shaft is equal to approximately 25 000 tons out of the mine's total milling rate of 180 000 tons, according to a Gencor statement.

Five who died were white, 45 Sotho, 29 Xhosa, 20 Pondo, 15 Malawi, 14 Tswana, 21 Shangaan, six Hlubi, eight Zulu, eight Swazis and one Venda and one Pedi. The origin of three others could not be established.

Two of the five whites who died, Christoffel Johannes Dorfling, 27, a shift boss and father of two, and Stefanus Christoffel Adendorff, 27, a surveyor who had been married for two months, were members of a mine proto team. They were killed trying to rescue miners underground.

The other white miners who died were Raymond John Smith, 42, a stoper and father of three; Frederick Johannes Prinsloo, 32, a developer and father of two; and Stephen Anthony Latchford, 19, a surveyor.

The names of the black miners who died will be released when their next of kin had been notified, Gencor said in a statement.

Condolences from the British government, President P W Botha, Opposition leader Colin Eglon and Chamber of Mines president Peter Gush, were expressed yesterday.

BUDAY
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National Union of Mineworkers' (NUM) shaft stewards' committee at the Gold Fields of South Africa (GfSA) mine

Theko was dismissed on the recommendation of a mine disciplinary committee which investigated a complaint lodged against him by one of his fellow workers, Themba Kotyana, which arose from a disagreement between the two over participating in a legal strike the union was planning

Kotyana alleged that Theko accused him of being a management informer and threatened to kill him and other Pondo workers on the day of the strike. Theko, who apologised when Kotyana challenged him to a fight, denied issuing a death threat

Theko's dismissal prompted NUM to declare a dispute and it took the matter to the IC. Late last year the court ordered Kloof to temporarily reinstate Theko, pending the establishment of a conciliation board for the dispute by the Minister of Manpower

In ordering the temporary reinstatement, the IC found fault with Kloof's disciplinary code. A primary reason for this was the fact that Theko was not afforded the right to be represented at the inquiry. Because the Kloof code is similar to that used on all GfSA mines, the case was seen to have important implications for the mining group's handling of disciplinary issues

Kloof subsequently applied to the Supreme Court for a review of the IC judgment. Kloof counsel's main argument was

FINAL 19/9/86
MINE LABOUR

Court thwarts Kloof

Kloof mine's attempt to overturn an Industrial Court (IC) judgment which went against it has been rejected by the Supreme Court.

The case concerned the dismissal last year of David Theko. Theko, chairman of the

that when the IC ordered Theko's temporary reinstatement, its presiding officer failed to appreciate the nature of the discretion conferred upon him by the Labour Relations Act (LRA) because he based his decision on his finding that Kloof had not discharged the onus of proving that the dismissal had been fair and reasonable. Thus, it was argued, the presiding officer had not exercised his discretion in the proper manner.

In terms of the LRA, all applications by mineworkers to the IC for temporary reinstatement must be accompanied by a request to the Minister of Manpower to appoint a conciliation board

Part of Kloof's argument was based on the LRA's requirements for the establishment of

conciliation boards in situations involving individual workers who have been dismissed. In these circumstances, the LRA states that a conciliation board should not be established if the dismissal is due to misconduct on the part of the employee

The Supreme Court held that in cases where individual workers apply for reinstatement the IC "must ultimately consider and weigh objectively the prospects for the establishment of a (conciliation) board by the minister." Although the IC had not expressly referred to the requirements for the establishment of a board, the Supreme Court said it was satisfied that the IC had found that Theko's dismissal was not due to his own misconduct. Therefore, prospects for the es-

tablishment of a conciliation board were good.

It was plain, the Supreme Court said, that the IC was satisfied that there was reason to believe that the inquiry which led to Theko's dismissal was not conducted in an objective manner and that his dismissal was influenced "by ulterior considerations unconnected with the alleged transgression"

The Supreme Court concluded "It has (not) been shown that the IC failed to appreciate the nature of the discretion conferred upon it by the (LRA)."

The dispute over Theko's dismissal will now return to the IC, where NUM's application for his permanent reinstatement will be argued

FURNAL 19/9/86
MINE WAGE NEGOTIATIONS
So near, but so far

There was significant movement on both sides when the National Union of Mine-workers (NUM) and the Chamber of Mines met at a conciliation board on Monday to continue negotiations in their wage dispute.

At the conclusion of the last round of talks on September 4, the NUM was left with the dilemma of deciding whether or not to accept a split offer from chamber members (*Current affairs*, September 12). To do so meant reversing a resolution adopted at its conference earlier this year, that the union would only accept a unified offer — a decision motivated by a desire to obtain uniform conditions of employment across the industry for its members.

In the event, pragmatism won. Last weekend, the union's central committee decided that it would consider improved offers for the gold and coal mines where it is recognised by Anglo American, JCI, Gencor and the gold division of Rand Mines.

Gold Fields of SA (GFSA) and Rand Mines' collieries have already indicated that they will not move on the increases which were implemented on the mines on July 1 by mutual consent between the union and the chamber: an increase of 20% on minimum wage rates for workers in the lowest job categories, and 15% for the highest categor-

ies.

On Monday, the parties still in the negotiations laid new cards on the table. The NUM reduced its demand for a 30% wage increase to 26%. In turn, the four mining houses unveiled their improved offer: 19% to 22% for surface workers on gold mines and 17% to 20% for underground workers, and 18% to 21% and 19% to 22% for underground and surface colliery workers respectively. The improved offer applies to 38 mines.

Several other issues were also discussed in the course of which the NUM dropped its demand for its members to be paid a leave allowance of 100% of their wages. The union also signalled that it would be prepared to accept that workers' contributions to the mining industry's death benefit scheme should be increased from 38c to 45c/R100 of their wages, providing that there is a wage settlement and that the union is represented on the scheme's administrative board. On the demand that workers who are transferred from one job to another due to disability or illness should be guaranteed the same

income, the union indicated that it is devising a formula for how this should operate.

The two sides did not see eye-to-eye on the NUM's demand that June 16 should be recognised as a paid holiday. This matter did not feature in the union's original list of demands. During the course of the negotiations, however, the NUM gave notice that it wanted the day to be regarded in the same light as the chamber's offer about a paid holiday on May Day. That boiled down to agreement that the chamber would ask government to appoint a commission of inquiry to investigate the prospect of making May 1 a public holiday. If government refuses to appoint a commission, or if recommendations are not forthcoming by February next year, the chamber has undertaken to negotiate the issue with the NUM.

The talks took place against a background of renewed wildcat strike action at GFSA's Zincor mine and Anglo's Free State Geduld mine. By Tuesday, however, it appeared that both strikes had been settled.

Monday's proceedings narrowed the gap

between the two sides, but the employers' offer still falls short of the NUM's demands. It remains to be seen whether the next meeting, scheduled for Friday, will reduce the negotiating gap.

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Nation-wide protest by miners likely

By PHILLIP VAN NIEKERK
BLACK miners are almost certain to decide on national protest action in response to Tuesday's disaster at the Kinross mine where 177 workers died.

The national executive of the National Union of Mineworkers was meeting at the union's headquarters last night to decide how to respond to the disaster.

Union sources said there was growing anger among NUM members at the accident, which workers felt could have been avoided if proper safety standards had been applied.

"This action takes us back to the dark ages and demonstrates clearly the unacceptable low safety standards practised in South Africa's mining industry," the NUM said in a statement.

NUM president James Matlatsi said it was likely that whatever action was decided on would take place within the next two weeks.

In 1983 about 30 000 miners downed tools in solidarity with the 68 mineworkers who died in a methane gas explosion at the Hlobane coal mine near Vryheid in northern Natal.

The NUM was in its infancy then, and now claims more than 300 000 members — six times the size of its

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Black miner protest likely

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support in 1983

Union sources indicated that the most likely form of action was a disciplined stoppage throughout the industry for several hours.

Matlatsi said the union would also demand all the corpses be examined by union doctors

In addition, the NUM is gearing up for a massive legal challenge at the judicial inquiry which is to be held in terms of the Mines and Works Act

The mine's manager, Kobus Olivier, has refused to comment

further on the accident because he claims the matter is "sub judice" However, Gencor have called a press conference for today which is to be addressed by its chief executive Derek Keays.

The union — backed by the Congress of South African Trade Unions (Cosatu) — has called on the Minister of Mineral and Energy Affairs, Danie Steyn, to appoint a commission of inquiry into safety in the mining industry.

From PAGE 1

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Chamber, NUM in wages deadlock

Own Correspondent

JOHANNESBURG

The annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached deadlock

This followed a marginally improved offer yesterday by the chamber over its previous offer

The chamber rejected a union proposal that the dispute be referred to arbitration

The negotiations affect NUM members on 29 gold mines and 18 collieries

The chamber raised its offer for underground goldminers by one percent and it now ranges from 18 to 21 percent

The other wage proposals remained at the levels tabled at a meeting last Monday of 19 to 22 percent for surface gold mine workers; and 18 to 21 percent and 19 to 22 percent for underground and surface colliery workers respectively

At yesterday's meeting, the NUM stuck to a 26 percent across-the-board demand which was reduced from Monday's 30 percent

The question of a June 16 paid holiday and income security for miners injured in accidents, remained in dispute

The chamber offered to increase the number of days of accident leave but the NUM considered this inadequate

The NUM spokesman, Mr Marcel Golding, said the union's executive would meet to consider their next step, one of which could be a strike ballot

The chamber expressed regret that the NUM had rejected their offer which the chamber regarded as "a significant concession to obtaining a peaceful settlement to the dispute"

Miner in dock for 'illegal weapons'

By DAN DHLAMINI

RANDFONTEIN Estate Cooke 2 mineworker, Obed Thulo will be appearing in the Johannesburg Regional Court on charges of illegal possession of an AK47 rifle, 39 rounds of ammunition and four handgrenades.

Thulo, 32, of Bekkersdal appeared in the Westonaria magistrate's court this week, but the case was transferred to the Johannesburg court. No reasons for the transfer were given.

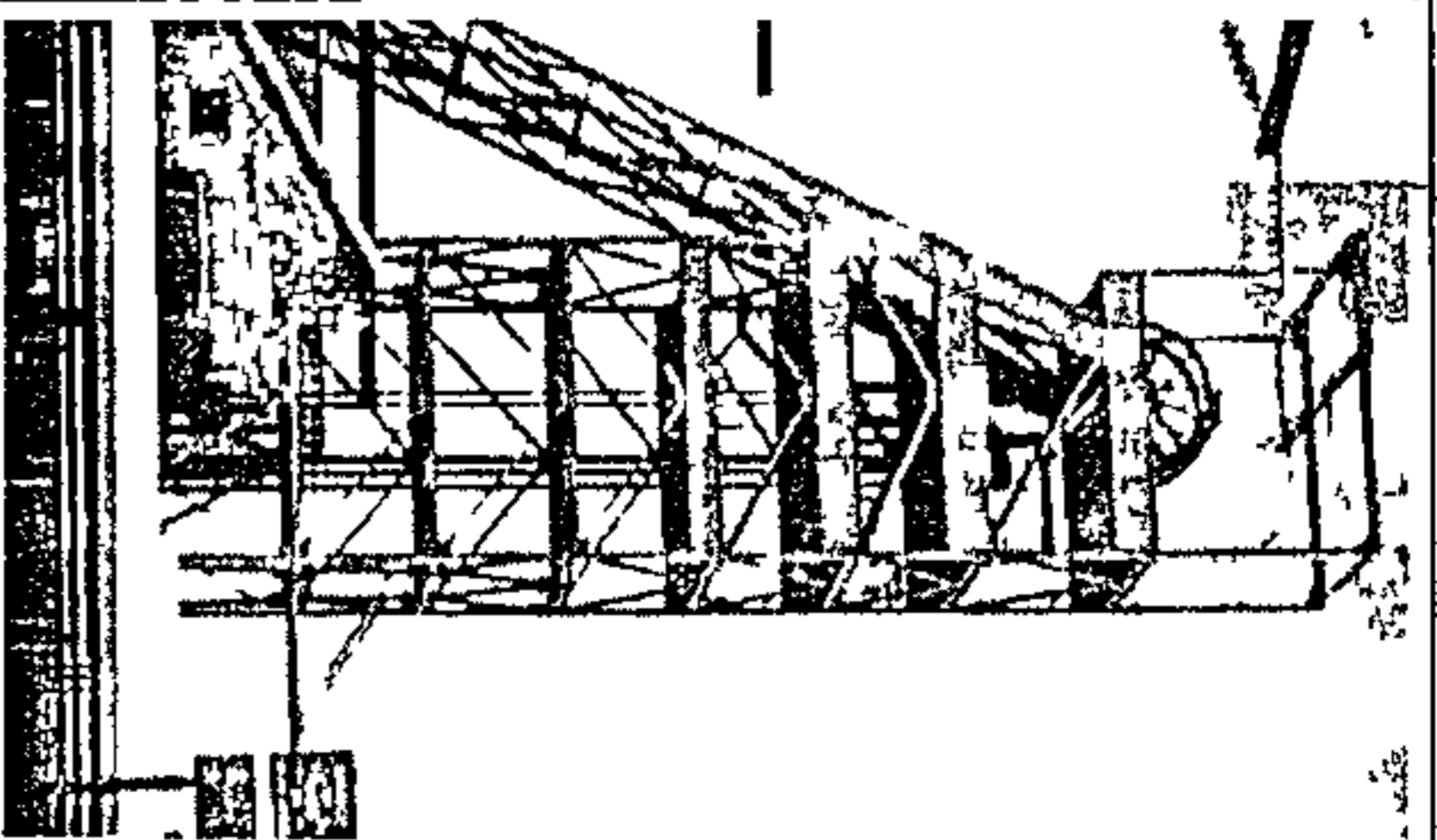
Thulo's appearance follows the clashes between miners and police on January 21 near Bekkersdal. Seven miners and two policemen, Sergeant D. Pretorius and Constable F. Koekemoer, were killed.

Thulo and 118 miners were initially arrested and charged with public violence. Charges against 98 miners were later dropped and only 20 miners, including Thulo, were charged with the murder.

They were also charged with the attempted murder of Lieutenants J du Plooy and E Vermeulen, Sergeant M Letlhago, and Constables S Madiko, E Bata, J Kearney and C Oosthuizen.

State prosecutor JH Folscher said Thulo and the other 19 miners will appear in the Westonaria magistrate's court on October 17, pending the Attorney-General's decision.

THEY COULDN'T



SUNDAY TIMES SPECIAL REPORT
by CAS St LEGER
Pictures by HORACE POTTER

CURTAINS are drawn and doors are shut in the gold-mining town of Evander. Families angrily close their ranks as their personal tragedy is turned into political capital in the outside world.

The Eastern Transvaal town serves Kinross, the Gencor mine where 177 men lost their lives a kilometre beneath the flat, dusty veld in one of South Africa's most serious mining accidents.

The cause of the accident, which started a fire at 9.30am on Tuesday, is now the subject of an official inquiry, but miners say the toxic fumes that killed most of the victims were created when the flame from an oxy-acetylene cylinder came into contact with polyvinyl chloride.

Gencor's executive chairman, Mr Derek Keys, said the section that caught alight, where welding was taking place in level 15 of the No 2 shaft, consisted of 600m of wire mesh covered for anti-corrosion purposes with 'fire-retardant' polyurethane foam.

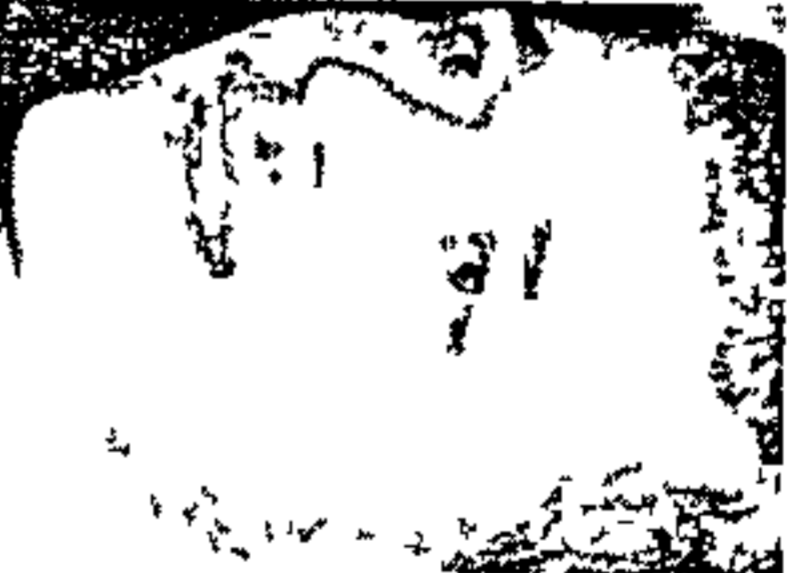
The material is now being replaced with granite - and so is another similar 15m section at Kinross.

'It's start again and think again time in Gencor's safety management, Mr Keys said. All survivors were treated for carbon-monoxide poisoning.

Friends
There are many quiet heroes of Kinross - men who braved toxic gas and great heat deep underground, working nearly 24 hours without a break to pass up in relays the unconscious or the dead. Without them, the disaster would have been worse. They helped save 2200 of their fellow miners.



Mine widow Linda Dorfling with son Christo and father-in-law Jan Oosthuizen



CHRISTOPHEL DORFLING
Dead shift boss



RAYMOND SMITH
Sloper who died



Widow Ria Smith with twins Jurgens and Servus, 2, and Dalinn, 4

Survivors, families angry at overseas criticism of safety measures

HOW DO YOU KNOW WHAT TO TAKE?

Handwritten scribbles and initials in the bottom right corner of the page.

OPINKINROSS

THE STARK FACTS OF LIFE AND DEATH UNDERGROUND...

MINING DEATHS AND INJURIES*		GOLD		COAL		OTHER		TOTAL		TOTAL WORK-FORCE
Year	Rate per 1,000 employees per annum	Deaths	Injuries	Deaths	Injuries	Deaths	Injuries	Deaths	Injuries	
1st 1/2										
1986	0.88	2,170	6,700	0.34	9,300	0.78	19,800	675,000		
1985	1.03	5,100	7,060	0.38	10,750	0.89	21,560	685,000		
1984	1.18	27,060	6,670	0.38	9,330	1.04	22,810	648,000		
1983	1.30	29,900	8,970	0.37	9,790	1.24	25,370	624,000		
1982	1.25	32,000	8,660	0.65	8,330	1.15	26,220	632,000		

*Rate per 1,000 employees per annum, figures are those requiring 14 days hospitalisation.

BEFORE this week's Kinross mine disaster the mining industry had slashed its fatality rate dramatically.

According to Chamber of Mines statistics in 1983, out of 1,000 miners employed for a year, 124 died in accidents.

In the first half of this year the annualised number had declined to 676 — so the death rate fell by no less than 38 percent.

The reportable injury rate in the same period fell by 25.8 percent.

Sunday Times Reporter

But even in the first half of 1986, an uncommonly good period, mining was a dangerous occupation.

In this period the industry employed 675,000 which through simple calculation means that in a good year more than 500 miners die and 12,650 are injured daily enough to stay away from work for 14 days.

In a bad year, such as 1983,

the statistics imply 774 died. The worst year was 1960 when, after the Coalbrook disaster, the rate shot to 2.5 per thousand.

In coal mining that year, the fatality rate was 10.56. Another bad year was 1978, when the fatality rate was 1.48 per thousand.

The National Occupational Safety Association has published figures based on Work men's Compensation statistics

showing that there is a bigger percentage of injuries in the fishing, wood and transport industries.

The National Union of Mineworkers alleges that South Africa's safety record compares badly with that of other countries.

The Chamber of Mines argues that nowhere else is mining undertaken at the depth, heat pressure and in the hour intensiveness of SA gold mines.

Gencor to review safety procedures

GENCOR's Kinross Mine lost two of its five Chamber of Mines safety rating stars last year, falling down in three categories. And the mine's fatality rate this year — before this week's tragedy — topped the industry average.

This was confirmed by Dr Con Faucimmer, senior vice-president of the Chamber of Mines and Gencor's head of mining, metallurgical and medical services in Johannesburg on Friday.

"We owe it to the living to critically re-examine our existing procedures and material throughout the group with a view to ensuring as far as humanly possible that such a tragic occurrence — on any scale — doesn't happen again," said Gencor's executive

Sunday Times Reporter

blown away. Mr Keys said the areas in which Kinross lost points, scoring less than 80 percent, were planned inspections — which would have included welding operations and fire control, planned task observations and mine rules and regulations.

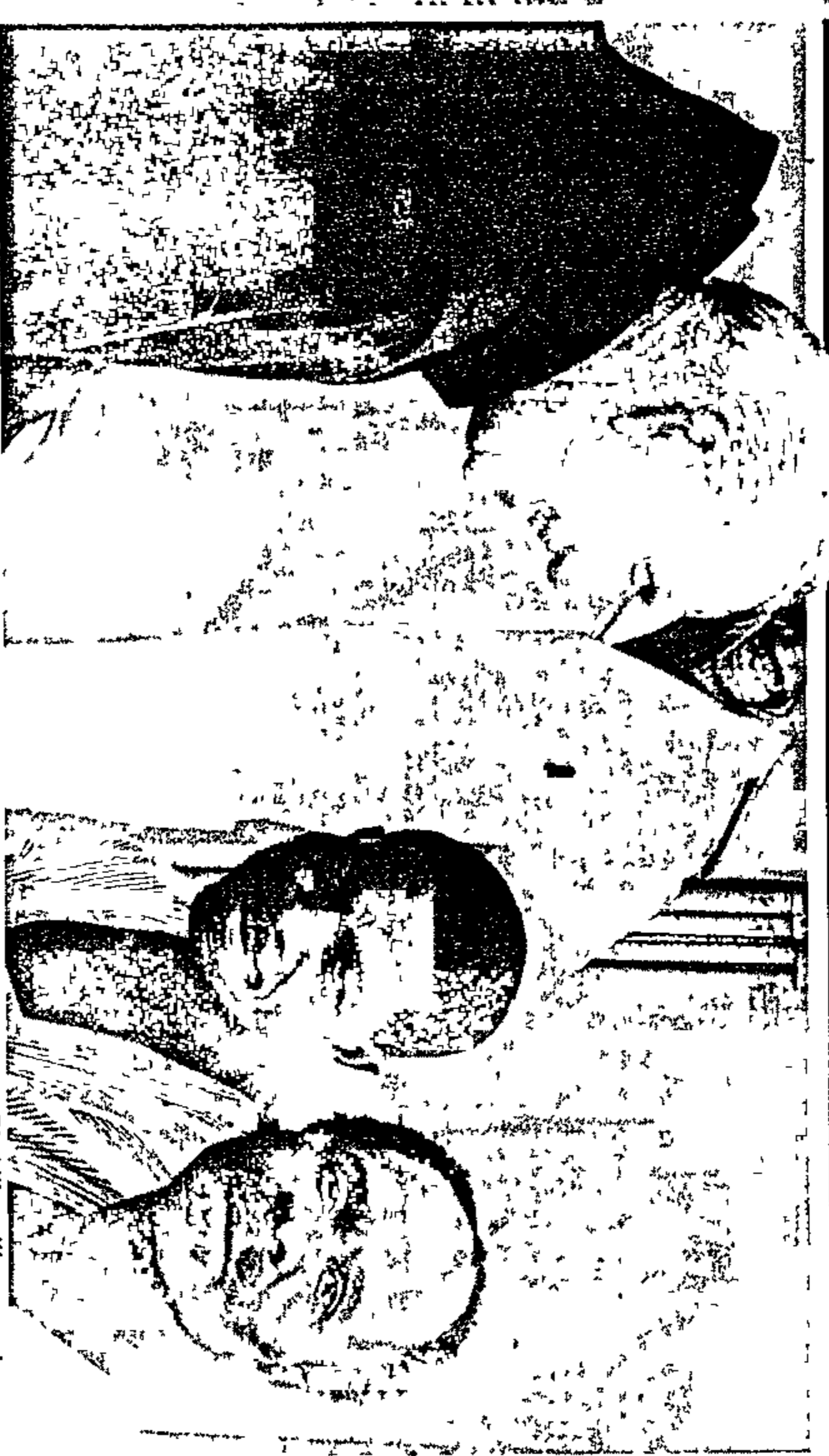
Gencor's senior director, mining division, Mr Carl Neischer, director corporate services, Mr Neas Steenkamp, acting chief executive of the gold and uranium division Mr George Kraft, and others could not say whether there had been a fire extinguisher in the vicinity of the Level 15 fire.

