

MINING — LABOUR

1990

OCT — Dec.

More than 27 000 jobs lost

PRETORIA — Job losses in the four major employment areas of the economy amounted to a massive 27 786 in the first quarter of this year, statistics released yesterday showed.

Central Statistical Service figures showed total employment in the four categories — mining, manufacturing, construction and electricity — amounted to 2 634 907 in April. By end-June this had fallen to 2 607 121

In the four months to end-July employment in the mining industry fell

GERALD REILLY

sharply by 19 486 to 676 621

In manufacturing the loss was 7 600 to 1 461 900 and in construction employment fell from 417 900 to 415 900 — a loss of 2 000.

About 400 jobs were lost in the electricity industry during the same four month period to reduce employment in the industry to 51 000. *Blm 5/10/70*

Economists have predicted that the decline in total employment is likely to continue well into next year

Ethnic tensions rise on Natal coalfields

By DREW FORREST

W. Mant
12/10-18/10/90
ETHNIC tensions at Iscor's Durban Navigation Colliery, near Newcastle, have provoked a protracted crisis in which a worker has died, production has suffered and 1 500 Xhosa miners have twice been sent home to Ciskei and Transkei.

Representatives of three homeland governments — Ciskei, Transkei and kwaZulu — have taken part in talks on the conflict with management and the National Union of Mineworkers

NUM national organiser Gwede Mantashe expressed fears this week that the Durnacol crisis might mark the start of a concerted push to undermine the union in the Natal coalfields. Concerns have also been voiced of a possible anti-Zulu backlash on mines outside Natal, where Zulu miners are in the minority.

Iscor strongly denied union claims of a joint strategy by management, Inkatha and the security forces to weaken the NUM. Mantashe said it was significant that the conflict had erupted shortly after a successful wage strike at Durnacol and the start of recognition talks.

"The disruption of production is not in Iscor's interests," replied Iscor representative Ernest Webstock, adding

management was caught in the middle of an essentially political conflict.

The Durnacol saga started in mid-September, when management asked the Transkei and Ciskei consultants and a kwaZulu government representative to step in after rumours of impending trouble between the mine's 1 500 Xhosa and 2 400 Zulu workers. One Xhosa worker was subsequently killed and four injured.

Mantashe said Zulu workers complained their Xhosa counterparts had insulted Zulu leaders and royalty and that the NUM was an "ANC front".

Xhosa workers believed management had orchestrated the conflict. No action was taken when a rumoured attack was reported to the company, and Zulus were allowed to meet on mine premises in defiance of the Natal emergency, he said.

In talks between homeland representatives, the NUM and Iscor, it was agreed that Xhosa workers should return home for two weeks, with service conditions intact, while a solution was negotiated.

But despite a joint homeland communiqué that Zulus would not block their Xhosa colleagues, and a "day of reconciliation" called by management, tensions persisted after Xhosa work-

ers returned to the mine.

Iscor says Zulus continued to demand apologies for alleged insults to their leaders. The NUM says no attempt was made to disarm Zulus or remove "provocative" red headbands.

Amid a heavy police presence, the two groups congregated in separate areas of the mine, and all work ceased on Thursday and Friday last week.

In a second agreement which the NUM has not signed, Xhosa workers have been sent home for a maximum of eight weeks while the homelands negotiate a solution.

Of this, five weeks would be unpaid leave, said Iscor's Webstock. Homeland representative had also agreed that Durnacol could hire temporary labour, on the basis that absent workers could recover their jobs.

Mantashe said there were signs that Inkatha was bent on subverting the NUM. Seven Zulu shaft-stewards of the union had been assaulted in a forced recruitment drive.

He fears a similar pattern could develop on other Natal collieries where the union has members. Shortly before the Durnacol crisis, violence had been rumoured at Amcoal's Vryheid, Coronation mine and the Hlobane colliery, he said.

Iscor production is hard hit by strikes at mines and colliery

IRON ore at Iscor's Thabazimbi and Sishen mines and coal production at Grootgeluk colliery in Natal was being severely affected by the 3 500-strong strike, Iscor PR director Piet du Plessis said yesterday.

He gave no more details but said Iscor and the National Union of Mineworkers (NUM) were still to schedule meetings to break the deadlock in wage negotiations.

Iscor's wage offer was well in line with the Chamber of Mines, whose collective bargaining agreements Iscor was not party to, and metal industry pay awards this year.

NUM Press officer Jerry Maja-

MATTHEW CURTIN

tladi yesterday said the union had rejected an Iscor offer of a minimum monthly wage of R560 up from the present rate of R439. (211)

The NUM demand was for a R630 minimum monthly wage.

Underground mine workers on the chamber's gold mines won a pay award taking minimum monthly rates to R532.

Majatladi said other NUM demands included full-time shop steward status, June 16 and March 21 as paid holidays, and a 20% shift allowance.

6/10/90
17/10/90
6/10/90

Freegold cuts retrenchments

RIAAAN SMIT

211

ANGLO American's Freegold, which announced three months ago it was negotiating with unions to retrench 7 800 employees at the Welkom mine, will now retrench only 3 300 employees if unions accept its proposals.

Executive director Lionel Hewitt said yesterday an announcement on the retrenchments was "imminent".

He did not disclose the mine's proposals to unions, but said the proposed 7 800 retrenchments had come down to 6 600 because of natural attrition. Management was prepared to retrench half this number if the unions accepted its proposals. 6/04/19/10/90

Freegold, the largest gold mine in the world, achieved its best quarterly results of the year for the September quarter after a disastrous three months to June in which the mine posted a loss after capex of R14,2m resulting from labour disruptions.

Hewitt said a general trend on the group's mines for the quarter was to push tonnage or yield, or both, in an effort to contain unit costs, while minimising capex.

● See Page 10

No. 2469 26 October 1990

ALIENS ACT, 1937

CHANGE OF SURNAME.—NAIDOO TO
KILWIN

The Minister of Home Affairs has been pleased under the provisions of section 9 of the Aliens Act, 1937 (Act No. 1 of 1937), to authorise Charles Kilwin Naidoo, residing at 6 Renaud Road, Sydenham, Durban, to assume the surname of **Kilwin**.

No. 2470 26 October 1990

ALIENS ACT, 1937

CHANGE OF SURNAME.—WHITEL TO
THOMSON

The Minister of Home Affairs has been pleased under the provisions of section 9 of the Aliens Act, 1937 (Act No. 1 of 1937), to authorise Christopher Michael Whitel, residing at 5 Assegaa Street, Brackendowns, Alberton, to assume the surname of **Thomson**.

No. 2471 26 October 1990

ALIENS ACT, 1937

CHANGE OF SURNAME.—KHANYILE TO
KEYWORD

The Minister of Home Affairs has been pleased under the provisions of section 9 of the Aliens Act, 1937 (Act No. 1 of 1937), to authorise Thandiwe Lizzie Khanyile and her minor children Sifiso Welcome and Michael, residing at 4 Chestnut Place, Woodlands, Pietermaritzburg, to assume the surname of **Keyword**.

No. 2477 26 October 1990

ALIENS ACT, 1937

CHANGE OF SURNAME.—MULLER TO
BARTHUS

The Minister of Home Affairs has been pleased under the provisions of section 9 of the Aliens Act, 1937 (Act No. 1 of 1937), to authorise Gavin Muller, residing at 7 Church Street, Athlone, 7764, to assume the surname of **Barthus**.


**DEPARTMENT OF MINERAL AND
ENERGY AFFAIRS**

No. 2492 26 October 1990

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mineral and Energy Affairs and Public Enterprise, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declares that in his opinion the performance of certain work, details of which appear in the Schedule, at the chrome mine of Hemic (Pty) Limited, situated on Portion 155 of the farm Elandskraal in the Magisterial District of Brns, is necessary in the national interest and that it may be performed on all Sundays until and including 2 December 1990.

SCHEDULE

The operation of the crushing and washing plant of the chrome mine.

No. 2469 26 Oktober 1990

WET OP VREEMDELINGE, 1937

VANSVERANDERING —NAIDOO IN
KILWIN

Dit het die Minister van Binnelandse Sake behaag om, kragtens die bepalings van artikel 9 van die Wet op Vreemdelinge, 1937 (Wet No 1 van 1937), Charles Kilwin Naidoo, woonagtig te Renaudweg 6, Sydenham, Durban, te magtig om die van **Kilwin** aan te neem

No. 2470 26 Oktober 1990

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**DEPARTEMENT VAN MINERAAL- EN
ENERGIESAKE**

No. 2492 26 Oktober 1990

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mineraal- en Energiesake en Openbare Ondernemings het kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet No 27 van 1956) verklaar dat na sy mening die verrigting van sekere werk, waarvan die besonderhede in die Bylae verskyn, by die chroommyn van Hemic (Pty) Limited, geleë op Gedeelte 155 van die plaas Elandskraal in die landdrostdistrik Brns, in die nasionale belang, nodig is en op alle Sondae tot en met 2 Desember 1990, voortgesit mag word.

BYLAE

Die bedryf van die vergruisings- en wasaanleg van die chroommyn

NUM claims bugging devices found at Iscor

211

MINEWORKERS on strike at Iscor's Grootgeluk colliery and Sishen iron ore mine claimed yesterday they had discovered bugging devices at places where union meetings were held.

National Union of Mineworkers (NUM) Press officer Jerry Majatladi said the discovery was consistent with a management campaign of "intimidation and harassment" at the three Iscor mines where strike action by between 3 700 and 5 100 NUM members over wages and conditions entered its third week yesterday.

Iscor and the union failed to reach agreement yesterday to end the dispute after the first round of mediation under the aegis of Independent

MATTHEW CURTIN

Mediation Services (Imssa)

Iscor public relations director Piet du Plessis said yesterday the union had not approached the company over allegations that union meetings were bugged and said it was "not Iscor policy to use bugging devices".

He said the NUM had raised only matters of mutual interest and problems concerning the strike at a meeting between the two sides last week.

The strike was disrupting production at the Thabazimbi iron ore mine, but the majority of the workforce was at work at Sishen, which supplied ore for Iscor steel mills and overseas

customers. Contingency plans had ensured coal production was maintained at Grootegeluk.

The NUM's demand is for a minimum wage of R630 a month and improved shift allowances and company provident fund contributions. Iscor has offered R556 a month, up from the present rate of R439.

Meanwhile, the strike by Nampak workers to support demands for centralised bargaining, which was triggered by the discovery of bugging devices in boardrooms used by Paper Printing Wood and Allied Workers' Union (Ppwawu) shop stewards, continued yesterday with no sign of a settlement.

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BIDAM 1/11/90

Women will be allowed underground

Political Staff 211

CAPE TOWN — Sex and race discrimination are being removed from mining.

For the first time, women are to be allowed to work underground and, as apartheid crumbles, people of colour will be allowed to acquire prospecting and mining rights.

In terms of the Mines and Works Amendment Bill which has been published in Cape Town, women will be able to go down a mine as long as they do not do "manual work".

However, they will have to hold management positions or be employed in health or welfare services.

Women will also be allowed underground if they are required by their studies to spend a period underground for training or research.

The Mining Rights Amendment Bill deletes all references to and definitions of race.

Business warned about a 'new SA'

SOCIO-economic pressures are going to challenge the established economic institutions in SA, which has one of the highest measured income inequalities in the world, as never before, says chairman of the Independent Development Trust Jan Steyn.

Addressing a KwaZulu Finance and Investment Corporation function last night, Steyn said the real transition was yet to come, and it was the economic and socio-economic policies that a new government would pursue that were the real issue.

"These socio-economic policies cannot all be defined and circumscribed by the constitutional process. They will be defined by needs, pressures and expectations."

The issue facing SA was therefore only partly the political or constitutional resolution.

Steyn said he had some confidence that the country's future constitution would reflect reasonable compromises.

"It should be abundantly clear to all of us that the process of political negotiation is only part of a much wider resolution that has to take place in South Africa."

As it was known that the poor were going to become voters, it was clear that in their economic policies the ANC, the PAC or Azapo would have no option but to put the needs of the disadvantaged South Africans at the top of their agendas.

"In a sense, therefore, these policies are a response to the pressures emanating from their constituencies."

Steyn warned that SA had at the most two to three years to demonstrate the efficacy of policies shaped by accumulated wisdom and experience.

If not, the country would be plunged into an era of hopeful, idealistic but destructive economic experimentation which could repeat all the mistakes of social planners, Marxist intellectuals and imperious bureaucrats the world had come to know. — Sapa.

Sex, race to go from mining law

Cape Town 1/11/90
Political Staff

(211)

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they do not do "manual work".

They will have to hold management positions or be employed in health or welfare services. Women will also be allowed underground if it is required for their studies

A memorandum with the Bill says it aims "to delete certain obsolete restrictive measures in the Mining Rights Act which discriminate on the grounds of race

By EDDIE KOCH

THE National Union of Mineworkers has welcomed a decision by Gencor to abandon fanakalo — an artificial language used on South Africa's gold mines — at one of the group's new mines on the far West Rand.

Num representative Hazy Sibanyoni told *The Weekly Mail* union members regarded fanakalo as an authoritarian and demeaning language used by mine management to facilitate control rather than communication.

Tom Ferreira, public relations officer for Gencor, said the corporation had decided to use English and Afrikaans at Weltevreden, a new mine near Klerksdorp, as a means of communication.

"In the last couple of years workers have been expressing dissatisfaction

A small mine abandons hated fanakalo

about the use of fanakalo because it is perceived as a form of instruction rather than effective communication. Our decision was mainly a response to that," said Ferreira.

"Fanakalo does not help people to develop skills, nor does it assist people to become literate or educate themselves. It is a block to their development," said Sibanyoni. "Our members don't like it. They see it as a way of degrading their own languages and their dignity."

The Chamber of Mines' official English-Fanakalo dictionary exemplifies the union's point. It is littered with imperative commands such as *Be Quiet!*, *Tula!*, *Sit Down!*, *Hlala Pansi!*,

or *Urinate!* — *Cam!* Yet it contains one word for danger: *ngozi*, and does not feature terms such as union, shop steward, or politics.

Wis University researcher Jean Legler, an expert on health and safety in the mining industry, believes the industry's reliance on fanakalo has also hindered accident prevention and contributed to the high fatality rate.

"Fanakalo has a very limited vocabulary to describe hazards. Workers often use one word — *mubi* — to describe problems that can cause a rockfall.

"These may be faults, cracks, or noises coming from the rock, and each would require different ways of deal-

ing with the problem. But, because workers rely on a single adjective, they are not able to conceptualise the danger and this is an obstacle to improved safety," says Legler.

If the experiment works it may be extended to other new mines in the Gencor group, although the prospects are slim because, says Ferreira, the language is well entrenched at all the older mines.

The experiment at Weltevreden is feasible because the mine is small, employing a workforce of 600 people, and is likely to recruit workers from surrounding urban townships.

Ferreira says all recruits are required

to have a minimum of Standard Eight or pass a proficiency exam in English or Afrikaans.

"No one would dispute that fanakalo is not the preferred medium of communication," said Adrian du Plessis, Anglo American's public relations chief.

"We would be happy to look at effective alternatives but at the moment all mines that employ large numbers of people from a wide range of language groups are dependent on it," Sibanyoni, however, believes the project at Weltevreden is a positive step.

"We hope it is the beginning of a process to phase out fanakalo and phase in English. White miners should also be encouraged to learn African languages."

Union row brews over management use of electronic 'impimpis'

THE alleged discovery of electronic listening devices at two strikebound Iscor mines this week will heighten union fears that "bugging" is endemic in the labour field.

The Congress of SA Trade Unions suggests that known cases of electronic eavesdropping on unions may be the tip of the iceberg.

Unionists have long complained of the extensive use of management "impimpis" (spies) to monitor union activities.

Earlier this year a storm erupted over the discovery of a tiny listening device, linked to the managing director's office, in a board room used for union caucuses at a

Nampak factory in Rosslyn. Nampak allegedly conceded that bugging had been practised at another plant in the group.

Demands for a company-wide probe into bugging are an issue in the current six-week national strike in the packaging giant.

Stressing that such practices were a breach of group policy, Nampak said the individual executives responsible were no longer in its employment.

The National Union of Mineworkers also claims that a large radio receiver was found in the ceiling of a hall used for union meetings at Rand Mines' Harmony Mine, in Virginia.

This week, the NUM claimed striking mineworkers at Iscor's Groote Geluk colliery had discovered a listening device under a stand erected in the mine arena where mines often hold mass meetings. Another bug had been discovered at the strike-hit Sishen iron mine.

Responding, Iscor spokesman Piet du Plessis said confusion may have arisen over a public address system used by the mines to make announcements. Bugging was certainly not Iscor policy, he said, urging the NUM to provide more details of its alleged finds.

Draw Forrest

Don't miss the *Weekly Mail* Book Week in Cape Town and Johannesburg

See page 24 for full programme of times, venues and speakers

NUM gives Iscor a pay demand deadline

211 8/10am 2/11/70
MATTHEW CURTIN

THE National Union of Mineworkers (NUM) issued an ultimatum to Iscor yesterday to try to break the deadlock in wage negotiations and end the 19-day-old strike at the Thabazimbi, Sishen iron-ore mines and Grootgeluk colliery.

In a statement yesterday NUM spokesman Jerry Majatladi said the union had given Iscor management until today to meet its wage demands or "face the consequences".

Iscor industrial relations director Neels Howatt said the union issued the ultimatum at Tuesday's unsuccessful mediation meeting with the Independent Mediation Service.

He said the NUM indicated Iscor should accept the revised union demand of a R590 monthly minimum wage or move on its R560 wage offer by today.

It was difficult to assess what the union meant by warning the company of further action but he ex-

pected the NUM to continue its strike action.

Between 3 700 and 5 100 miners are on strike.

Iscor would stand by its final wage offer and further mediation was not planned.

The NUM has also demanded improvements to shift allowances, provident fund contributions and additional paid holidays.

Sapa reported yesterday Majatladi said the NUM might withdraw its demands from the negotiation table and adopt other means to make management improve its offer.

He said the discovery of bugging devices at the beginning of the week was consistent with a management campaign of intimidation and harassment at the three Iscor mines.

Now, women join
the hard hats in

the underground

TRADITIONALISTS in South Africa's most male-dominated industry may quail at the thought — but hard-hatted women may soon be working as drill-operators, blasters and lashers on the mines.

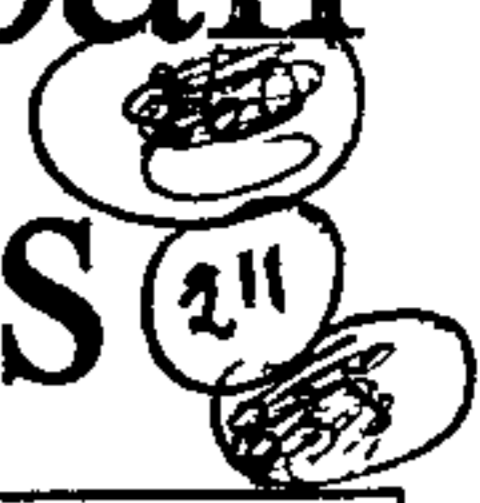
In terms of the Mines and Works Amendment Bill, published this week in Cape Town, women will be allowed to work underground for the first time.

Women will also be allowed to work at night at mines and works in terms of the proposed legislation. The Bill also makes it an offence to endanger the health or safety of anyone at a mine or works. A second Bill, the Mining Rights Amendment Bill, will remove race discrimination in the acquisition of prospecting and mining rights.

Both Bills appear to be interim measures while the controversial Minerals Bill remains on ice.

Eskom to mothball 3 power stations

BIDAM 5/11/90



ZILLA EFRAT

ESKOM is to mothball three of its older, less economic power stations — Camden, Komati and Grootvlei — in a cost-saving move which could result in the loss of about 3 500 jobs at the power stations and the collieries serving them.

The mothballing will save Eskom about R270m a year

Two of the collieries, Trans-Natal Coal Corporation's Usutu Colliery which is near Ermelo and which supplies Camden, and Amcoal's Springfield Colliery which serves Grootvlei near Balfour, are expected to close.

In addition, Trans-Natal's Koorfontein Mines, which is near Middelburg and supplies Komati, will face substantial cut-backs in production

Eskom's decision was taken at a meeting of the Electricity Council on Thursday when it was decided that Eskom would make increasing use of its larger, more economic stations.

Eskom chairman John Maree said it was Eskom's duty to manage its excess generating capacity as effectively as possible.

"Low growth rates are being exper-

enced in the economy and in sales of electricity at present and are expected to continue in the foreseeable future," he said.

He said the decision was taken after various options were considered.

Eskom communications manager Johan du Plessis said yesterday that the mothballing of the power stations was not linked to Eskom's recent announcement of a below-inflation 8% increase in electricity tariffs for 1991. The move would have been taken no matter what the increase in the tariff was, he said.

He added that the costs of mothballing these plants were significantly outweighed by the savings.

The three affected Eskom power stations had a combined staff complement of about 2 600. Of these, an estimated 600 would be retained to maintain the plants during the mothballing stage.

Of the remaining 2 000 people whose jobs would become redundant, Du Plessis expected between 400 and 600 would be rede-

□ To Page 2

Eskom

BIDAM 5/11/90



□ From Page 1

ployed elsewhere in Eskom. But some retrenchments would be unavoidable.

Amcoal spokesman Glen Yeatman yesterday confirmed that the mothballing of Grootvlei would affect Springfield Colliery, which had about 1 000 employees.

Although this colliery had limited outside sales, its main function was to supply coal to Eskom.

She said the full implications of the mothballing were still to be finalised with Eskom. But it was likely that Springfield

would close for the period of the mothballing and retrenchments would be necessary.

Sapa reports Trans-Natal's MD Mike Salamon said in a statement on Friday that the closure of Usutu was likely to lead to the loss of about 500 jobs.

However, it had not been possible to determine the final impact on the staff of Koorfontein because of the complexity of its operations, Salamon said.

NUM proposes peace strategy

ALAN FINE

THE NUM yesterday presented the Chamber of Mines with a lengthy list of proposals aimed at stopping the violence which has broken out at a number of mines.

NUM assistant general secretary Marcel Golding said the union had suggested that an independent commission of inquiry should be appointed whenever violence occurred and its findings used to draw lessons which would assist in avoiding repetitions.

It also wanted the appointment of a NUM/chamber committee to monitor mine violence and to make recommendations.

211 Discipline

Other proposals were:

- Employers should make a clear and unambiguous statement denouncing violence;
- All perpetrators of violence should be disciplined and removed from mine property;
- All unauthorised weapons should be banned from mine property; and *6/10/90 7/11/90*
- Workers forced to leave mines to escape violence should not be considered to have resigned. Their employment contracts should continue if and when they returned.

According to Golding, the chamber negotiators said they needed up to two weeks to consider a response. The chamber declined to comment.


W/M 9/11-15/11/90
Strikers want the reinstatement of 25 workers allegedly suspended at the Maandagshoek Hospital. A government spokesman said three nursing students were suspended after refusing to write nursing council tests, along with three other workers who defied management instructions.

Iscor workers end strike (21)

■ About 3 500 workers at Iscor's Sishen, Grootegeluk and Tabazimbi mines have suspended their 21-day strike after management refused to budge on its final R556 monthly minimum wage offer. W/M 9/11-15/11/90
The National Union of Mineworkers dropped its initial R630 demand to R590 in an abortive mediation last week.

Mystery of the missing gold miner

By DREW FORREST

(211) 
A LAMP and a tool-case found hundreds of metres underground were the last traces of gold miner Mokhameleh Ntoko.

His disappearance on May 15 in chilling circumstances has sparked a strike by 6 000 black miners at Gold Fields' Libanon mine in Westonaria.

At the centre of the mystery is shift boss Piet Vermaak, who is alleged by the National Union of Mineworkers to have threatened workers and been involved in "skirmishes" with Ntoko, a member of his work team.

The day before the disappearance, Vermaak allegedly told Ntoko to report for work early to repair pipes underground. Ntoko's failure to return, and management's alleged refusal to meet on the issue, triggered a strike a week later. *W/Mail 9/11 - 15/11/90*

The union has also pointed a finger at a mine captain, Allen Levy, who allegedly clocked out on Ntoko's behalf.

It says that according to management, Levy and Vermaak been suspended. It has demanded their and the general manager's dismissal and an independent inquiry into the incident.

Gold Fields has declined to comment, saying talks with NUM are still in progress. Among the mysterious aspects of the case, NUM says, are:

- Management claimed to have taken disciplinary action against Levy for not following safety regulations, but refused to give details without a union guarantee that the matter would be kept secret.

- Ntoko's tool-case was found hidden underground — a fact which Levy did not report timeously.

- Two days after the disappearance, black security personnel were removed from the relevant shaft.

NUM accused mine security of trying to force workers in the strike to work, while police and soldiers in armoured vehicles patrol the premises. Mine security yesterday used teargas to disperse a worker rally, it claims.

Iscor voices doubt over union proposals to end work violence

Friday 9/11/90
211
ISCOR doubted whether formal mediation proposed this week by the National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa) was a suitable mechanism for curbing violence at the workplace, Iscor public relations director Piet du Plessis said yesterday.

Du Plessis said the company needed clarification from the unions on how mediation would facilitate a solution to the violence.

The company had asked the unions for clarification while Iscor consulted management over the union proposals.

Neither the NUM nor Numsa delegates who attended the meeting with Iscor were available for comment yesterday.

Du Plessis said otherwise the union proposals were similar to those presented by the NUM to the Chamber of Mines this week. Among the lengthy proposals submitted by the NUM were calls for an independent investigation into factional violence and a joint NUM/chamber committee to monitor the problem.

Iscor was also concerned that company

MATTHEW CURTIN

-union negotiations would overlap with the inquiry already investigating recent violence in Natal.

Hundreds of Xhosa speakers fled Iscor's Newcastle plant and Hlobane colliery as well as Dundee's Durnacol colliery after alleged Zulu attacks and intimidation at workers' hostels.

At least 10 people died and dozens were injured in the violence in mid-October which prompted the establishment of the SA, Transkei, Ciskei and KwaZulu government working group three weeks ago.

Meanwhile, Iscor's Sishen and Thabazimbi iron-ore mines and Grootgeluk colliery were operating normally after the NUM "suspended" strike action by several thousand workers on Tuesday, Iscor said yesterday.

NUM media officer Jerry Majatladi said the union reserved the right to strike again if progress was not made on wage negotiations, but Du Plessis said no new talks were planned.

Closure of Eskom plants slammed

By DON SEOKANE

NATIONAL Union of Mineworkers has rejected the "unjustifiable loss of jobs" resulting from the moth-balling of three power stations by Eskom.

Eskom announced that it was moth-balling Ermelo, Komati and Grootvlei power stations because of over-capacity of electrical generation and financial constraints.

The three power stations have a combined staff of 2 600. *So welen 12/11/90*

A spokesman said 600 of the workers would be retained to maintain the plants during moth-balling stage and the remaining 2 000 would be retrenched.

NUM spokesman Mr Jerry Majatladi said the moth-

balling of the three power stations were regretted in that it had become an ongoing process at Eskom

He said they were joining a number of power stations that have been closed or moth-balled over the past years.

"We saw this as closure of power stations that were generating electricity efficiently and open up fewer modern power stations that employ less workers to generate the same capacity of electricity.

"Moth-balling of power stations is viewed as an open attack on workers, particularly, underprivileged black workers," said Majatladi

NUM challenged Eskom to a public debate with trade unions on "its systematic destruction of jobs.

Sacked miners get re-employment offer

MATTHEW CURTIN

MANAGEMENT at Gold Fields' Liberton gold mine gave several thousand striking mineworkers — dismissed for failing to meet yesterday's return-to-work deadline — until this afternoon to accept an offer of re-employment, a mine spokesman said yesterday.

He said 40% of the workforce, or almost 3 000 employees, observed the management ultimatum set on Friday for a return-to-work yesterday morning.

The remaining strikers would be re-employed today if they met the 5pm deadline and accepted "the dispute is over".

About 6 000 NUM members began the strike last week calling for the dismissal of three mine officials whom they alleged were implicated in the disappearance in May of mineworker Mokhameleli Ntoko.

The spokesman said mine management had conducted an exhaustive investigation into Ntoko's disappearance, "pursuing every possible lead".

Sapa reported National Union of Mineworkers (NUM) spokesman Jerry Matladi said yesterday the union and management were deadlocked on strikers' demands for increased security underground and the dismissal of the officials.

211

13/11/90

**NUM wants probe into 211
worker's disappearance**

■ The National Union of Mineworkers may ask the Government Mining Engineer to investigate in terms of the Mines and Works Act the underground disappearance of a member at Gold Fields' Libanon mine, in West-onaria. *16/11-22/11/90*

Workers went on strike at the mine last week, demanding the dismissal of three officials they alleged were responsible for the disappearance.

Following dismissal threats, the 6 000 strikers went back to work this week. Gold Fields has rejected a union demand for an independent inquiry into the incident.

LABOUR

Metalworkers flee hostels as Inkatha supporters move in

HUNDREDS of metalworkers have fled hostels in the PWV area following tensions sparked by a continuing Inkatha recruitment drive

This is according to Alfred Woodington, co-ordinator of the National Union of Metalworkers' "crisis unit", set up recently to deal with ethnic/political conflict among the union's members.

The disclosure comes against the backdrop of violent conflict at Iscor hostels in Vanderbijlpark, in which three people have died in three separate attacks in the past week.

Numsa suspects a "mini-commando" is operating out of the disused kwaMadala hostel, where a small number of Inkatha supporters fled in July. Their numbers have swollen to 600, half of whom are not

Ethnic/political violence has spread from Iscor's Natal collieries to the Reef, reports

DREW FORREST

Iscor employees. Numsa suggests unemployed workers were bused in from kwaZulu.

Two of the attacks have been on workers at Iscor's kwaMasize hostel, where the Inkatha fugitives were originally housed. "We see this as an extension of events in the Natal collieries," Woodington said. "The aim is apparently to get all Inkatha supporters to resign from Cosatu."

Woodington said 300 of the Iscor hostel fugitives have quit the union.

On the broader problem, he said:

● About 200 workers, some Zulu,

some Xhosa, had been displaced following hostel conflict in Tembisa

● About 100 workers had quit hostels in the Benoni area. Tensions were running high in the Vosloorus hostel

● Local organisers had managed to contain problems in the kwaThema hostel, but some workers may have moved to the Tsakane squatter camp

● Some hostel dwellers were displaced in West Rand townships, while members had been threatened and their houses attacked.

Woodington said serious problems were not currently being experienced on the shopfloor.

In a statement this week, Numsa said Iscor had tried to portray the Vanderbijlpark violence as a tribal clash, but believed it had enabled management to "take a hard line in wage negotiations and retrenchments without fear of effective strike action".

A key demand is for the immediate removal of non-employees from the kwaMadala hostel, and Iscor's Piet du Plessis said every effort was being made to do this.

Iscor had in principle agreed to a union proposal for an independent investigation of the violence, but wanted clarity on its terms of reference.

The company also favoured the idea of mediation to resolve differences between the two hostels.

● Iscor is to appoint an outside investigator to probe National Union of Mineworkers allegations of management complicity in conflict at its Duracoll and Hlobane collieries in Natal.

Talk of pension funds' pullout from Sage Holdings discounted

TALK that the Mine Officials' and Mine Employees' pension funds have ditched their interests in Sage Holdings are not correct, despite apparent evidence to the contrary

JIM JONES

not happy about loosening his tight control of Sage if it is to be part of the merger.

On October 5, the Mine Employees' fund transferred its entire 11,01% interest in Sage to Standard Bank Nominees and was followed three weeks later by the Mine Officials' fund which moved its 18,57% interest. Shares worth more than R40m were transferred.

Initially some stockbrokers assumed the transfer represented a sale or at least a repositioning ahead of any change in the relationship between Sage, Allied, Volkas and UBS

The rumours gained ground when Sage employees started to tell brokers that Sage founder Louis Shill, 60, had been dropping hints of early retirement

Also, people close to Sage believe Shill is

Through his secretary, Shill yesterday denied any retirement plans, while pension fund investment manager Graham Dickason poured cold water on the share transfer story. Apparently the pension funds decided at the start of this year to transfer all of their share investments to Standard Bank Nominees to facilitate settlement procedures

Dickason believes the nominee company is better equipped to manage the funds' investment portfolios.

Some brokers are not convinced "What happens if the Mines Pension Funds sell and ownership of the shares remains registered in the nominee name? How will we know there's been a transfer?" they ask.

211
C. Miller
20/10/81

Study links asbestos to environment

By ESANN van RENSBURG
Medical Reporter

RESULTS of a preliminary study on the effects of asbestos exposure could prove that direct occupational exposure does not necessarily lead to the development of malignant cancers, according to the South African Medical Journal.

Respiratory tract cancers and mesothelioma are the most important asbestos-related causes of death, according to the article.

A number of diseases have been associated with asbestos exposure, including many cancers. The article reports on a pilot study done on the health effects of environmental exposure to asbestos.

The study notes that 71 cases of mesothelioma, a highly malignant cancer which originates in the lining of the chest or abdominal cavity, were referred from Prieska Hospital in the asbestos mining town. Some cases were white women not employed at the mine.

The importance of assessing possible occupational exposure and determining the feasibility of such an assessment in the final result of this study could be the first step towards motivating for compensation for people who develop mesothelioma without occupational exposure to asbestos.

Sowetan 23/11/90

End the killings, say leaders

KWAZULU leader Chief Mangosuthu Buthelezi yesterday called on Zulu and Ciskei mineworkers at Durnacol Mine in northern Natal to stop killing each other.

He and head of the Ciskei government Brigadier Oupa Gqozo were addressing workers at the mine.

They were on a joint peace mission in a bid to stamp out the violence between the two tribes.

"Killing is evil and must stop. There is no justification for killing another man because he provokes you.

"There is no justification for killing another man because he is politically superior to you. There is even less justification for killing a man because he is your political inferior. The killing must stop," said Buthelezi.

He and Gqozo had come to the mine to help "wipe away the pain" of the bereaved.

He said the difference between Zulus and Ciskeians should be differences which should make the one to admire the other.

Buthelezi said South Africans should have a common commitment to each other regardless of their ethnic background. - Sowetan Correspondent.

Sowetan 23/11/90

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Leplat fires 1 200 miners after work stoppages

JCI's Lebowa platinum mine (Leplat) management fired 1 200 miners yesterday, saying repeated work stoppages contradicted a moratorium on illegal industrial action agreed to by the National Union of Mineworkers (NUM).

Sapa reports a JCI spokesman said employees had without warning absented themselves from work on October 27 and November 3, and "were placed on a final warning in terms of the agreed disciplinary procedures".

He said about 90% of the

mine's workforce were dismissed in May after an illegal strike, but were reinstated after talks with management, the Lebowa government and the NUM, on condition no further illegal action would occur.

Ninety-nine workers were dismissed after they allegedly left their work stations on November 20

NUM Press officer Jerry Majatladi said yesterday the dismissal of members was indicative of JCI's

poor attitude towards industrial relations issues".

He said workers' protests were aimed at management's attempt to "stretch available labour to the limit" rather than employ extra workers. The company had instructed miners to work a six-day week without consulting the NUM, he claimed.

The union was waiting for a response from management on its proposals made yesterday for negotiations for the reinstatement of workers and a resolution of the dispute.

(211) B1004 23/11/10
MATTHEW CURTIN

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MATTHEW CURTIN

23/11/70

Weapons to be banned from mines

IN A bid to curb violence on the mines, the Chamber of Mines and National Union of Mineworkers (NUM) have agreed to ban weapons from mine property and hostels.

In a joint statement yesterday, the chamber and the NUM said there was grave concern about the "high level of violence experienced on mines" and both parties had committed themselves to preventing, containing or eliminating mine violence.

The chamber and the union committed themselves to identifying the perpetrators of violence on the mines, from whatever quarter, with a view to taking stringent disciplinary action against them. They also agreed to bar employees from having or

211
WILSON ZWANE

bringing weapons of any description onto mine property, including hostels.

Meetings to address problems relating to violence on the mines would continue to be held by the NUM and the chamber, the joint statement said.

Their commitment came a day after Law and Order Minister Adriaan Vlok gave NUM officials an undertaking that a full investigation would be conducted into the causes of the violence that broke out recently on two mines in northern Natal, when 12 people were killed and hundreds injured.

Pledge to end mine violence

Sowetan 27/11/90

THE Chamber of Mines and the National Union of Mineworkers made a joint commitment at a meeting last week to do everything in their power to stop mine violence.

In a joint press statement the parties expressed grave concern about the high level of violence on mines.

Following recent incidents of inter-group violence on mines in Northern Natal, the Chamber and the NUM held a meeting where the parties unconditionally re-

SOWETAN Correspondent

jected violence on the mines and agreed to take steps to prevent it.

Earlier this year, after inter-racial violence erupted in Welkom, the Chamber of Mines and employee organisations in the industry established a forum to look into the causes of the violence and possible ways of eradicating it.

At last week's meeting between the Chamber and the NUM, the parties agreed on the:

* The absolute and un-

conditional rejection of such violence, whatever its source or motivation on mine property,

* To do everything in their power to prevent the recurrence of violence;

* To identify the perpetrators of such violence, remove these persons from mine property and impose a penalty for their actions in terms of company disciplinary procedures as well as the law of the land;

* The prohibition on employees having or bringing weapons of any kind into the workplace, including hostels;

* The appropriate

utilisation of all existing channels to enable employees to effectively inform management of any impending violence or their fear thereof;

* To learn from the experience of the violence so that a repetition may be avoided,

* To establish a conflict monitoring group that will monitor violence on mines,

* To approach other parties to become involved in resolving the violent conflict, and

* To make every effort to encourage people to show tolerance for the views of others

ANC, Sabta seek peace

Sowetan 27/11/90

DELEGATIONS from the South African Black Taxi Association and the African National Congress's southern Natal region met for talks following clashes between taxi-drivers and communities that have left many people dead.

The taxi team was lead by Mr Griffiths Ngwenya, while Mr Jeff Radebe, ANC deputy regional chairman, headed the ANC side.

No interests

They decided that fares would not be increased until differences between the taxi body and communities were settled.

Taxi Association representatives from Umlazi, Ntuzuma, Pinetown, Nyuswa, Hillcrest, Clermont and Molweni were at the meeting

In a statement afterwards, Radebe said they had discussed problems facing the Taxi Association and various communities

They identified the cause of the problem as "forces at play that are desperately attempting to drive a wedge between the Taxi Association and the communities"

This had resulted in many deaths on both sides.