That was a subject for the of fatal injury.

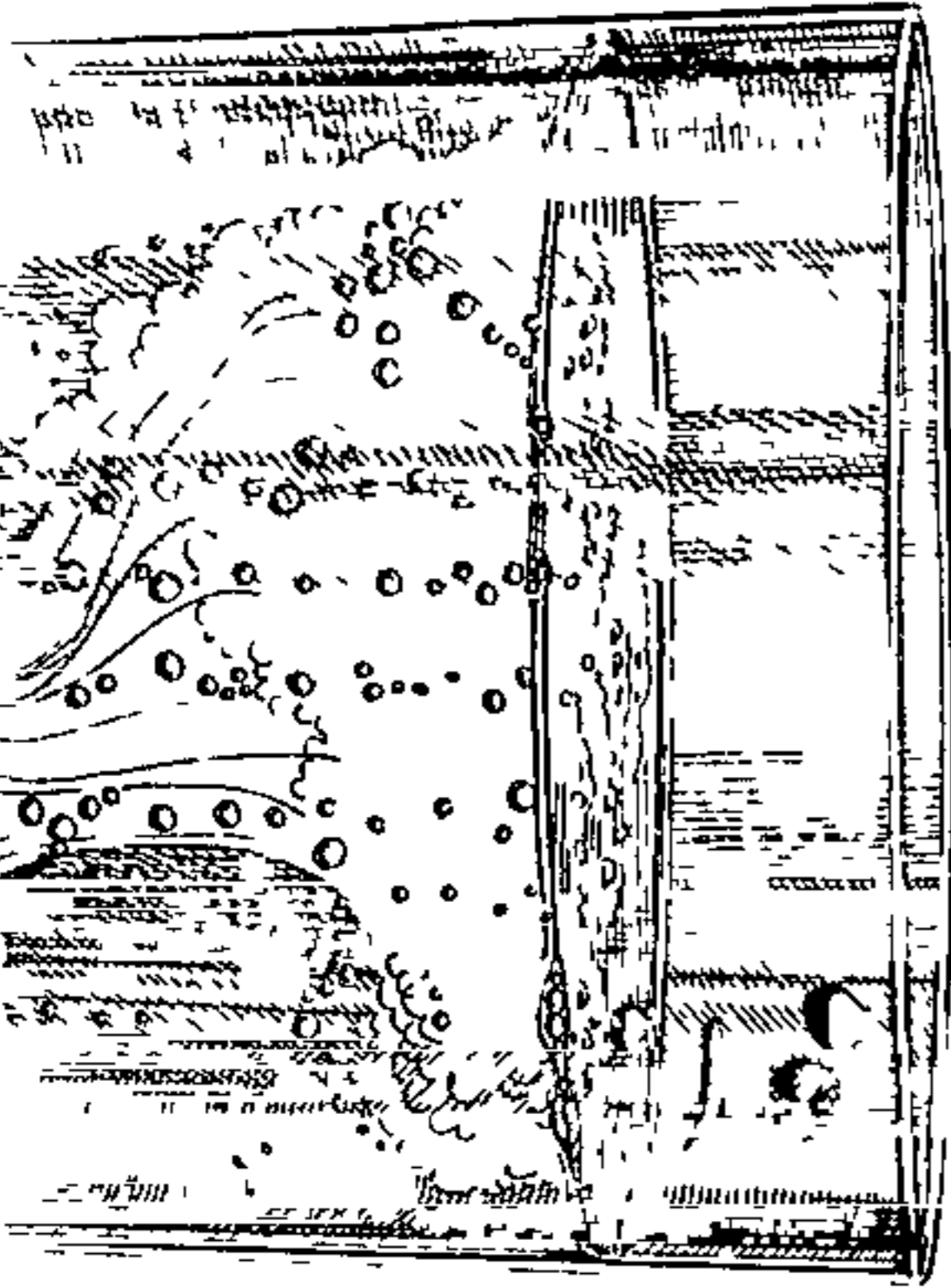
Pay

Mr Neischer said that of the 310 km of development on the mine, only two other sections, totalling another 15 m of the foam existed and this was now being replaced with granite.

Similar substances were used in two other Gencor mines and were now also being replaced. The assurance was given by Gencor management that



A priest, Father Kentigern, and a male nurse try to make it easier for two of the survivors — Bhakilizwe Kheswa and Galastuse Kabehi



Headaches.

More painkillers are used for headaches than for any other type of pain. But there are different kinds of headache. There are tension headaches, migraine headaches, sinus headaches and many more. If you only suffer the occasional headache, your pharmacist will recommend the right analgesic for you. But if you have headaches often, or if ordinary analgesics don't help you, it's best to consult your doctor. He will be able to tell you what is causing your headache and what you should do about it.

dents

The cause of the accident, which started a fire at 9 30am on Tuesday, is now the subject of an official inquiry, but miners say the toxic fumes that killed most of the victims were created when the flame from an oxy-acetylene cylinder came into contact with polyvinyl chloride

Gencor's executive chairman, Mr Derek Keys, said the section that caught alight, where welding was taking place in level 15 of the No 2 shaft, consisted of 600m of wire mesh covered for anti-corrosion purposes with 'fire retardant' polyurethane foam

This material is now being replaced with gunite — and so is another similar 15m section at Kinross

"It's start-again and think-again time in Gencor's safety management," Mr Keys said

All survivors were treated for carbon monoxide poisoning.

Friends

There are many quiet heroes of Kinross — men who braved toxic gas and great heat deep underground, working nearly 24 hours without a break to pass up in relays the unconscious or the dead. Without them, the disaster would have been worse. They helped save 2 200 of their fellow miners

Shift boss Mr Willie Meyer stayed on duty overnight on Tuesday. He lost count of the bodies he helped to pass to the surface 1,6km above

Among them he recognised three of the many friends he made in his 18 years on the mine — shift boss Mr Christoffel Dorfling, 27, stoper Mr Raymond Smith, 42, and surveyor Mr Stephen Latchford, 20

"Black friends, too. We are all the same underground," he said

The other whites who died were surveyor Mr Stephanus Adendorff, 27, who married Yvonne, 22, only two months ago, and Frederick Prinsloo, 32, who leaves his wife and two children

Shift boss Mr Jan Oosthuysen waited all night at the pithead, removing the blankets from the faces of about 50 bodies to see if one was his son in law, Mr Dorfling

Afraid

Mr Dorfling had gone down with the proto teams to help. He did not return alive

In an Evander pub, a man with strained eyes sits clutching a beer bottle. The level of the beer remains the same but the man — a young proto team member who asked not to be named — does not want to go home

He is afraid to sleep

"When I close my eyes, it all comes back

"We found 13 dead, all within about a kilometre of each other

"The men had huddled into little groups as if for comfort. A stretch of about 400 metres was burnt and here we found five badly charred bodies. The heat had buckled the rails

"Some were struck down by the gas while they were walking. Others within a few metres of the main shaft. They didn't have a chance

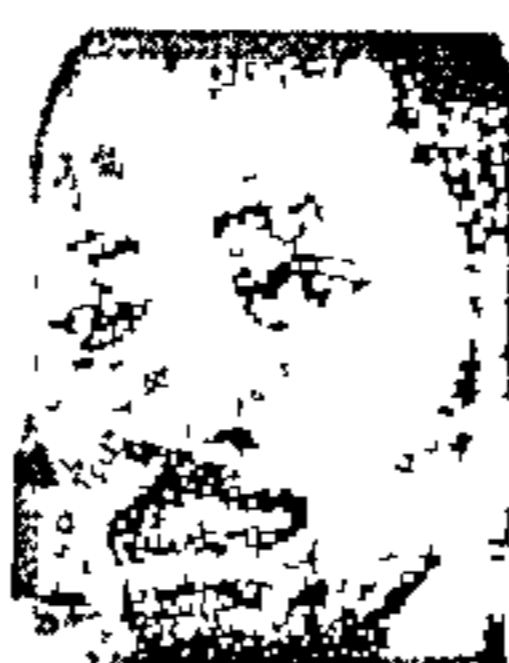
Huddled

"One man was found alive under a heap of dead bodies. He must have been in a pocket of oxygen. He stood up and said, 'All my brothers are dead'

Survivors, families angry at overseas criticism of safety measures



ELLIOT TUIS
One of the survivors



ANDRIES MARITSHI
"We were all running"

"Another was killed by his own humanity. He was sitting holding an air hose. Five men were huddled round him. If he had stuck his own nose in the hose, he would have been saved," said the miner, who has taken early leave to avoid returning to the scene

He was underground for 23 hours and is particularly bitter at overseas criticism of safety measures and discrimination

Two members of the Chamber of Mines proto team went to Utah in the United States this year to share their expertise

"They needed us and felt we were good enough then," he said

The white hospital in Evander dealt with 55 survivors, all released by Wednesday evening. It was the small black hospital at Winkelhank about 5km from Kinross No 2 shaft, that was under the most pressure

Batches

"We examined 2 161 patients. We did not lose one," said a senior male nurse who, like his fellow-nurses and the hospital doctors, asked not to be named. "At one stage, we had over 1 000 people lined up on the lawn waiting to be treated

"The horror of what happened is only beginning to strike us now

"Patients were arriving by ambulance or mine bus in batches of 80 or 90

"There were 130 patients on drips. We got medical supplies from anywhere and everywhere. A truck was sent out and met the vehicle car

rying medical supplies from Johannesburg halfway. Medical staff from other mines came to help

By the end of the week only 15 patients have been still at Winkelhank, being treated for the after effects of bronchospasm and heart strain

Most serious, but now mobile, is a man known only as Mlahlwa, whose wife and two children live in Transkei. He 'died' twice when his heart stopped

Smoke

He remembers little of the disaster — a fortunate occurrence common to carbon monoxide victims, according to the medical staff — and complained only of his bitten tongue and the drip in his arm

Mr Andries Maritshi, 30, of Schweizer Reneke, who has four children, remembers the smoke. "We were all running. I remember falling. My two brothers were working with me. I don't know if they are dead

"Now I want to take time to think about whether I will go down the mine again. I am afraid," Mr Maritshi said

Mr Calostuse Katedi, of Maseru, was working on the fatal level 15 when he saw smoke

"I tried to run. I got tired and opened the water tap to cool my body. I crawled till I got to the ventilation shaft. I thought I was alone, but I found somebody who had already died there. I will go back down the mine. It is my job," he said

Worry

The list of the blacks who died has not yet been released. Some came from remote villages in Malawi or Mozambique and their families have not yet been informed

One worry is in the back of the minds of wives and families — how they will manage financially

Mrs Ria Smith, whose husband Raymond, died in the mine, has two year old twins Jurgens and Serverus and Dailine, 4, to care for. "All our parents are dead. How do I bring them up without their father?"

On Friday Gencor gave the assurance that dependants — irrespective of colour — would be assisted through the Kinross Trust, allocating an initial R2 million for this purpose



Mine widow Linda Dorfling with son Christo and father

How W W ta

What's the real painkillers — and which to take

Every time you buy an analgesic you have a choice of many capsules, tablets, syrup gels. Some can be used without a pharmacist to recommend, others are only for adult use. To advise when and how to take them, and to remember to take them with care and kept out of children's reach.

Aspirin.

Aspirin is a commonly used non-prescription product for mild pain, particularly headache, muscular pain.

Paracetamol.

Like aspirin, paracetamol is a highly effective, mild pain reliever. It is found in many painkillers formulated specially for children and also particularly recommended in cases of sensitivity to aspirin. However, as some products contain a combination of aspirin and paracetamol, always check with your pharmacist before deciding.

R70 MANUFACTURING BUSINESS

Ex-managing director of a chemical manufacturing and marketing company has compiled, in simple terms, an instructional manual on the making of detergents, cleaners, disinfectants, polishes, degreasers etc. (17 different products). This knowhow has come through years of experience and has cost thousands of rands. No machinery needed. You can make all these products with equipment costing only R30. No experience required. Full knowhow — where and how to sell, and instructions in the manual. You can make over 20 000 litres of product per month in an area the size of your garage for up to 1/10th of the selling price. **LIMITED NUMBER OF MANUALS.**

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*Formulae Process 1981

8



year, the annualised number had declined to 0.78 — so the death rate fell by no less than 38 percent.

The reportable injury rate in the same period fell by 25.8 percent

through simple calculation means that in a good year more than 500 miners die and 12 690 are injured badly enough to stay away from work for 14 days

In a bad year, such as 1983,

The National Occupational Safety Association has published figures based on Workmen's Compensation statistics

The Chamber of Mines gave that nowhere else is mining undertaken at the depth, heat, pressure and labour intensiveness of SA gold

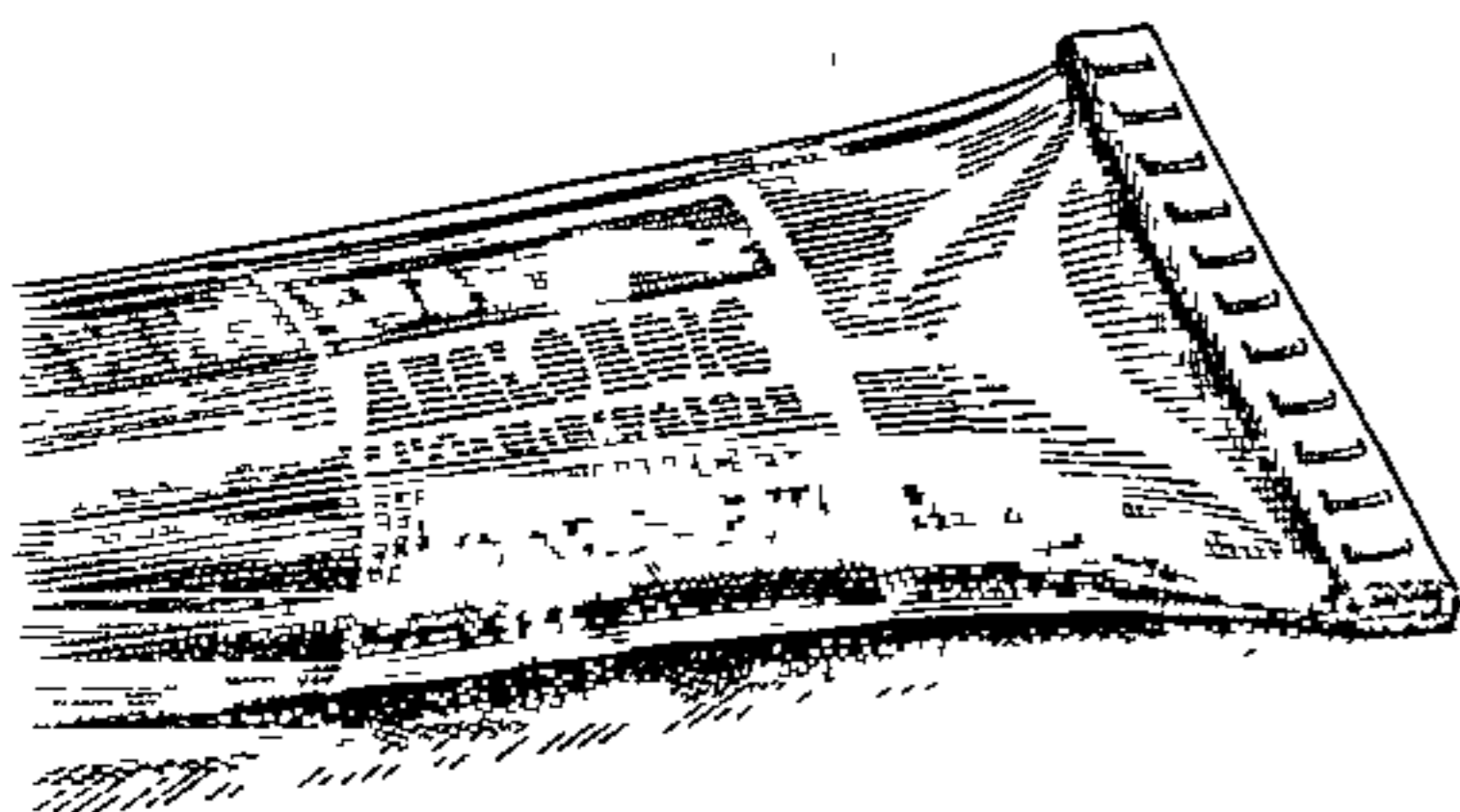
that comparisons are more fair in coal mining, where the US and UK experience was largely in line with that of SA

Headaches.

Painkillers are used for headaches than for any other kind of pain. But there are different kinds of headaches. There are tension headaches, migraine headaches, sinus headaches and many more. If you have the occasional headache, your pharmacist can recommend the right analgesic for you. But if you have headaches often, or if ordinary analgesics don't work, it's best to consult your doctor. He will be able to tell you what is causing your headache and what you should do about it.

Local anaesthetics.

For sunburn, there are a number of painkillers which act as mild anaesthetics, numbing the affected area. These are usually used for temporary relief. See your doctor when burns are serious.



Painkiller to a child,

Be careful before giving any painkiller to a child. If it's safe, there are many painkillers usually either syrups or tablets.

Follow the dosage instructions supplied by your doctor. The amount is "1 teaspoon". The frequency can vary. Always keep the medicine out of the reach of children.

MORE INFORMATION FREE!

For more information on analgesics, look for the PPAC sign and ask any participating PPAC pharmacist for a free copy of the booklet "How do you know what to take when you can't take the pain?" Offer valid only while supplies last

Pharmacists in South Africa
Pharmacist?

Enterprise PPAC/070647/3714

Gencor to review safety procedures

GENCOR's Kinross Mine lost two of its five Chamber of Mines safety rating stars last year falling down in three categories. And the mine's fatality rate this year — before this week's tragedy — topped the industry average

This was confirmed by Dr Con Fauconnier, senior vice-president of the Chamber of Mines and Gencor's head of mining, metallurgical and medical services, in Johannesburg on Friday

"We owe it to the living to critically re-examine our existing procedures and material throughout the group with a view to ensuring as far as humanly possible, that such a tragic occurrence — on any scale — doesn't happen again," said Gencor's executive chairman Mr Derek Keys.

Inspections

"Until Tuesday, we thought we were winning the battle against fatalities, and the record will show that there were objective grounds supporting that belief. This has been

Sunday Times Reporter

blown away," Mr Keys said

The areas in which Kinross lost points, scoring less than 80 percent, were planned inspections — which would have included welding operations and fire control, planned task observations and mine rules and regulations

Gencor's senior director, mining division, Mr Carl Netscher, director corporate services, Mr Naas Steenkamp, acting chief executive of the gold and uranium division Mr George Krafft, and others, could not say whether there had been a fire extinguisher in the vicinity of the Level 15 fire

That was a subject for the official inquiry

Neither could they say whether the 600 m of polyurethane foam which caught alight, giving off toxic fumes, had been tested before being installed underground six years ago

The "fire retardant" foam had not been used in general application since 1981

Mine manager Mr Kobus Oll

was appointed to Kinross six months ago and he said none of the present senior executives had been at the mine at the time.

He said that when the safety rating, reflecting the loss of two stars, was given at the end of June, measures to correct the situation were taken immediately

Pay

Mr Netscher said that of the 310 km of development on the mine, only two other sections, totalling another 15 m of the foam existed and this was now being replaced with gunnite

Similar substances were used in two other Gencor mines and were now also being replaced

The assurance was given by Gencor management that none of its Evander mining staff, nervous about returning underground, would be forced to do so and all would be paid, whether underground or not

Kinross was awarded the Millionaires Safety Shield in 1968, 1970 and 1984 and achieved the lowest fatalities in the industry in 1984

World reacts as mine denies safety claims

Sunday Times Reporters ALLEGATIONS of both sabotage and poor safety standards at the Kinross gold mine have been categorically denied by mine management.

But the disaster this week which claimed 177 lives will still have international ramifications

The Chamber of Mines yesterday extended an invitation to international mining experts to come and study South African safety standards following a challenge by West German Foreign Minister Hans Dietrich Genscher

And the National Union of Mineworkers (NUM) has called for a one day stoppage in all mines on October 1 in memory of those killed at Kinross — the worst gold mining accident in history

NUM's entire executive met in Johannesburg yesterday to discuss, among other



JAMES MATLATSE
British TV row

business, how the 177 people died in the Kinross disaster

"As a sign of respect for the dead, we are calling on all mines in the country to close shop on October 1, with full pay for the workers," said Mr James Matlatse, president of the NUM.

Meanwhile, a row has en

gulfed the NUM leader after claims by a British television producer that he had threatened to disrupt South African mines by sabotage

Mr Matlatse denied that he had implied workers would sabotage mines in what he is reported to have described as "their war against the South African Government"

In Britain this week, speaking to ITV reporter Julian Manion, Mr Matlatse told viewers in the TV programme "The Price of Gold":

"If the international world won't impose gold sanctions, we have got another remedy. But I won't tell you what it is. It's too early at the present moment"

Interviewed in Johannesburg, Mr Matlatse said:

"It would have been very irresponsible and naive of me to have said we would sabotage mines"

Dominees decide to 'mix it'

By SYBRAND MOSTERT

THE rings of the Stellenbosch Ned Geref Church for whites and the coloured Ned Geref Mission Church have decided to combine as a first step towards their ultimate aim of amalgamating the two churches "at the highest level"

And, in making this landmark decision, dominees have effectively begun the process of ending apartheid between white and coloured congregations in their area

Clerics from two branches of the largest Afrikaans church, the Nederduitse Gereformeerde Church, decided this week that a racially segregated church was out — and said that their ultimate aim was to amalgamate the two branches at the highest level.

"Verligte" Stellenbosch and Cape Town Dutch Reformed ministers — in opposition to a more conservative faction in the north — are in the vanguard of a movement within the church to withdraw the NG's scriptural support for apartheid

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SAFETY 7/23/96

Protection for mine welder?

Own Correspondent *JH*

JOHANNESBURG — The miner whose welding started the underground fire that resulted in 177 deaths at the Kinross gold mine is "alive and well" and may be under police protection.

It is understood the man, who has not been identified, is being protected against possible retribution.

A senior Gencor spokesman, Mr Dawie de Beer, said "I can confirm that the man is alive and well. He may be under police protection but I am not aware of it — not as a result of our request."

Sapa reports that about 2 000 black miners at the Kinross mine held a short service and meeting yesterday after their refusal to participate in a company-organized memorial service for the miners who died in last Tuesday's underground blaze.

Meanwhile, it has emerged that the mine disaster might have been avoided had the mine management fully heeded repeated warnings from the Chamber of Mines on the hazards of polyurethane foam.

The chamber has for 18 years repeatedly highlighted the perils and potential toxicity of the foam when used underground.

Since the disaster at Kinross, Rand Mines has ordered the foam to be removed from its mines and other mining companies are expected to follow suit.

CAT 7/10/86 23/9/86

Protection for mine welder?

Own Correspondent *Jill [signature]*

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CAN TONIS 24/9/86

Apartheid worse than sanctions'

Labour Reporter

can Government and the ruling class".

THE effect of international sanctions on unemployment would be "negligible" compared to the effects of apartheid, says the press officer for the National Union of Mineworkers (NUM), Mr Marcel Golding.

He was responding to a challenge from the Chamber of Mines for NUM to clarify its stance on sanctions.

Mr Golding said NUM had "consistently called for international economic pressure against the South Afri-

280 211

He said the existing arguments against sanctions were based on "incorrect grounds".

"Certainly unemployment may increase in the short term as a result of sanctions, but not to the extent that it has already been generated by apartheid," he said.

● NUM is to conduct a strike ballot among its 300 000 members following a deadlock in wage negotiations.

The union is demanding a 26 percent increase, compared to the chamber's offer of between 18 and 22 percent.