The two organisations "unreservedly condemned these forces of darkness and pledged to do everything within their power to intervene decisively to stop the problem from getting out of control".

They decided to set up a Sabta-ANC regional forum to look continually at problems.

The ANC will help build formal structures at local level to link the taxi body and the communities.

NUM
to act
over
attacks

By MATSHUBE
MFOLOE

THE National Union of Mineworkers is to petition the Minister of Law and Order following weekend attacks on its members in Welkom by alleged members of the Afrikaner Weerstandsbeweging.

Several union members were injured and national executive member of the union Mr Jan Selepe was stabbed in the face when 50 AWB members dressed in khaki uniforms pounced on a union meeting on Sunday.

Selepe has been admitted to the Oppenheimer Hospital.

NUM press officer Mr Jerry Majatladi said the attack occurred while members were attending their regional meeting.

Police spokesman Major Johan Fouche said they would investigate only when the union laid a formal charge

400 in Lebowa mine sit-in

ABOUT 1 200 miners at JCI's Lebowa Platinum Mine at Atok have been effectively locked out of the mine while about 400 are staging an underground sit-in in protest against the dismissal of 99 workers

It was claimed yesterday the 99 miners were barred from the premises last Wednesday and, according to the National Union of Mineworkers, "summarily dismissed without having an opportunity to state their case"

The mine has been

closed since Monday, according to the NUM

Miners protested against the dismissal by staging a work-stoppage last Thursday while NUM efforts to intervene were met with "teargas, rubber bullets, teargas and batons," the union claimed

'Evicted'

The 1200 miners "evicted" from the mine hostel and premises are now staying in a nearby village, NUM press officer Jerry Majatladi said yesterday.

A group of about 400 miners started an underground sit-in in protest against the lock-out and dismissals last Thursday, he added

According to the NUM, mine management stopped feeding them on Thursday and on Friday switched off the ventilation system to the shaft.

A spokesman for JCI was able to confirm the mine has been closed since Monday, but denied the men were still underground, saying they came to the surface on Monday - *Sapa*.

29/11/90
Sowetan

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Mine and union seek solution to shut-down

MATTHEW CURTIN

JCI and the National Union of Mineworkers met last night in an attempt to resolve the impasse at the company's Atok platinum mine in Lebowa.

The mine was shut down after management fired 1,600 workers last week.

NUM assistant general secretary Marcel Golding said yesterday the union intended to bargain for the reinstatement of all, or the majority, of the workers dismissed.

The union did not believe a new workforce was a practical option for the company.

JCI official Ann Dones would not comment yesterday on the meeting. She said the mine would remain closed "indefinitely" while management evaluated options for the restart of production. One option was the recruiting of a new workforce.

JCI closed the mine last Thursday.

Platinum division MD Barry Davison said the workers were dismissed after a series of illegal industrial actions by employees.

Dones said despite the shut-down the company would be able to meet its platinum market commitments by year-end.

NUM Press officer Jerry Majatladi said yesterday JCI had effectively "derecognised" the union at the Atok mine.

Management was using "iron fist" tactics to resolve what was a "simple work-related issue".

Monday 29/11/90

Workers at mine on strike

By RUSSEL MOLEFE
PRODUCTION at Messina Copper Mines has been brought to a standstill since Monday because of a strike by the entire black workforce who are demanding a pay increase.

The workers, members of the Black Allied Workers Union of South Africa and the National Union of Mineworkers, are demanding an increase of R135 across the board. (211) (213)

They say they earn between R300 and R400 a month.

The general manager of the mine in Johannesburg, Mr DG Kirsten, confirmed yesterday that the workers had downed tools. Sowetan 29/11/90

He said their demand could not be met as the company had no money at this stage.

Negotiations with worker representatives had broken down as they were making some unreasonable demands, Kirsten said.

The strike followed retrenchments in which more than 100 employees, including a white compound manager, lost their jobs.

LABOUR

W/ Mail 30/11 - 6/12/90

Miners demand a five-day week

By DREW FORREST

THE bitter battle raging at Lebowa Platinum Mines' Atok mine was triggered by a campaign for a 5-day week — long a demand of white unions in the mining industry.

Demanding a move from the 11-shift fortnight, workers stayed away from work on successive Saturdays last month, JCI has said. They were placed on final warning, starting a cycle of protest and dismissal.

A total of 99 workers were fired after a stayaway, 1 200 workers staged a protest sit-in and were also dismissed and 400 night-shift workers then staged an underground sit-in. JCI secured a court order for their eviction.

This is the second mass dismissal at the mine this year in May strikers were sacked and then reinstated following the precedent-setting intervention of the Lebowa government. This option seems no longer open to the National Union of Mineworkers, as according to JCI the union agreed at the time to desist from further unprocedural action.

At the time of going to press there was confusion over the position at the mine. The NUM says the sit-in continues, and that in a bid to force miners to the surface, ventilation had been switched off and attempts to smuggle food underground blocked by the SADF.

It attacked JCI's "iron fist tactics" and "inhuman approach", and said twenty-two miners involved in the earlier stoppage had been hurt when the SADF, Lebowa police and mine security used teargas and batons against them.

JCI was not in a position to comment on Wednesday, but reports indicate that the 400 sit-in protesters have surfaced and have also been dismissed.

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6/2

Miners planted explosives - JCI

By DREW FORREST

WORKERS staging a six-day underground sit-in at Lebowa Platinum Mines' Atok mine came to the surface last Sunday and planted explosives, destroying a mine vehicle and damaging an administration building, JCI claimed yesterday. *W/Mail 30/11-6/12/90*

In a flurry of claims and counter-claims surrounding the dispute, JCI also said that after abandoning their sit-in, many workers had complained of being held hostage underground by "marshalls apparently acting on the instructions of the National Union of Mineworkers". NUM denies this.

JCI said equipment had been damaged underground and that one worker had been injured while trying to make an explosive device.

About 1 700 workers have been sacked in a cycle of protest and disciplinary action centring on agitation for a shorter working week, in the second mass dismissal at the mine this year.

JCI said the sit-in strikers had surfaced and been dismissed, along with 1 200 fired at an earlier stage. The mine has been indefinitely closed, but NUM's Marcel Golding said the union had tabled new proposals for the resolution of the dispute.

The company also denied NUM claims that South African Defence Force personnel had blocked attempts to smuggle food underground and that the army, mine security and Lebowa police had taken part in an attack on workers in which 22 had been hurt.

Lebowa police had on one occasion used teargas when workers tried to damage company property, it said.

See PAGE 50

Mine accord a milestone, says union

MATTHEW CURTIN

THE retrenchment agreement signed yesterday by the National Union of Mineworkers (NUM) and Anglo American's Freegold South mine management was the most important agreement of its kind between the union and a mining house, NUM assistant general secretary Marcel Golding said. *B/day 30/11/90*

The agreement included "novel ideas and principles" which could see the number of mineworkers retrenched at the Free State gold mine reduced from Anglo's original forecast of 7 800 to only 1 800.

Meanwhile, Gold Fields announced today it is to retrench about 3 700 workers at its Doornfontein and Venterspost mines in an attempt to reduce costs, restore profitability and avoid closure. *(211) 30/11/90*

Golding said although the Freegold South retrenchment agreement applied to only one mine, its ramifications for the whole mining industry were huge.

At least 35 000 jobs have been lost on gold mines so far this year.

Anglo gold and uranium division public affairs manager Adrian du Plessis, echoing a joint Anglo/NUM statement calling the agreement an important one, said "the successful implementation of ... the agreement will lead to a substantial reduction in the number of employees facing retrenchment at Freegold South".

Golding said the cornerstone of the agreement was the acceptance of the principle of an extended home leave period, up to a maximum of 90 days' unpaid leave.

He said the NUM was negotiating retrenchments at Anglo's Western Deep Levels and Vaal Reefs operations, as well as with Genmin. Gengold has cut its workforce by almost 30 000 in the past two years and MD Gary Maude predicted last month Gengold would cut 10 000 more jobs within a year if the gold price did not improve.

□ T Page 2

Mine accord *B/day 30/11/90*

Eskom has also informed the NUM almost 5 000 jobs were at risk after the mothballing of three of its power stations, while JCI announced 1 100 retrenchments at its Doornfontein Estates operations.

Golding said the issue of retrenchments and violence had been "the consuming issues of 1990 at a time of the rapid rationalisation of the mining industry".

Anglo had also committed itself to negotiating restructuring and cost-saving mechanisms at Freegold South, and the establishment of a R1m fund to create job opportunities for retrenched workers.

There were three vital concessions for the NUM in the agreement. Workers would

(211) 30/11/90 □ From Page 1

receive notice money in lieu of their 30 days' notice worth 50% of the total pay. Severance pay had been raised from 10 days to two weeks for each year of completed service, and a recall procedure was built into maximise the re-employment options for retrenched workers.

Golding said the union's ultimate aim was to create a "dust fund", a mechanism to maintain employment levels which was also sensitive to the cyclical nature of a resource-based industry's performance.

Du Plessis said Anglo would favourably regard any strategy which guaranteed jobs and the viability of its mining operations.

Mining pact a scoop, says union

Own Correspondent

JOHANNESBURG — The retrenchment agreement signed yesterday by the National Union of Mineworkers (NUM) and Anglo American's Freegold South mine management was the most important agreement of its kind between the union and a mining house, NUM assistant general secretary Mr Marcel Golding said yesterday

He said the cornerstone of the agreement was the acceptance of the principle of an extended homestay period — of up to a maximum of 90 days' unpaid leave —

for all mineworkers.

The agreement could result in the number of mineworkers retrenched at the Free State gold mine being reduced from Anglo's original forecast of 7 800 to only 1 800

Mr Golding said that although the agreement applied to only one mine, its ramifications for the whole mining industry were huge.

At least 35 000 jobs have been lost on gold mines so far this year.

Eskom has also informed the NUM that almost 5 000 jobs are at risk after the mothballing of

three of its power stations, cutting the company's need for coal dramatically, while JCI announced 1 100 retrenchments at its Randfontein Estates operations earlier this month

Anglo gold and uranium division public affairs manager Mr Adrian du Plessis yesterday echoed a joint Anglo-NUM statement which said the agreement was an important one "at a difficult time in the affairs of the gold mining industry"

Anglo had also committed itself to the establishment of a R1-million fund to facilitate job creation.

Miners planted explosives - JCI

By DREW FORREST

WORKERS staging a six-day underground sit-in at Lebowa Platinum Mines' Atok mine came to the surface last Sunday and planted explosives, destroying a mine vehicle and damaging an administration building, JCI claimed yesterday. *W/Mon 30/11-6/12/90*

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Retrenchments to follow R10m mines cutback

CAP Tm's 19/11/90
Own Correspondent 211

JOHANNESBURG. — The Chamber of Mines Research Organisation (Comro) is to cut about R10m from its budget next year and concentrate its efforts on health and safety matters. More retrenchments would be necessary because of the budget cut-back, the chamber said in a statement at the weekend.

This followed the reduction of the proposed R70m budget for 1990 to a targeted figure of R40m as a result of the mining industry's declining revenues.

The chamber said expenditure on its 1991 research programme — funded by gold mining members — was expected to be about R30m.

"The core programme of co-operative research will now be focused on health and safety, primarily on rockbursts and rockfalls — and on the underground environment

"A priority will be to retain the skills needed to ensure the continued viability of the industry's effort," the chamber said in its statement

When the first cuts were announced during April, Comro came under attack for placing the health and safety of workers in jeopardy by slashing its hazardous materials unit's budget

The statement said Comro would continue to undertake technological research and development on a contract basis with individual mining houses and mines.

In addition, the gold mines would continue with their own research and development programmes.

NUM close to accord on 211 Freegold retrenchments

By DREW FORREST ^{w/mch} 16/11-22/11/90
THE National Union of Mineworkers and management are close to a ground-breaking deal which would more than halve 7 800 threatened retrenchments at Anglo American's Freegold South, near Welkom.

If concluded, the deal would be a breakthrough in the NUM's push for a long-term, industry-wide approach to retrenchments, one of the biggest problems facing the union, said the NUM's Marcel Golding.

He said 30 000 jobs had been shed on the gold and coal mines this year. This week JCI's Randfontein Estates announced 1 100 workers would be axed because of rationalisation, and further retrenchments are in the offing at Rand Mine's Harmony goldmine.

It is estimated that 72 000 workers have lost their jobs on the goldmines alone in the past three years. In addition to negotiations with mines and mining houses, the NUM has tabled a proposed industry retrenchment procedure in talks with the Chamber of Mines.

Anglo's Adrian du Plessis stressed that a package deal was being offered at Freegold and that some issues were outstanding. But he confirmed that "significant progress" had been made in the five-month long talks and that

agreement would substantially reduce the number of jobs lost.

Golding said management had agreed to a union proposal that workers take unpaid leave — of up to 100 days in addition to paid leave of between 18 and 30 days — which would cut retrenchments to 2 000.

Agreement had also been reached on a "last out, first opportunity" recall procedure — retrenched workers will be offered jobs if vacancies arise.

In a key advance, management had also agreed to put R1-million into a fund for the retraining of retrenched workers to prepare them for alternative employment.

And although the union had dropped demands for a "war chest" — a trust fund to cushion workers in hard times — this would be taken up at group level in Anglo.

The actual severance benefit at Freegold remains in dispute. The union has demanded two weeks' pay for every year of service.

Golding said a vital breakthrough had been a management undertaking to discuss restructuring to protect jobs. "We want to discuss control of the labour process, long-term planning, proper disclosure of information. We want a greater role in all aspects of how enterprises are run."



NUM's Marcel Golding

1 100 jobs to be axed in rationalisation at JCI mine

JCI's Randfontein Estates gold mine is to cut its 14 100-strong labour force by 1 100 in a rationalisation of operations at the new Doornkop Shaft. Its losses were threatening the viability of the whole mine, the company said yesterday.

Continued faulting on the Kimberley Reef horizon had resulted in a restriction of the availability of payable areas in the Doornkop Section. The level of stopping operations at the section would be reduced and more emphasis would be placed on development towards predicted higher grade areas to the north and east of the shaft. This change in operations would re-

quire the cut in the labour force, in consultation with employee unions.

JCI gold division chairman Kennedy Maxwell said although the need for this course of action was regrettable, the decline in profitability at Randfontein and the continuing viability of its operations needed to be addressed. Randfontein's profit after tax during the past four years fell by 55% to R153,2m for the year to June 30 from R336,7m the previous year.

The statement said the underlying causes of fall in earnings were that while

production costs increased by 83,9% the average price received rose by only 12,3%.

The 1990 annual report stated a grade of 2,55g/t over a channel width of 380cm for the Kimberley Reef. This is much lower than the industry average for 1989 of 4,99g/t, said the Chamber of Mines.

Maxwell confirmed yesterday the rate of production from the Cooke 3 shaft would be increased to about 220 000 tons a month as stated in the annual report.

He said the rate of production from Doornkop had not been finalised. Planned production from the shaft had been 150 000 tons a month, the report said.

RIAAAN SMIT

More mine jobs in jeopardy ⁽²¹¹⁾

ABOUT 72 000 workers have lost jobs on South African gold mines in the past three years and if the gold price does not rise, another 200 000 could join them

These predictions by prominent gold analysts follow Rand Mines' announcement of planned further rationalisation at the Harmony mine. Some 4 000 miners at Harmony have already lost their jobs.

Anglo American envisages rationalisation at Saaplaats in the Free State. The average gold price in the quarter ending in September was R996 a fine ounce and 22 mines operated at a loss. - Sapa *8/11/90*

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Shot boy kept in cell three days?

By ELIAS MALULEKE

CAROLINA police in the far-Eastern Transvaal kept an injured 15-year-old youth who they had shot locked in a cell for three days without medical treatment, it has been claimed.

... Without medical help, says relative

Police have confirmed that Kalute Wonderboy Nkabinde of Sliobela township in Carolina was shot with buckshot on Tuesday and held for three days. But they said he had been seen twice by a doctor.

The incident has angered residents of the strife-torn township, which has been hit by violence for the past three weeks since authorities cut off electricity supplies

in a bid to recover rent arrears.

Nkabinde's cousin, Johannes Venter, 39, told City Press this week police took Nkabinde to Carolina Hospital after the shooting but treatment was refused after police declined to sign papers for his admittance. Venter said: "When I went to see him at the police station on Wednesday he was all swollen up and complained of feeling pains because, he claimed, he had not been seen by a doctor."

Venter said Nkabinde had been wounded in several places, including legs, stomach and face.

"He was close to tears from pain and when I asked that he be taken to hospital, I was ignored," he said.

A Carolina police spokesman said Nkabinde had twice been seen by a doctor.

Commenting on allegations that the hospital refused to treat the injured youth after police would not sign papers for his admittance, police said it

was all a "misunderstanding".

Police said: "The problem was started by policemen who were supposed to take Nkabinde to a doctor and instead took him to the hospital."

Immediately after the shooting, Nkabinde had been seen by a doctor, but at the police station complained of feeling pains and was taken to hospital instead.

The policemen could not sign admission papers without authorisation from senior police officers, police said.

cers, police said.

"Every care was taken to make him feel comfortable and it is not worthwhile to write the story because Nkabinde was freed on Friday."

Police could not say whether the youth had been charged with any offence.

Earlier, a spokesman for the Carolina branch of the ANC women's league, Tembani Msibi, condemned the detention of the injured youth and said it showed how little the police cared about the lives of black people.

"Kalute had been seriously injured and the police should have taken him to hospital for admission," she said.

Johannes Venter, Nkabinde's relative, said he had visited police cells and saw him

72 000 axed
in gold ^{CAF 7m\$}
slump ^{7/11/80}

JOHANNESBURG —
More than 72 000 work-
ers have lost jobs on SA
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These predictions fol-
low "rationalisation"
plans at Harmony,
where 4 000 miners have
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and Saaiplets mines in
the OFS.

The average gold price
last quarter was R996 a
fine ounce and 22 mines
operated at a loss —
Sapa.

MIGRANT LABOUR

ALTHOUGH the mines are still the largest employer of foreign migrants, the number of foreigners employed has declined dramatically in recent years, according to a forthcoming book, *Apartheid's Hostages: Foreign Migrants in South Africa*, by University of Natal economist Alan Whiteside.

Whereas, in 1972 for example, 78 percent of workers employed at mines affiliated to the Chamber of Mines were foreigners, today black South Africans make up 60 percent of the total workforce of 550 000 on chamber mines

06/11/90
23/11/90
23/11/90

Bid to end workplace violence

B/Day 6/11/90

MATTHEW CURTIN

THE National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa) will meet the Chamber of Mines and Iscor management this week in a renewed effort to end violence between workers.

NUM Press officer Jerry Majatladi said yesterday the union had called a meeting with the Chamber of Mines today, and with Iscor tomorrow when it would be joined by Numsa. Chamber and Iscor spokesmen confirmed the meetings.

Majatladi said members of both unions faced similar problems at chamber and Iscor plants. Ten miners died and more than 50 were injured during violence at Iscor's Hlobane colliery on October 15 and eight died at Rand Mines' Harmony gold mine on October 28.

Both unions have alleged management complicity in these incidents and attacks on Usko and Iscor Numsa members on the Reef in August when at least 11 unionists died.

Numsa general secretary Moses

Mayekiso said yesterday the union was concerned at the "escalation of violence from hostels to the workplace itself".

Majatladi said the NUM and Harmony mine management had reached an agreement last week "on ending violence".

Management and the union would set up a joint investigating committee to look into the causes of the recent violence.

All people staying at the V2 hostel, the scene of the attacks, who were not Harmony employees would be evicted at once.

Mineworkers would form a committee to monitor developments at Harmony and police would keep a watch for two weeks.

A Harmony mine spokesman confirmed the agreement but said the SAP would not be monitoring events from the mine itself.

The working committee set up by the SA, Transkei, Ciskei and KwaZulu governments to investigate the violence on the Natal coal fields made a preliminary report last week.

Bring in the police - NUM

W/M 2/11 - 8/11/90 (211) (circled)

By JO-ANNE COLLINGE

THE National Union of Mineworkers is demanding that members of the South African Police replace mine security staff at the Harmony mine near Virginia where nine workers were killed in clashes last weekend.

It is also pressing for the right to be present when post mortems are performed on the mine, to establish whether any deaths were caused by bullets of mine security.

And, suspecting a strategy of deliberate destabilisation, the union is insisting that a joint Rand Mines/NUM monitoring committee be set up to identify the instigators of the violence.

NUM representative Jerry Majatladi, rejecting the notion that the fatal conflict was a simple Sotho-Xhosa clash, included these demands in a list of measures that the union would put to Rand Mines management.

As *The Weekly Mail* went to press, Rand Mines spokesman Greg Kukard announced that a joint management/union investigating committee had been set up. "Until the committee has completed its work we would rather not comment further on the matter."

But he denied that mine security was responsible for the injuries and fatalities at Harmony.

Majatladi said that the NUM had information that the fighting at V2 hostel had been provoked by a gang of "Russians" — who were not employed on the mine but had ac-

cess to its property.

Earlier in the day, the "Russians" had marched on the mine concession store, which was being boycotted by the mineworkers because of the high prices charged, and had caused it to be opened so that they could purchase, said Majatladi.

"They were heavily armed and they marched on the store, saying they were going to break the boycott."

Although this created immense tension, the peace held till sunset when the "Russians" began their return march.

"On the way back from the concession store the 'Russians' came into direct contact with the NUM marshals who, after hearing that the 'Russians' were marching and were armed, started forming up to monitor the situation," he said.

The "Russians", alleged Majatladi, carried clubs and sticks. The marshals, who number about 1 000 on a mine which employs 25 000, were unarmed. "They used to carry AK-47 replicas, but these were banned after the killing of a white man at Harmony some time ago. Now the marshals' main weapon is their organisational formation," said Majatladi.

During this confrontation between "Russians" and marshals (together with other workers), mine security intervened and started firing at the workers and marshals, Majatladi alleged. He added that it was not

clear whether live ammunition had been used in addition to rubber bullets, but post mortems would reveal this.

As a result the NUM had decided to demand SAP presence on the mine, as the police were seen as the more neutral force.

He pointed out that NUM had waged an 18-month battle for recognition at Harmony and had resorted to strike action to secure it. The union now had 19 000 paid-up members there, said Majatladi, but perceived the management as harshly anti-union.

Majatladi said that a week after the conflict workers were still living in fear for their lives. As many as 800 were refusing to go to work and demanding that they be sent home, either permanently or until the situation stabilised.

The NUM has responded to the situation by demanding:

- That workers from V2 hostel be accommodated elsewhere on the mine if they so wish.

- That all non-mineworkers accommodated by Rand Mines in V2 hostel be expelled and that the squatter camp on mine property be cleared. It is alleged that the "Russians" comprise men in these categories.

- That nobody be sent home without consulting the union and that those wanting a month off be granted it without prejudice to their jobs.

More mine workers 211 face retrenchment

MORE mineworkers are facing retrenchments as low prices and rising costs threaten employment in the South African gold mining industry.

Although some 17 000 have been laid off at Gen-
cor's gold mines in the past 27 months, a further 10 000
jobs in the group are still at risk, according to Mr Gary
Maude, managing director of Gengold, which operates
the group's mines *Southern 22/10/90*

Among the people whose jobs are on the line are the
2 467 employed at the Grootvlei mine which recorded
a working loss of R6,5 million in the September quarter
and is now in danger of having to close

Maude said it had been difficult for the group. The
15-16 percent pay increases which took effect from July
1 added seven percent to mining costs

Leser Transport Holdings

Grootvlei must cut losses by ~~20~~ R1m a month ²¹¹

GENGOLD's Gary Maude is encouraged at the way in which a dispute at Grootvlei mine was resolved, but the East Rand producer is not yet out of the woods.

The mine retrenched part of its labour force earlier in the year in an effort to contain costs.

One-off payments were made and all seemed well. But during the September quarter, the National Union of Mineworkers took up the issue again, and made demands for higher payouts for those workers who had already been paid a settlement.

Deadlock was reached, and a ballot of NUM members voted overwhelmingly in favour of a strike, which was legally called and involved 1 620 workers.

Grootvlei applied for an interdict against the strikers on the grounds of unfair labour practice because the mine was not in a financial position to pay out more money. The application was turned down.

In terms of changes to the Labour Relations Act, due to be promulgated soon, there will be no recourse from a company to apply for an interdict against a legal strike.

Mr Maude believes that the spirit of the future rules was adhered to even though it is not yet on the statute books.

Loss

The strike lasted for seven days, and was conducted in a disciplined and peaceful manner. After four days, Grootvlei's management noticed a change in the strikers' attitude in that they seemed to have realised that they might have made a mistake by striking after all.

Negotiations to get the workers back into production took another three days, whereafter production was resumed without Grootvlei acceding to the demand for higher retrenchment prospects.

The cost to Grootvlei was R4-million, and it turned in a loss of R6-million for the

By JULIE WALKER

quarter, mainly from the effects of the lower gold price and the retrenchment payouts.

The future of Grootvlei depends on whether profitability can be restored after two consecutive months of losses.

Mr Maude says operating costs need to be cut by R1-million a month and the grade increased by half a gram a ton for profits to be made. Otherwise, the mine's closure looks inevitable.

Special

Another joker in the pack is the Government's hesitance to pay for the cost Grootvlei incurs in pumping water to allow mining to take place. If Grootvlei ceases to pump, other mines in the area will be affected.

The Marais Commission's findings in this regard were that pumping costs should be seen as a special case and that the Government should contribute on a rand-for-rand basis towards the cost of pumping.

Heels are being dragged on the decision, but it could mean a saving of R500 000 a month — about half the amount needed to be saved. It will also help other mines.

Mr Maude says there is a new spirit at Grootvlei and all the mine's staff are pulling their weight to get it back on track.

If the mine has to be closed, it will be for good. Support-pillar mining would take place over six to nine months to take out the last tons of ore.

The rest of the gold quarterlies contained few shocks for the well informed, but little inspiration for the optimists.

Three features were prominent. Forward sales of gold by mines operating at all levels of profitability were resumed, annual pay rises and one-off retrenchment costs took their toll of the mines' profits, and there are strong prospects of further mine cutbacks or closures.

3 400 ^{Soweto} miners on strike

ABOUT 3 400 members of the National Union of Mineworkers went on strike at three Iscor mines this week after wage negotiations deadlocked. Iscor spokesman Mr Piet du Plessis said yesterday.

The NUM put the number of strikers at more than 5 000.

Du Plessis said contingency plans had been made and the action at this stage did not affect iron ore and coal supplies from the Thabazimbi, Sisheng and Grootgeluk mines.

Union spokesman Mr Jerry Majatladi said the strikers were demanding a minimum monthly wage of R630, excluding the shift allowance. Management had offered R560

Man flees home as youths wreak terror

BY MATSHUBE MFOLOE and MATHATHA TSEDU

A PROMINENT businessman of Ga-Makata Village in Lebowa has fled his home and family in fear for his life.

Mr Josiah Chuene (49) has sought refuge at his brother's home in Soweto while his family of eight is scattered with friends and relatives in the village.

He said his family life was wrecked by members of the Makata Youth Congress, who have allegedly threatened him with death for unknown reasons.

sana said Chuene should lay charges at the Mankweng police station so that police could investigate the matter.

He said police knew that Chuene had problems but could not investigate because no formal charges had been laid.

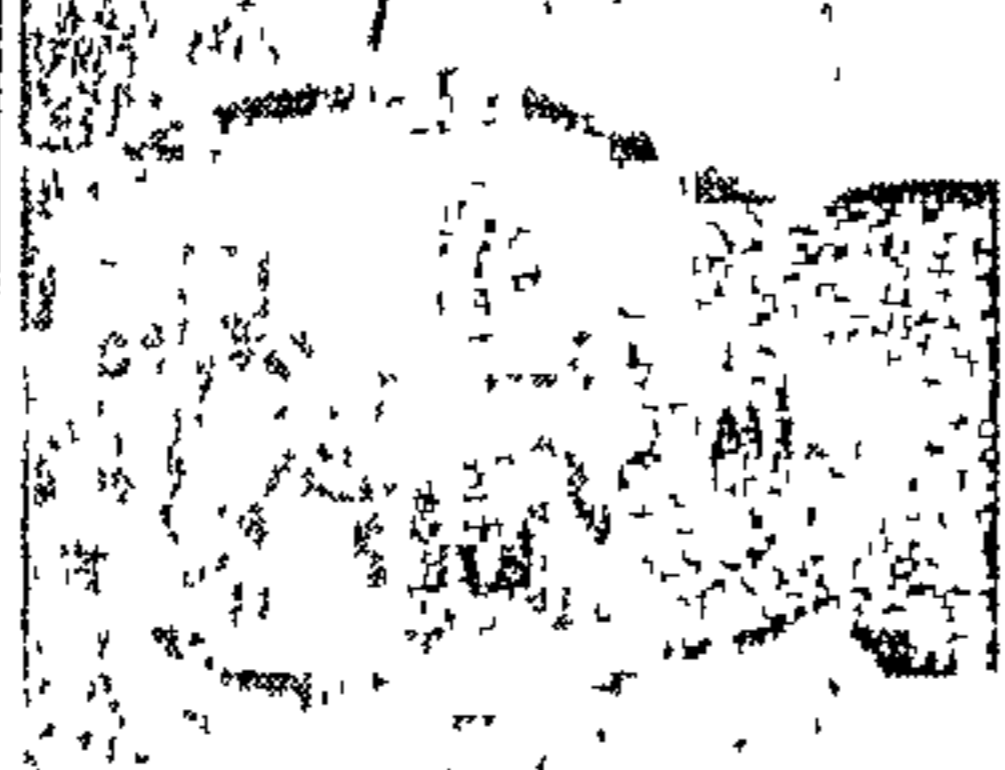
Police confirmed that damage estimated at about R3 000 was caused to Chuene's shop this week

The matter became worse last Saturday when Mayco members besieged his house and assaulted his family. He said the group warned they had come to kill him and said they would be back.

JOSIAH CHUENE

Chuene said the youths, calling themselves "comrades", had harassed his family since June, forced him to close his businesses and surrounded his house at midnight.

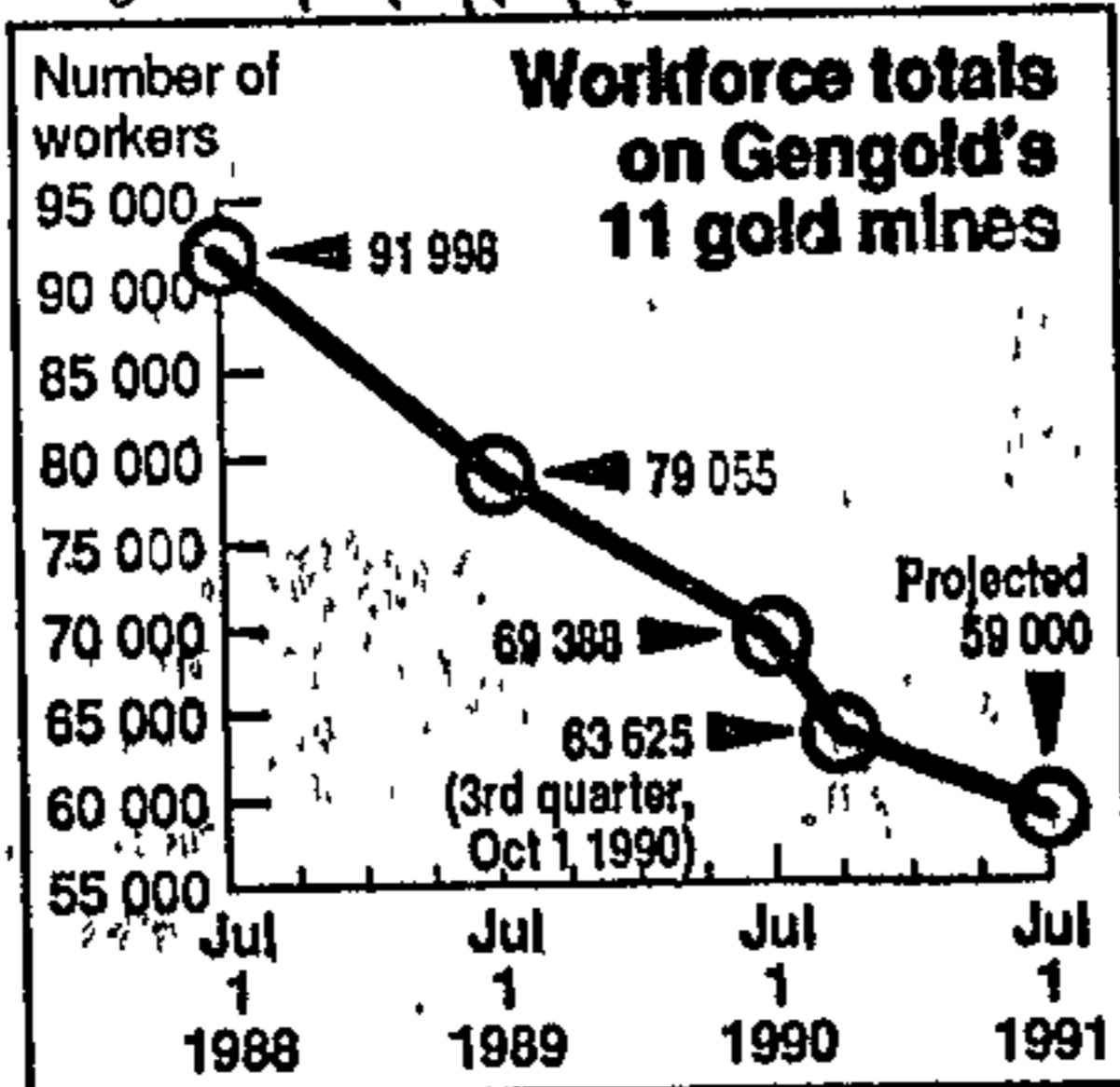
A police spokesman, Lieutenant ML Tlomat-



10 000 facing retrenchment

Bloom 18/10/90

MATTHEW CURTIN



Graphic: FIONA KRISCH Source: GENGOLD

THE spectre of large-scale retrenchments on SA's gold mines continues to haunt mining houses as the weak gold price and rising working costs jeopardise the industry's profitability.

Gengold CE Gary Maude yesterday said his company faced retrenching 10 000 more workers from its 11 mining operations if there was no sustained revival in the gold price.

The mining group, which yesterday reported a further slide in the consolidated profits of its 11 mines for the September quarter, cut jobs at an average rate of 2 875 a quarter in the 18 months before July 1990,

□ To Page 2

Retrenchment

and 5 790 mineworkers lost their jobs in the third quarter this year.

In the same 18 months, retrenchment rather than natural attrition accounted for 60% of the job losses. In the most recent quarter, retrenchments accounted for 83% of job losses.

Gengold has reduced its gold mining workforce by 31% since July 1988 — its number of miners falling from 91 998 to 63 625 by September 30 this year.

Maude said labour costs contributed 46% of all working costs and the 15%-17% industry pay award this year added an average 7% to total costs during the third quarter this year. The mining group reported a 34% drop in working profit.

He said retrenchment costs since July stood at R11,8m. This was "worthwhile expenditure" in the rationalisation of operations which were in a "survival phase".

He said if gold steadied at a plateau of \$420, Gengold would enlarge its workforce.

Anglo American gold and uranium division spokesman Adrian du Plessis said should the National Union of Mineworkers (NUM) and Anglo agree over draft proposals on retrenchments at the Freegold South mine, more than 3 000 workers would lose their jobs. Anglo originally proposed job cuts of 7 800 workers and the two sides met yesterday to consider latest proposals.

An NUM spokesman said yesterday 32 000 jobs had been lost on gold mines so far this year.

He said the union did not expect a rise in the price of gold would prompt significant re-employment on gold mines.

● Gengold results: Page 8

□ From Page 1

AR645 10/10/90

Agreement on ending apartheid²¹¹ in mining

JOHANNESBURG.— The National Union of Mineworkers and the Chamber of Mines have decided to jointly draw up a framework for addressing racial discrimination in the mining industry, an NUM spokesman said here.

He said the decision had been taken at a conciliation board meeting.

Yesterday's meeting had been the second between the NUM and the chamber before the conciliation board since the NUM initiated a defiance campaign against racial discrimination on the mines earlier this year.

Once a general framework for addressing the problem of racism had been agreed to between the chamber and the NUM, they would return to the conciliation board.

GENERAL FRAMEWORK

The general framework would cover

- A definition of racial discrimination.
- A declaration of intent on abolishing racial discrimination.
- The drafting of a charter prohibiting racial discrimination in the industry.
- The drawing up of a programme of action to abolish racial discrimination.
- The establishment of disciplinary procedures for handling violations of the principles enshrined in the charter.

USING WHITE ROOMS

Miners — mainly at Witbank Collieries — had stepped up their defiance against alleged racial discrimination on mines.

Miners at Matla Colliery were using bathrooms and change-rooms reserved for whites, while mine security had allegedly resorted to teargas to drive the workers out.

Also in defiance of mine regulations, workers were using buses reserved for whites to get to and from work.

Miners were conducting similar defiance actions at Kriel Colliery, near Witbank.

In a provisional memorandum handed to the Chamber of Mines at yesterday's meeting, the NUM said.

"It should be made clear to the chamber that our members can recognise racial discrimination, no matter how it is disguised.

"Our members feel that you are disguising racism."