25/9/80
BUDWA

Mines get low safety rating

211

JOHN BATTERSBY

LONDON — SA mines have been rated significantly safer than those in Third World countries, but fairly badly when compared with the developed world

Professor CT Shaw of the Royal School of Mines and an international expert on safety says it is difficult to make comparisons between SA mine safety and that in other countries because of different statistics.

Some comparisons, however, are valid. Shaw, employed by JCI until 1977, says Britain has the safest mines. SA rates fairly badly, compared with Europe and the US.

Mineworkers

Amber 25/1986
211

and sanctions

THE wide gulf between unions and employers on sanctions and disinvestment has once more been emphasised by National Union of Mineworkers (NUM) calls for sanctions against the gold mining industry

With world attention focused on the mining industry after last week's Kinross disaster, NUM president, Mr James Motlatsi, in an interview on Thames Television in Britain, called for sanctions which would directly affect the industry

The Chamber of Mines then accused the NUM of being more concerned with mobilising the union, for political confrontation with the Government, than industrial relations at the mines

The NUM is the largest union in the 500 000-strong Congress of South African Trade Unions (Cosatu) which, at its inauguration, supported "disinvestment or divestment" as an "essential and effective form of pressure on the South African regime", and many of the "progressive" unions outside Cosatu have the same position

Their position is quite clear. Eliminate apartheid and there would be no need for sanctions and everyone could get on with the job

NO union movement in the world wants its members to lose jobs, but progressive unions in South Africa are in the apparently contradictory position of seeking full employment at a living wage and supporting the pressures for sanctions and disinvestment which could cost jobs. To the union movement there is no contradiction — Labour Reporter DICK USHER explains why.

of creating a united and prosperous country

BUT the unions also dispute the importance of investment for job creation

Foreign investment is calculated at about 30 percent of the total capital invested in South Africa, about one-third of it direct investment

Direct investment is regarded as the money with the potential to create new jobs, while indirect investment is seen as made up of loans to the Government, the selling of shares and leasing arrangements for new machinery, equipment and technology, and playing little part in job creation

But, since 1973, there has been a decline in the importance of direct investment. Between 1973 and 1979, it is calculated, the share of direct

Meanwhile, with the relaxation of foreign exchange controls in 1983, R25 816-m from South Africa had been invested in foreign countries by 1984 — nearly double the level in 1980

Most of this however, in contrast to foreign investment in South Africa, was direct investment

This the unions regard as manifestly unjust. Profits made by South African workers are being invested in creating jobs in other countries from which the companies reap profits without creating jobs in South Africa

They also argue that, because most unemployment in South Africa is structural, foreign investment cannot solve the problem

Structural unemployment arises from the need of capital to make profits and the inappropriate political and economic policies of the Government

Most foreign investment is indirect, and has little to do with job creation, nor can it solve the problem of structural employment — a direct shift in Government policy is needed for that

The bottom line in the argument, as stated in the aims and objectives of Cosatu, is that the unions want the economy restructured "in the interests of the working class"

investment in total foreign holdings fell from 54 percent to 45 percent, according to a paper on disinvestment by Professor Mike McGrath and Mrs Carolyn Jenkins, of the University of Natal, presented last year at an Economics Society of South Africa conference

Also, the amount of investment has fallen. One estimate is that between 1970 and 1977, the average net capital inflow was R616-million, while between 1978 and 1984 it was only R26,6-m

Most of this was to fund deficits in the balance of payments, or the country's current account, rather than job creation

At the same time, the past two decades have brought very little new direct funding into the country, most of it coming from reinvested profits

FROM now on any miner asked to work in an area he believes to be dangerous should refuse to do so, as was his right, the National Union of Mineworkers (NUM) regional chairman Eric Vala told about

3 000 Eastern Transvaal miners in the eMbalenhle township near Kinross yesterday.

The meeting was called by the NUM to commemorate the deaths of the 177 victims of last week's disaster.

Feelings at the meeting ran high. A large police contingent in about 20 vehicles kept a low profile outside the stadium. And a police helicopter flew over a few times earlier in the day.

Miners told to refuse to work

ALAN FINE

NUM general secretary Cyril Ramaphosa alleged that some Kinross miners had been prevented from attending the meeting. He said they had been forced to work at gunpoint yesterday

He said: "The time has come to take

● To Page 2

NUM urges miners to control of the mines so as to ensure no more miners fall victim to accidents"

And he demanded that polyurethane foam, thought to be responsible for many of the Kinross deaths, be removed immediately from all mines.

Ramaphosa said union-appointed medical experts would be examining survivors of the accident. And NUM would ensure that those whose health had been affected by the inhalation of fumes would be compensated.

Messages of sympathy and support had been received from the United Democratic Front (UDF), the SA Congress of Trade Unions in Lusaka, union organisations in the UK, Ghana, Chile, Zimbabwe, Zambia and West Germany, and from the Prime Ministers of Sweden and Australia.

Winnie Mandela, the only non-union speaker at the meeting, was mobbed as she arrived at the stadium by car. Man-

NUM urges miners to down tools

dela said she felt the pain of SA's rural mining communities

She referred to the NUM call on miners to refuse to work on October 1, saying they might one day be called upon to make a greater sacrifice. She said "It is the gold you dig that buys the Casspirs, uniforms and guns"

Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo said the mines should be nationalised "because bosses are more interested in profits than in saving our lives"

Gencor has denied Kinross miners were forced to work yesterday. A spokesman said that all Gencor employees wishing to attend the meeting were permitted to do so

25/9/86 BUD DAY

211 212 213

● From Page 1

Thrust and parry

The wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines has intensified. The NUM says it is to conduct a strike ballot among its members over the next fortnight, but there is a possibility that a strike can be averted.

The NUM's announcement came after a week which saw the union and the chamber meeting twice at conciliation board level. At the first meeting, the NUM moderated its demand for a 30% wage increase to 26%. In response, the four mining houses still participating in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — improved their offer. They offered wage increases of between 19%-22% for gold mine and colliery surface workers, 17%-20% for underground gold miners, and 18%-21% for underground colliery workers.

When the parties met again last Friday, the four houses raised their offer for underground gold workers by 1% point. The union's demand for a paid holiday on June 16 was rejected, as well as its demand that workers who are transferred to different jobs due to disability or illness should be guaranteed the same income. The chamber did, however, offer to increase the number of days allocated for paid leave due to mine

FINANCIAL MAIL SEPTEMBER 26 1986

accidents from 42 to 56 a year. The NUM, however, found the offers unacceptable, hence the decision to try to force the employers' hand by taking a strike ballot.

Despite the deadlock, negotiations are continuing. Chamber industrial relations adviser, Johann Liebenberg, tells the *FM* that the two sides are busy arranging a date to meet again. That meeting will consider whether or not the dispute should be taken to mediation. If this materialises, there is still a chance that the dispute could be settled — with some, if not all, the mining houses concerned.

In the midst of these developments, the chamber last week launched a stinging attack on the union. This came in response to recent pro-sanctions speeches abroad by NUM general secretary, Cyril Ramaphosa, and to a Thames Television programme shown in the UK last week in which NUM president, James Motlatsi, called for an international boycott of South African gold.

On the same day the programme was televised, a Johannesburg newspaper reported Motlatsi as saying during the programme that black miners have a "secret plan" to disrupt the gold mines. Thames says the report was based on an off-the-record briefing given to journalists at a preview of the programme by its producer, Julian Manyon, who is reportedly upset that the newspaper broke confidentiality, and by its claim that Motlatsi said there was a "secret plan". According to a transcript of the programme, Motlatsi said if the international community will not impose sanctions, "we have got another remedy. But I won't tell you — it is too early at the present moment."

Calling on the NUM to clarify its pro-sanctions stand, the chamber says it was "not aware" that the union canvassed its members on the subject, and that the NUM will have to "accept responsibility" for the consequences that would flow from sanctions. It says the Motlatsi interview leaves "little doubt that NUM's leadership is less concerned with industrial relations issues on the mines and the workers' interests, than with mobilising the union organisation for political confrontation with the government."

The union's reaction to the attack has been to deny that Motlatsi spoke of a "secret plan" to disrupt the gold mines, and to accuse Manyon of "sensationalism." The union's press officer Marcel Golding says: "There is no secret plan. NUM is a public organisation which operates on mandates from its members and conducts its activities openly."

On sanctions, Golding says the NUM has a "responsibility to defend the interests of its members on all levels, the economic as well as the political." For this reason, it has consistently called for international economic pressure. And responding to the chamber's statement that the union would have to take responsibility for the effects of unemployment should sanctions be applied, Golding says the removal of apartheid will be the solution to the problem. ■

FY 26/9/86
 211

Lessons from Kinross

"Until Tuesday . we thought we were winning the battle against mine fatalities and the record will show that there were objective grounds supporting that belief. This has been blown away and it's start-again and think-again time in Gencor safety management."

A grim-faced Derek Keys said this last Friday at a press conference where several top Gencor executives answered questions about the Kinross gold mine disaster. Keys told the media. "We owe it to the living to critically re-examine our existing procedures and materials throughout the group with a view to ensuring as far as humanly possible that such a tragic occurrence — on any scale — cannot occur again."

Gencor's new executive chairman could hardly have said anything else about the worst accident in South African gold mining history, which killed 177 miners and injured over 200. Regardless of where blame for the accident is finally placed — and it will be for the official inquiry to determine that — the fact is that, despite a plethora of rules and regulations for ensuring mine safety, something went very wrong at Kinross last Tuesday. This is a sobering consideration not just for Gencor, but for the mining industry as a

The tragedy at Kinross has focused the spotlight on SA's mining safety standards. Commendably, Gencor management has shown extreme sensitivity over the issue, and the industry as a whole has expressed determination that the disaster should never be repeated.

whole

Days after the event, details are still somewhat sketchy. But the general consensus is that the disaster was precipitated when a welding operation in a tunnel on the 15th level of the mine went awry, igniting a 600-metre length of polyurethane foam coating. Noxious fumes from this, and the PVC insulation on a power cable, which the mine's ventilation system helped spread, killed the miners.

Like the fire itself, the incident sparked a chain reaction in the industry. The National Union of Mineworkers (NUM) has made a great deal of capital from the disclosure that Kinross's rating in the International Safety Rating System (ISRS) dropped from five stars to three at the last audit in June.



Raymond Preston

Gencor's Keys ... a time for reappraisal

The union has also called on mineworkers to observe October 1 as a day of mourning. It claims that Gencor has reneged on a public undertaking to allow a group of overseas

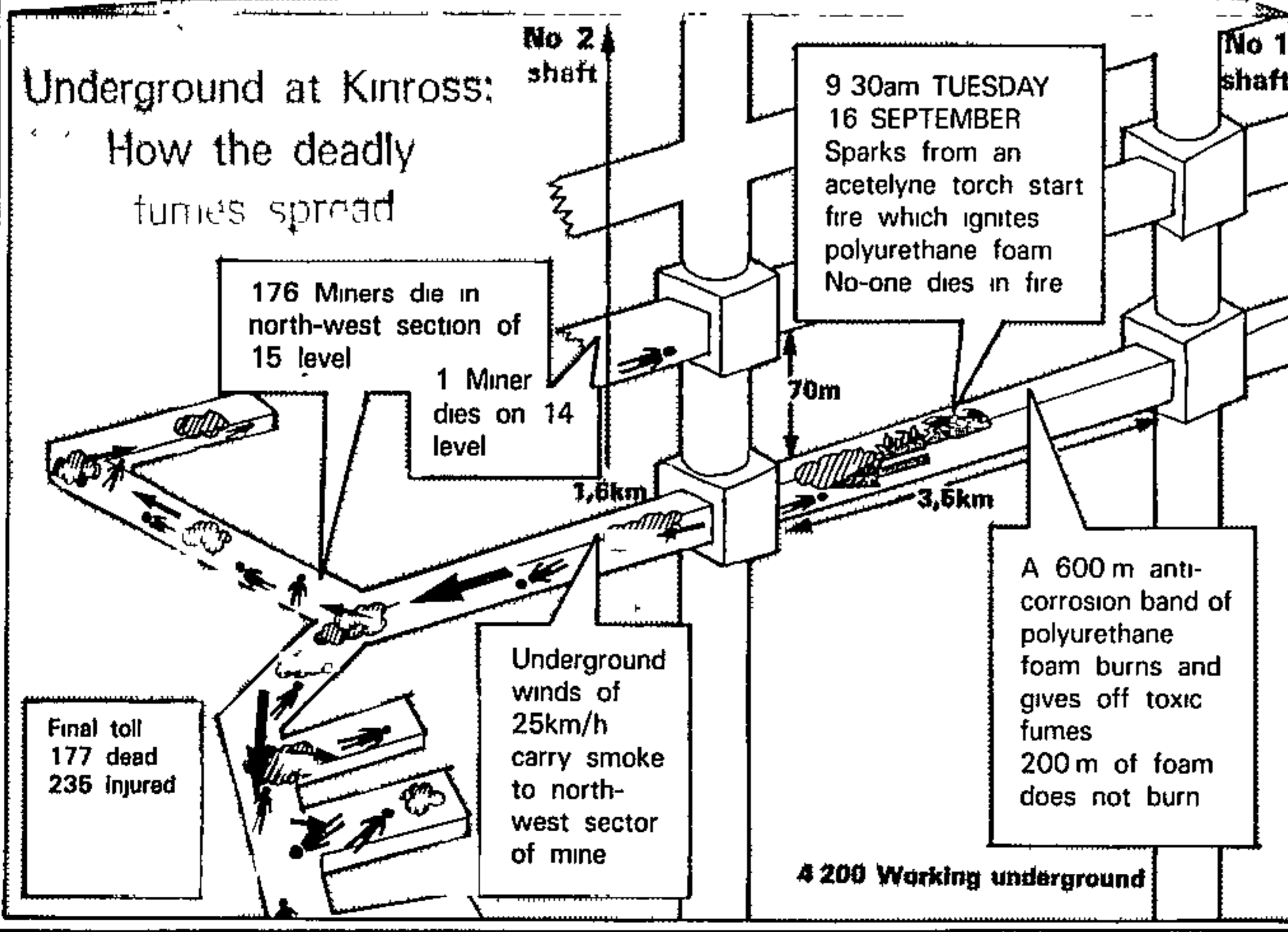
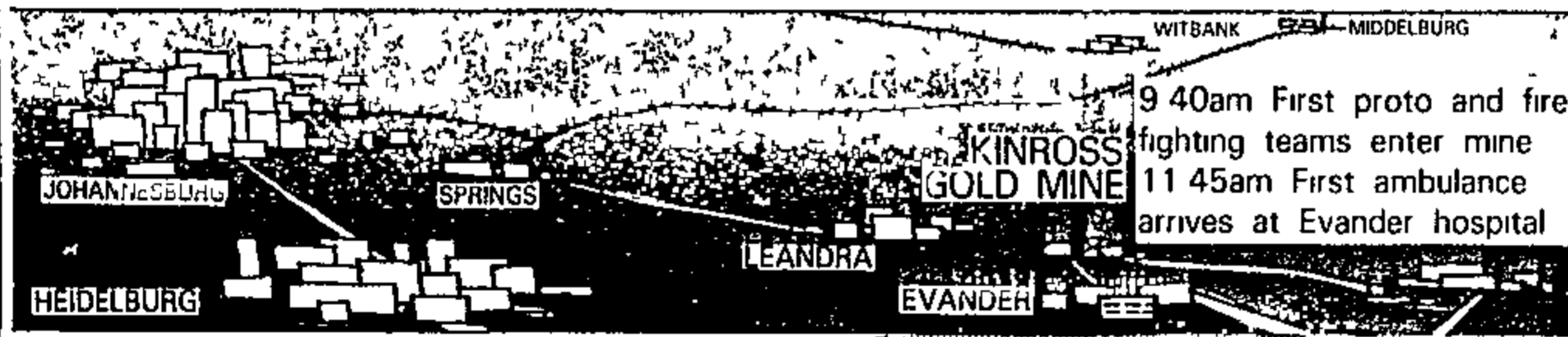
experts, invited to SA by NUM, access to the mine. Gencor says it is still talking to NUM about such a visit.

Much controversy about the incident centres on the polyurethane foam coating, which was applied in 1980 to prevent corrosion. Polyurethane is known to be a hazardous substance, and has reportedly been banned by mining authorities in some countries. Management says that the compound was used at Kinross on the understanding that it was flameproof. Events, however, showed that it certainly was not fire-resistant. And Gencor has not been able to say whether any tests on the compound were conducted before it was introduced into the mine.

Chamber sources say the mining industry has been aware of the hazards associated with polyurethanes since at least 1981. Gencor, according to Con Fauconnier, head of its mining, metallurgical and medical services, has not used the compound for general application since that year.

But polyurethanes are still used for chilled water pipe insulation, for ventilation control, and for sealing off areas during fire-fighting. It is not at all clear how much polyurethane material there is in South African mines. Clearly, as the chamber said last week, the Kinross disaster has thrown "a huge question mark" over its con-

The anatomy of a mine disaster





Hospitalised workers, and Gencor press conference ... industrywide concern

tinued usage

The Kinross disaster happened days after the chamber triumphantly released figures for the first six months of 1986 showing that mining fatalities and reportable accidents had dropped to record lows. For the first time fatalities on gold mines dropped to 0,88 per thousand people employed, prompting Colin Fenton, chairman of the mine safety division, to proclaim: "We have now achieved one of our major goals — to bring the gold mine rate below the psychologically important level of one per thousand"

The accident has altered that picture dramatically, rekindling a long-standing debate over the merits of the ISRS. The ISRS, which has been specifically adapted for South African mines, enables managements to determine the effectiveness of loss control programmes by measuring certain criteria. Critics claim that the ISRS is fatally flawed. The chamber, however, stoutly defends it.

Questions have also been raised about whether the miners would have had stood a greater chance of survival had they been equipped with self-rescuers, portable "aqualungs" providing individual air supplies to miners in an emergency. They were not, and now there are recriminations.

The FM understands that on the recommendation of the chamber's collieries committee, the Chamber Research Organisation has since 1983 been engaged in investigation into the desirability of introducing self-rescuers on the mines

A year later, in the wake of the Hlobane colliery disaster, the

Government Mining Engineer (GME) signalled that he intended amending the Mines and Works Act to make it compulsory for all persons working underground to carry self-rescuers capable of supplying air for half an hour, an advance on existing self-rescuer technology. Initially, the GME set the end of 1985 as a target date for collieries to be equipped; the end of this year as the target date for gold mines, and the end of next year for other mines

According to the chamber's technical adviser, David Gaynor, the GME subsequently dropped the deadlines when it became apparent that sufficient quantities of approved self-rescuers would not be available in time, saying instead they would be introduced to

specific mines and works when he deemed fit

In point of fact, says Gaynor, only two manufacturers have come up with suitable units so far. He expects that with some minor modifications, the models will be approved for use soon

The incident has also aroused international concern — not all of which has been appreciated by government. Foreign Minister Pik Botha appeared quite put out by the telegram of condolence sent by West German Foreign Minister Hans-Dietrich Genscher, which suggested that German experts might be able to make some constructive suggestions. Botha's response was to invite Genscher himself to visit SA, saying

Genscher was apparently not aware of the high standards of safety in the mining industry

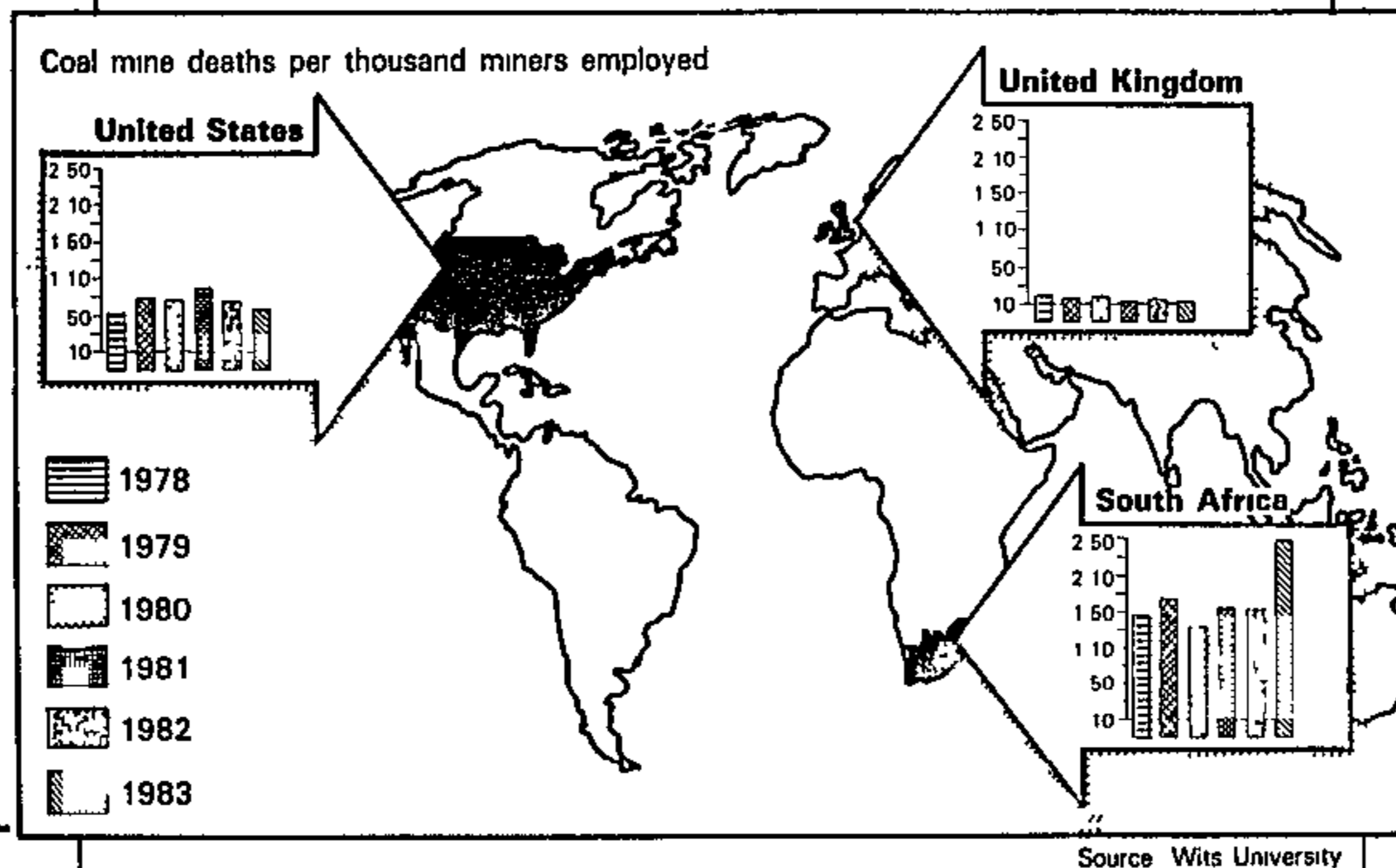
Industry sources expect that it could take as long as a year for the inquiry into the accident to come out with its findings. That will do little to furnish answers to the questions the accident has raised, or to improve relations between NUM and Gencor

Against this background, government would do well to consider speeding up the process

— a delay of 12 months will not be in anybody's interest

Reported accidents in SA are more serious than cold statistics suggest. An accident only becomes "reportable" (included in statistics) if it prevents a man from returning to work in 14 days. In the US, by contrast, it becomes reportable if it prevents the man from doing his next shift, while in Britain the period is three days.

How we rate against the US and the UK



MONITORING MINE SAFETY

Death and reportable injury rates per 1 000 employees pa

Year	Death rates per 1 000 pa				Reportable injury rates per 1 000 pa			
	Gold	Coal	Other mines members	All	Gold	Coal	Other mines members	All
1976	1,38	1,06	0,82	1,27	51,89	22,72	21,65	44,29
1977	1,41	1,32	0,73	1,32	47,56	23,59	21,19	41,04
1978	1,48	1,08	0,56	1,32	47,47	21,64	20,28	40,80
1979	1,25	1,11	0,67	1,16	42,66	14,98	17,62	35,94
1980	1,32	0,94	0,47	1,17	37,66	12,46	12,80	31,39
1981	1,26	1,05	0,60	1,16	32,42	11,61	11,54	27,21
1982	1,25	0,99	0,65	1,15	32,00	8,66	8,33	26,22
1983	1,30	1,49	0,37	1,24	29,93	8,97	9,79	25,37
1984	1,18	0,67	0,38	1,04	27,06	7,81	9,32	22,81
1985	1,03	0,42	0,38	0,89	25,08	7,06	10,75	21,56

Source: Chamber of Mines

Mandela

CITY PRESS

SAYS:

Workers

hold key

By MONO BADELA

"YOU hold the golden key to liberation," Winnie Mandela told thousands of miners at Secunda's Embalenhle stadium this week.

She was addressing a memorial service for the 177 miners killed at Kinross last week.

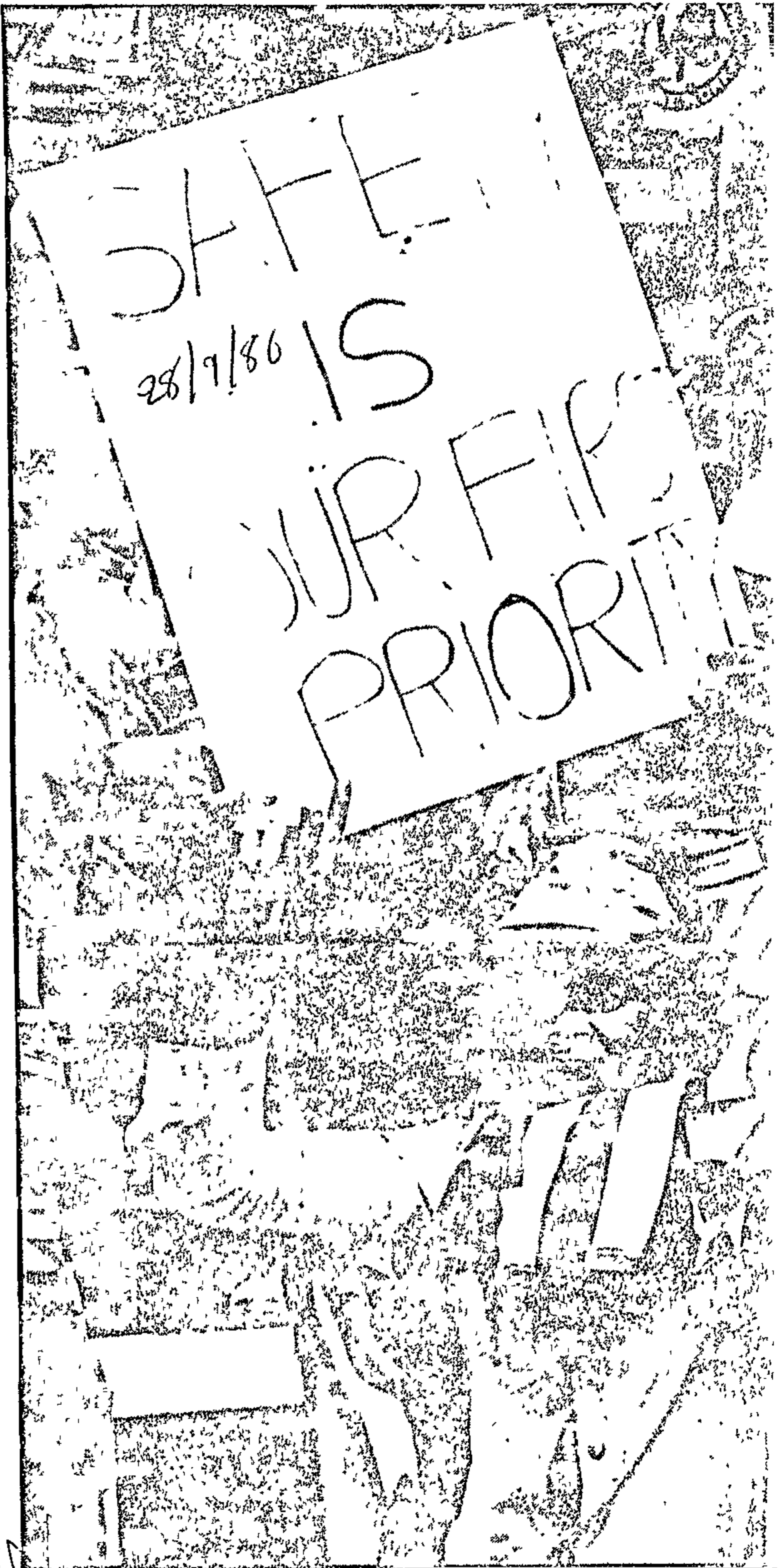
"Your freedom, our freedom that we all dearly love and cherish so much is in your hands. You hold the golden key to our freedom," Mandela said.

"We are the power of this land, the labour of this land. Without you SA would not be what it is today. The moment you stop digging their gold and diamonds, we will be free. They will not have money to sell us to the outside world."

Mandela said she brought messages of condolences to the families of the dead on behalf of her husband Nelson Mandela in Pollsmoor Prison, African National Congress President Oliver Tambo in exile, and all political prisoners throughout the country.

She was applauded when she said "You are making the money to let those men sit on those Casspirs outside. Those vehicles cost millions and millions of rands. It's the gold and diamonds that you dig that pays them, pays for their arms and their uniform."

"We accept this challenge from Pretoria who surround us with their army while we are praying for our dead."



SAFETY-FIRST: Workers show their feelings at a memorial service for the 177 miners killed at Kinross.

Mandela said Sow people would stay at home next Wednesday and mourn the dead with the mine who "for far too long have been separated from us - the people in the urban areas." "You are our brothers, we are your sisters."

National Union of Mineworkers' president James Motlatsi asked the crowd whether they were prepared to continue "filling the graves with our bodies." The graves are filled with the bodies of 46 000 mineworkers.

CAPE TOWN 10/10/86

Maputo to 'resist' ban on workers

MAPUTO. — Mozambique says South Africa's decision to ban employment of its nationals and repatriate tens of thousands already employed is blackmail and will be resisted

This response came yesterday as the Director-General of Manpower, Dr Piet van der Merwe, confirmed that Mozambican farm workers would, like the miners, have to return home once their contracts and work permits expire

A commentary on state-run Radio Maputo said Pretoria's action, announced on Wednesday by several government departments, "is another in a series of sanctions"

'Destabilizing'

"The measure is a continuation of destabilizing actions which Pretoria has carried out against our young republic and against our still fragile economy

"But Mozambique will know how to find ways of resisting the latest South African blackmail, particularly now that the international community realizes that the apartheid regime is the destabilizing factor in Southern Africa," the broadcast said

Dr Van der Merwe said in Pretoria that the ban had been implemented because South Africa was faced with unemployment and security prob-

lems.

The president of the SA Agricultural Union, Mr Kobus Jooste, said in a statement in Pretoria yesterday that farmers had to register their Mozambican workers by November 30 or face prosecution

The SAAU noted with concern that the deteriorating security situation on the Mozambique border had "compelled" the South African Government to halt the recruitment of Mozambican workers

Meanwhile, the ban brought angry reaction from trade unions

The Congress of South African Trade Unions (Cosatu) said the decision was callous and demonstrated the government's incompetence

'Arrogant action'

The newly amalgamated Council of Unions of SA/Azania Congress of Trade Unions grouping condemned the "arbitrary and arrogant action" of the government. It said it would take up the issue in Lusaka later this month when a meeting of unions in Southern Africa would be held from October 20

There are about 55 000 Mozambicans currently employed in South Africa, Mozambique's official news agency, Aim, reported yesterday — Sapa-Reuter

M/V 10/10/86 (21)

'Blackmail' will be resisted, says Maputo

Mozambique will lose R200 m a year ⁽²¹⁾

MAPUTO—Mozambique stands to lose about \$90 million (about R200 million) a year because of South Africa's ban on employing Mozambican miners, it was reported yesterday.

Mr Richard Japp, manager of the Maputo office that recruits for South African mines, said nearly 62 000 Mozambicans were working at 51 gold mines in South Africa on July 31, according to the national news agency, AIM

South Africa said on Wednesday night it would not allow new Mozambican workers to take jobs in South Africa because of apparent Mozambican Government support for black nationalists operating in South Africa. It said Mozambican workers would be sent home gradually as their contracts expire.

The announcement followed a landmine explosion on Monday near the Mozambican border that wounded six white South African soldiers.

Mozambique said the decision to ban employment of its nationals and repatriate tens of thousands of those already employed was blackmail and would be resisted.

Resisting

A commentary on State-run Radio Maputo said Pretoria's action 'is another in a series of sanctions'.

'The measure is a continuation of destabilising actions which Pretoria has carried out against our young republic and against our still fragile economy,' it said.

'But Mozambique will know how to find ways of resisting the latest South African blackmail, particularly now that the international community realises that the apartheid regime is the destabilising factor in southern Africa,' the radio added.

A Mercury Reporter writes that the ban on recruitment is expected to have little effect on industry, mining and agriculture in Natal.

But S A Transport Services and Durban trawler owners are hoping their business with Mozambique will not be affected by possible Mozambican retaliation.

Basis

Trawling companies have fishing agreements with Mozambique which allow them to take prawns, crabs and other shellfish from Mozambique's territorial waters.

Mr Charles Atkins, spokesman for Durban-based Sterling Fisheries which has five trawlers operating off Mozambique, said 'Naturally we hope the Nkomati Accord continues — it's the basis of our fishing in those waters'.

A small staff of South African railway officials is in Mozambique to help run part of that country's rail network.

A SATS spokesman said yesterday 'As far as we're concerned it's business as usual'.

A spokesman for the Chamber of Mines said that in 1985 only 1 570 Mozambican miners had been employed in coal mines throughout the country. He did not know the number of foreign miners in Natal.

● See Editorial Opinion and Page 14

THE Government's order to phase out Mozambican mineworkers threatens to blow up in South Africa's face as the mining industry faces additional costs and strikes.

A total ban has been placed on recruiting new labour from Mozambique. Workers from Mozambique can complete their contracts but not renew them.

This ban followed a landmine incident this week in which six South African soldiers were injured near the border. The Minister of Defence, General Magnus Malan, warned of reprisals against Mozambique.

The Chamber of Mines estimates there are 58 000 mineworkers from Mozambique em-

SA order on miners likely to backfire

13/10/86

Smelter

(2/1)

(18)

ployed in the mining industry. Mining sources say there could be massive costs involved in replacing the Mozambicans with workers from elsewhere as they would have to be trained from scratch.

The National Union of Mineworkers (NUM) said last week it would not take the matter lying down.

The NUM executive is likely to decide next week on whether to undertake any industrial action.

Handwritten scribbles and marks on the right side of the page.

Human flood from Mozambique to SA unabated

By Susan Fleming

Thousands of refugees are still pouring into Gazankulu, kaNgwane, Swaziland and Lebowa to escape fighting between Mozambique Resistance Movement (MNR) rebels and Frelimo in Mozambique

South Africa announced recently that further recruitment of miners from Mozambique would be stopped and those here would be repatriated when their contracts expired but relief workers in kaNgwane and Gazankulu say the number of refugees was not likely to drop.

About 60 000 refugees have entered South Africa

since early 1985 Operation Hunger is feeding more than 20 000 in Gazankulu and about 10 000 more are receiving aid in kaNgwane.

Each month about 500 refugees enter the Mhala district of Gazankulu and up to 2 000 — caught by game rangers in the Kruger Park or security forces — are sent back

Mr Sam Nzima, chairman of the Phalalani relief committee in Gazankulu, said "If the war in Mozambique gets worse we can only expect more refugees"

Brother Francis Padovan of the Catholic Mission in Gazankulu said "They risk a lot to get into South Africa

STW 13/10/85
They are scared to death and want to save themselves from the MNR violence"

There are claims that farmers are taking advantage of the refugees' plight Brother Francis said

"At the end of the month these farmers apparently refuse to pay them and threaten to report them to the authorities if they complain

"The refugees are so frightened of being sent back to Mozambique that they flee from the farms without money Others have said they get less than R50 a month for their labour"

Many refugees bring Mozambican money with them but cannot exchange it for rands

TV film harshly critical in Kinross probe

SA mining's safety rating system slammed

SMK
10/10/88
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By Michael Morris, The Star Bureau

LONDON — Millions of British television viewers have been told there are "fatal flaws" in the safety procedures in South Africa's gold mines and the industry's safety rating system is "bogus".

The disaster at Kinross mine last month came after warnings about safety had been ignored and risks taken "to win the maximum output of gold".

Shown on independent television last night, the Granada television company's documentary, "Death is Part of the Process" (the title of a recent television drama about the formative years of the ANC's armed struggle), said the miners who died at Kinross "paid for the price of gold in a different currency — their lives".

It alleged black victims of the disaster suffered indignities spared the white victims. The film claimed that while the white victims underwent normal post-mortem examinations, the bodies of black miners were "opened up with industrial bolt cutters and then piled up in a heap".

While white miners injured in the accident

were taken to one hospital, the blacks were taken to another where some had to wait on the grass outside to be treated.

In a very critical assessment of the disaster, the film said the owner of Kinross mine, Gencor, could have used a cement-based substance to seal tunnels, but this would have meant bringing heavy machinery into the mine and interrupting production.

The company, it claimed, opted for highly-flammable polyurethane foam insulation.

The fire was started when a welding team "using poorly designed equipment" was doing repair work.

Mr Kisisi Mathumba, a member of the welding team, described in the film how the gas cylinder a white welder was using caught fire.

"The white man ran away and the others followed him, but I stayed there and tried to grab the bottle"

The disaster highlighted a "long list of deficiencies", the film alleged, including the fact there were no tests for methane gas before the welding began, the absence of fire extinguishers or portable ventilators, and deficient welding equipment and power supply.

'Gencor knew the risks'

Focusing on the ban in Britain and elsewhere of polyurethane foam in mines, and two polyurethane fire disasters in Scotland in the 1960s and in America, the film suggested Gencor decided to use the foam knowing the risks and ignoring widely-published warnings.

A retired director of the Safety in Mines Research Establishment in Britain, Dr Herbert Eisner, said in view of the many reports and experiments on polyurethane foam, "it is very difficult to understand how this (the Kinross disaster) could have happened"

The film also cast doubt on the repute of South Africa's mine safety rating system

Mr Ken Maxwell, a member of the executive of the South African Chamber of Mines, told the film-makers it was an international safety rating system drawn up by an organisation based in Chicago.

The film-makers said they found no such organisation in Chicago, though they did speak to the founder of the system, Mr Frank Bird from Georgia

He initially told the Granada team "there was a mine in France which used the system He later withdrew that, but was sure a mine in Chile definitely used the system"



Kinross . . . Gencor has been severely mauled by a British TV film's allegations following the disaster last month.

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SUNTHINGS
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Mines clash looms over union threats

By CAS St LEGER

A HEAD-ON collision between the mining industry and its black union looms closer with threats this week that labour action will be used as an economic weapon

The Chamber of Mines questions not only the mandate held by the National Union of Mineworkers (NUM), but also the numbers involved in Wednesday's stayaway to mourn for those who died in the Kinross disaster

The NUM bases its support on a stayaway of 325 000 mineworkers, the Chamber has computed the figure as 238 000, including 53 000 from Gencor's Kinross Gold Mine, who were given the day off

Mr Cyril Ramaphosa, general secretary of the NUM,

told the BBC's Radio 4 on Wednesday that the only weapon mineworkers could use was their labour

"We have lived through a state of emergency in the townships we've been under attack, not only in the townships but also in the compounds (and) hostels," Mr Ramaphosa told BBC interviewer Mr Graham Leach during the programme "The World Tonight".

'Weapon'

"Mineworkers have also been under attack because they have been barred from even going into the towns because of the regulations of the state of emergency,

and the only weapon that they can use is their labour, and their labour happens to be an economic weapon that we could use to fight against the State, to resist the State and to mount a struggle to achieve our liberation," the union leader said

Describing the miners' stayaway as a "coming of age", Mr Ramaphosa said the membership would in future respond to any call and would have to take more positive action than in the past

"The membership also, expects calls on fairly important and sensitive issues such as sanctions and basic political rights"

Strike ballot at De Beers

Business Day
15/10/86

YESTERDAY saw two new developments in the wage dispute between the National Union of Mineworkers (NUM) and De Beers, with the appointment of a conciliation board (CB) and the completion of a strike ballot among union members at four De Beers divisions.

The strike ballot was called when the Manpower Minister failed to appoint a CB within the statutory 30-day period which expired on October 1. Arrangements have now been

Business Day Reporter

made for a CB meeting between the two later this week. The ballots — among 4 475 NUM members at the Namaqualand, Finsch and Kimberley mines and the Geology division — were still being counted at the time of going to press.

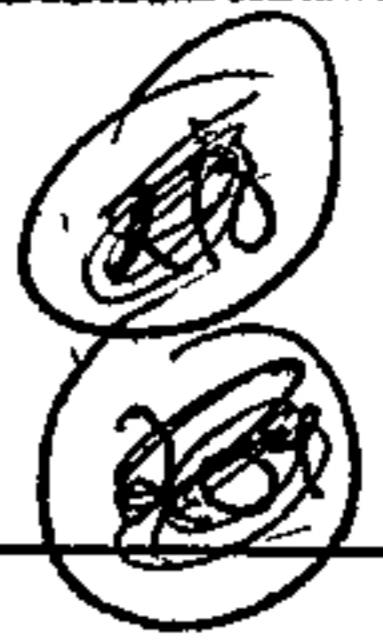
De Beers has offered increases ranging from 15% to 17,5% in response to the union's 24% demand. The minimum wage at De Beers is R340 a month.



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BUS DAY
 16/10/86



E Tvl farmers get assurance

GERALD REILLY

211

EASTERN Transvaal farms would be cleared of Mozambican workers by this time next year unless new agreements were negotiated, Manpower Director-General Piet van der Merwe said yesterday.

Of the estimated 230 000 Mozambican workers in SA, 17 000 were on Eastern Transvaal farms, he said.

The aim was to repatriate them with the greatest possible speed — the "illegals" as soon as they were found, and those on contract as soon as their contracts ran out.

Farmers in the area, Van der Merwe said, were aware of the security risk posed by Mozambique and were ready to go along with any plans to counter it, including intensified border controls.

He had spoken to a representative group of Eastern Transvaal farmers in Nelspruit earlier this week, and it had been agreed that there would be no further recruiting of Mozambican blacks from October 10. Those currently employed on farms would be permitted to stay until their contracts expired in 12 months time.

He said the replacement of Mozambican workers with SA blacks might cause short-term disruption, but he told the farmers they were under an obligation to help alleviate unemployment in SA.

Neighbouring territories, including Mozambique, were exporting their unemployment to SA, Van der Merwe said.

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16/10/86
TUESDAY

Mozambicans wait in wings

Mines in bid to lift labour ban

211

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THOMAS

SEVEN-HUNDRED miners were waiting in transit camps in Mozambique as the Chamber of Mines met government yesterday in a bid to have SA's ban on labour recruitment there lifted.

But Manpower Minister Piet du Plessis issued a flat "no comment" on the outcome of the talks, which came one day after the last batch of 1 000 Mozambican recruits arrived in depots on the Reef.

Officials from the departments of Foreign and Home Affairs were also at the meeting, chaired by Du Plessis.

Richard Japp, manager of the chamber's recruiting office in Maputo, said the 700 miners would be sent to SA next Tuesday if Pretoria lifted its recruitment ban.

SA's move comes after six SADF soldiers sustained injuries in a landmine blast near the Mozambican bor-

HAMISH McINDOE

der last week and Defence Minister Magnus Malan warned that retaliatory raids would be launched if the ANC were not stopped. Workers are also to be repatriated once their contracts have expired.

Official figures show that 60 000 Mozambicans are employed on SA mines, with the number of illegal workers from the territory estimated at 230 000.

The tense situation in northern Mozambique appears to have scarcely touched life in Maputo, despite reports of a heavy troop build-up in the capital.

"Frankly, there is no nervousness at all. It's as quiet as ever," a Lonrho employee in Maputo said yesterday.

This was echoed by other residents, who had seen no marshalling of government security forces in the city.

Kaunda, Mugabe discuss blockade of SA

HARARE — Zambian President Kenneth Kaunda and Zimbabwean Prime Minister Robert Mugabe met at the border town of Victoria Falls yesterday for talks on regional issues.

A proposed economic blockade of

SA and the civil war in Mozambique were discussed.

The black leaders were meeting four days after joining the rulers of Angola, Botswana, Tanzania and Mozambique in accusing SA of planning to mount a war in the region. — Sapa-AP

2 000 miners
evacuated
after fires
at Kinross

BUS DM
16/10/86
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ALAN FINE

ABOUT 2 000 miners were evacuated from the Number 2 shaft at Kinross goldmine at 11am yesterday after two "separate and minor" fires broke out at 15 level near the scene of last month's disaster in which 177 people died

A Gencor spokesman said the fires were extinguished immediately and that workers were not in any danger. However, in view of "possible employee sensitivity" after last month's disaster, the shaft's entire workforce was removed to the surface.

The cause of the fires has not been ascertained. The spokesman said the rubber cover of overhead electric locomotive lines ignited and a small amount of smoke entered some underground workings.

The National Union of Mineworkers (NUM) said last night it was "deeply shocked" at the incident, and called for the closure of the shaft until the inquiry into last month's disaster was concluded. However, the Gencor spokesman said he did not see why operations should not resume almost immediately.

The NUM described management's "neglect" of safety issues as "an atrocity" and reiterated its call for a judicial Commission of inquiry

The last train from Maputo

Mozambican labour and the mines

WHEN the weekly train bringing Mozambican workers to South Africa's goldfields failed to reach Johannesburg station last Wednesday afternoon, mine managers worried that Pretoria's bar on Mozambican labour, announced that afternoon, had come into effect already.

To their relief, the train had simply been delayed, and there would be no labour shortages in the weeks ahead.

Industry analysts calculating the costs of the South African government action saw that the loss of Mozambican labour would damage though not cripple the industry.

But the announcement came as a body blow to the Mozambican economy and left more than 100 000 Lesotho nationals feeling extremely nervous that similar action could be taken against them.

When the train arrived on Thursday there was no special ceremony to mark the end of an era — the last trainload of Mozambican miners, whose links with the goldmines are as old as the industry itself.

After all, it was Mozambican labour in the 1890s and the early twentieth century which laid the foundations of the South African mining industry, built Johannesburg and later bankrolled the decrepit Portuguese empire.

Unable to attract South African blacks to poorly paid jobs in what historian Alan Jeeves has described as the "dangerous, brutal and onerous working environment" of the mines, the Chamber of Mines recruited most of its labour from Mozambique in the first three decades of the gold mines.

Mozambique's peasant economy had been devastated by three centuries of Portuguese colonialism, which included the large-scale export of slaves and forced labour on the *prazos*, the large colonial estates.

Mozambicans were driven to seek wage remuneration to pay taxes and to afford the trade in fortified wine and spirits upon which whole communities, with the connivance of the Chamber's labour recruitment agents, had become dependant.

Through agreement between the Portuguese colonial authorities and the Chamber and South African authorities (in which the Portuguese received kickbacks, such as a certain guaranteed amount of traffic through Lorenzo Marques harbour), a system of tied labour emerged between Mozambique's three southern provinces and the goldmines.

On the eve of the Anglo Boer War, more than 60 000 Mozambicans were employed on the goldmines, about 60 percent of the total workforce. Its peak as a percentage was in 1904 when two-thirds of the black workers on the gold mines were from Mozambique.

Mozambican employment on the mines remained constantly high until Frelimo came to power in 1975, when there were 118 000 Mozambicans on the mines — a third of the total workforce and the largest single ethnic complement.