Sapa

Retrenchments haunt mining houses

CAM-745
R/10/90 211

Own Correspondent

JOHANNESBURG — The spectre of largescale retrenchments on SA's gold mines continues to haunt mining houses as the weak gold price and rising working costs jeopardise the industry's profitability

Gengold CE Gary Maude said yesterday his company faced retrenching 10 000 more workers from its 11 mining operations if there was no sustained revival in the gold price

He said labour costs contributed 45% to 48% of all working costs and the 15% to 17% industry pay award this year added 7% to these costs during the third quarter this year

The mining group yesterday reported a 34% drop in working profit

A National Union of Mineworkers (NUM) spokesman said yesterday 32 000 jobs have been lost on SA gold mines so far this year

Anglo American gold and uranium division spokesman Adrian du Plessis said yesterday should the NUM and Anglo reach a settlement on present draft proposals over retrenchments at the Freegold South gold mine, more than 3 000 workers would lose their jobs

Anglo originally proposed job cuts of 7 800 mineworkers and the two sides met yesterday to consider latest proposals

Gengold has reduced its gold mining workforce by 31% since July 1988, numbers falling from 91 998 to 63 625 by September 30 this year

While the mining group cut jobs at

an average rate of 2 875 a quarter in the 18 months before July 1990, 5 790 mineworkers lost their jobs in the third quarter this year

In the same 18 months, retrenchment rather than natural attrition accounted for 59,5% of the job losses. In the most recent quarter, retrenchments accounted for 83% of job losses

Presenting Gengold's quarterly results in Johannesburg yesterday, Maude said retrenchment costs since July stood at R11,8m. This was "worthwhile expenditure" in the rationalisation of Gengold's operations which were in a "survival phase"

Du Plessis and Chamber of Mines senior economist David Kennedy said retrenchments were considered a last resort among measures mining companies considered in cutting costs

Du Plessis said Anglo would consider re-employing workers only if there was a sustained increase in the price of gold

Maude said if the price steadied at a plateau of \$420 an ounce Gengold would enlarge its workforce

But he and Du Plessis said there was no mathematical formula by which retrenchments were calculated but rather a careful gauging of individual mines' profitability

The NUM spokesman said the union did not expect a rise in the price of gold would prompt significant re-employment on gold mines

Retrenchments were part of "permanent rationalisation" and employment levels would only rise if gold output increased

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'Defiance campaign' focus shifts to E Tvl

W/Mon 2/11-8/11/90

THE storm centre of the National Union of Mineworkers' anti-segregation defiance campaign appears to be shifting from the Free State goldmines to the collieries of the Eastern Transvaal

Genmin reports that attempts by black workers to board buses used by white employees last week sparked "confrontation" at its Blinkpan colliery, near Hendrina. The NUM claims workers also staged a work stoppage

This follows a brief strike at Genmin's Matla colliery by about 350 workers demanding the desegregation of facilities. The NUM says workers have also used defiance tactics at the group's Optimum colliery — a claim Genmin denies.

And a spokesman for Anglo American's Amcoal confirmed that in isolated cases, employees had "reacted to racial discrimination" on its Witbank collieries.

NUM press officer Jerry Majatfadi said high levels of militancy in Witbank during the recent Chamber of Mines wage talks may have fuelled activism on the race issue. According to NUM regional organiser Strongman Mpanzana, the scrapping of the Separate Amenities Act is the immediate trigger

At Blinkpan, worker protest appears to have borne fruit. A Genmin spokesman said that in talks with worker representatives, management had agreed to provide smaller, racially integrated buses for the transport of employees

Stressing that it shared the NUM's concerns, Amcoal said it backed industry-level discussions aimed at identifying and removing discriminatory practices still in force

The Chamber and the NUM recently agreed to create a special forum which would develop a "charter" banning racism, formulate procedures to deal with breaches and devise a programme to do away with discrimination.

The NUM's anti-segregation campaign is spreading from the Free State gold mines to the collieries of the Eastern Transvaal, **DREW FORREST** reports

Asked why defiance was continuing despite this agreement, Majatfadi said there was no undertaking to limit "spontaneous" worker protest. "We still have a long way to go," he said.

● More than 60 NUM and National Union of Metalworkers' shop stewards met at the weekend to forge a common approach to sectarian violence at Iscor's mines and factories

In recent weeks, ethnic/political clashes have erupted at two Iscor mines in Natal

A joint statement said Zulu workers at Iscor's Vanderbijlpark steelworks had been forced from hostels shared with other colleagues into a separate hostel, rumoured to be an Inkatha stronghold. More than 300 of these workers had resigned from Numsa.

"Both unions have in separate discussions with Iscor expressed concern that the company is involved in, or taking advantage of the violence to undermine the unions," it said. Iscor has consistently rejected the charge.

This week, the NUM accused Iscor of using intimidatory tactics to break the two-week wage strike by about 3 500 workers at three of its mines. Bugging devices had been found at the the Sishen and Tabazimbi iron mines in areas where workers held meetings, it said

Iscor's Piet du Plessis said the use of such devices was not company policy and urged the union to provide more details

Mediation to break the logjam failed this week, with the NUM dropping its pay claim from R6,30 to R5,90 an hour but management holding to its R5,56 final offer

NUM, Chamber of Mines set up forum on racism 211

■ The Chamber of Mines and the National Union of Mineworkers have agreed to set up a special forum on alleged racism in the industry, which, among other things, will develop a charter prohibiting discrimination.

Agreement was reached at conciliation board talks this week that the issue would no longer be dealt with at CB level, said NUM press officer Jerry Majatladi. W/10-15/90

Following a central executive committee decision this year, the NUM declared a dispute with the chamber on more than 50 alleged discriminatory practices. This week's CB meeting was the second on the dispute.

Majatladi said the new forum would be guided by a definition of racism acceptable to both sides. Employers have consistently argued that many disputed practices are based on seniority, not race.

It would also formulate a declaration of intent by both parties on the abolition of racism, devise a concrete programme of action to do away with ra-

cist practices and develop a procedure to handle breaches of the charter.

Majatladi said the NUM had stepped up its anti-segregation campaign, particularly on the Witbank collieries. It said workers at the Kriel and Matla collieries were using white bathrooms and change-houses and boycotting "blacks-only" transport to work.

Retrenchment costs take glint off Gengold income

RIAAN SMIT

GENGOLD's 11 mines were hit hard by retrenchment costs and annual wage increases in the September quarter.

The effect on operating profits was exacerbated at the bottom line by higher capital spending. As a whole, the group reported a 15,4% drop in distributable income.

The group has been the most aggressive of the six major mining houses in cutting production and employee numbers to contain costs.

CE Gary Maude said yesterday he regarded the R11,8m cost of retrenching 4 800 workers during the quarter as "a worthwhile expenditure to fight the continuing cost squeeze. This is a survival phase."

Nevertheless, the continuing retrenchments have not been easy. Grootvlei was hit by a series of production stoppages as employees protested against job losses.

In round figures, the mine lost the equivalent of a month's production and Maude warned that Grootvlei was in danger of being closed if earlier production levels could not be attained.

Elsewhere, marginal producer West Rand Consolidated had responded well to earlier retrenchments and the past year's under-

ground development. Grade and tonnage increased and pulled the mine out of the red.

Winkelhaak and Kinross increased their taxed profits, but heavy spending on Winkelhaak's No 6 sub-shaft and on Kinross's twin decline shafts clipped distributable earnings. Neighbouring Leshe and Bracken remain on the edge.

Bracken lifted its recovery grade with the extraction of comparatively

rich ore in the shaft pillar and has no more than two years' life remaining. Maude said Leshe appeared to have won its race against rising costs which could have affected plans to open the mine's comparatively rich Northern Block.

Production from this area, with initial estimated reserves of about 8-million tons at an average grade 30% higher than the rest of the mine's, would start in 1991's first quarter.

Buffelsfontein was affected by the immediate cost of halting production at the Pioneer Shaft and the consequent cut in gold output.

However, the closure is expected to lead to future monthly savings of about R1m.

The mine made a working loss, but received R10m when it sold its 20% stake in the mothballed Chemwes uranium plant to Stilfontein.

Stilfontein struggled with ore reserve problems — its Vaal reef reserves are exhausted and the available VCR ore is patchy and poor. Maude said the longer term future of the mine was "still very much in the balance".

In the OFS, Umsel recovered from the labour difficulties of the previous quarter when the NUM targeted the mine in its "mine racism" campaign.

St Helena's working profit fell one third.

● MAUDE

B1 Day 18/10/90

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NEWS

Steps next week to control violence — FW

Staff Reporter

Steps to bring the present violence under control would be announced next week, President de Klerk said in a mid-ight statement following last ght's Johannesburg train carriage

Mr de Klerk said the steps would supplement comprehensive measures already taken

He said the "violent events of a past week, in which many people lost their lives, have

brought our country to an unfortunate turning point".

The latest wave of violence, unrest, arson and damage to property could not be tolerated in any civilised country.

"The offenders, whoever they may be, will be firmly dealt with

"At the same time the Government will not allow the country to degenerate into an-

archy, whatever the cost"

Mr de Klerk said he again appealed to all leaders and the public to give the Government and the security forces their full support to counter crime

"Accusations will achieve nothing. There are forces which do not wish peaceful negotiations to succeed.

"All those desiring peace must stand together to identify

and counter these forces"

He said those responsible (for the violence) were greatly mistaken if they believed the Government's search for a peaceful solution was a passport to lawlessness, unrest and murder.

"The new South Africa, which is the goal of all sincere South Africans, is being threatened by present events. The Government is determined to ensure

stability and to carry out the process of renewal which has been initiated, within a safe and secure South Africa," he said.

● Minister of Justice Kobie Coetsee said in Cape Town that some measures to bring the situation under control had been initiated earlier this week but details had not yet been announced. More details were expected to be announced today.

He said the Government would announce further comprehensive steps soon

He declined to indicate what these would be, but it appeared they would include measures to expedite judicial processes, including court appearances as well as additional measures involving the police and the Defence Force.

Mr Coetsee and Law and Order Minister Adriaan Vlok were today conferring with top officials in Pretoria.

Blom 20/9/90
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Gold price rules over union dictates

EVEN the National Union of Mine-workers admits the inevitability of retrenchments as the SA gold mining industry battles to maintain productivity in the face of a weak gold price, falling ore grades and rising costs.

NUM economist Martin Nicol said this week the industry's problems were "endemic".

The union was aware the industry-wide problems had forced mining houses to consider retrenchments from Chamber of Mines and head office level downwards.

Last Saturday, after a march through Johannesburg by up to 4 000 NUM members, the union presented to the chamber a memorandum claiming 25 000 mineworkers had lost their jobs this year.

The NUM said retrenchments should be minimised and subject to negotiations with the union.

In another report at the weekend Genmin chairman Brian Gilbertson put the figure of jobs lost at 29 000 and said a further 80 000 jobs were at risk if the gold price stayed at

around R1 000 an ounce—a scenario similar to one drawn in the Marais report on marginal mines.

Chamber spokesman Peter Bunkell confirmed the continuing downward trend of employment levels on the gold mines.

In June this year the black workforce on chamber-affiliated gold mines numbered 418 391, down almost 30 000 workers from 448 197 in June 1988.

Genmin senior consulting engineer Kobus Oliver painted a more graphic picture of falling employment levels on the company's gold mines.

He said Genmin's goldmining workforce stood at 82 000 at the beginning of the year. It now numbered 70 000.

Oliver said the ratio of miners retreating after the expiry of their contracts was very high at the moment, so there were only limited opportuni-

MATTHEW CURTIN

ties for relocating retrenched workers in other divisions.

He stressed the reduction of labour costs was inevitably central to attempts to maintain productivity as they accounted for almost 50% of all working costs and 25% of total expenditure on gold mines.

But Oliver said at least 40% of the 12 000 jobs lost at Genmin could be accounted for by natural attrition, resignations and retirements.

Nicol conceded that despite the union's decision to declare a dispute with the chamber if its demands on retrenchment negotiation were not met, the NUM was not necessarily in a strong position to fight job losses on the gold mines.

At many Goldfields, JCI and Genmin mines the NUM was not recognised and so was not in a position to negotiate retrenchments nor gauge for itself the extent of job losses in the industry.

But the NUM had been able to press its demands at individual mines where it was recognised, as at Anglo's Freegold South.

Anglo American gold and uranium division spokesman Adrian du Plessis said two months of talks with the union over the proposed laying off of 7 800 workers at Freegold South were proving constructive.

If proposals raised at the last meeting were accepted by both sides then there would be a "significant" reduction in the number of jobs lost.

Du Plessis said retrenchments at Anglo represented a tiny fraction of its 183 000 strong gold-mining workforce but the revival in the gold price

did not imply a revival in the industry was on its way.

He reiterated chamber president Kennedy Maxwell's warning in June this year that even with a projected gold price of \$395 an ounce, 15 of the chamber's 33 gold mines would have production costs exceeding the price of gold.

With the price at \$350 an ounce, 20 mines faced operational losses and 200 000 mineworkers would "have reason to feel insecure".

Nicol said if a mining operation was genuinely on the line, the union could not prevent the inevitable job losses.

But, he stressed, the NUM distinguished between genuine retrenchments and "productivity retrenchments".

As long as a mine was able to carry a workforce, it ought to, he said.

The NUM opposed the practice of paring down a workforce so that workers' jobs rather than shareholders' dividends bore the brunt of the low gold price.

REVIEW

Howard sales save mines

Pepgro set to tie the knot

By IAN SMITH

MERGER talks between Christo Wiese's Pepgro and Sankorp's lagging Tradehold are still on track.

Success would mean a retail and distribution giant with sales of more than R9 billion a year.

But there could also be retrenchments. Sankorp owns 66% of Tradehold and it has an 18% stake in Pepgro — the second largest holding after Mr Wiese's. A merger would, at a stroke, bring its retail and wholesale interests under one umbrella.

Sankorp chief executive Maranus Thabang says if we did not favour the move, we would not be talking.

Although there may be some benefits from rationalisation, it is not a major factor.

It is more a case of two groups fitting together to give a better balance in retail operations. An investigation is being made in both groups and a final decision is probably two weeks away — but both sides hope the marriage is on.

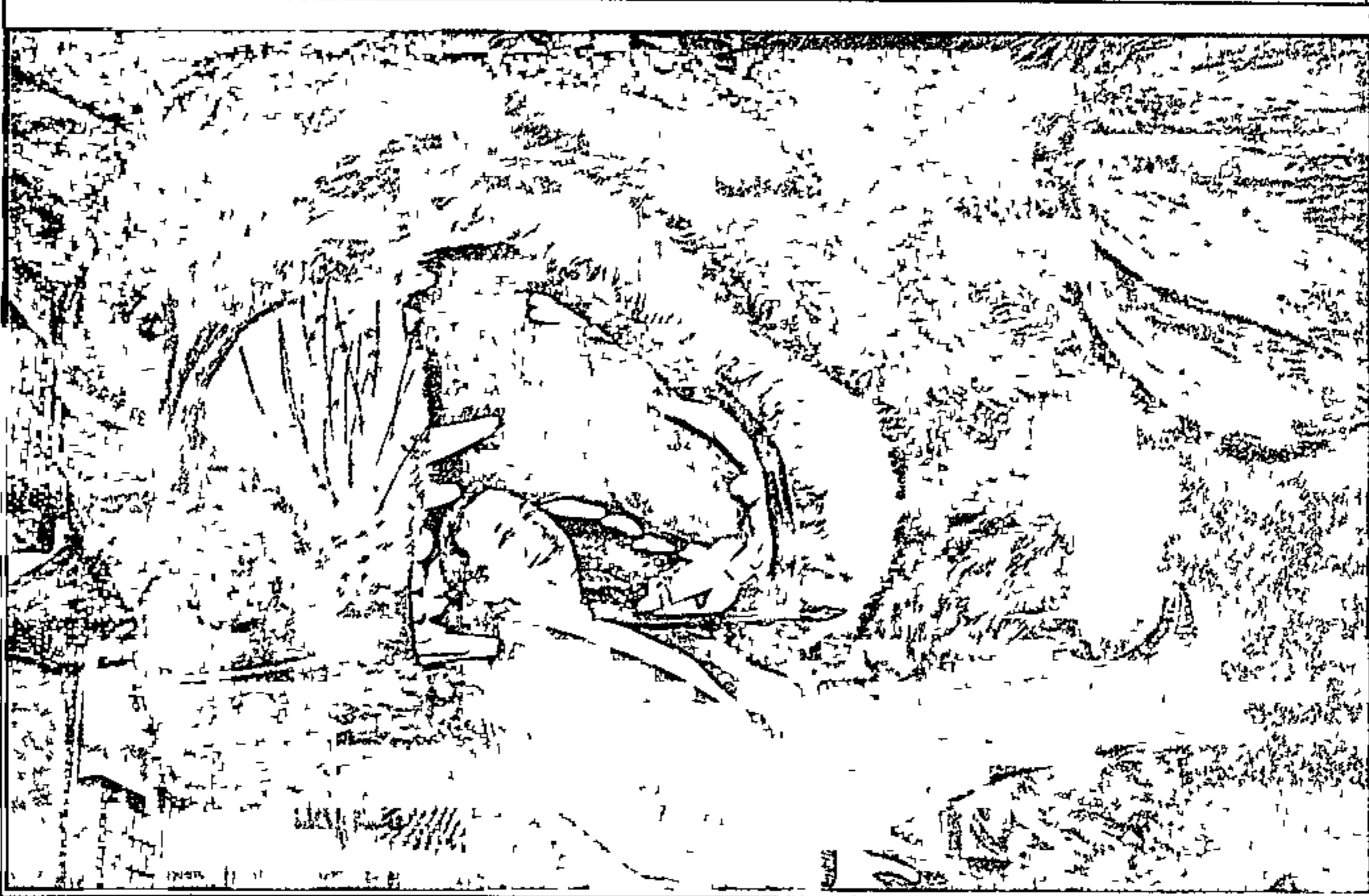
Grandbaz

Pepgro has been searching for acquisitions. Mr Wiese has negotiated with at least five other big groups in the past two years — and walked away from four.

In August, he picked up the 27-store Grand Supermarket chain to add to Pepgro's Shoppers subsidiary.

He told Business Times he hoped for a deal — at least as big as Grand Bazzars.

Diversified Tradehold has battled to live up to Sankorp's expectations. Checkers with its water-jun champions has always been a millstone around



THAT LUPINE LICK Standard Bank's John Holloway and the wolf that came to the wrong door
Picture GARTH LUMLEY

How to keep a wolf from the door . . .

Business Times Reporter

closes the door and goes back calmly to his tail. "Yibo was it" she asks. It's for the

MI CH thought and money went into Standard Bank's new advertising campaign launched on TV last night and in today's Sunday Times.

General manager marketing John Holloway says the campaign will cost R3.75-million. The group will spend R18-million on advertising this year, about 60% in print and 40% on radio and TV.

Mr Holloway says "We and our agency Bernsteins looked at many messages we could use. We decided to go for consumer needs.

We discovered that the customer is worried about inflation, unemployment, retirement, bond returns, the cost of

Gold hedging brings new life to the losers

ST Times 16/1/90 Business Times Reporter 2/14

RAND MINES has given new life to threatened ERPM and Durban Deep mines by selling much of their future gold production forward at nearly \$420 an ounce.

The hedging action was worth millions to the losing mines JCI and Anglovaal also secured higher revenue from hedging Gold Fields of SA, setcom a dealer in futures markets, will not say whether it traded forward. Shortly after the forward contracts were clinched gold fell to \$360 before rallying to the present price of about \$380.

Genman and Anglo American can admit they did not take advantage of gold's blip above \$400.

Rand Mines chairman Danny Watt and gold and uranium chief Clive Knobbs are delighted with their move. They will release details with the quarterly results to September.

Spokesman Henrie Van Rensburg says there was heavy buying of gold at \$400 by what he calls speculators but what others term investors.

Rand Mines did not believe gold would stay long above the psychologically important \$400 and sold a good portion forward.

So far Rand Mines has been spot on. The buyers turned out to be speculators and quit, depressing the price to \$380 and lower.

FILLIP

Developments in the Persian Gulf remain important for gold. Crises for a hot war could yet raise the price.

But Mr Van Rensburg says the fillip was an opportunity which should not have been missed to protect mine incomes.

The rand price of gold is below R31 800 a kilogram so JCI also did Western Areas a favour by selling 50% of its South shaft production for the year to June 1991 at R33 114/kg.