Fearful of the importation of socialist ideas on to the mines and wanting to weaken its new Marxist

Mozambican labour has long been the mainstay of the mining industry. When Frelimo came to power in 1975, one in three miners was from Mozambique. Even today, several mining houses, notably JCI, Rand Mines and Anglovaal, have large complements of Mozambican miners. PHILLIP VAN NIEKERK and JEAN LEGER report on how last week's bar on Mozambican labour will hurt the mining industry.

neighbour economically, the South African government drastically cut down the recruitment of Mozambicans to the mines.

By 1977 the total number of Mozambicans on the gold mines had been reduced to its low point of 35 000.

As a further economic measure, in 1978 South Africa scrapped an agreement signed with Portugal in 1928 in which part of the miners' wages were paid to the Portuguese administration in gold at a fixed price.

By reselling this gold at free market prices, Portugal was assured of massive revenues which effectively propped up the crumbling 500 year old empire in its last years.

By the 1980s, recruitment of Mozambican labour had picked up once more. This was given further impetus by the Nkomati Accord of 1984, climbing close to 60 000 by the time of last week's announcement.

To the mine owners, Mozambican workers have several attractions — their experience in the industry means they often fill supervisory and skilled positions and their desperation for work means they are prepared to work on many of the hottest and most dangerous mines.

The mining industry has a glut in labour supply unprecedented in its history, but the thesis that all black mineworkers are unskilled has long been discredited and certain individual mines are likely to be hard-hit.

Though they only constitute 12 percent of the black labour force, the withdrawal of their labour is likely to have an effect on production disproportionate to their numbers.

And certain mining houses are likely to be harder hit than others. Those with the largest complement of Mozambique workers are Johannesburg Consolidated Investments (JCI, 25 percent), Rand Mines (22 percent) and Anglovaal (20 percent).

Anglo American, which has a policy of phasing out Mozambican labour will be the least affected.

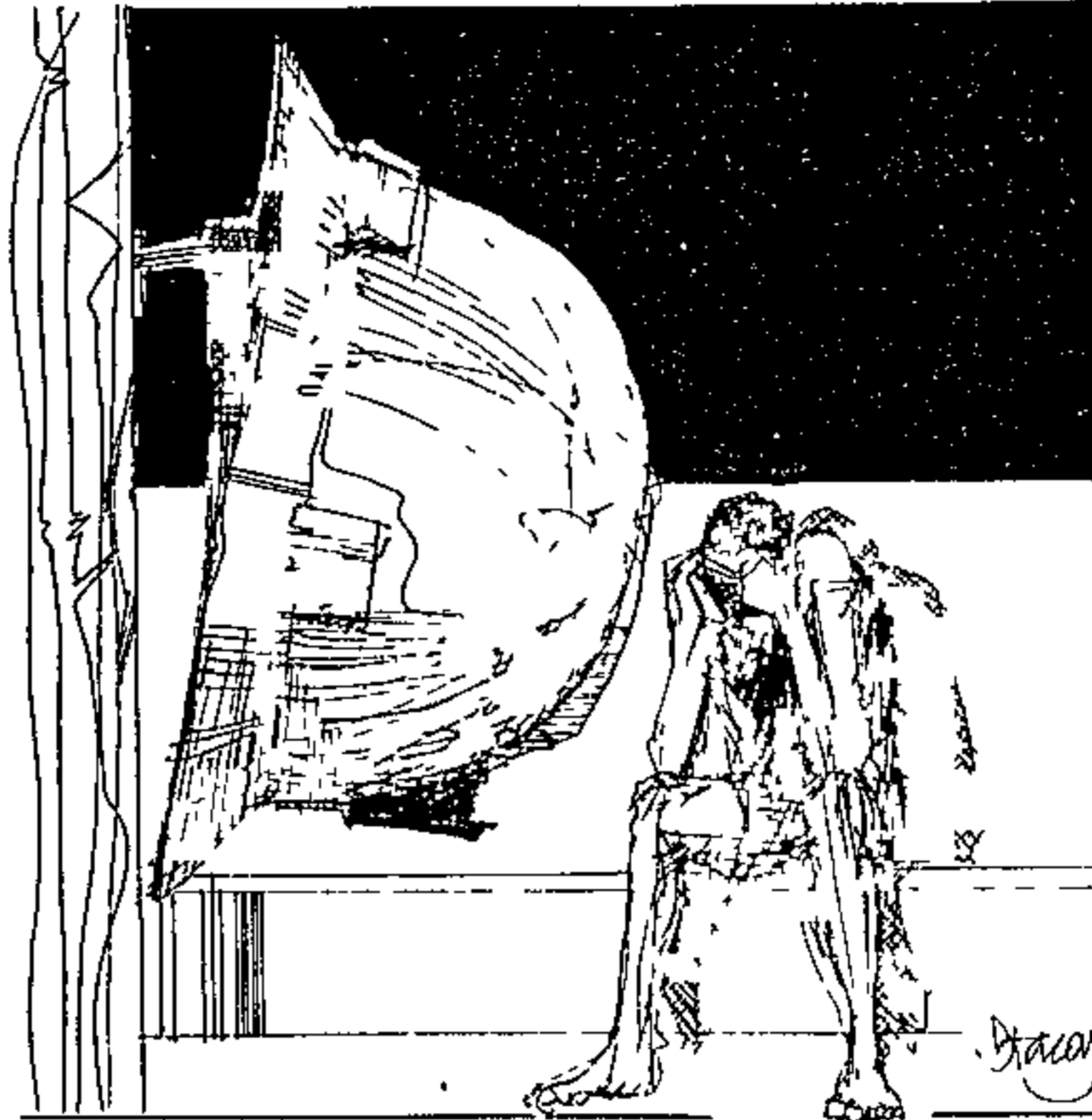
However, on its two most dangerous mines — Western Deep Levels and Elandsrand — Anglo still has a high proportion of Mozambicans.

A field study on Mozambican labour by Maputo's Eduardo Mondlane University said of Western Deep Levels "Because it is a very deep mine it is extremely hot for underground working conditions and it is a highly unpopular mine."

An even more pertinent example of the attractions of Mozambican labour is East Rand Proprietary Mines (ERPM), the hottest, most dangerous and deepest mine in the Rand Mines group, which has a Mozambican complement of 43 percent — the highest in the industry.

According to the Maputo University study, during the seventies ERPM mine "went out of its way to make openings for Mozambicans and issued new Re-Employment Certificates, sometimes through the post, to ex-employees whose certificates had already expired."

In addition, Mozambican workers — whose insecurity about their jobs have made them extremely subservient to mine management — have strongly resisted unionisation and are known by management to be



strike breakers

It is an extraordinary irony that the workers whom the government envisages will replace them are likely to be South Africans, who have a greater reputation for militancy and a strong distaste for unpleasant working conditions.

And it places the National Union of Mineworkers (NUM) in an invidious position because in August last year they decided at a national conference to call for an industry-wide strike should foreign workers be repatriated.

At the time the NUM was particularly concerned with threats to repatriate Lesotho nationals who comprise a large and vocal portion of the union's membership and strength. However, the stopping of recruitment of Mozambicans is likely to strengthen the position of Basotho workers in the immediate future.

Two weeks ago the Chamber stopped recruitment of Malawian novices because of the fear of importing Aids onto the mines. This has meant that two large traditional areas of labour supply have been

terminated in a short space of time. The primary effects of the move will be felt in Mozambique's three southern provinces — Maputo, Inhambane and Gaza — where the population already faces famine as a result of drought and the ravages of the Renamo insurgents.

In a 1977 paper advocating the disengagement of Mozambican mineworkers from South African mines, Ruth First and Rob Davies for the Institute of African Studies in Maputo argued that this would not be possible without massive rural development in these areas.

Mine wages have tended to outstrip agricultural produce in the three provinces by a factor of 10.

"The system of labour export has been entrenched as a result of a long historical process of underdevelopment in southern Africa, and one which has left the supply states structurally dependent on the South African labour market," they wrote.

In the last 10 years this process has, if anything, worsened.

According to official sources in Maputo, quoted by the news agency Airm, the remittances of Mozambican mineworkers represented about a third of Mozambique's foreign exchange earnings last year.

For the miners and their families, the effects will be horrendous. A shantytown of men living only for the hope of a mine job has sprung up outside Teba mining recruitment offices at Ressano Garcia, close to the South African border.

Now that their hopes have been shattered, what will the fate of these men be?

And for the thousands of miners who have spent a lifetime of labour on South African mines, there remains one last train trip back to starvation before the Maputo Johannesburg labour trains stop running forever.

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Has it left you far behind?

This year invest a small amount of your time to find out which of the changes could be important to you or save you money.

The speakers, Costa Divaris and Michael Stein, have identified three major areas likely to be of critical concern to you in today's turbulent tax environment — the motor car and other fringe benefits, the provisional tax system for companies and individuals, and the looming threat of RSCs, where tax information is still pitifully scarce.

These are the topics of three of the lectures, while the remaining two — in a compact morning programme designed to reduce your time away from your business — will cover other significant changes to the tax law (including those effected during the second session of Parliament) and the new tax cases.



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- Deduction of interest
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- Accrued leave pay
- Sale of shares by bank
- Deduction of rentals
- Use of study at home
- Additional assessments
- Share-incentive schemes
- Penalties
- Farming and estate duty

Seminar Programme

Registration	08h30 to 09h00
Welcome and introduction	09h00 to 09h05
1 The 1986 tax changes — what's new, what's significant?	09h05 to 09h35
Questions	09h35 to 09h45
Break	09h45 to 09h50
2 The cost law — new lessons for old	09h50 to 10h20
Questions	10h20 to 10h30
Too	10h30 to 10h50
3 The motor car and other benefits — driving into a new era?	10h50 to 11h20
Questions	11h20 to 11h30
Break	11h30 to 11h35
4 Provisional tax — the three-payment system is overhauled	11h35 to 12h05
Questions	12h05 to 12h15
Break	12h15 to 12h20
5 RSCs — preparing for the unknown	12h20 to 12h50
Questions	12h50 to 13h00

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The responsibilities of the position Organise workers and co-ordinate their local activities. Develop collective decision making, discipline and democratic practices amongst an organised group of workers. Negotiate and represent workers and union. Co-ordinate worker education programmes in local area. Collectively plan for the development of the union. The person for the position must be able to work with minimum of supervision, be self-motivated, have a personal commitment to the struggle of the workers, have a background of involvement in a trade union or other organisation eg. church, youth, community or women's group.

Applicants with full details should be submitted by not later than 20 October 1986, to: **Auto and Allied Workers' Union**, PO Box 4097, Kesteven, Port Elizabeth 6018.

Govt lets 750 Mozambicans work

CAP. 10/10
Own Correspondent *17/10/80* *211*

JOHANNESBURG. — About 750 Mozambican workers will be allowed to take up their jobs in South Africa in spite of a government order to suspend recruitment of Mozambican workers. This is apparently the only concession made by the government to the Chamber of Mines after recent talks.

According to the first official statement released by the chamber after a week of talks, the 750 workers had been recruited at the time of the government suspension but were not permitted to enter South Africa.

This was one of the issues raised by the chamber on Wednesday during its talks with government, the

chamber's president, Mr EP Gush, confirmed yesterday.

"As a result of these negotiations clarity on this issue has been obtained and some 750 mine worker who were affected will now be permitted to enter South Africa and take up their jobs," he said.

Mr Gush said the chamber had been discussing the situation with the government since last week.

However, chamber spokesmen have not said whether they are expecting further concessions or whether talks will continue.

Mr Gush said: "For the best part of the past 100 years Mozambique has been one of the most important sources of labour for SA's gold mines."

Closer, but still apart

There was some movement when the Chamber of Mines and the National Union of Mineworkers (NUM) met in the presence of a mediator last Thursday to try to thrash out their wage dispute. But, although this has raised hopes that accommodation could be reached when they meet again on Thursday, settlement is by no means assured.

The main feature of last week's proceedings was the chamber's decision to raise its wage offer for the highest job categories by one percentage point. On behalf of the four mining houses still involved in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — it is now offering increases ranging from 19% to 23% for the highest and lowest job categories respectively. NUM, it is understood, has indicated a willingness to reduce its demand for a 26% wage increase, but by what amount is not known.

According to chamber industrial relations adviser Johann Liebenberg, the union's demand for a paid holiday on June 16 has been placed on the back burner and the other outstanding issue is the question of security



**Chamber's Liebenberg ...
warning that mediation could fail**

of income for workers who are transferred from one job to another due to disability or illness.

NUM is demanding that these workers should be guaranteed the same rate as for their old job for a period of six months, irrespective of the reason for their incapacitation, and that this amount should thereafter be scaled down to the rate for the new job over a period to be negotiated. The chamber, on the other hand, is offering to increase the amount of paid accident leave from 42 to 56 days a year and to allow it to accumulate to 112 days over a two-year period. Says Liebenberg: "We have indicated we won't move any further than that. This may still cause a breakdown in the mediation."

It remains to be seen whether the mediator, Julian Riekert, director of the Independent Mediation Services of SA (IMSSA), will be able to bring the two sides together. ■

elcentre corporation limited

Incorporated in the Republic of South Africa
Registration No. 68/11488/06

("Elcentre")

INTERIM REPORT FOR THE SIX MONTHS ENDED 31 AUGUST 1986

GROUP HIGHLIGHTS

- Earnings up by 44%
- First interim dividend declared
- Improved operating return on assets
- Strengthened financial position
- Group poised for future growth

RESULTS

	Unaudited Six months ended 31 August 1986	Unaudited Six months ended 31 August 1985	Audited Year ended 28 February 1986
	R 000	R 000	R 000
Sales	37 040	38 116	72 906
Operating income	3 116	2 792	5 461
Finance costs	755	1 293	2 825
Income before taxation and extraordinary items	2 361	1 499	2 636
Taxation	522	207	136
Net income before extraordinary items	1 839	1 292	2 500
Attributable to outside shareholders	314	234	301
Attributable to shareholders	1 525	1 058	2 199
Extraordinary items	81	161	617
Net income	1 444	897	1 582
Dividends Interim	880		
Final			715
Retained earnings	564	897	867
Weighted average number of shares in issue (000s)	22 000	22 000	22 000
Earnings per share (cents)	6,9	4,8	10,0
Dividends per share			
Interim (cents)	4,0		
Final (cents)			3,25
Operating income to sales (%)	8,4	7,3	7,5
Return on average operating assets (% p a)	41,2	34,1	37,4
Current ratio (1)	1,35	1,21	1,27
Liabilities ratio (1)	1,66	2,33	1,75
Gearing (1)	0,59	0,97	0,73

COMMENTS

- The substantial improvement in results achieved for the half year reflects enhanced margins, improved cost controls, rationalisation benefits
- Tight control over working capital, together with lower interest rates resulted in a 42% decrease in finance costs
- The group's balance sheet has strengthened, with lower borrowings and enhanced liquidity, in line with declared objectives
- Reflecting the group's progress, the directors have declared an interim dividend of 4,0 cents per share which includes an extraordinary payment of 2,0 cents per share, being equivalent to the reduction in the 1985 dividend (due to abnormal foreign exchange losses in that year)
- Subject to no major adverse developments in general economic conditions, the directors envisage that profits for the second half should be similar to those of the first half, which will enable them to declare a final dividend of 3,5 cents per share, resulting in total dividends for the year of 5,5 cents per share (excluding the extraordinary portion of the interim dividend)
- Elcentre has completed its consolidation phase and is now poised for further growth, both by acquisition and internal expansion

NOTICE OF DECLARATION OF INTERIM DIVIDEND

Notice is hereby given that an interim dividend of 4 cents per share has been declared payable on or about 17 November 1986 to shareholders registered at the close of business on 7 November 1986

The share transfer register of members will not be closed for the purpose of the payment of the above dividend

Non-resident shareholders' tax at the rate of 15% will be deducted where applicable

By Order of the Board
ELCENTRE HOLDINGS (PTY) LTD
(Secretary)

14 October 1986

Registered Office
Elcentre House
19 Siemert Road
Doomfontein
PO Box 4403
Johannesburg
2000

Transfer Secretaries
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6th Floor
94 President Street
PO Box 1053
Johannesburg
2000

Directors: R L Mowszowski (Chairman and Managing Director), N P Mowszowski, C A Mowszowski, P C Aginsky, Z Mowszowski, H R Levin

NUM ~~1987~~
to vote ²¹¹
next week
^{17/10/86 SMK}
on strike

By Mike Siluma

The National Union of Mineworkers (NUM) will hold a strike ballot next week after mediation failed to resolve the wage dispute between it and the Chamber of Mines, a union spokesman said yesterday.

When talks collapsed yesterday, the union was demanding an across-the-board 26 percent increase (after its initial demand of 45 percent). The Chamber had originally offered rises ranging from 11 to 16 percent.

Increases from 15 to 20 percent have already been implemented by Chamber mines from July 1.

During mediation, the Chamber offered to improve its offer by between 3 and 4 percent and to increase paid mine accident leave from 42 to 56 days a year, cumulative to 112 days.

The union also insisted on income security for workers who are transferred to lower scale jobs because of injury at work.

Mining houses taking part in the mediation talks were Anglo American, JCI, Gencor and Rand Mines's gold division.

211 213 1104 coll ARGUS 12/10/86

Mine strike ballot on Monday

JOHANNESBURG — The National Union of Mineworkers has turned down a request by the Chamber of Mines to resume wage negotiations early next week. And it has confirmed its decision to go ahead with a strike ballot on Monday, the NUM said in a statement released here.

Mediation deadlocked "as the chamber made no new offers and we will begin balloting our members at all mines affiliated to the Chamber of Mines," the NUM said.

The dispute affects more than 320 000 black mineworkers.

The union is pressing for a 26 percent wage rise and income security for workers who are transferred to lower-scale jobs because of injury.

The chamber had declined to increase its offer of 19 to 23 percent increases and rejected the second demand, the union said.

When the talks collapsed the union was demanding an across-the-board 26 percent increase (after its initial demand of 45 percent). The chamber originally offered rises ranging between 11 and 16 percent.

Increases ranging from 15 to

20 percent have already been implemented by chamber, starting from July 1.

During mediation the chamber offered to improve its offer by between three and four percent and to increase paid mine-accident leave from 42 to 56 days a year, cumulative to 112 days.

The chamber said "On the question of wages, both the chamber and the NUM indicated that they remained negotiable but both parties were inflexible on the income security issue" — Weekend Argus Correspondent and Sapa.

211
 OAU
 to help
 'sacked
 SA 23/10/86
 miners

The Argus Foreign Service

PARIS — The 40-nation Organisation of African Unity (OAU) has created a special fund aimed at helping black miners who are to be thrown out of South Africa, it was announced here today.

The president, Mr Sassou Nguesso of the Congo, was asked by the weekly *Jeune Afrique* how he planned to help those countries whose economies would suffer by sanctions on South Africa. He said it would be his major priority.

"We have made an urgent appeal to the international community to mobilise itself so that the frontline countries can emerge from South Africa's economic dominance as soon as possible," he said.

"These countries must receive financial aid enabling them to give jobs to their nationals who will soon be thrown out of South Africa where they are working on the mines.

OWN NETWORKS

"The frontline countries must be responsible for their own energy needs and be able to have their own transport networks, especially railways.

"That is why we have decided to create a solidarity fund aimed at restructuring the economies of frontline countries. This fund is an extremely important element in our fight against the apartheid regime and we will do everything in our power so that the fund does all we hope for."

President Nguesso gave the interview in Brazzaville after his return from North America, where he addressed the United Nations General Assembly in New York and later met American and Canadian leaders in Washington and Ottawa.

He saw Vice-President George Bush and several American senators, but President Ronald Reagan was unavailable as he was preparing for the Reykjavik summit.

US PRAISED

The Congolese leader returned home full of praise for the American Administration and public opinion.

He said "I was greatly impressed by some American leaders who appeared sensitive and sympathetic to our problems. I was expecting to see prejudiced and even cynical Americans, but I found them open and friendly."

"They understood Africa's problems. More than 30 Republican senators voted for sanctions against South Africa and I think it is something that should be emphasised."

● The Congo became Africa's first Marxist state in the 1960s but recently President Nguesso has tried to move nearer to the Western camp.

At one time he allowed his country to be used as a logistics base for Cuban troops pouring into Angola, but this facility has been greatly reduced.

sentenced today by Deputy | soon — East Rand

Mines strike may be averted at 11th hour

211
SPML
By Mike Sifuma

The mining industry may yet escape a national wage strike.

A Chamber of Mines spokesman said last night that, in the second meeting since mediation broke down, both parties had made moves to resolve the dispute.

The spokesman said the National Union of Mineworkers (NUM) had accepted its offer on income security and agreed to recommend that members accept additional wage rises offered yesterday by some chamber members.

The union is to consult its membership and ad-

23/10/86
vise the chamber tomorrow whether the offer is acceptable.

The chamber would not divulge details of the new offer and NUM spokesmen were not available for comment today.

The NUM was due to hold a strike ballot this week

The union had demanded a 26 percent rise and income security for workers transferred to lower-paid jobs because of occupational injury.

The chamber, which implemented rises of between 15 and 20 percent on July 1, offered additional increases of 3 to 4 percent, plus improved accident leave



**IF THEY DON'T RECORD,
REWIND FAST-FORWARD**

Forced removals



Children playing in the doomed township Pictures VIV WALT and WENDY SCHWEGMANN, Reuters

Township too close for comfort

Why not here? We are harassed because the whites are killing themselves" said Modimoeng "But two or three years ago, the township was not well organised. Now, with the removal issue, the community is solid" In conversation, Oukasie's residents frequently interject with sneering comments about the government's stated reform programme "They talk of reform," said Modimoeng, bitterly "They are just trying to keep apartheid alive" And so Oukasie has found new forms of expression for its militancy Throughout the overcrowded township, vacant lots have been turned into makeshift "people's parks" The painted junk which serves as poor

people's sculpture often displays messages, like "We don't move" and "When you're tired of Oukasie, you're tired of life" And T-shirts with slogans supporting trade unions or the United Democratic Front are an increasingly common sight Under the government's 38-year tenure, nearly four million blacks have been forcibly resettled In Brits, it is clear this could be one of the most violent removal battles yet fought Standing outside his house, looking at the skeleton of what was once a grocery store, Sello Ramakobye, Brits' National Auto and Allied Workers Union representative, shook his head "We are adamant," he said "We will stay, with or without shops"

Other new findings which the report reveals are that new labour supply areas are supplanting more traditional areas within South Africa itself Transkei and Ciskei — once the mainstays of labour supply inside South Africa — are declining in relation to newer labour supply areas such as KwaZulu, Bophutatswana and the Orange Free State This would indicate that the massive changes to the political economy which has characterised other labour supply areas in the past are now taking hold in these areas Data reveals that foreign miners are less educated than South Africans and that one quarter do not have any formal education at all An interesting fact to emerge from the report is that despite special government dispensation allowing the mines to house three percent of their black employees in family accommodation, only 1,5 percent are in married quarters

SHACKS, BUT THE HEDGES REMAIN

were 50 nails to homes', JO-ANN on Despatch, a to the ground the government's forced removals the authorities claim moved willingly families asked the allowed to move to in Uitenhage," a the Kwanobuhle residents in the built on a muddy deny this at night with they had guns with if we didn't move down our homes," mother of two told a who visited the

site last week. "All we got were 50 nails to reassemble our homes" A representative of the Sash delegation said the group had split up and interviewed residents separately All told the same story And all said they would return to their old township if given the choice Residents interviewed said their children had to continue attending school at Despatch, but many had dropped out as it cost R1,20 to travel to and from the school by bus It took children more than an hour and a half to walk the distance According to the Sash, residents complained that the tin toilets in Kwanobuhle were emptied only irregularly, forcing residents to empty the contents into the bush Water trucks filled the black water troughs with drinking water every few days, residents said But the

troughs were uncovered and the water became dirty There was no water available in which to bathe or wash clothing Although some residents have rebuilt their shacks, most are still living in tents supplied by the Kwanobuhle Town Council, the Sash representative said When it rained, water poured down the slope into the tents, soaking everywhere Today, a school and about four houses are the only buildings left standing in Despatch's old township When the Sash group visited the area a dog was sniffing through the garbage and three women were scavenging what they could from the remains. According to the Sash, residents in the remaining houses said they had shown the police certificates proving their employers were helping them to build their own houses They were told they, too, would have to leave

Foreigners dominate higher skill mine jobs

By JEAN LEGER AND PHILLIP VAN NIEKERK

FOREIGN black workers dominate the higher skilled jobs in South African gold mines and their repatriation would be a devastating blow to gold production

An analysis of skills of foreign mineworkers by International Labour Office researcher Fion de Vletter, has found that 71 percent of workers in the most senior grades are from countries such as Lesotho, Mozambique, Swaziland and Botswana

Conversely, only 30 percent of the lowest unskilled jobs are held by foreigners says the report

The research is highly significant coming at the same time as threats by the government to repatriate foreign workers Mozambican workers are already having their employment terminated

De Vletter's research is based on computerised statistics obtained from Anglo American, the largest employer in the industry Anglo has a proportion of foreign to local workers — 40 to 60 — which matches the gold mining industry as a whole

Foreign black workers in South Africa are concentrated in the mining industry, comprising 83 percent of the total 350 000 legally employed in the country

However, on the mines the proportion of foreigners has declined dramatically over the last fifteen years — from over 80 percent of the total mine workforce to less than 40 percent

De Vletter notes that foreign workers still retain huge clout, dominating occupations which "though small in number are critical to the operation of the mines"

He warns, however, that this position of leverage is likely to deteriorate quickly in the near future

He says the data suggests that through rapid attrition of more experienced foreign workers and low novice intake, a sharp decrease in the percentage of foreigners is likely over the next five years

Other new findings which the report reveals are that new labour supply areas are supplanting more traditional areas within South Africa itself

Transkei and Ciskei — once the mainstays of labour supply inside South Africa — are declining in relation to newer labour supply areas such as KwaZulu, Bophutatswana and the Orange Free State

This would indicate that the massive changes to the political economy which has characterised other labour supply areas in the past are now taking hold in these areas

Data reveals that foreign miners are less educated than South Africans and that one quarter do not have any formal education at all

An interesting fact to emerge from the report is that despite special government dispensation allowing the mines to house three percent of their black employees in family accommodation, only 1,5 percent are in married quarters

NUM, chamber to sign today

BUDAY
24/10/86

Mining wage dispute is finally over

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~~211~~
~~211~~

THE National Union of Mineworkers (NUM) and the Chamber of Mines — acting on behalf of Anglo American, Gencor, JCI and Rand Mines' gold division — are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

NUM leadership yesterday recommended acceptance of the latest chamber offer to thousands of members who gathered at 47 goldmines and collieries around the country. Initial indications were that most workers had signalled acceptance of the offer.