Anglovaal's Hartbeestfontein has secured extremely good prices for about a quarter of its future production in each of the coming four quarters. Harties has sold 1 866kg of gold for between R33 449/kg and R37 048 kg. Proceeds from these transactions have been covered by forward exchange contracts. Similar deals have been struck for Village Main and ET Cons. More has been sold forward for Loraine.

Under 1 000 face Bankorp scythe

By DIRK TIEMANN

BANKORP executive chairman Piet Liebenberg says estimates that 2 000 or 3 000 staff members are to be retrenched are vastly exaggerated.

Personnel chief Neelis Steenkamp says far fewer than 1 000 will go. Bankorp believes trade unions are suggesting high numbers to panic staff members into joining them.

Mr Liebenberg says Bankorp is using the best legal advice on retrenchment procedure. It wishes to observe the letter and the spirit of the law. Employees may consult any union they choose.

About 20 have chosen to negotiate with the assistance of unions such as the SA Society of Bank Officials (Sasbo) and will be allowed to do so.

Attempts are being made to retrain employees and arrange jobs with other employers.

Sasbo which claims 1 000 Bankorp members is unhappy that the bank is negotiating with individual members — not with it. Sasbo has no recognition agreement. Sasbo claims Bankorp insists that it represent 50% of the staff complement before gaining recognition.

Mr Steenkamp says terms of retrenchment are still being negotiated. It is between ourselves and the individuals.

CARTE BLANCHE

AS ALTRON watchers begin to speculate about succession two sons and a daughter of founder chairman Bill Venter have moved into the picture.

Craig Venter is already managing director of a group subsidiary and Robbie Venter is established as vice-president of a large investment bank in the US.

Both Craig and Robbie are BSc (Econ) and MBA graduates and Leanne is a BComm student at Wits.

Craig graduated from the University of Southern California and Robbie from the University College of Los Angeles. Last year notwithstanding the group's diminished fortunes because of disasters in Punch Line, Anglo American increased its stake in Ventron from 20% to 22% — hence speculation about succession and control. Both Old Mutual and Sanlam have strategic holdings.

Bill Venter has taken such a low profile in the past two years that many wonder whether after 25 years at the helm he is getting ready to step aside possibly to make way for Anglo or some foreign institutional or industrial investor.

Dr Venter is the last of the great entrepreneurs of SA not to have made his succession plans clear.

When Donald Gordon quits Ventron and his family trusts at Liberty Standard Bank will name his successor.

The Herscovs and Menells at Anglovaal intend to make way for sons and daughters. Anton and Kees Rupert of Rembrandt and Richemont appear to be banding the



BY DAVID CARTE

EMPEROR BILL PUNCHES BACK

The relationship with Anglo is close. Anglo's duo on the Altron board — Graham Bousfield and Leslie Boyd — are known to have been closely involved with the resuscitation of Fintech after its Punch Line setbacks. Mr Bousfield and Mr Boyd brought their experience with once ailing Sigma Motor Corporation to bear and analysts expect much improved results this year.

Dr Venter is not talking to the media, but Altron people tell me he is as much in control as ever even though he

have to prove themselves.

● To Page 4

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Gold hec new life

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LOCKED

Anglovaal has been one of
the most active players in the
hedging market in recent
years — with much success
Spokesman Ian Benfield says
that for the first time, the
rand value has been locked
in He says the Reserve Bank
has made it clear that infla-
tion must be beaten, and the
relationship between the gold
price and the rand-dollar ex-
change rate has been broken

Anglo's Lionel Hewitt says
it has sold a little forward,
but it is insignificant It is too
large a producer to sell any-
thing but small quantities
without hammering the mar-
ket

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Anglo and union in watershed job-creation agreement

R1-M MINERS' AID DEAL

Weekend Argus Correspondent and Sapa

JOHANNESBURG — The Anglo American Corporation's Free State Consolidated Gold Mines and the National Union of Mineworkers this week concluded a watershed R1-million labour relations agreement to help retrained workers.

In a joint announcement by Anglo Gold division's Mr Adrian du Plessis and the NUM's Mr Jerry Majatladi, the two organisations said this was "an important agreement at a difficult time in the affairs of the gold-mining industry."

"The agreement includes both procedural and substantive undertakings by the parties and, significantly, sets aside R1 million for a fund to facilitate job creation opportunities for retrained workers."

3 mines involved

The three mines involved in the agreement are the President Brand, President Steyn and Saamplaas.

Mr Du Plessis said that when negotiations started five months ago 7 800 retrainments would have been involved. This number had since been reduced due to natural attrition.

The agreement also involved undertakings for extended leave and transfer of certain employees, he said. "With the successful implementation of this agreement,

the number of retrainments would therefore be considerably reduced from the original number of 7 800," he said.

According to the agreement an Anglo American Fund would be created. The company would pledge R1-million to the fund to facilitate the creation of alternative employment.

The fund would be administered jointly by the company and the union.

The terms of the agreement included close liaison between managements and the NUM on all aspects of proposed retrainments.

Workers would be retrained on a "last in first out" basis and would receive the following payments.

- Salary due including contract earnings and bonuses
- Holiday leave bonus
- Accumulated leave pay
- Pension fund benefits, provident fund or long service awards in accordance with the rules of the respective funds
- One month's ex-gratia payment

● Severance pay calculated on the basis of two weeks basic pay for every completed year of Anglo American Corporation Service. Two weeks basic pay applied pro-rata for incomplete years of service.

According to the agreement the companies concerned would also assist retrained workers by liaising with at least four other employers by advising them of surplus manpower and affording interested employers mine interviewing facilities.



Left: SADF Technical College students present arms on parade at the college's prizegiving ceremony. Centre: Staff Sergeant Albert Tredoux gets his award for best army student. Right: Rear-Admiral Raymond Eberlein takes the salute.

Pictures: HANNES THART, Weekend Argus

SADF tech could open to outsiders

Weekend Argus Reporter
Rear-Admiral Raymond Eberlein

THE SADF technical college at SAS Wingfield, Goodwood, could soon open its doors to students from the private sector, said the SADF's chief of staff for personnel, Rear-Admiral Raymond Eberlein.

Speaking at the college's annual prizegiving yesterday, Admiral Eberlein said the drastic cutbacks in military spending and rationalisation of personnel had led to fewer entrants at the college.

The only way to keep the college open and to fully use its infrastructure was to open the college up to other students, he said. The decision had not yet

been taken, but was in the pipeline.

"The college is not being fully utilised at present and opening up to students from the private sector will push up the optimum performance," he said.

Anglo/NUM in key mining agreement

Star 11/14/90

CHRIS MOERDYK and SAPA

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According to the agreement the companies concerned would also assist retrenched workers by liaising with at least four other employers by advising them of surplus manpower and affording interested employers mine interviewing facilities

Managements would also assist workers with the obtaining of Unemployment Insurance Fund benefits and would present each worker with a certificate of service confirming retrenchment.

Retrenched workers would, during notice periods, be given reasonable opportunity to seek employment elsewhere and to attend interviews

Management would also endeavour to obtain relevant tax directives on behalf of retrenched workers

R1 m fund for retrench

NEWS

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Bid to end apartheid on mines

By Derek Tommey

The gold mining industry has declared war on apartheid.

The National Union of Mine-workers (NUM) and the Chamber of Mines are setting up a working committee to investigate all forms of discrimination in the industry, says Chamber of Mines chairman Dammy Watt.

The group and worker representatives have already taken steps to identify and eliminate any discriminatory practices still in existence.

Labour relations on the gold mines were a major preoccupation for Mr Watt in the financial year to September, his statement to shareholders shows.

Encouragingly, he reports that workers who previously had been excluded from promotion and advancement because of discriminatory legislation are being offered intensive training.

A total of 144 black workers now hold blasting certificates and are employed in positions previously reserved for "scheduled persons".

However, there has been intense and disturbing inter-racial tensions on some mines, notably in the Free State.

This has led to a series of meetings to determine practical steps to alleviate the problem, and good progress has been made. But neither employers nor the NUM can afford to lose sight of the anxieties of a large segment of the industry's white employees, Mr Watt says.

"It will be a major task for management and the unions to allay the fears of these employees and their families in order to ensure that their special skills and expertise are not lost to the industry."

Wage demands hurting job security on mines

By Derek Tommey

Excessive wage demands could destroy employment opportunities on the gold mines, says Rand Mines chairman Dammy Watt

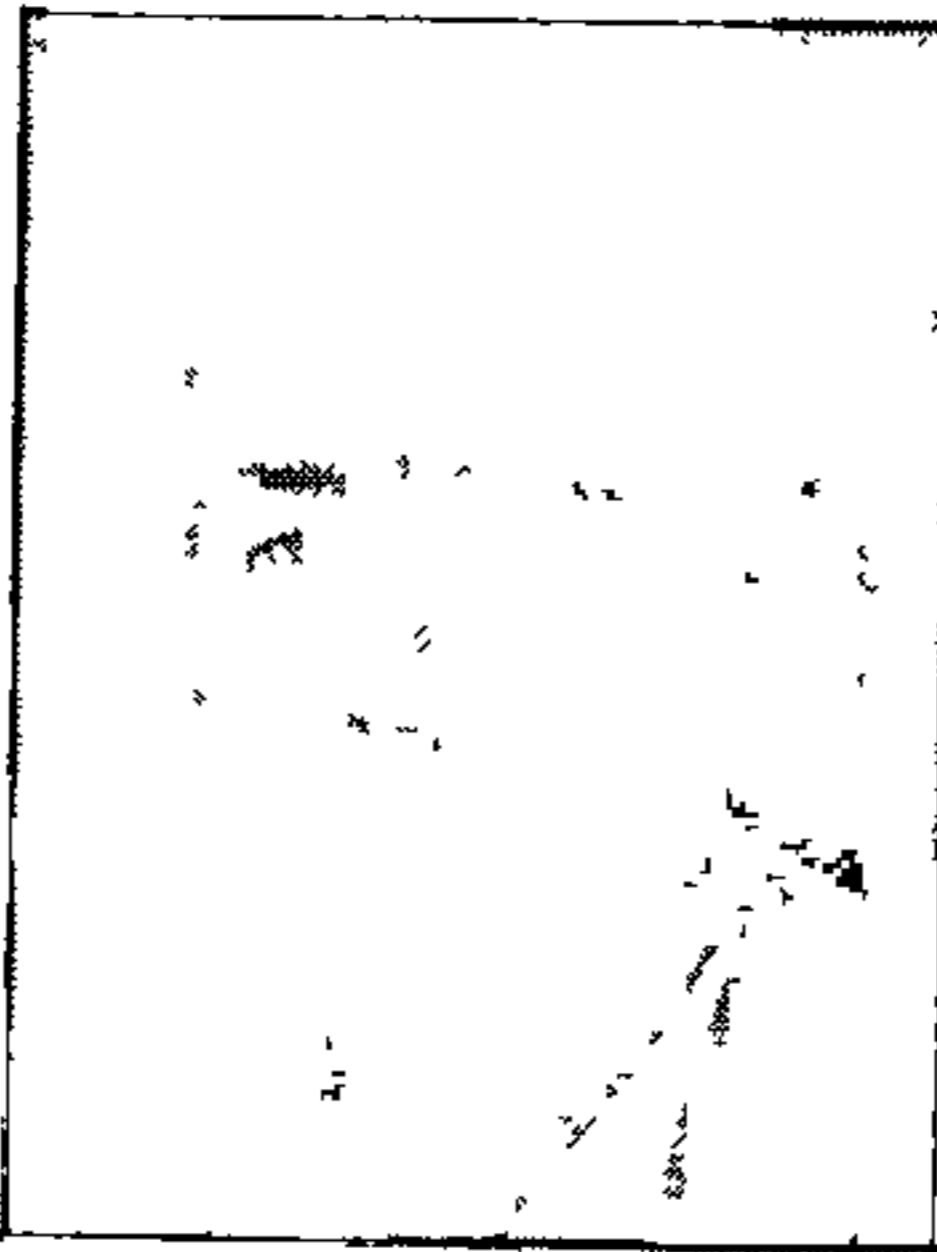
He says in the annual report that margins are at their lowest level for 11 years

"Further unrealistic wage increases will inevitably lead to low-grade areas being abandoned and the labour employed in those areas becoming redundant."

He warns that the number of wildcat strikes and work stoppages and excessive wage demands could make investors wary of putting money into new mines

Rand Mines's own gold investments were not very profitable in the year to September

Out of total earnings of R226,4 million attributable to shareholders, earnings from gold contributed R5,5 million — down from R17,4 million in 1989 and R31,0 million in 1988



Dammy Watt . . . investors could be wary of putting money into new mines

A sum of R70 million has been provided against the investment in ERPM preference shares. In the same cautious vein, R53 million has been provided against losses following the decision to stop production of vanadium pentoxide at Vansa Vanadium

Mr Watt expects earnings to fall in 1991 and forecasts a de-

cline in dividends

While the group should gain strength from the streamlining it has undertaken, it will be operating against a background of economic constraints and far-reaching social and political adjustments

This makes it difficult reliably to forecast the attributable profit in 1991

Profits will be primarily determined by dollar prices received for export sales, the rand-dollar exchange rate and the effects of inflation, says Mr Watt.

Relatively flat export earnings from coal, together with increasing costs, are likely to trim profit from this division

Chrome profits are likely to be depressed by the over-supply of stainless steel and ferrochrome.

Profits from platinum are not expected to show any major improvement

The group will continue to disinvest from its managed marginal mines

At the same time it will con-

tinue searching for gold and platinum deposits and plans to spend R21 million on exploration this year.

Boreholes are being sunk south of Johannesburg. Encouraging results have been obtained in the Hennemans district

But two boreholes in the central Free State failed to intersect the Central Rand horizons and have been abandoned

The group is looking for gold in the Western Transvaal and is sinking a borehole to the north-west of Heidelberg

Mr Watt says the rationalisation plan at ERPM is proceeding well and that results of operations are in line with targets

He says the operation is still to be regarded as marginal and will be heavily reliant on the rand gold price increasing in line with costs. The plan nevertheless has a reasonable chance of success.

He says ERPM has sold the Far East Vertical Shaft hostel complex for R35 million

Earlier this year it received R29 million from the sale of certain slimes and sand dumps

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Dispute knocks production at Leplat

JCI's Lebowa Platinum Mines (Leplat) has lost about 20 000 tons in ore production from its Atok mine, closed for two weeks after management dismissed the entire 1 600-strong workforce. (14) (211)

A JCI official said yesterday the company was maintaining essential services at Atok, but mining had not restarted. The official would not give details of the financial cost of the closure.

Negotiations with the National Union of Mineworkers (NUM) aimed at restarting production were continuing.

Leplat's monthly production target was 50 000 tons, but in recent months the mine

Blow 6/12/90

MATTHEW CURTIN

had produced only 42 000 to 45 000 tons a month, the spokesman said.

Leplat management attributed the dismissal of the workforce to "ongoing illegal work stoppages" which contradicted an NUM undertaking in May to refrain from unprocedural industrial action.

NUM media officer Jerry Majatladi said the union was negotiating for the reinstatement of the majority of the workforce. It was waiting for JCI to respond to its latest proposals for ending the dispute.

He would not divulge details.

Anti-racism policy planned for mines

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MATTHEW CURTIN

THE Chamber of Mines and the National Union of Mineworkers (NUM) have committed themselves to drafting a joint "anti-racism manifesto" by January 25 to be applied at all chamber-affiliated mines, NUM Press officer Jerry Majatladi said yesterday.

Majatladi said the union was happy with the progress of the talks, aimed at resolving the five-month industrial dispute triggered by NUM concern at lingering racism at the workplace. The next Conciliation Board hearing had been postponed until February 28 to allow time for full discussion of the issues.

The manifesto was at the heart of the negotiations. He said it could prove to be a "trend-setter" for the rest of SA's industries and would be vital in ensuring the principle of non-racism was entrenched on the mines in a post-apartheid society.

Chamber spokesmen were unavailable for comment yesterday.

Majatladi said that at a meeting on Tuesday both sides devised a comprehensive framework within which to deal with racism in the mining industry.

The chamber and the union committed themselves to finalising "a clear definition" of racism, an issue chamber senior GM Johann Liebenberg said in October was a potential stumbling block to negotiations.

The chamber undertook to respond on each item of a NUM letter identifying areas of racial discrimination as a first step to identifying general principles to provide the backbone to the manifesto.

Both sides would investigate how such

principles could be implemented.

The NUM undertook to investigate the establishment of a committee to monitor racial discrimination, whose terms of reference would include how to deal with such incidents and follow-up steps.

Majatladi said the sides would meet tomorrow to finalise their "declarations of intent" at ending racism in the industry.

By January 25, the NUM hoped the details of the action programme and manifesto would be complete, and to have the chamber's response to its grievances.

General issues

In a memorandum submitted to the chamber in June, NUM general secretary Cyril Ramaphosa said racial discrimination was endemic in the industry and the "polemic" and defiance campaigns waged by the NUM to force the chamber into action had proved "futile". This was the background to the union's declaration of a dispute.

He listed 24 general issues concerning working conditions which included control measures like the finger-printing of black workers, facilities including change-houses and medical schemes, training, job mobility and living conditions, where the union had identified racial discrimination.

The NUM conceded there were isolated instances where progress had been made, including successful chamber efforts in ending discriminatory mining legislation, but what was possible on one mine, was possible on all mines.

Retrenchment deal: Key step for gold mines

By DREW FORREST

211

THE retrenchment deal struck last week between Anglo American's Freegold South and the National Union of Mineworkers is a key step towards joint management of the downscaling of the beleaguered gold mining industry. W/Mand 7/12/90 - 13/12/90

Containing unique features, it sets a standard for other mine retrenchment negotiations. The NUM is pushing for industry-level procedures in talks with the Chamber of Mines.

It coincides with the announcement that Gold Fields is to shed 3 700 jobs at its Doornfontein and Venterspost mines.

"Management and the union recognise that we are entering a new phase — if the gold price remains at current levels, significant downscaling will take place," said an NUM representative.

"Through the agreement, Anglo is accepting a bigger role for the union than ever before."

Besides the NUM's best-ever severance deal on the gold mines — two weeks' pay for every year of service — the agreement is highly unusual in that:

- Anglo has pledged to establish a R1-million fund, jointly administered by the company and the union, to facilitate alternative job creation.

- Anglo has agreed to discuss mine-level cost-saving mechanisms, including restructuring of Freegold, with the NUM.

- It introduces a system of extended leave, which could more than halve the 7 800 threatened retrenchments. Workers will take a maximum of 90 days' leave a year, including paid leave

The agreement also provides for a recall system, in terms of which Anglo undertakes to offer vacant posts to retrenched workers at current wage rates. Workers will be entitled to three notifications.

"The significant thing is that we have reached agreement on a very difficult issue at a very difficult time for the industry," commented Adrian du Plessis, public affairs manager of Anglo's gold division.

Leplat may open 'next year'

JCI's Lebowa Platinum (Leplat) mine, shut down by the company two weeks ago after management dismissed the 1 600-strong workforce, was set to remain closed until the new year, National Union of Mineworkers (NUM) media officer Jerry Majatladi said at the weekend.

He said it was "highly unlikely" the Atok platinum mine would re-open this year, although talks with the company were continuing. B1Pam 10/12/90

The mineworkers were fired after the company claimed last month the NUM broke a moratorium agreed to in May on unprocedural industrial action at Atok.