At two meetings this week, the chamber offered a vastly improved package on income security for incapacitated workers, and three of the groups upped their wage offer by half a percentage point, meaning total 1986 increases ranging from 19,5%-23,5%. The Rand Mines' gold division offer remains at 19%-23%.

But the NUM said it would proceed with strike ballots at mines administered by Gold Fields of SA and Rand Mines' collieries — the two groups which declined to continue negotiations when the

ALAN FINE

chamber's wage offer reached 15%-20% several weeks ago. Those increases were implemented on all chamber mines on July 1.

The annual wage talks began more than five months ago, and have been through all the official dispute procedures — including a strike ballot which began on Monday — as well as voluntary mediation.

The key breakthrough came at this week's two post-mediation meetings. The chamber, which initially offered an annual 56 days guaranteed income to incapacitated workers, drastically revised its position. The current offer includes six months' income security for workers who are injured in accidents or who are affected by work-related diseases such as silicosis and tuberculosis.

The income security issue had become the main hurdle in the way of a settlement. The Kinross mine disaster had made industrial safety an even more

● To Page 2



Mining wage dispute over

BUDAY
24/10/86
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important item on the NUM's agenda, and it held out for major improvements on the issue

While the actual wage offer applies to workers at only three of the big six mining houses and a division of another, it also covers more than 90% of NUM membership at chamber-affiliated mines

● From Page 1



Hence, any possible strike action directed against Gold Fields or Rand Mines' collieries will be extremely limited. Gold Fields says the NUM is recognised at four mines — Deelkraal, Libanon, West Driefontein and New Clydesdale

D-Day for Chamber's wage offer

THE Chamber of Mines will only know today whether members of the National Union of Mineworkers (NUM) accept the chamber's revised wage offers and "income security" proposals made at a meeting on Wednesday night.

When talks between the chamber and NUM deadlocked at mediation level last week, the union immediately prepared for a strike ballot on the mines.

But on Monday, the day on which the union was to have started balloting, the chamber summoned NUM to a fresh round of talks to resolve the wage review dispute in an apparent bid to stave off a legal strike.

After a lengthy meeting on Wednesday, NUM negotiators accepted the chamber's revised wage offer and its proposals on income security, a term referring to the

practice of paying a mineworker his original wages for a period after his transfer to a lower-paid category because of job-related injury.

But the agreement has not completely ruled out the possibility of a strike, because the agreement does not cover all chamber-affiliated mining groups.

Agreement has been reached with Anglo American, Gencor, JCI and Rand Mines Gold Mining Division. It excludes Goldfields and Rand Mines Coal Division.

"We remain in dispute with Rand Mines (Coal Division) and Goldfields because they didn't make an offer on wages," said a NUM representative.

According to NUM, the two houses said they would go along with its income security proposal "if it is

going to constitute a full and final settlement for them, but when we indicated that we are still pushing ahead on the wage proposal, they opted out".

If the workers decide on strike action, it appears it will not be easy to confine it to Goldfields and Rand Mines (Coal). This might prompt the mining houses with which NUM had reached agreement to lean heavily on the two houses to reach settlement.

At this week's meetings, the chamber agreed that if a worker is transferred to a lower job category because of injury, he should be paid his original wages for six months.

The chamber also agreed that the six-month period should commence when the doctor has declared the employee fit to work again and the employee is placed in a lower-paid job.

The chamber agreed to include diseases such as tuberculosis, pneumoconiosis, chronic manganese poisoning, partial loss of sight and loss of hearing and various job-related respiratory diseases in the proposals on income security.

The chamber also increased its wage offer to between 19,5 and 22,5 percent for underground workers and between 20,5 and 23,5 percent for surface workers.

Initially the union demanded a 30 percent increase across the board, against the chamber's offer of between 15 and 20 percent.

At the abortive mediation meeting the union dropped its demand to 26 percent and the chamber agreed to increase its offer by one percentage point. A chamber representative confirmed that some affiliates had reached agreement with NUM.

Possible end to mine wage dispute

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) and the Chamber of Mines are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

The chamber is acting on behalf of Anglo American, Gencor, JCI and the Rand Mines gold division.

Union leadership yesterday recommended acceptance of the latest chamber offer to the tens of thousands of members who had gathered at 47 mines around the country.

Initial indications were that most workers had accepted the offer.

At two meetings this week, the chamber offered a vastly improved

package on income security for incapacitated workers, and three of the groups raised their wage offer by half a percentage point.

This means total 1986 increases ranging from 19,5 to 23,5 percent. The Rand Mines gold division offer remains at 19 to 23 percent.

But the NUM has announced its intention to proceed with strike ballots at mines administered by Gold Fields of South Africa and Rand Mines Collieries — the two groups which declined to continue negotiations when the chamber's wage offer reached 15 to 20 percent several weeks ago.

Those increases were implemented on all chamber mines on July 1.

Load AND

Bush cleared

NUM looks at revised offer

By Mike Siluma

The National Union of Mineworkers (NUM) is expected today to accept a last-minute revised wage offer by the Chamber of Mines.

This development comes just days after mediation had deadlocked and the union had decided to hold a strike ballot this week. The impasse was broken during talks on Monday and Wednesday.

Agreement has been reached on income security, with union members expected to endorse a union recommendation that they accept the chamber's wage offer, which affects some 320 000 black miners.

Mining houses set to escape strike action due to the agreement are Anglo American, Gencor,

JCI and Rand Mines's gold division.

The first three have offered increases of between 22,8 and 23,5 per cent for surface workers. Underground gold miners would get raises ranging between 19,5 and 22,5 per cent. Rand Mines's gold division's offer on all affected categories is half-a-percent less.

A NUM spokesman said agreement on income security, coming after four years of campaigning by the union, would guarantee that earnings of workers moved to lower-paid jobs due to occupational injuries would not be lowered.

Companies now facing strike action, and at whose mines strike ballots are in progress, are Gold Fields and Rand Mines's coal division.

35 000 miners on strike over wages — NUM

Argus 27/10/86
The Argus Correspondent

JOHANNESBURG. — About 35 000 black mineworkers employed on three Gold Fields mines went on a wage strike today, says the National Union of Mineworkers (NUM).

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company.

Gold Fields today confirmed a total stayaway of a maximum of 20 000 black mineworkers at Kloof, Deelkraal and Doornfontein. The company said the strike was illegal "because no strike ballot had been conducted".

NUM's Press officer, Mr Marcel Golding, said "between 35 000 and 40 000 have gone on strike today".

"Eight workers have been arrested and there has been considerable police and mine security action.

"At Doornfontein the South African Police fired teargas and shot rubber bullets and many workers sustained minor injuries. Hippos and riot police monitored the compound and arrested three workers at East Driefontein gold mine.

"GUN-POINT"

"At Libanon and Venterspost, workers attempting to go on strike were forced back to work by mine security personnel at gun-point.

"Those arrested include the union's regional chairman of Westonaria, Mr Justice Tshukulu."

A Gold Fields spokesman said "There was rioting at Doornfontein and East Driefontein. At Doornfontein mine security personnel had to use teargas and rubber bullets to disperse a mob."

He denied workers had been forced to work at gun-point at Libanon and Venterspost.

A West Rand police spokesman today said there had been no police involvement in any strikes.

apt. trip 28/10/86 (211) 23/10/86

35 000 miners still on strike

JOHANNESBURG — The National Union of Mineworkers met late last night to discuss a response by Gold Fields to the strike of between 35 000 to 40 000 workers at three of the company's gold mines

The wage strikes, which started on Sunday night, continued last night as workers failed to report for duty at the Kloof mine at Westonaria and Deelkraal and Doornfontein mines at Carletonville

In its response Gold Fields said it was willing to negotiate with

the union as soon as the situation "normalized", NUM spokesman Mr Marcel Golding said

The stayaway follows five months of wage negotiations and Gold Fields' refusal to raise their wage offer of increases of between 15 and 20 percent

Earlier last night the Chamber of Mines reported that NUM had notified the chamber its members had accepted revised wage offers made by the chamber in respect of certain mines, effective from October 1

The chamber said in a state-

ment that it and NUM yesterday reached a full and final settlement on the 1986 review of wages and other conditions of employment for the union's members in recognized bargaining units on certain chamber member mines

"Mines administered by Gold Fields, as well as collieries that are part of the Rand Mines Group, and on which the NUM is recognized in certain bargaining units, are not party to the wage agreement with the NUM" — Sapa

NUM, company meet to resolve strike on mines

NUM 28/10/86

JOHANNESBURG — Gold Fields is meeting the National Union of Mineworkers (NUM) today in a bid to resolve the two-day-old strike by about 35 000 workers on three of their gold mines in the Western Transvaal.

Gold Fields spokesman, Mr Attie Roets, said management agreed today to NUM's request for talks to resolve the dispute.

The strike for higher wages began on Kloof, Deelkraal and Doornfontein gold mines on Sunday night

NUM's Press officer, Mr Marcel Golding, said the union had made approaches repeatedly to Gold Fields in an attempt to settle the dispute.

He declined to comment on the legality or otherwise of the strikes, saying only that a telex had been sent to the company today indicating the union's willingness to negotiate to end the dispute

"18 WORKERS ARRESTED"

Mr Golding said 18 workers had been arrested in the Western Transvaal.

There have been reports of violence on seven mines in the region.

Meanwhile, agreement has been reached on annual wage increases between the union and the Chamber of Mines, representing JCI, Anglo American, Rand Mines gold division and Gencor Gold Fields and Rand Mines collieries were not parties to the agreement.

The agreement includes

- Increases from October 1 ranging from 19,5 to 23,5 percent for surface and underground employees

- Increased accident leave for staff employees from 42 to 56 days a year to 112 days accumulative a year

- Increased accident leave for non-staff employees from 21 days for six months service (accumulative up to 24 days a year) to 56 days on engagement, accumulative up to 112 days a year.

On the issue of Labour Day, a request will be sent to the Government for a commission of inquiry to investigate public holidays

If a commission has either not been appointed or has not made recommendations on Labour Day by February 1 next year, the Chamber of Mines will reopen negotiations in February for possible implementation in May next year — The Argus Correspondent and Sapa.

The strike's sower the issues unresolved

By SEFAKO NYAKA
31/10/86

MORE than 12 hours after 30 000 workers at three Goldfields mines returned to work, the company still has to contact the National Union of Mineworkers (NUM) to set up a meeting to resolve the issues leading to the four-day strike.

And the mining house says it has every reason to believe the return to work was the "result of the realisation on the part of the workers themselves that their unlawful action had been unwarranted".

In a statement, Goldfields claims "Num's offer to call its members back

to work by means of mass meetings came hours after the start of the full Tuesday night shift at Doornfontein."

The situation at Deelkraal was already returning to normal before the meeting on Wednesday afternoon and at Kloof union officials withdrew from a meeting they had called before they had had a chance to make their point, Goldfields said.

NUM dismissed Goldfields' claims as "absolute rubbish".

"Union officials met with shop

stewards at the strike-affected mines and counselled them on their rights. The shop stewards then called a meeting of all workers where a democratic decision was taken to end the strike," Marcel Golding, NUM's press officer, said yesterday.

More than 30 000 workers at Deelkraal, Doornfontein and Kloof went on strike last Sunday demanding wage increases, income security for workers incapacitated by work-related injury and improvements in holiday leave bonuses.

Goldfields is one of two mining

houses which refused to settle on a substantive agreement — which includes all the grievances of the Gold Field workers — with the NUM and four other mining houses.

Rand Mines Coal and Goldfields opted out of the wage talks after indicating they would agree to the income security proposal only if it included a full and final settlement for them.

Agreement with Anglo American, Gencor, JCI and Rand Mines Gold Mining Division was reached last week.

NOTE: REPORTS IN THIS ISSUE HAVE BEEN RESTRICTED IN TERMS OF THE EMERGENCY

III DADIOAR 20 IIA SHAYOGLD... and consumer boycott

(4) In subclause 11, substitute the amount of R0,19 for the amount of R0,12 wherever it appears.

Signed at Johannesburg this 27th day of March 1986

J. A. BARROW (Jr),
Chairman.

G. H. BEETGE,
Vice-Chairman

W. DE J. STAPELBERG,
General Secretary

No. R. 2287

31 October 1986

LABOUR RELATIONS ACT, 1956

**LIQUOR AND CATERING TRADE, CAPE.—
RENEWAL OF MAIN AGREEMENT**

I, Mattheus Willem Johannes Le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1297 of 24 June 1983, R. 2096 of 21 September 1984 and R. 736 of 18 April 1986, to be effective from 1 November 1986 and for the period ending 31 January 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2288

31 October 1986

LABOUR RELATIONS ACT, 1956

**LIQUOR AND CATERING TRADE, CAPE.—
RENEWAL OF MAIN AGREEMENT**

I, Mattheus Willem Johannes Le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 1298 of 24 June 1983 to be effective from 1 November 1986 and for the period ending 31 January 1987.

M. W. J. LE ROUX,
Director: Manpower.

**DEPARTMENT OF MINERAL AND
ENERGY AFFAIRS**

No. R. 2264

31 October 1986

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

AMENDMENT OF REGULATIONS

The Minister of Mineral and Energy Affairs has, under section 12 of the Mines and Works Act, 1956 (Act 27 of 1956), made the regulations set out in the Schedule.

SCHEDULE

1. In these regulations "the Regulations" means the Regulations published under Government Notice R. 992 of 26 June 1970, as amended by Government Notices R. 303, R. 304 and R. 305 of 1 March 1972, R. 1346 of 4 August 1972, R. 2101, R. 2102 and R. 2103 of 15 November 1974, R. 513 of 1 April 1977, R. 1189 of 8 June 1979, R. 537 of 21 March 1980, R. 2227 and R. 2228 of 31 October 1980 and R. 2703 of 11 December 1981.

(4) In subklousule 11, vervang die bedrag R0,12 oral waar dit voorkom deur die bedrag R0,19

Geteken te Johannesburg op hede die 27ste dag van Maart 1986.

J. A. BARROW (Jr),
Voorsitter

G. H. BEETGE,
Ondervoorsitter.

W. DE J. STAPELBERG,
Hoofsekretaris.

No. R. 2287

31 Oktober 1986

WET OP ARBEIDSVERHOUDINGE, 1956

**DRANK- EN SPYSENIERSBEDRYF, KAAP.—
HERNUWING VAN HOOFOOREENKOMS**

Ek, Mattheus Willem Johannes Le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1297 van 24 Junie 1983, R. 2096 van 21 September 1984 en R. 736 van 18 April 1986, van krag is vanaf 1 November 1986 en vir die tydperk wat op 31 Januarie 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2288

31 Oktober 1986

WET OP ARBEIDSVERHOUDINGE, 1956

**DRANK- EN SPYSENIERSBEDRYF, KAAP.—
HERNUWING VAN HOOFOOREENKOMS**

Ek, Mattheus Willem Johannes Le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R. 1298 van 24 Junie 1983, van krag is vanaf 1 November 1986 en vir die tydperk wat op 31 Januarie 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

**DEPARTEMENT VAN MINERAAL-
EN ENERGIESAKE**

No. R. 2264

31 Oktober 1986

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

WYSIGING VAN REGULASIES

Die Minister van Mineraal- en Energiesake het kragtens artikel 12 van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), die regulasies uiteengesit in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die Regulasies afgekondig by Goewermentskennisgewing R. 992 van 26 Junie 1970, soos gewysig by Goewermentskennisgewings R. 303, R. 304 en R. 305 van 1 Maart 1972, R. 1346 van 4 Augustus 1972, R. 2101, R. 2102 en R. 2103 van 15 November 1974, R. 513 van 1 April 1977, R. 1189 van 8 Junie 1979, R. 537 of 21 Maart 1980, R. 2227 en R. 2228 van 31 Oktober 1980 en R. 2703 van 11 Desember 1981.

2. The following regulations are hereby inserted in the Regulations after regulation 24.19;

“24.20.1 No person may on any mine or works go underground or be permitted or forced to go underground, unless he is issued, free of charge, with a self rescuing device. Such device shall be—

- (a) kept on his person at all times while he is underground;
- (b) in good condition and ready for instant use;
- (c) of the self-contained type with a duration of 30 minutes at a ventilation rate of 30 litres per minute; and
- (d) of a design and construction approved by the Government Mining Engineer.

24.20.2 Every manager shall make adequate arrangements to ensure that adequate and sufficient refuge bays or other safe places are provided so that any person in any part of the relevant mine or works where he may have to travel or work will be able in the event of an explosion, fire or other emergency which may necessitate the use of self rescuing devices, to reach such refuge bay or other safe place, without undue exertion, within the limit of protection afforded by his self rescuing device.

Such refuge bays or other safe places shall be—

- (a) equipped with means for the reliable supply of breathable air;
- (b) equipped with means for the supply of potable water;
- (c) supplied with adequate and suitable first aid equipment;
- (d) of sufficient size to accommodate the greatest number of persons likely to be in the area at any one time;
- (e) capable of being sealed off or equipped with alternative effective means to prevent the entry of noxious gasses;
- (f) equipped with a telephone or other means of communication with the surface; and
- (g) constructed of fire resistant materials.

24.20.3 Every manager shall draw up a code of practice for rescue operations and he shall ensure that every person who goes underground on his mine or works, is adequately trained in the use of self rescuing devices and in the procedure necessary to ensure his survival as far as possible, in the event of an explosion, fire or other emergency.

Training in the correct use of self rescuing devices shall be repeated at intervals not exceeding one year, and shall be given to all persons who may have to go underground.

24.20.4 Regulations 24.20.1, 24.20.2 and 24.20.3 shall apply to any specific mine or works, or any specific class or type of mine or works determined by the Government Mining Engineer, as from a date specified in writing by the Govern-

2. Die volgende regulasies word hierby in die Regulasies na regulasie 24.19 ingevoeg:

“24.20.1 Geen persoon mag op enige myn of bedryf ondergronds gaan of toegelaat of verplig word om ondergronds te gaan nie, tensy hy gratis met 'n selfreddingstoestel uitgereik is. Sodanige toestel moet—

- (a) ten alle tye terwyl die persoon ondergronds is, aan sy persoon gehou word;
- (b) in 'n goeie toestand en gereed vir onmiddellike gebruik wees;
- (c) van die selfstandige tipe wees met 'n kapasiteit van 30 minute teen 'n ventilasie-tempo van 30 liters per minuut; en
- (d) van 'n ontwerp en konstruksie wees wat deur die Staatsmyningenieur goedgekeur is.

24.20.2 Elke bestuurder moet gepaste reëlings tref om te verseker dat geskikte en voldoende skuilplekke of ander veilige plekke voorsien is sodat enige persoon in enige deel van die betrokke myn of bedryf waar hy verplig mag wees om te reis of te werk, in staat sal wees om, in die geval van 'n ontploffing, brand of ander noodgeval wat die gebruik van selfreddingstoestelle mag noodsaak, so 'n skuilplek of ander veilige plek sonder oormatige inspanning, en binne die tydsbestek van beskerming wat deur sy selfreddingstoestel gebied word, te bereik.

Sodanige skuilplekke of ander veilige plekke moet—

- (a) met middele vir die betroubare voorsiening van inasembare lug toegerus wees;
- (b) met middele vir die voorsiening van drinkbare water toegerus wees;
- (c) voorsien wees van voldoende en toereikende noodhulptoerusting;
- (d) groot genoeg wees om die grootste getal persone wat waarskynlik in die betrokke gebied te enige bepaalde tyd teenwoordig sal wees, te akkommodeer;
- (e) afgeseël kan word of met alternatiewe middele toegerus wees om die toegang van giftige gasse te verhoed;
- (f) met 'n telefoon of ander kommunikasie-middel na die oppervlakte toegerus wees; en
- (g) van materiaal wat brandbestand is, vervaardig wees.

24.20.3 Elke bestuurder moet 'n gebruikskode vir reddingswerk opstel en moet verseker dat elke persoon wat op sy myn of bedryf ondergronds gaan, voldoende opgelei is in die gebruik van selfreddingstoestelle en in die prosedure om sy oorlewing in die geval van 'n ontploffing, brand of ander noodgeval sover moontlik te verseker.

Opleiding in die korrekte gebruik van selfreddingstoestelle moet met tussenposes van nie meer as een jaar nie herhaal word, en moet aan alle persone wat ondergronds mag gaan, gegee word.

24.20.4 Regulasies 24.20.1, 24.20.2 en 24.20.3 is van toepassing op enige bepaalde myn of bedryf, of enige klas of tipe myn of bedryf wat deur die Staatsmyningenieur bepaal word, vanaf 'n datum wat die Staatsmyningenieur skriftelik ten

ment Mining Engineer in respect of that mine or works, or that class or type of mine or works, and of which the Government Mining Engineer has in writing given prior notice to the owner of any mine or works concerned."

opsigte van daardie myn of bedryf, of daardie klas of tipe myn of bedryf, bepaal, en waarvan die Staatsmyningenieur die eienaar van elke betrokke myn of bedryf vooraf skriftelik in kennis gestel het "

(96)

**DEPARTMENT OF NATIONAL
HEALTH AND POPULATION
DEVELOPMENT**

No. R. 2278

31 October 1986

THE SOUTH AFRICAN PHARMACY COUNCIL**REGULATIONS RELATING TO THE FEES PAYABLE
BY AND TO THE COUNCIL UNDER THE PHARMACY
ACT, 1974.—AMENDMENT**

The Minister of National Health and Population Development, acting on the recommendation of the South African Pharmacy Council, has, in terms of section 49 of the Pharmacy Act, 1974 (Act 53 of 1974), made the regulations set out in the Schedule hereto.