However, JCI's platinum division MD and newly appointed Leplat chairman Barry Davison said at the weekend it was his priority to get the mine back into pro-

MATTHEW CURTIN
and PETER GALLI

duction and build a co-operative industrial relations environment at the mine

"The pursuance of a confrontational attitude by a portion of the workforce has led to a significant deterioration in productivity, with a series of illegal work stoppages and other incidents culminating in the dismissal of the majority of the workforce," Davison said.

But NUM economist Martin Nicol said on Friday there was little market pressure on Leplat management to restart production. He estimated a month's lost production would cost about R6,25m in sales revenue and R1,5m in profits, but the Atok

□ To Page 2

Mine B1Pam 10/12/90

operation was small compared with the far larger Impala and ERPM platinum mines

In general, owners of platinum and coal mines in SA were able to "sit out" strikes and mine closures for longer than their gold-mining counterparts. He said about 80% of the western world's platinum came from SA, the metal's current price was low and a surplus of platinum was forecast for the end of the year

Davison said JCI was confident platinum would continue to be "very good business" for the group, despite the problems experienced.

Leplat was expanding rapidly and its participation with Rusplats in the Potgietersrust Platreef project was particularly exciting, Davison said

From Page 1

However, a major challenge remained the improvement of the industrial relations climate at Leplat, he said.

Dave Kovarsky, who recently took over the new JCI ferrochrome division and was appointed chairman of Consolidated Metallurgical Industries (CMI), said his short-term challenge was to steer CMI through a depressed market and to ensure that it would come out of this cycle far stronger than it was before it entered it

"We are going through some fairly tough trading conditions in the ferrochrome industry, which are likely to continue for some time," Kovarsky said CMI's recent acquisition of Purity Chrome was made with this knowledge, and demonstrated its long-term confidence in the industry.

Genmin closes Mooinooi mine after clashes

Blom
11/12/90
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MANAGEMENT at Genmin's Mooinooi chrome mine shut down production yesterday in the wake of a violent clash between mineworkers and mine security which left one person dead and several injured on Sunday night.

Genmin spokesman Laing Geldenhuys said yesterday the mine, near Rustenburg, would remain closed until labour problems had been solved.

He said the mine dismissed 500 of the 850-strong workforce last Thursday after they refused to comply with regulations for underground work, which then threatened the safety of other workers.

Mine management and the National Union of Mineworkers (NUM) met yesterday afternoon to try to resolve the dispute.

The closure of the Mooinooi mine is the fourth occasion in recent months on which a company has suspended production, citing intolerable labour relations problems.

Management at Mercedes-Benz's East London plant and Volkswagen's Uitenhage plant took similar action earlier this year, and JCI's Lebowa Platinum mine has been closed for almost three weeks pending the outcome of management-union talks.

Geldenhuys said chrome stockpiles were sufficient to meet client commitments.

NUM national organiser Gwede

MATTHEW CURTIN

Mantashe said yesterday implementation of a new underground clocking-in system, focus of the union's anti-discrimination drive at Mooinooi, was at the heart of the dispute.

He claimed management introduced a new system last week, after discussions initiated by the union and to which NUM officials had agreed in principle, before the union had been able to consult its members.

Management refused an urgent meeting with the union last week, and when mineworkers protested by ignoring the new system, the mine was closed.

Mantashe was unable to give details of Sunday's incident, but confirmed one mineworker died and six were taken to hospital.

In a statement issued on Sunday, Genmin said mine security opened fire on a group of 40 armed mineworkers who refused to comply with orders to disperse.

Sapa reports that the six injured men were admitted to the PGK Hospital in Rustenburg. Three were discharged, and the remaining three were out of danger.

Western Transvaal police liaison officers said the workers had threatened to murder security officials and police were investigating the shooting.

Miners say high toll on mines caused by old safety technology

ARGUS 11/12/90 211

Sibanyane, this only illustrates the union's claim that the Chamber has the technology available to make mining safer, but lacks the will to implement it because of the high costs

And, for him, that is only one cause of the high death toll on South African mines

There are not enough government mining engineers in South Africa to ensure that safety standards are adequately maintained, he says.

According to Wits University researcher Jean Leger there are only 13 inspectors for a 100 000 workers in South Africa, compared with the 42 a 100 000 in British mines

Mr Sibanyane says this means inspectors are kept so busy they find it difficult to hold proper investigations into accidents and management is largely left in control of safety

The NUM is demanding a greater say in safety procedures at all levels from the boardroom to the rock face

The Chamber recently introduced a mine safety management system where certain officials and workers were appointed as safety officers. According to Dr Wagner, this system has been one of the main contributory factors to the declining death toll on South African mines

But Mr Sibanyane claims appointed safety officers are hardly likely to insist that management implement procedures which can be costly. The NUM is demanding that workers be allowed to elect their own safety officials and that safety forums for the mines be established to lay down regulations and principles to be followed

Hazards

The NUM would have equal representation with management in such a forum, he said.

Dr Wagner disagrees with this. It is ultimately the mine captain or manager who is held responsible for safety on a mine and he ultimately has the final say

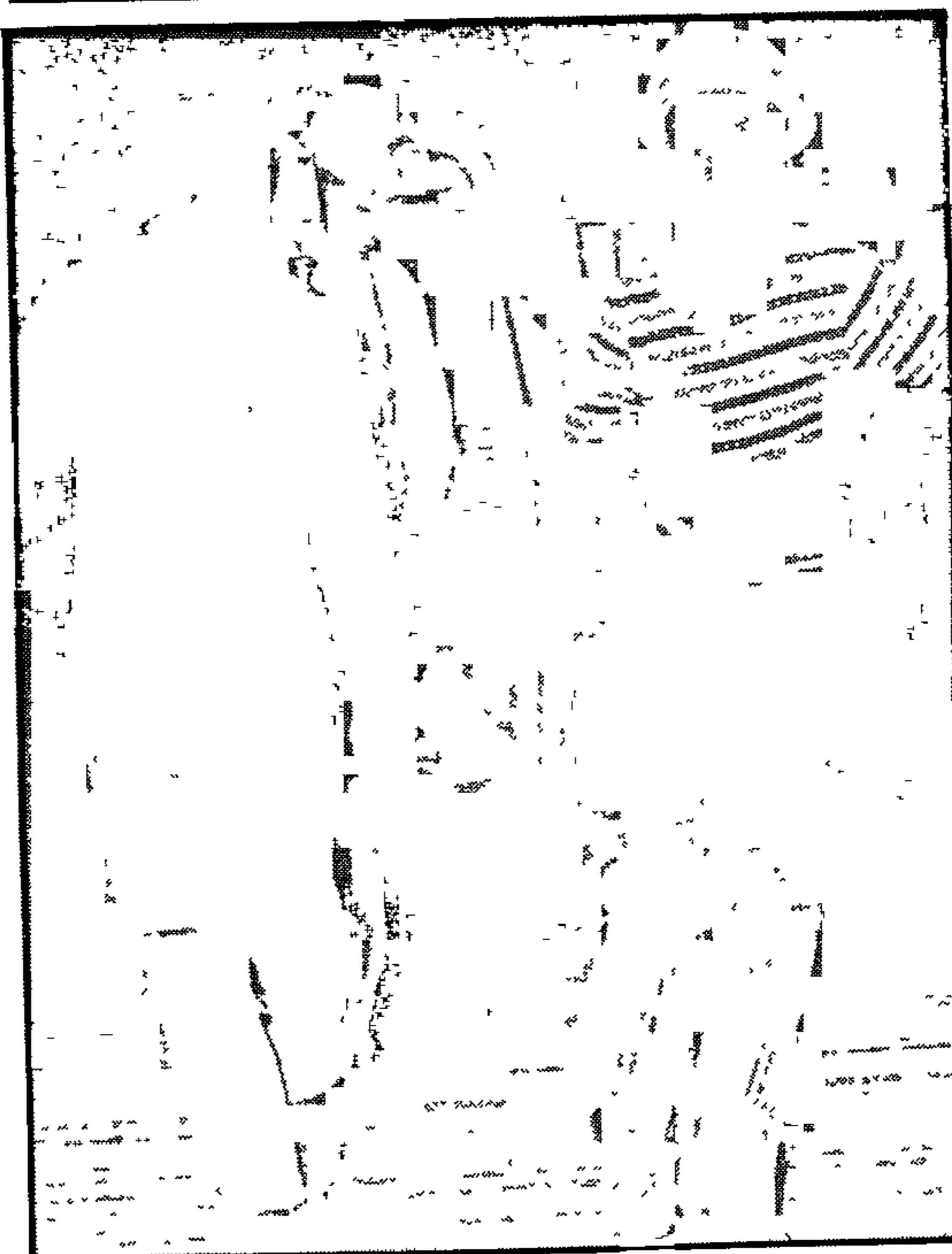
Mr Sibanyane says improved training techniques are also needed. Most miners go underground with only three weeks of training behind them, leaving them in no way properly prepared for the hazards of working underground

Mr Leger also believes compensation for killed or injured workers needs to be improved. Black miners are placed in the highest-risk areas and are therefore prone to more injuries and deaths than white workers. They are also the lowest paid

Yet compensation in the event of injury or death is determined according to the salary earned and not the effect of the injury or the ability to find alternative employment

The mines need to establish a fairer compensation scheme and a re-training programme for its crippled workers, he says

Hundreds of workers die on South African mines every year and the issue of mine safety has become a controversial field of struggle between the mining houses and the unions. Argus Correspondent in Johannesburg BRENDAN TEMPLETON looks at some of the issues involved.



One of the hundreds of casualties on South Africa's rich mines each year is carried away by colleagues

left unmined for natural support, and using local support in the form of props

The Chamber of Mines Research Organisation has over the years developed innovative new measures using the latest technology to improve safety. These include the implementation of hydraulic props capable of almost instantaneously responding to sudden, massive shifts in weight, the development of "pipe sticks" or wooden props in a specially-designed metal sheath, also with a high level of stress resistance

But it is in the field of mechanisation that, according to Chamber senior general manager Dr Horst Wagner, lies the true revolution in mine safety

Two years ago, he had a dream of introducing mechanisation which would make continuous mining possible and also reduce the dangers usually associated with deep-level mining

MORE than 377 miners died on South African gold mines in the first nine months of this year. Last year, more than 750 miners died on all mines and 10 000 were injured

These figures hold different meanings for the Chamber of Mines and the National Union of Mineworkers

MINES

The Chamber believes it is doing its best to ensure conditions on South African mines are as safe as possible. The NUM, however, claims the Chamber is holding back on technology and strategies which would make the industry safer because "they do not have the will to implement them"

The relation between the two bodies has been poisoned over years by distrust arising from the long-established tradition of racist practices on the mines. Although the Chamber has committed itself to eradicating the mines of racism, its actions are still viewed with deep-rooted suspicion by the NUM

The union claims the mines are more interested in profits and put them above miners' safety. Chamber senior general manager Horst Wagner disagrees. Safety makes good economic sense. Mines with higher production records always have higher safety records as well

South African gold mines are the deepest in the world, making conditions the most difficult too. At over 3 000 metres below the surface of the earth, the rockface where drilling and dynamiting occurs is subjected to such incredible stress that sometimes the rock face literally explodes

Safety issues

Added to that is the problem of heat. Temperatures increase by 11 percent with every kilometre dug deeper into unyielding rock. Huge refrigeration units are needed to keep the working temperature at a semi-bearable 30 deg C while the rock itself is a searing 50 deg C

Water is needed to keep dust levels down which means the humidity in the confined working space is at near saturation point

Working in conditions where death is an ever present danger, where the rock above creaks, groans and spits under the enormous weight above it, issues of safety become an emotive and volatile subject.

Faced with these problems, the Chamber has over the years developed a multi-pronged strategy which it believes keeps work-related deaths to a minimum

These include the careful mapping out of a prospective mine so that the criss-cross of tunnelling will produce the minimum change in stress in the rock, filling up disused tunnels to reduce stress on rock, stabilising pillars of rock are

Barbrook shut down after labour unrest

Blom 12/12/90

VIOLENCE at Rand Mines' gold mining subsidiary Barbrook has resulted in the suspension of mining operations until "a final decision on the mine's future can be taken", a statement released yesterday by Barbrook said.

About 280 workers (80% of the underground labour force), armed with various weapons, surrounded and entered the main office block on the eastern Transvaal mine yesterday, in search of a mine overseer whom they demanded be summarily suspended, the statement said.

"They were unable to locate the man concerned and dispersed to their working places, having made death threats to other supervisors," Barbrook said.

At the time of Barbrook's suspension on the JSE in November, pending a re-evaluation of the mine's future, Rand Mines said viability of the mine was in question in view of prevailing economic circumstances, labour difficulties, and disappointing recovery grades.

During the course of re-evaluating the mine's potential, industrial relations difficulties had persisted at the mine, Barbrook said yesterday.

"The bulk of the 500-strong labour force refused to follow normal work practices

MARIETTE DU PLESSIS

and laid-down procedures agreed between the National Union of Mineworkers and management, and has resorted to direct intimidation of individuals," the statement said.

Management said the decision to suspend operations was taken after careful consideration of all the relevant factors. The suspension of the company's shares on the JSE remained in force.

The group has already closed its loss-making vanadium pentoxide production at Vansa, mothballed the developing Kennedy's Vale platinum mine and cut operations at Harmony gold mine near Welkom, a move which was expected to result in an output drop of 500kg of gold a month.

Barbrook became fully operational in December last year but it was unable to achieve the projected milling rate of 25 000 tons a month during the first quarter due to work stoppages and labour problems.

In the September quarter, Rand Mines' five mines as a whole generated a greater pre-tax operating loss of R20m against R12,7m in the June quarter. Harmony and Barbrook, the group's largest and smallest gold producers respectively, reported a combined loss of R16,8m.

Prieska mine to close next month

By DENNIS CRUYWAGEN
Staff Reporter

THE Prieska copper and zinc mine in the Northern Cape will close at the end of January.

Announcing this today, an Anglovaal spokesman blamed falling metal prices

"Because the re-treatment of the low-grade dump is not viable it has been decided to close the mine," he said.

While most of the 600-strong workforce would be retrenched next year, some workers would be placed on other mines in the Orange Free State and the Transvaal

"Some workers will be retained at the mine after it closes as the clean-

up operation will take some time."

He said most of the workers did not belong to a trade union and while some were members of the National Union of Mineworkers, the union was not recognised at the mine.

Union press officer Mr Jerry Majatladi confirmed about 35 mineworkers were union members.

Mine employee Mr Jacob Phillips, Mayor of Ethebeni, the black township, said he and colleagues had not been told of Anglovaal's plans

"There have been rumours and we expect to be told today," he added.

"Most of the miners are black and many of them spend their money in Ethebeni. The town will suffer."

A father of two, Mr Phillips left

teaching seven years ago to become a clerk at the mine.

"I don't know what I will do. Maybe I'll go back to teaching."

Prieska businessmen said Anglovaal had been phasing out the mine over the past few years. But Armscor had moved in, off-setting the loss of buying power from the mine.

Deputy Mayor Mr Fanie Lombard said: "We will be affected to some extent but the blow will not be as bad as outsiders would think."

Armscor had bought farms in the region to establish a weapons testing site.

"This has stimulated growth in Prieska."

44 000 ⁽²¹⁾ mine jobs at risk

Star Bureau Star 12/12/90

LONDON — Six South African gold mines can be expected to close within the next two years unless there is a sustained rise in the price of the precious metal, Michael Spriggs, analyst at the SG Warburg Securities financial services group, suggests.

He says about 44 000 miners, or nearly 10 percent of the South African gold industry's workforce, are likely to be laid off by the start of 1991 as cuts in production already in train begin to bite.

The full impact of the production cuts will be felt in 1991 when South African gold output is projected to fall by nearly 15 tons (or about 2.5 percent) to 590 tons.

Mr Spriggs says in Warburg's International Mining Outlook publication that the sustained price rise needed to save the threatened mines is unlikely.

The South African industry has been badly squeezed by falling prices and a relentless squeeze on margins from cost inflation.

During the past two years the gold price has been down to \$350 an ounce, at which point 16 percent of the 1989 South African production and 24 percent of the 1990 production would have been at a loss.

"Even at \$400 an ounce, 13 percent of 1990 output is loss-making," he says.

Mooinooi shuts shop until next year

^{13/12/90}
GENMIN'S Mooinooi chrome mine near Rustenburg would remain closed until next year, a mine spokesman said yesterday.

MATTHEW CURTIN

Management shut down the mine on Monday after mine security shot and killed one mineworker and injured six others in an incident on Sunday night.

About 500 workers, all members of the National Union of Mineworkers (NUM), were dismissed a week ago for refusing to comply with new underground regulations. Management said the refusal had jeopardised the safety of their colleagues.

The spokesman said 30 of those fired last week had appealed against their dismissal and the other 470 dismissed workers were paid off yesterday.

The rest of the mine's employees, totaling 350, would be on leave until the mine re-opened in the new year.

Genmin would start recruitment on December 31 to increase the labour complement to the required level.

The spokesman said yesterday NUM

representatives and management met on Tuesday to try to solve the labour problems at the mine, the cause of the shut-down, but could not reach agreement.

Both parties were considering arbitration and the union would be notified by midday tomorrow on whether management was willing to take the dispute to arbitration or not.

NUM officials could not be contacted for comment last night.

The union had said earlier in the week JCI's Lebowa Platinum mine, also closed by management because of alleged labour problems, would not re-open this year.

The Atok mine has been out of operation for three weeks since management dismissed the 1 600-strong workforce.

On Tuesday operations at Rand Mines' subsidiary Barbrook were suspended in the wake of violent protests by NUM members at the marginal gold mine

APARTHEID BAROMETER

DETENTIONS

ACCORDING to the Human Rights Commission, Aubrey Sibiloane from Katlehong on the East Rand was detained under section 29 of the Internal Security Act on December 4. *w/ Mail 14/12 - 19/12/90*

The HRC also said at least 17 people were detained after the attempted coup in Transkei three weeks ago. There are many more unconfirmed reports of detentions, including members of the Transkei Defence Force.

There are currently 132 people in detention in South Africa and the homelands.

RELEASES

THE HRC received late notice that African National Congress security official Ralph Petersen was released from section 29 detention on November 28, and charged with illegal possession of a firearm.

HUNGER STRIKE

SEVEN section 29 detainees are currently on hunger strike at Protea police station in Soweto.

They are Rapu Molekane, Edna Sethema, Lawrence Shenzani, Margaret Mathebe, Patrick Lebea, Ethel Ngxobo and Carol Kheswa. The hunger strike began on December 7 and their main demand is to be charged or released, says the HRC.

INFORMAL REPRESSION

BOPHUTHATSWANA police allegedly disrupted a community meeting in the Northern Cape town of Dryharts on December 6. The meeting was held to discuss the deposing of a local chief, Jerry Mahura. One person, Evelyn Gasealahwe (40) was killed and thirty were injured.

Two days later Bop police were seen chasing people near the local bottlestore, confiscating beer and drinking it. In the evening they allegedly fatally shot two people — Amos Sethodi and Ngwanaeng Lekgare — and arrested three.

DECLINE OF THE RAND

ACCORDING to the Reserve Bank, the rand declined on a weighted average basis against the major world currencies by 5,1 percent between the end of 1989 and the end of August this year. A further depreciation of about 1,5 percent appears to have occurred in September and October.