SCHEDULE

1. In this Schedule "the regulations" shall mean the regulations published under Government Notice R 2505 of 19 November 1982, as amended by Government Notices R. 1982 of 16 September 1983, R. 1788 of 17 August 1984, R. 850 of 19 April 1985, R. 2046 of 13 September 1985, R. 2207 of 4 October 1985 and R. 1651 of 8 August 1986.

2. The regulations are hereby amended by—

- (a) the insertion after regulation 2 (4) (g) of the following:
- “(h) Annual fee, payable not later than 1 February by pharmacists who are undergoing their compulsory military training for a period of two years: R60.”;
- (b) the substitution in regulation 3 (2) (a) for the expression “R40” of the expression “R60”.

**DEPARTEMENT VAN NASIONALE
GESONDHEID EN BEVOLKINGS-
ONTWIKKELING**

No. R. 2278

31 Oktober 1986

DIE SUID-AFRIKAANSE APTEKERSRAAD**REGULASIES BETREFFENDE DIE GELDE WAT IN-
GEVOLGE DIE WET OP APTEKERS, 1974, AAN EN
DEUR DIE RAAD BETAALBAAR IS.—WYSIGING**

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikel 49 van die Wet op Aptekers, 1974 (Wet 53 van 1974), op aanbeveling van die Suid-Afrikaanse Aptekersraad die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

BYLAE

1. In hierdie Bylae beteken “die regulasies” die regulasies afgekondig by Goewermentskennisgewing R 2505 van 19 November 1982, soos gewysig by Goewermentskennisgewings R 1982 van 16 September 1983, R 1788 van 17 Augustus 1984, R. 850 van 19 April 1985, R 2046 van 13 September 1985, R 2207 van 4 Oktober 1985 en R. 1651 van 8 Augustus 1986.

2. Die regulasies word hierby gewysig deur—

- (a) na regulasie 2 (4) (g) die volgende in te voeg:
- “(h) Jaargeld, betaalbaar nie later as 1 Februarie nie deur aptekers wat hulle verpligte militêre opleiding vir 'n tydperk van twee jaar ondergaan: R60”;
- (b) in regulasie 3 (2) (a) die uitdrukking “R40” deur die uitdrukking “R60” te vervang.

(267)

**DEPARTMENT OF POSTS AND
TELECOMMUNICATIONS**

No. R. 2263

31 October 1986

**AMENDMENT OF THE TELECOMMUNICATION
REGULATIONS**

The Minister of Communications and of Public Works has, under section 119A (1) (g) of the Post Office Act, 1958 (Act 44 of 1958), made the regulations in the schedule.

SCHEDULE

1.0 In this Schedule, unless the context indicates otherwise, the expression “the Regulations” means the Telecommunication Regulations published under Government Notice R. 1191 of 1 July 1977, as amended by Government Notices R. 2000 of 30 September 1977, R. 2119 of 21 October 1977, R. 13 of 5 January 1979, R. 2329 of 19 October 1979, R. 903 of 24 April 1981, R. 2841 of 31 December 1981, R. 365 of 26 February 1982, R. 2417 of 12 November 1982, R. 367 of 18 February 1983, R. 740 of 15 April 1983, R. 2790 of 23 December 1983, R. 740 of 13 April 1984, R. 983 of 18 May 1984, R. 333 of 28 February 1986, R. 506 of 21 March 1986 and R. 1410 of 4 July 1986.

**DEPARTEMENT VAN POS- EN
TELEKOMMUNIKASIEWESE**

No. R. 2263

31 Oktober 1986

**WYSIGING VAN DIE TELEKOMMUNIKASIE-
REGULASIES**

Die Minister van Kommunikasie en van Openbare Werke het kragtens artikel 119A (1) (g) van die Poswet, 1958 (Wet 44 van 1958), die regulasies in die bylae gemaak.

BYLAE

1.0 Tensy die samehang anders aantoon, beteken die uitdrukking “die Regulasies” in hierdie bylae die Telekomunikasieregulasies afgekondig by Goewermentskennisgewing R. 1191 van 1 Julie 1977, soos gewysig deur Goewermentskennisgewings R. 2000 van 30 September 1977, R. 2119 van 21 Oktober 1977, R. 13 van 5 Januarie 1979, R. 2329 van 19 Oktober 1979, R. 903 van 24 April 1981, R. 2841 van 31 Desember 1981, R. 365 van 26 Februarie 1982, R. 2417 van 12 November 1982, R. 367 van 18 Februarie 1983, R. 740 van 15 April 1983, R. 2790 van 23 Desember 1983, R. 740 van 13 April 1984, R. 983 van 18 Mei 1984, R. 333 van 28 Februarie 1986, R. 506 van 21 Maart 1986 en R. 1410 van 4 Julie 1986

FIN NUTIL
MINE WAGE NEGOTIATIONS

31/10/86 (21)
Agreement clinched

This year's wage negotiations between the Chamber of Mines and the National Union of Mineworkers (NUM) have probably been the industry's toughest and most protracted yet

The chamber this week announced "full

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The *FM* has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

and final settlement" between the two parties on the 1986 review of wages and other conditions of employment, thus averting an industry-wide strike. The agreement holds for the union's members on chamber-affiliated mines where it is recognised.

NUM remains in dispute with Goldfields and Rand Mines collieries. As the *FM* went to press, however, Goldfields and the union were trying to resolve their differences, which resulted in a strike by about 25 000 workers who downed tools on Sunday night.

It took several rounds of hard bargaining to reach agreement. The strikes at Goldfields' Kloof, Doornfontein and Deelkraal mines followed the company's non-acceptance of an increased wage offer made by other chamber members last week. NUM press officer Marcel Golding reckoned that the Goldfields strike was unlikely to affect the overall agreement.

Apart from Goldfields, Rand Mines collieries and Anglovaal — where NUM is barely represented — chamber members have agreed to wage increases ranging from 19,5% to 23,5%.

The latest offer, as well as a guarantee of income security, was made as NUM prepared to hold industry-wide strike ballots after talks deadlocked at mediation level last week. The offer was acceptable to NUM members canvassed at the weekend, and union officials signed an agreement precluding wage-related strikes on all mines owned by Anglo, Gencor, JCI and Rand Mines gold division until at least next year.

The conclusion of this year's six-month-long wage negotiations will probably produce a sigh of relief among chamber members, who spent the better part of this year anticipating some sort of strike action. And, says Golding, the agreement represents important union gains. "The issue of income security, or injury pay, was one for which we have campaigned for four years, and is a significant concession."

He adds that "we succeeded in reaching agreement on reduction of working hours, as well as on job security, which guarantees renewal of contracts at the same rate of pay." The union also succeeded in winning for its lowest-paid members an increase some 3,5% higher than that implemented by the chamber on July 1.

The union has also demanded that May 1 be a paid holiday, it agreed to support the chamber's proposal that government appoint a commission of inquiry into public holidays.

The agreement also provides for an increase in leave following mine accidents (from 42 to 56 days a year), and six months' pay at the old rate for injured or disabled workers. NUM agreed to the chamber proposal that employee contributions to the ill-

ness insurance scheme be increased from 38c to 45c per R100 of earnings.

The latest strikes at Goldfields show two things, Golding says: first, Goldfields did not take heed of the lesson Gencor received last year when it failed to go along with increases offered by other chamber members, and second, that NUM's members are "highly organised."

The union nonetheless attempted a conciliatory move by requesting a meeting with the Goldfields mines concerned, says Golding.

In the course of the negotiations, NUM established itself as an important force to be reckoned with, and generally exercised a control that can only be welcomed in the interests of better industrial relations.

Its membership increased rapidly this year, with paid-up membership rising from 120 000 in March to 180 000 by September. Total signed-up membership stands around 300 000, says Golding.

Several emotive issues this year could have provoked large-scale industrial action by NUM (detentions under the emergency and the Kinross disaster being the most notable), and it is to the credit of all parties that the wage talks have been seen through to the end. ■

Strike's wider implication for NUM

Handwritten: 3/11/86 ALAN FINE
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MORE important than the eventual outcome of the wage negotiations after the National Union of Mineworkers (NUM) strike by about 25 000 workers at three Gold Fields mines is the longer term consequence on union membership in the group

The real issue is the effect of the dispute on employees in the company, where — apart from the small Anglovaal group — the union is most poorly represented.

The extent of the strike probably surprised management. The union has, according to the company, only about 4 100 members in recognised bargaining units, but was able to mobilise more than six

times that number.

The strike was in many ways a repeat of the action taken against Gencor last year. In that case, too, the union took on a company where it was poorly organised and which had withdrawn from the annual wage negotiations at the Chamber of Mines at an early stage. Gencor chose to dismiss the strikers on the second day of the strike.

Then followed the vital Marievale Industrial Court case where the company was ordered to reinstate the dismissed union members and, subsequently, further wage negotiations. The union was recognised at only one Gencor gold mine this time last year. By July 1986, largely as a result of its legal victories, it was recognised at eight.

Mine strike ends - but not everywhere

City Press 21/11/86

ALL workers at Doornfontein gold mine and a few "stragglers" at Deelkraal mine have returned to work, according to a statement by mine owners Gold Fields.

At Libanon mine, previously unaffected by the strike, a number of clerks stayed away or left their posts.

"Following a warning by management, about 20 men

have so far returned to work and at present the total number of stayaways is roughly 70.

"Two men were arrested on suspicion of intimidation," the statement said.

Tuesday's shift at Doornfontein was fully manned by 970 workers and the full complement of 4 800 men arrived for work, the bosses said.

At Deelkraal there was a small turnout of workers - but the situation remained "very fluid and difficult to assess."

The strike continues at Kloof mine.

About 35 000 miners at Doornfontein, Deelkraal and Kloof in the Western Transvaal went on a wage strike on Sunday night. The action followed Gold Fields' withdrawal

al from talks which led to a wage agreement between the National Union of Mineworkers and the Chamber of Mines.

Gold Fields reaffirmed its condition of insisting the mines return to "normality" before discussions got underway. Talks between the NUM and Gold Fields came to a halt over the issue.

The Gold Fields statement said. "We have, on behalf of the mine managements, acknowledged the NUM's offer to tell its members to go back to work and arrangements for mass meetings in this regard are being made on Deelkraal and Kloof."

"In the course of two days of talks Gold Fields has given the undertaking, to its workers

and the NUM, that as soon as the mines have returned to normality discussions about the substantive issues associated with the unlawful strike action will get underway."

NUM spokesman Marcel Golding said the union was consulting the workers, telling them of the company's response and trying to arrange a meeting with Gold Fields through the chamber. - Sapa

Self-rescue devices for miners may become compulsory

By Sheryl Raine

New mine safety regulations have empowered the Government Mining Engineer (GME) to make compulsory the wearing of self-rescuing devices by mineworkers.

The self-rescuer — a life-saving device is worn by miners in several countries to provide a limited emergency air supply.

The devices can be carried by a miner at all times and during an emergency can provide him with sufficient oxygen for about 30 minutes, at a breathing rate

of 30 litres a minute.

At the time of the Kinross mine disaster, which claimed 177 lives, considerable criticism was levelled at the mining industry for its delay in developing local self-rescuers.

And after a notice in the Government Gazette regarding the new regulations, the Chamber of Mines said in a statement yesterday that research over the last 18 months, which cost R400 000, had produced a self-rescuer that could be introduced in South African coal mines, once back-up systems were in place.

But because the locally developed

self-rescuers were unique it would take some time for them to be manufactured in sufficient quantities to meet the needs of the South African mining industry.

The back-up systems might include refuge bays supplied with respirable air and other facilities for life support.

The chamber said its research had been tailored to meet the requirements of the GME as set out in Government regulations first drafted in 1984, revised by the GME last year and finally gazetted last Friday.

A major obstacle to the introduction of self-rescuers was the absence of any

unit here or overseas that was practical to wear on the body while working, and which would also provide a self-contained life-support system.

While progress towards the introduction of self-rescuers on collieries is at an advanced stage, in-depth investigations are also being conducted into the requirements needed to protect gold miners in the event of fires and explosions.

The chamber is confident its pioneering research work will lead to a successful conclusion in the short-term to meet the needs of the industry, the statement said.

BUSINESS DAY, Monday, November 10, 1966

3

ALAN FINE

ABOUT 8 000 workers employed by three companies have returned to work after spending up to four days on strike.

Gencor said at the weekend the situation at the Kinross gold mine was "returning to normal" after a two-day stoppage by 6 000 miners over the dismissal of National Union of Mineworkers regional secretary Eric Vala.

The firm said about 70% of the mine's day shift reported for work on Saturday. Talks on Vala's dismissal were continuing.

At Sappi plants in Springs and Port Elizabeth, 1 600 workers returned to work on Friday after a four-day strike involving the Paper, Wood and Allied Workers' Union, over the question of plant versus company level bargaining.

SA Breweries' Rosslyn plant also resumed production on Friday after 350 workers — who had struck over an alleged unfair dismissal — returned to work.

21
3
Strikes:

8 000

return

Harmony mine tops safety record

12/11/86

Rand Mines' Harmony mine in the Free State has become the first gold mine in South Africa to work a million fatality-free shifts three times in a year.

A statement from Rand Mines said Harmony scored its third 1986 million a few days ago.

The mine employs more than 33 000 people and mills over eight million tons a year from which more than 30 tons of gold are produced.

"This achievement adds another jewel to the safety crown of the Rand Mines Group, which has had a particularly good year on the safety front," the statement said.

Harmony has now worked a million fatality-free shifts 13 times. Only one other operating gold mine had bettered this record, said MD Mr Mike Watson.

Miners case is postponed

More than 240 CMR miners who were dismissed earlier this week appeared in the Roodepoort Magistrate's Court on charges of trespassing after they allegedly refused to leave the mine's hostel yesterday.

The accused, who were not asked to plead, appeared in groups of six.

Bail of R50 was granted to them and the case postponed until December 9. — West Rand Bureau.

No. 2390 14 November 1986

**ALIENS ACT, 1937
CHANGE OF SURNAME — VAN SCHOOR TO
IVANOFF**

The Minister of Home Affairs has been pleased under the provisions of section 9 of the Aliens Act, 1937 (Act 1 of 1937), to authorise Inka van Schoor, residing at 172 Bera Towers, corner of Abel Road and Lily Avenue, Bera, Johannesburg, to assume the surname of Ivanoff

DEPARTMENT OF MANPOWER

No 2392 14 November 1986

UNEMPLOYMENT INSURANCE ACT, 1966

INCREASE OF THE MAXIMUM RATE OF EARNINGS BY VIRTUE OF WHICH A PERSON QUALIFIES AS A CONTRIBUTOR AND THE RATES AT WHICH EMPLOYERS AND CONTRIBUTORS ARE REQUIRED TO CONTRIBUTE TO THE UNEMPLOYMENT INSURANCE FUND

1. Pieter Theunis Christman du Plessis, Minister of Manpower, acting under the powers vested in me by section 2 (2) (d) and 45 (2) of the Unemployment Insurance Act, 1966 (Act 30 of 1966), with effect from 1 January 1987—

- (1) the rate of earnings referred to in section 2 (2) (d) of the said Act by increasing it from twenty-six thousand rand to thirty thousand rand,
- (u) the rates of 0,7 per cent and 0,7 per cent of the earnings of the contributor, at which employers and contributors, respectively, are in terms of section 29 (1) of the said Act, required to contribute to the Unemployment Insurance Fund, by increasing it in the case of both such employers and such contributors to 0,9 per cent of the earnings of the contributor

P T C DU PLESSIS,
Minister of Manpower

**DEPARTMENT OF NATIONAL
HEALTH AND POPULATION
DEVELOPMENT**

No. 2355 14 November 1986

**DECLARATION OF CONTROLLED MINES AND RISK
WORK**

The delegate of the Minister of National Health and Population Development, in terms of section 10 of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), has declared the following mines to be controlled mines with effect from 1 January 1987

- 1 (a) The mine known as Die Moort Sand Plant and De Rust Silica Mine, on the farms Buitfontein 475 JQ, situated in the Magisterial District of Krugersdorp, and De Rust 478 JQ, situated in the Magisterial District of Brits, respectively, both in the Province of the Transvaal, which at present is worked by Consul Limited, P O Box 562, Germiston, 1400

(b) The mine known as Louis Trichardt Quarry, on the farm Palmietfontein 311 LS, situated in the Magisterial District of Zoutpansberg, Province of the Transvaal, which at present is worked by Murray and Roberts Quarries (Transvaal) (Pty) Limited, P O Box 31800, Braamfontein, 2017

No. 2390 14 November 1986

WET OP VREEMDELINGE, 1937

VANSVERANDERING — VAN SCHOOR IN IVANOFF

Dit het die Minister van Binnelandse Sake behaag om, kragtens die bepalings van artikel 9 van die Wet op Vreemdelinge, 1937 (Wet 1 van 1937), Inka van Schoor, woonagtig te Bera Towers 172, hoek van Abelweg en Lilyaan, Bera, Johannesburg, te magtig om die van Ivanoff aan te neem

DEPARTEMENT VAN MANNEKRAG

No. 2392 14 November 1986

WERKLOOSHEIDVERSEKERINGSWET, 1966

VERHOOGING VAN DIE MAKSIMUM VERDIENSTE UIT HOOFDE WAARVAN IEMAND AS 'N BYDRAER KWALIFISEER EN DIE KOERSE WAARTEEN WERKGEWERS EN BYDRAERS TOT DIE WERKLOOSHEIDVERSEKERINGSFONDS MOET BYDRA

Ek, Pieter Theunis Christman du Plessis, Minister van Mannekrag, handelende kragtens die bevoegdheid my verleen by artikels 2 (2) (d) en 45 (2) van die Werkloosheidsversekeringwet, 1966 (Wet 30 van 1966), wysig hierby met ingang van 1 Januarie 1987—

- (1) die verdiensle vermeld in artikel 2 (2) (d) van gemelde Wet deur dit van ses-en-twintig duisend rand tot dertig duisend rand te verhoog,
- (u) die koerse van 0,7 persent en 0,7 persent van die verdiensle van die bydraer, waarteen werkgewers en bydraers, onderskeidelik, ingevolge artikel 29 (1) van gemelde Wet tot die Werkloosheidsversekeringsfonds moet bydra, deur dit in die geval van sowel sodanige werkgewers as sodanige bydraers tot 0,9 persent van die verdiensle van die bydraer te verhoog

P T C DU PLESSIS,
Minister van Mannekrag

**DEPARTEMENT VAN NASIONALE
GESONDHEID EN BEVOLKINGS-
ONTWIKKELING**

No. 2355 14 November 1986

**VERKLARING TOT BEHEERDE MYNE EN RISIKO-
WERK**

Die gedelegeerde van die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikel 10 van die Wet op Bedryfsake in Myne en Bedrywe, 1973 (Wet 78 van 1973), die volgende myne met ingang van 1 Januarie 1987 tot beheerde myne verklaar

- 1 (a) Die myn bekend as Die Moort Sand Plant en De Rust Silica Mine, op die plase Buitfontein 475 JQ, geleë in die landdrosdistrik Krugersdorp, en De Rust 478 JQ, geleë in die landdrosdistrik Brits, onderskeidelik, beide in die provinsie Transvaal, wat tans deur Consul Limited, Posbus 562, Germiston, 1400, ontgin word

(b) Die myn bekend as Louis Trichardt Quarry, op die plase Palmietfontein 311 LS, geleë in die landdrosdistrik Zoutpansberg, provinsie Transvaal, wat tans deur Murray and Roberts Quarries (Transvaal) (Pty) Limited, Posbus 31800, Braamfontein, 2017, ontgin word

The following work at the said mines has been declared risk work by the delegate of the Minister in terms of section 13 of the said Act with effect from the same date

- (i) where the moving, transfer or handling of stone, rocks, ore or other minerals takes place,
- (ii) where the crushing, screening or classification of stone, rock, ore or other minerals takes place, except where this is carried out under water,
- (iii) on or at waste dumps, ore dumps or slimes dams, except where the materials are being deposited in the form of slime,
- (iv) in drill-sharpening shops or at any other place where drills are sharpened,
- (v) in change-houses where persons performing risk work change their clothing,
- (vi) where samples of crushed ore or other minerals are graded in a dry state, and
- (vii) where rock drilling is done

2 (a) The mine known as H J Joel Gold Mining Company Limited, on the farms Leeuwvult 580, Leeuwfontein 256 and Leeuwfonteinwerf 51, situated in the Magisterial district of Theunissen, Province of the Orange Free State, which at present is worked by H J Joel Gold Mining Company Limited, P O Box 128, Virginia, 9430

(b) The mine known as New Union Gold Mines (Pty) Limited, on the farm Kursten 212 LT, situated in the Magisterial District of Malamulele, Province of the Transvaal, which at present is worked by New Union Gold Mines (Pty) Limited, 18th Floor, Life Centre, 45 Commissioner Street, Johannesburg, 2001

(c) The mine known as Langlaagte Mines (Pty) Limited, on the farm Langlaagte 224 IQ, situated in the Magisterial District of Johannesburg, Province of the Transvaal, which at present is worked by Langlaagte Mines (Pty) Limited, P O Box 50917, Randburg, 2125

The following work at the said mines has been declared risk work by the delegate of the Minister in terms of section 13 of the said Act with effect from the same date

- (i) at surface bins,
- (ii) where the moving, transfer or handling of stone, rock, ore or other minerals takes place,
- (iii) where the crushing, screening or classification of stone, rock, ore or other minerals takes place, except where this is carried out under water,
- (iv) at tube mill plants, rotary filter plants and smelt houses,
- (v) on or at waste dumps, ore dumps or slimes dams, except where the materials are being deposited in the form of slime,
- (vi) in blacksmith shops, boilermaker shops, truck repair shops, welding shops and drill-sharpening shops or at any other place where drills are sharpened,
- (vii) in change-houses where persons performing risk work change their clothing,
- (viii) in assay laboratories, except in separately ventilated parts thereof where only wet assays are done and not treatment of dry stone, rock, ore or other minerals takes place,

Die volgende werk by genoemde myne is met ingang van dieselfde datum kragtens artikel 13 van genoemde Wet deur die gedelegeerde van die Minister tot risikowerk verklaar

- (i) waar die verskuiving, oorplassing of hantering van klip, rots, erts of ander minerale plaasvind,
- (ii) waar die vergruising, sif of klassifisering van klip, rots, erts of ander minerale plaasvind, uitgesonderd waar dit onder water geskied,
- (iii) op of by afvallope, ertslope of slykdamme, uitgesonderd waar die materiaal in die vorm van slyk gestort word,
- (iv) in boorslypynkels of by enige ander plek waar bore skerpgeraak word,
- (v) in kleedhuise waar persone wat risikowerk verrig, hul vertklee,
- (vi) waar monsters van vergruise erts of ander minerale in n drie-toestand gegeraak word, en
- (vii) waar rotsboorwerk gedoen word

2 (a) Die myn bekend as H J Joel Gold Mining Company Limited, op die plase Leeuwvult 580, Leeuwfontein 256 en Leeuwfonteinwerf 51, geleë in die landdrosdistrik Theunissen, provinsie Orange Vrystaat, wat tans deur H J Joel Gold Mining Company Limited, Posbus 128, Virginia, 9430, ontgin word

(b) Die myn bekend as New Union Gold Mines (Pty) Limited, op die plase Kursten 212 LT, geleë in die landdrosdistrik Malamulele, provinsie Transvaal, wat tans deur New Union Gold Mines (Pty) Limited, 18de Verdiepung Life Centre, Kommissioerstraat 45, Johannesburg, 2001 ontgin word

(c) Die myn bekend as Langlaagte Mines (Pty) Limited, op die plase Langlaagte 224 IQ, geleë in die landdrosdistrik Johannesburg, provinsie Transvaal, wat tans deur Langlaagte Mines (Pty) Limited, Posbus 50917, Randburg, 2125, ontgin word

Die volgende werk by genoemde myne is met ingang van dieselfde datum kragtens artikel 13 van genoemde Wet deur die gedelegeerde van die Minister tot risikowerk verklaar

- (i) by bogrondse laastaste,
- (ii) waar die verskuiving, oorplassing of hantering van klip, rots, erts of ander minerale plaasvind,
- (iii) waar die vergruising, sif of klassifisering van klip, rots, erts of ander minerale plaasvind, uitgesonderd waar dit onder water geskied,
- (iv) by silindermehlanleë, draaifilteranleë en smeltreie,
- (v) op of by afvallope, ertslope of slykdamme, uitgesonderd waar die materiaal in die vorm van slyk gestort word,
- (vi) in smidsynkels, ketelmakersynkels, trokherstelsynkels, sweitsynkels en boorslypynkels of by enige ander plek waar bore skerpgeraak word,
- (vii) in kleedhuise waar persone wat risikowerk verrig, hul vertklee,
- (viii) in essasserielaboratoriums, uitgesonderd in afsonderlik geventileerde dele daarvan waar slegs nat essasserings uitgevoer word en geen behandeling van droë klip, rots, erts of ander minerale plaasvind nie,

- (ix) where samples of crushed ore or other minerals are graded in a dry state, and
(x) where rock drilling is done

DEPARTMENT OF TRANSPORT

14 November 1986

No 2344
NATIONAL ROADS ACT, 1971 (ACT 54
OF 1971), AS AMENDED

KRANSKOP TOLL ROAD—ALTERATION OF THE AMOUNTS OF TOLL, PUBLICATION OF THE REVISED AMOUNTS OF TOLL FOR THE VARIOUS CATEGORIES OF MOTOR VEHICLES AND THE DATE UPON AND TIME AT WHICH THE TOLL TARIFFS WILL BECOME EFFECTIVE

The National Transport Commission hereby, in terms of section 9 (4) (c) of the National Roads Act, 1971 (Act 54 of 1971), as amended, makes known that the amounts of toll which it may levy, in terms of section 9 (1) (b) of the said Act have been altered by the Minister of Transport Affairs under section 9 (4) (a) thereof and that the revised amounts shall be levied under section 9 (4) (b) (ii), and 9 (4) (d) thereof as set out in the Schedule hereto

A B EKSTEEN,
Chairman National Transport Commission

SCHEDULE

1 DEFINITIONS

1.1 "Motor vehicle" shall mean an entity comprising only one (1) mechanically self-propelled unit with or without any trailer or trailers physically joined by means of tow bars, tow ropes or mechanical articulation, and shall include—

- (a) a motor cycle
- (b) a motor tricycle, and
- (c) a vehicle which has pedals and a mechanically powered unit as an integral part thereof or attached thereto and which is designed or adapted to be propelled by means of either such pedals or such mechanical unit or both

1.2 "Motor cycle" shall mean a motor vehicle which has two wheels and shall include any such vehicle having a side-car attached thereto

1.3 "Motor tricycle" shall mean a motor vehicle, other than a motor cycle with a side-car, which has three wheels and which is designed to be driven by the type of controls usually fitted to a motor cycle

1.4 "Motor car" shall mean a motor vehicle, other than a motor cycle or motor tricycle, designed or adapted solely or principally for the conveyance of persons not exceeding nine (9) in number

1.5 "Truck axle" shall mean an axle the wheels of which are fitted with tyres of a bead seat diameter greater than 406,4 millimetres (16 inches), or any single axle with more than two (2) wheels irrespective of tyre size, but excluding any axle on a motor cycle, a motor tricycle or a motor car

2 CLASSIFICATION OF MOTOR VEHICLES

Category 1 Light vehicles

Light vehicles are motor vehicles, other than heavy vehicle as defined hereunder, and include motor cycles, motor tricycles and motor cars

- (ix) waar monsters van vergruisde erts of ander minerale in 'n droe toestand gegradeer word, en
(x) waar rotsboorwerk gedoen word

DEPARTEMENT VAN VERVOER

14 November 1986

No. 2344
WET OP NATIONALE PAALIE, 1971 (WET 54
VAN 1971), SOOS GEWYSIG

KRANSKOPTOLPAD—VERANDERING VAN DIE TOLBEDRAE, BEKENDMAKING VAN DIE HERSDIENDE TOLBEDRAE VIR DIE VERSKILLENDE KATEGORIE VAN MOTORVOERTUIE EN DIE DATUM EN TYDSTIP WAAROP HIERDIE TOLBEDRAE BETAALBAAR WORD

Die Nasionale Vervoerkommissie maak hiermee, kragtens die bepalings van artikel 9 (4) (c) van die Wet op Nasionale Paalie, 1971 (Wet 54 van 1971), soos gewysig, bekend dat die toelbedrae wat hy kragtens artikel 9 (1) (b) van genoemde Wet mag hef, kragtens artikel 9 (4) (a) daarvan deur die Minister van Vervoer verander is en dat die veranderde bedrae kragtens artikel 9 (4) (b) (ii) en (iii), en 9 (4) (d) daarvan gehel sal word soos in die Bylae hiervan uiteengesit

A B EKSTEEN,
Voorsitter Nasionale Vervoerkommissie

BYLAE

1 WOORDOMSKRYWING

1.1 "Motorvoertuig" beteken 'n geheel bestaande uit slegs een (1) meganiese selfaangedrewe eenheid met of sonder sleepwa of sleepwagens wat fisies aan mekaar gekoppel is deur middel van sleepstange, sleephoue of meganiese geleiding en ook—

- (a) 'n motorfiets,
- (b) 'n motorfiets en
- (c) 'n voertuig met pedale en met 'n meganiese aangedrewe eenheid as 'n integreerde deel daarvan of daarvan vasgeheg en wat ontwerp of aangepas is om of deur middel van sodanige pedale of deur die meganiese eenheid of deur albei voorbeveeg te word

1.2 "Motorfiets" beteken 'n motorvoertuig met twee wiele en ook enige sodanige voertuig waarvan 'n sypaan geheg is

1.3 "Motorfiets" beteken 'n motorvoertuig, uitgesonderd 'n motorfiets met sypaan, wat drie wiele het en ontwerp is om bestuur te word deur die tipe kontroles waarmee 'n motorfiets gewoonlik toegerus is

1.4 "Motorfiets" beteken 'n motorvoertuig, uitgesonderd 'n motorfiets of motorfiets, wat ontwerp of aangepas is uitsluitlik of hoofsaaklik vir die vervoer van hoogstens nege (9) persone

1.5 "Swaar as" beteken 'n as waarvan die wiele toegesut is met bande met 'n grootte (spananddeursnee) groter as 406,4 millimeter (16 duim), of 'n as met meer as twee (2) wiele, ongeag die bandgrootte, maar nie 'n as van 'n motorfiets, 'n motorfiets of 'n motorfiets as van 'n motorfiets, 'n motorfiets of 'n motorfiets

2 KLASIFISERING VAN MOTORVOERTUIE

Kategorie 1 Ligte voertuie

Ligte voertuie is motorvoertuie, uitgesonderd swaar voertuie soos hieronder omskryf, en sluit motorfiets, motorfiets en motorfiets in

Category 2 Heavy vehicles
Heavy vehicles are motor vehicles, with at least one truck axle as defined in paragraph 1.5 above

3 AMOUNTS OF TOLL

3.1 The amount of toll for a trip along the whole toll road between the Warmbaths Interchange and Middelfontein shall be as follows

Category 1 Light vehicles—R1,25 per axle with wheels in contact with the road surface up to and including a maximum toll of R5,00 (4 axles)

Category 2 Heavy vehicles—R2,50 per axle with wheels in contact with the road surface up to and including a maximum toll of R12,50 (5 axles)

3.2 The amount of toll for a trip on the toll road between the Warmbaths Interchange and the Nylstroom Interchange shall be as follows

Category 1 Light vehicles—R0,50 per axle with wheels in contact with the road surface up to and including a maximum toll of R2,00 (4 axles)

Category 2 Heavy vehicles—R1,00 per axle with wheels in contact with the road surface up to and including a maximum toll of R5,00 (5 axles)

3.3 A rebate of 20 per cent shall be granted when three or more debit cards with a face-value of R600,00 each are purchased simultaneously

4 The Kranskop Toll Road shall be open to all traffic for 24 hours a day

5 The date and the time at which the said amounts of toll shall become payable shall be 19 January 1987 at 14h00

GENERAL NOTICES

NOTICE 784 OF 1986

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act 20 of 1967), reserved for the purposes of a public road strips of proclaimed land on the farm Modder East 72 IR, District of Springs, Mining District of Johannesburg, Province of the Transvaal, as shown on a diagram copies of which have been filed under RMT No R67/86 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(14 November 1986)

(19/5/1/2081)

NOTICE 785 OF 1986

OFFICE OF THE COMMISSIONER FOR INLAND REVENUE

CONSCIENCE MONEY

The receipt of the following amount, sent anonymously to the Receiver of Revenue, East London is hereby acknowledged

Date of receipt—7 October 1986

Amount—R300,00

(14 November 1986)

Kategorie 2 Swaarvoertuie
Swaarvoertuie is motorvoertuie met minstens een swaar as, soos in paragraaf 1.5 hierboven omskryf

3 TOLBEDRAE

3.1 Die toelbedrae vir 'n rit oor die volle afstand van die toelpad tussen die Warmbadwisselaar en Middelfontein is soos volg

Kategorie 1 Ligte voertuie—R1,25 per as met wiele in kontak met die padoppervlak tot en met 'n maksimum tol van R5,00 (4 asse)

Kategorie 2 Swaarvoertuie—R2,50 per as met wiele in kontak met die padoppervlak tot en met 'n maksimum tol van R12,50 (5 asse)

3.2 Die toelbedrae vir 'n rit op die toelpad tussen die Warmbadwisselaar en die Nylstroomwisselaar is soos volg

Kategorie 1 Ligte voertuie—R0,50 per as met wiele in kontak met die padoppervlak tot en met 'n maksimum tol van R2,00 (4 asse)

Kategorie 2 Swaarvoertuie—R1,00 per as met wiele in kontak met die padoppervlak tot en met 'n maksimum tol van R5,00 (5 asse)

3.3 'n Korting van 20 persent sal toegestaan word indien drie of meer debetkaarte met 'n sigwaarde van R600,00 elk gelyktydig aangekoop word

4 Die Kranskoptolpad sal 24 uur per dag vir alle verkeer oop wees

5 Die datum en die tydstip waarop genoemde bedrae betaalbaar word, is 19 Januarie 1987 om 14h00

ALGEMENE KENNISGEWINGS

KENNISGEWING 784 VAN 1986

DEPARTEMENT VAN MINERAAL- EN ENERGESAKE

LITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Myinkommissars vir die myndstrik Johannesburg het stroke geproklameerde grond op die plaas Modder East 72 IR, distrik Springs, myndstrik Johannesburg, provinsie Transvaal, soos getoon op 'n kaart waarvan afgedrukte onder RMT No R67/86 in die Myndstrikkantoor, Johannesburg, en in die kantoor van die Myinkommissars, Johannesburg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Myndrege, 1967 (Wet 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou

(14 November 1986)

(19/5/1/2081)

KENNISGEWING 785 VAN 1986

KANTOOR VAN DIE KOMMISSARIS VAN BINNELANDSE INKOMSTE

GEWETENSGELD

Hierby word die ontvangs erken van die volgende bedrag wat anonimem aan die Ontvanger van Inkomste, Oos-Londen gestuur is

Datum van ontvangs—7 Oktober 1986

Bedrag—R300,00

(14 November 1986)

Author said his department did not have any information which admitted that they were paras...

211

BUSINESS DAY, Friday, November 21, 1986

Gencor mine to cut staff

USUTU Coal Mines, a Gencor mine near Ermelo, is to retrench about 100 staff because of an Escorn request to cut — with immediate effect — coal supplies to its Camden power station.

A Gencor statement said Escorn blamed the lower electricity demand resulting from the economic slump. "The reduction in coal supply will regrettably lead to a de-

crease of Usutu's workforce by approximately 100 persons, both black and white," Gencor said. Gencor said every effort would be made to find alternative employment within the Gencor Group for those employees affected, but this could not be guaranteed by management.

Usutu currently employs about 1 900 people. Output will be cut from 50 000 tons a month to 30 000. — Sapa

S.A.
223
78

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DETAILS WHICH HAD NOT BEEN
CAPG TIME 3/11/86
Gencor to retrench 100

JOHANNESBURG. — A Gencor mine near Ermelo will retrench about 100 staff because of an Eskom request to reduce coal supplies to one of their power stations. Gencor said Eskom had asked Usutu Coal Mines to reduce the supply of coal to the Camden power station immediately.

100 laid off by Gencor

22/11/86
SPAR
A decision by Escom to reduce coal supplies to its Camden power station has resulted in the retrenchment of 100 Gencor mine employees near Ermelo.

In a statement issued yesterday Gencor said Escom had reduced its demand for coal from the Usutu Coal Mines, Usutu, which employs about 1,900 people, will reduce its production from 50 000 tons a month to 30 000 tons.

Escom said the economic recession had led to a reduced demand for electricity.

Every effort would be made to find alternative employment within the Gencor Group for those affected but this could not be guaranteed, Gencor said.

Matla workers attend hearings

ALAN FINE

ABOUT 300 of the 2 000 employees locked out of Gencor's Matla colliery on Wednesday after a work stoppage reported to management for individual disciplinary hearings yesterday, Gencor coal division CEO Graham Thompson said.

He added: "The hearings are still in progress and a meeting is currently taking place between mine management and officials of the National Union of Mineworkers."

NUM plans ^{25/11/86} pay strike ^{211 STRIKE} ballot for tomorrow ¹⁹⁸⁶

The National Union of Mineworkers (NUM) says it hopes to hold wage strike ballots for thousands of its members at seven Gold Fields mines from tomorrow.

The Industrial Court yesterday ordered Gold Fields to reverse its decision to refuse ballot facilities at four out of seven gold mines.

The mines where the union had asked for facilities were Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontien.

Gold Fields had given balloting permission at Deelkraal, Libanon and West Driefontein, which it said were the only ones officially part of the dispute.

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

An NUM spokesman said Gold Fields had been ordered to permit the union facilities to meet and discuss issues which formed the subject of the strike ballot.

The NUM decided on a strike ballot at Gold Fields after rejecting a company offer, details of which the company has declined to discuss with the Press, saying only that it compared favourably with what other mining houses had offered the union.

BUSDAY
25/11/86
211

Talks over mine fighting deaths

211
ALAN FINE

MANAGEMENT at Vaal Reefs gold mine held a series of meetings with groups of workers yesterday in an attempt to resolve the differences which led to the deaths of 13 miners in fighting at the weekend.

An Anglo American spokesman said that after the meetings members from the warring groups handed over hand-made weapons and returned to their hostels. He described the situation at the mine as "quiet".

Two National Union of Mineworkers (NUM) members were "murdered" on Saturday night and 11, including a further six union members, died in fighting on Sunday, said the spokesman.

He said it seemed the fighting was caused by certain groups, among them NUM members, attempting to enforce a tavern boycott.

British TV programme condemns conditions at Gold Fields

and its living and working conditions on some mines are so grim that one former employee describes it as "an exploitative and aggressive company, determined to secure its profits at any cost".

Following Barclays' withdrawal from South Africa, Consolidated Gold Fields is now the largest British company in the country, the programme claimed.

The company has already indicated it will not relinquish its

investments — amounting to 48 percent of the South African operations — which have brought nearly R2 000 million to Britain in the past 10 years alone.

In the documentary, "The Midas Touch", part of Granada Television's World in Action series, viewers are told that almost all its 70 000 black migrant workers are separated from their families for most of the working year. Footage filmed secretly in-

side Kloof shows unappetising food, squalid, unhygienic eating conditions, cramped living quarters, with rough beds, group showers with no privacy, and sewers which "back up about twice a week", flooding the compound with raw sewage.

None of the company's officers, British or South African, would agree to being interviewed, so the documentary interviews key members in the mining scenario, including Uni-

versity of Cape Town Professor of Economics and labour expert Mr Francis Wilson, Mr Cyril Ramaphosa, general secretary of the NUM and Mr Clive Thompson, the union's legal adviser.

They see Gold Fields as the most problematical and least co-operative company, even by the conservative record of South Africa's mining industry. But perhaps the image British viewers will find most disturbing is that of Gold Fields'

6 000-strong private army, filmed secretly during training sessions, armed with shotguns, teargas, rubber bullets and armoured cars, which allegedly co-operates with the South African Defence Force and the police on matters of intelligence.

"To Gold Fields' critics, the purpose of the security force is simple: to keep the lid on the inevitable discontent with the compound system," the documentary claims.

Mr Richard Spoor, the former Gold Fields industrial relations manager who was fired, reportedly for helping a black union, says:

"Security can enter, search, do whatever they want, without any warrant, without any prior authorisation. They have absolute control over everything that happens in the compounds and on mine property."

He claims the company uses undercover agents and paid informers to infiltrate union meetings.

The Star Bureau

LONDON — Despite its attempts to distance itself from its South African operations, Consolidated Gold Fields is still relying on the apartheid system to promote its business interests, a television documentary screened here last night claimed.

While its directors in London profess to oppose apartheid, Gold Fields of South Africa's reliance on the migrant work system is strongly defended, it pays wages well under the recommendations of the European Community's Code of Conduct

These reports are then sent to head office to the industrial relations department, and when there is any suggestion of a strike, the security force is mobilised, as in last year's strikes.

The documentary then shows policy documents which outline the role of the security force, including its military approach to weeding out dissent.

Some of its functions are given as screening personnel, combating labour unrest, combating subversion, and sharing intelligence with the SADF and police.

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Gold Fields fights on over mine balloting

ALSDM

ALAN FINE

24/11/88

GOLD FIELDS has decided to ask the Supreme Court to overturn an Industrial Court order obliging the mining group to make available strike balloting facilities to the National Union of Mineworkers (NUM) at four of its mines.

After Monday's order the NUM had planned to conduct strike votes at the East Driefontein, Venterspost, Doornfontein and Kloof mines this week. But the appeal effectively delays implementation of the order.

A NUM spokesman said yesterday he was surprised Gold Fields was "not prepared to accept the decision of the Industrial Court, which was established to regulate labour relations".

Gold Fields declined to facilitate ballots at the four mines because, it said, the NUM is not recognised at them and they are, therefore, not party to the wage dispute which exists at the company's three other gold mines. Gold Fields previously gave the NUM permission to hold ballots at Deelkraal, Libanon and West Driefontein, where the NUM is recognised.

The ballots are aimed at ascertaining workers' views on the company's refusal to offer wage increases above those implemented after a wage adjustment in August. Gold Fields says its present wage rates compare favourably with those at other mining houses.

According to Gold Fields, grounds of appeal include the contention that the Industrial Court does not have jurisdiction to grant the order.

Gencor hit by strikes

26/11/88
SUNDAY
211

TWO Eastern Transvaal Gencor gold mines and one colliery were hit by strike action yesterday. The reasons for the stoppages are not clear, but they follow a pattern of unrest at the company's mines in the area in recent weeks.

The Bracken and Winkelhaak gold mines were only partially affected. Gencor's gold and uranium division CEO Bruce Evans said 120 of the 400 night-shift employees at Winkelhaak did not report for work on Monday, and 240 of the 6 000 day-shift workers were absent yesterday. At Bracken, 26 of the 105 night-shift employees were absent, and 627 of the 8 300 day-shift workers.

Evans said management had not been given reasons for the stoppages and had

ALAN FINE

been unable to contact National Union of Mineworkers (NUM) officials.

At the Matla colliery, the entire 2 000-strong black workforce failed to turn up for work yesterday. Gencor's coal division CEO Graham Thompson said employee representatives expressed dissatisfaction "with the relationship between the NUM and the management of the Kinross gold mine".

Evans said one of the workers injured during an incident at Kinross on Sunday died in hospital yesterday.

A NUM spokesman said last night the union was investigating the cause of the strike.

UK firm

'has an

army

in SA'

Own Correspondent
LONDON — In a tough television documentary here, the London Consolidated Goldfields group (Consgold) have been accused of perpetuating apartheid and ruthlessly exploiting cheap black labour in South Africa.

The programme alleged that confidential documents it obtained showed that the Consgold "private army" liaised with regular police, spied on workers and unions and reported back to the government's industrial defence authority, the National Key Points committee.

The film, by Independent Television's (ITV) current-affairs programme "This Week", laid responsibility at the door of the London company, but spokesmen maintain that the management of their South African interests is the responsibility of Goldfields of South Africa (GfSA),

in which Consgold has a 48 percent holding.

While Consgold London declined to comment on the programme, a spokesman for Goldfields SA, Mr Attie Roets, said from Johannesburg last night that "we have asked for a copy which will be with us tomorrow"

'A smear campaign'

"We will view it in the morning and because of the fact that at this point we do not know what was said or what was shown, we would like to view it ourselves and then possibly comment."

But another senior Goldfields source, who asked not to be named, said "from what we have heard, this film is a lot of nonsense, it is a smear campaign"

Consgold, which has frequently been attacked for the reportedly harsh employment policies of Goldfields SA, rejected invitations to take part in the "This Week" report.

It is understood that directors felt the programme would be biased against them and their participation would have given the report the appearance of balance.

One Consgold source said: "It is a sort of no-win situation. But now some of us have seen the film we feel our decision was correct."

'Massive profits'

The sources indicated that if the specific charges made in the film required answers, this was the duty of Goldfields SA which was responsible for the management of the mines in South Africa.

There was no response at the London headquarters to the key criticism in the film, that in the past ten years Consgold had taken massive profits of R1 840-million out of South Africa but continued to exploit black migrant labour and had put nothing back into the country.

The film argued that Consgold should take responsibility for the alleged abuse of cheap black labour and the activities of its "private army" of security police.

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2 Cape Times, Wednesday, November 28

Gold Fields to fight strike-ballot ruling

Own Correspondent

JOHANNESBURG — Gold Fields is to ask the Supreme Court to overturn an Industrial Court order obliging the mining group to make strike-balling facilities available to the National Union of Mineworkers (NUM) at four mines

The ballot is to assess workers' views on the company's refusal to increase wages above its August adjustments

Gold Fields argues that the NUM is not recognized at the mines and is thus not party to the wage dispute which exists at the company's three other gold mines

Gold Fields previously gave the NUM permission to hold ballots at Deelkraal, Libanon and West Driefontein where the NUM is recognized

● Strikes hit two Gencor gold mines and one colliery in the Eastern Transvaal yesterday

The Bracken and Winkelhaak gold mines were only partly affected

A company spokesman said "severe intimidation" made it necessary "for management to use teargas to disperse those preventing the rest of the shift from going to work" Five people were arrested

At the Matla colliery no black workers arrived for work.

Mr Graham Thompson, CEO of Gencor's coal division, said employee representatives expressed dissatisfaction "with the relationship between the NUM and the management of the Kinross gold mine" which has seen several strikes recently

According to Bruce Evans, CEO of Gencor's gold and uranium division, one of the workers injured during an incident at Kinross on Sunday died in hospital yesterday

Gencor has described the incident as a fight between employees, while the NUM claims that workers returning from a union meeting were attacked by mine security guards

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Strike poll delayed as mines fight court order

By Mike Shuma

Plans by the National Union of Mineworkers (NUM) to hold strike ballots from today at seven Gold Fields mines have been delayed after yesterday's decision by the company to appeal to the Supreme Court about balloting on four of the mines

On Monday the Industrial Court ordered Gold Fields to grant the NUM ballot facilities on all seven mines. The company had insisted that ballots could not be held at four mines — Kloof, East Driefontien, Doornfontien and Venterspost — as these were not officially part of the dispute.

It had granted permission for balloting at Libanon, West Driefontien and Deelkraal.

A Gold Fields spokesman today said the appeal was being made on the grounds that the Industrial Court had no jurisdiction to make Monday's order and that the union had not established a clear legal right of access to the four mines.

SURPRISE

An NUM spokesman expressed "surprise" that the company was not willing to accept a decision of the Industrial Court.

The NUM decided on a strike ballot after rejecting a Gold Fields wage offer, details of which the company declined to disclose to the Press.

The company says its offer compared favourably with that from other mining houses which was accepted by the union last month — a statement contested by the union.

The NUM agreement with other mining companies included wage rises of between 19,5 and 23,5 percent for surface and underground employees.