FOREIGN DEBT

SOUTH AFRICA repaid or refinanced (rolled over) more than R3-billion (about \$1,2-billion) of foreign debt in the second quarter of 1990.

Reserve Bank governor Chris Stals said the country's total external debt was down to \$19-billion by mid-1990 as against \$20,6-billion at the close of 1989.

MINE RETRENCHMENTS

NEARLY 10 percent of the South African gold industry's workforce (44 000 miners) could be laid off at the start of 1991 unless there is a sustained rise in the price of the precious metal, according to Michael Spriggs, analyst at the SG Warburg Securities financial group. *w/ Mail 14/12 - 19/12/90*

South African gold output is projected to fall by nearly 15 tons (or about 2,5 percent) to 590 tons next year.

The gold industry has been badly affected by falling prices and a relentless squeeze on margins from cost inflation.

R20bn Gencor capex to provide 33 000 jobs

GENCOR executive chairman Derek Keys has outlined a R20-billion expansion programme which could create nearly 33 000 jobs.

He told investors and analysts in London this week of projects in the pipeline for Gencor companies.

Gencor has funds for all the projects to which it is committed, but Mr Keys said that mining finance houses traditionally did not provide all the cash.

By IAN SMITH

81 Times 16/12/90

"We work in conjunction with our partners and other shareholders in these projects and they would obviously provide their portion of the financing."

"However, it must be remembered that the final decision on the projects and their financing depends on the demand for the products and the condition of the markets which we would use for funding."

He said that Gengold, which was establishing two mines, Oryx and Weltevreden, and expanding Winkelhaak, Kinross and Beatrix, had plans which could involve almost R7-billion in the next few years.

Fuel

These projects could create more than 11 000 jobs.

Engen, the integrated fuel company, has announced plans to increase the capacity of Genref refinery in Durban. The first phase will cost about R670-million.

Mr Keys said "The company's shares are highly rated and in strong demand in financing its expansion we may allow our shareholding

to fall." The Columbus stainless-steel project, a 50-50 venture between Samancor and Highveld, could involve expenditure of R2,6-billion for the hot mill to be set up in SA and about R900-million for the cold roll mill at a location yet to be determined.

"If the project gets the green light, Gencor group will end up with an effective 22% of the project. It could eventually mean about 1 200 new jobs."

Impala's planned capex for the 14 shaft, the Deeps shaft, for UG2 growth and for expansion at Messina amounted to about R2,3-billion, he said.

These projects could generate more than 17 000 jobs.

Paper-maker Sappi could spend more than R1-billion on expansion at its Saiccor, Enstra and Tugela mills.

Mr Keys said Gencor saw its mission as starting or acquiring major businesses and accelerating their development.

"From these numbers you will see that we are prepared to put our money where our mouth is."

Envisaged R20bn for Gencor's growth 'may create 33 000 jobs'

CAPITAL expenditure of the Gencor group over the next few years could amount to R20bn and involve the creation of 33 000 new jobs if its expansion plans reached fruition, Gencor executive chairman Derek Keys said in London on Friday.

Addressing a group of investors and analysts, he said there were a number of exciting projects in the pipeline.

The final go-ahead on the projects and their financing would, however, depend on the state of demand for the products and the condition of the markets which Gencor would use for funding.

Partners

Keys said that while Gencor had the funds available for all the projects to which it was committed, mining finance houses traditionally did not finance 100% of each project.

"We work in conjunction with our partners and other shareholders in these projects and they would obviously provide their portion of the financing."

Examples of possible expansions, Keys said, were Gengold's plans which could involve expenditure of about R7bn and the creation of 11 000 new jobs in the next few years. It was already establishing two new mines, Oryx and Weltevreden, and expanding three of its existing mines — Winkelhaak, Kinross and Beatrix.

Engen, the integrated fuels company, had already announced plans to materially increase the capacity of its Genref refinery

Business Day Reporter

in Durban, the first phase of the expansion would cost around R670m. Keyes said this would further strengthen Engen's role as an important regional player.

"The company's shares are highly rated and in strong demand — in financing its expansion we may allow our shareholding to fall."

Keys said the Columbus stainless steel project — a 50/50 venture between Samancor and Highveld — could involve a total expenditure of R2,6bn for the hot mill to be set up in SA and about R900m for the cold roll mill at a location yet to be determined. "If the Columbus project gets the green light the Gencor group will end up with an effective 22% of the project. It could eventually lead to the creation of some 1 200 new job opportunities."

Impala's planned capex for the Impala 14 shaft, the Deeps shaft, for UG2 growth and for the Messina expansion amounted to about R2,3bn. These projects could well generate more than 17 000 new jobs.

Papermaker Sappi had more than R1bn in possible expansion projects in the pipeline at its Saiccor, Enstra and Tugela mills.

Keys said Gencor's mission was to start or acquire major business ventures and to accelerate the development of its existing businesses.

"From these numbers you will see that we are prepared to put our money where our mouth is."

BIP 211 7/12/90

Gencor set to close mines, retrench 10 000

CAPL TIPS 12/12/90

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From EDYTH BULBRING

JOHANNESBURG. — Gencor expected to close at least two of its gold mines and retrench 10 000 people next year if gold slid to a predicted \$340/oz, gold division MD Gary Maude said yesterday.

Gengold recently completed a scenario planning exercise and believes the outlook for the gold mining industry for the next nine months is gloomy.

Its "most likely" scenario is that gold will fall from its present \$376/oz to between \$330 and \$340 within the next three months. The gold price is expected to improve in next year's fourth quarter.

Within this scenario, Stilfontein and Grootvlei would close while Leslie and West Rand Consolidated would be in danger of closing, Maude said.

Maude saw a turnaround in the industry through a change of perception in the market place. The supply of gold was seen as increasing, while demand was decreasing.

A changed perception, leading to better gold prices, could be triggered by the closure of mines and the reduction in the supply of newly mined gold. The closure of Stilfontein and Grootvlei would result in the loss of 5 500 jobs. Gengold had reduced its workforce by 31 000 since the beginning of July 1988, of which 18 000 were retrenchments.

Marievale and Bracken mines were

being closed, which would mean a loss of a further 2 500 jobs.

The closure of Leslie and West Rand Consolidated would cost the industry 4 500 jobs. Gengold was considering the possibility of closing the No 4 shaft at the St Helena gold mine, which would lead to a further 300 jobs being lost.

Maude said Grootvlei mined 50 000 tons of ore a month and produced about 185kg of gold. Stilfontein mined 180 000 tons a month and produced 360kg of gold. Kinross, which mined 180 000 tons a month, produced about 1 050kg of gold at a profit of R8 000/kg. At the present gold price of \$376, both Grootvlei and Stilfontein were just breaking even, he said.

Maude emphasised that miners affected would be given retrenchment packages and preference in rehiring.

Gengold would spend R7bn over the next seven years on developing two new mines and expanding three existing operations.

Expenditure on the two new mines, Oryx and Weltevreden, would total R4,5bn and create 8 900 jobs. Oryx would come into production in 1992, while Weltevreden would start producing a year later.

The likely expansion at Winkelhaak, Kinross and Beatrix would cost about R2,25bn, would create 2 400 new jobs and increase monthly ore production at each mine by about 60 000 tons, he said.

Ergo to slash 600 jobs in cut-back plan

Capit 7/11/85 20/2/80
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JOHANNESBURG — East Rand Gold and Uranium Co (Ergo), which produces gold from slimes, says it will rationalise operations in the first quarter of 1991.

Chairman Clem Sunter said in a statement issued yesterday that the flotation plant, the uranium plant and the larger of two acid plants would close by April. Operations at the Simmergo plant would be curtailed.

The carbon in leach section and the small acid plant would continue operating at present levels.

Sunter said about 600 jobs would be lost by the closures. Every effort would be made to relocate employees.

The announcement follows an investigation into the Ergo division which showed that some operations would no longer be viable at ruling product prices, the statement said.

As the cut in working costs was forecast to exceed the decline in revenue, the closures would prolong the life and substantially enhance the profitability of Ergo at current gold price levels, Sunter said.

Existing uranium and acid supply obligations would be met.

In the year ended March 31, total gold production fell slightly to 11,732kg, from 11,992kg the year before.

Miners to lose jobs (21)

Sowetan 20/11/90
ABOUT 600 mine workers will lose their jobs when the East Rand Gold and Uranium Company closes some of its subsidiaries in April, the company's chairman, Mr Clem Sunter, said yesterday.

He said the flotation, uranium and the larger of the two acid plants at the Ergo Division will close by April.

"At the same time, operations at the Simmergo plant will be curtailed," he said. Discussions will be held with trade unions concerned regarding the possible retrenchments".

NUM hopes Leboŵa mine will reopen soon

211
BIDY 21/12/90
MATTHEW CURTIN

THE National Union of Mineworkers (NUM) was optimistic yesterday that production at JCI's Leboŵa Platinum mine would restart early in the new year as care and maintenance operations began this week, union assistant general secretary Marcel Golding said yesterday.

He said JCI had rejected original NUM proposals for the reinstatement of the majority of the 1 600 workforce, dismissed a month ago after management claimed union members had broken a moratorium on unprocedural industrial action.

The mineworkers were first fired from the Atok mine in May but management agreed to their conditional reinstatement after Leboŵa government intervention.

Progress

Golding said there was no decision on when the mine would reopen and no new meetings with JCI had been scheduled, but added "channels were open" for discussion.

A JCI official said there had been progress in recent talks, but the company was waiting for the union to suggest "more constructive" proposals which would allow production to restart.

Management had employed a small contracting labour force to "restore conditions underground" The company claimed a group of NUM marshals held workers underground against their will during a protest sit-in against the dismissals while others destroyed a vehicle and damaged an

administrative building with explosives when they returned to the surface.

In a separate issue, Golding said the NUM and management at Rand Mines' Barbrook gold mine were negotiating recall procedures for the mineworkers after the decision to close the mine.

He said Rand Mines had advised the union that operations at Barbrook, the smaller of the company's two gold mines which posted a R16,8m combined loss in the September quarter, were no longer viable.

Rand Mines announced the closure of Barbrook on Tuesday, citing the low gold price and lower than expected tonnage and grade "due to higher dilution in the stopes and the unplanned treatment of low grade development ore, necessitated by labour disruptions"

The Barbrook workforce was suspended on December 11 after a violent protest by 280 workers

The spokesman said the 700 black and 90 white workers at the mine would be paid off tomorrow and receive severance pay in January.

The mine was employing a small crew for care and maintenance purposes. The status of the mine would be reviewed in September next year, "or earlier if there is a substantial and sustained increase in the gold price"

New medical deal for miners

B10ay 24/12/90

MATTHEW CURTIN

THE Chamber of Mines, officials' associations and mining unions have approved a new three-tier scheme designed to put mining industry medical care provision on a nonracial footing

Chamber health care and Service GM Daniel Pollnow said the parties had agreed in principle on proposals that would include opening the whites-only Mines Benefit Society (MBS) to all races.

The chamber's journal Mining Sun quoted Pollnow saying existing MBS members and all employees would be asked to choose from three mine medical scheme options in 1991.

The first and cheapest option was for staff to use the "mines hospital option" with treatment by mine doctors at mine hospitals which were nonracial.

The second option was to use a reconstituted nonracial MBS costing more than

the first option "but delivering a service at a higher level of comfort".

The third and most costly option was a medical aid scheme allowing members their own choice of hospital and doctor.

Chamber external affairs GM Johan Liebenberg said the new proposals were prompted by management's concern that employees holding a particular job should be entitled to the same benefits, whether medical care, pay or pensions.

The chamber was determined the MBS should be open all races. Since the opening of reserved job categories 10 years ago, 10% to 12% of these posts had been filled by black workers.

He said there was no question that the scheme was designed to force, or entitle,

To Page 2

Medical

B10ay 24/12/90

(211)

From Page 1

white miners to pay more for exclusive, segregated medical care. All mining employees were free to choose the scheme they wanted.

Council of Mining Unions (CMU) chairman Ben Nicholson, said the CMU would not be consulting its members on the scheme until it was presented with a cost structure. He feared the price of the medical aid option would be prohibitive.

A major obstacle preventing the CMU accepting the scheme "was the use of all facilities by all miners and their families".

The chamber had to provide a medical service for all employees but CMU members were concerned they should continue to have a choice of doctors.

In the cheaper proposals staff were simply allocated doctors, and they might well

be unable to afford medical aid contributions which would allow them their own doctors.

He said the costs of MBS membership were already high.

MBS GM Brian Cook said it would be premature to comment on the details of the schemes as they were only at a proposal stage. The exact cost structures of the schemes had still to be worked out.

NUM comment was not available.

The chamber announced in October that its Rand Mutual and Cottesloe hospitals in Johannesburg would be merged by April next year, a move that would save the Chamber R6m a year.

Pollnow said besides the economic reason for the merger, racial divisions in SA could no longer be justified.

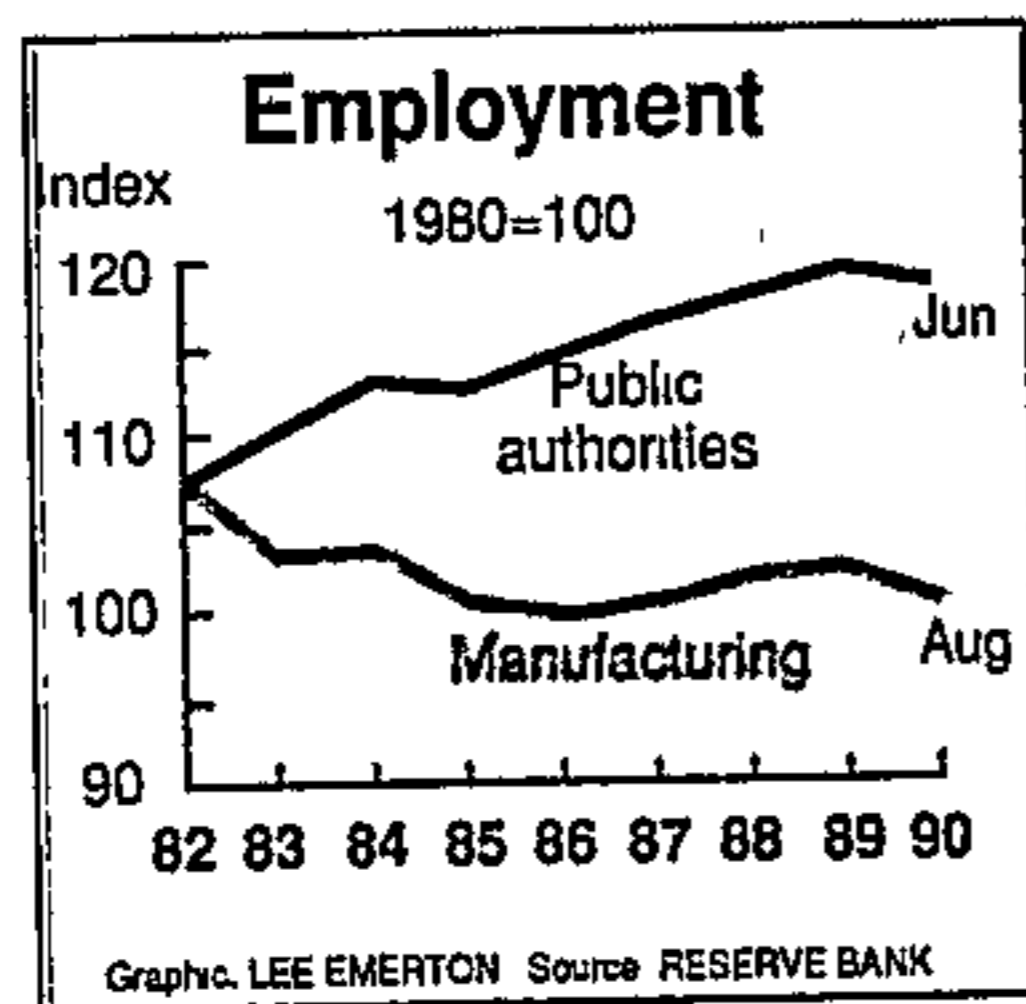
Jobs in manufacturing sector drop to 1980 levels

211

Biday 27/12/90

GRETA STEYN

EMPLOYMENT in the manufacturing sector declined by 3% between January and August this year to a level almost exactly the same as in 1980, figures in the latest Reserve Bank Quarterly Bulletin show



Employment in manufacturing has fallen this year in line with the fall in output — also about 3% over the same period. Manufacturing is the largest contributor to SA's GDP at 23% and has traditionally been the main provider of jobs. The fall in manufacturing output is a major factor behind the recession.

Even more discouraging are employment trends in mining where total employment is less than in 1980.

The index, with 1980 as base year, slipped to 99.1 in July from a peak of 106.2 in 1987. Mining accounts for about 11% to GDP. Unlike manufacturing, this sector increased its output in the third quarter.

Contrasting with employment trends in manufacturing and mining is growth

in public sector employment of more than 18% since 1980.

The most rapid growth, however, has been in private services — including banking, insurance, hotels, and transport — of about 26% during the last decade. The latter sector also appears to be recession proof, as there was growth in employment between June 1989 and this year (1.6%).

Both commerce and general government increased their gross domestic product this year.

A recent Bureau for Economic Research (BER) study found the stagnation over the past decade of employment growth in the manufacturing sector reflected the increasing rate at which labour was replaced by capital in the past decade.

The fixed capital stock of the country grew by 15.7% in real terms during the 1980s.

FANAKALO WILL GET THE BOOT

DEEP underground in the mines black mineworkers get their orders and communicate in a blunt, bastard language called fanakalo, loathed by many who use it.

Now a major gold firm has decided to drop fanakalo at its newest mine, and the National Union of Mineworkers (NUM) hopes it is the beginning of the end for this hybrid language of commands, the very name of which means: "(Do it) like this"

"Fanakalo is a master-servant language," NUM president James Motlatsi said. "I hated it when I worked in the industry."

Based on simplified Zulu, sprinkled with other African languages, Afrikaans and English, Fanakalo lacks subtlety and has a very limited vocabulary

Fanakalo evolved in the sugar cane fields of Natal and spread to the mines, where mineowners taught it as a means to make migrant workers, speaking any of 14 different languages, understand what was required

South Africa's second-largest mining house, Gencor, is discouraging fanakalo in favour of English or Afrikaans at its new high-technology mine, Weltevreden, near Klerksdorp, south-west of Johannesburg.

The move is possible because the mine, which formally opened in October, will employ a stable workforce of only 600 workers, mainly drawn from nearby townships. They will need a secondary education to operate the sophisticated equipment.

Most South African gold mines still rely on many thousands of unskilled migrant workers recruited from all over southern Africa to labour in the sweltering heat underground

When new workers arrive, they are quickly taught fanakalo

"In our group's mines alone there are 80 000 employees, the majority of whom do not speak either English or Afrikaans," said Gencor spokesman Tom Ferreira

He said the no-fanakalo policy may be tried at another modern mine, but added: "Even if this experi-

Dead child's hand used to mix beer

A 60-YEAR-OLD Swaziland woman has admitted she uses the severed hand of a child to mix her beer

Calling herself Fikile Khanyile, the woman, from Emvutshini near Mbabane, also admitted she kept a baboon in her house but denied allegations by neighbours she was involved in witchcraft

According to a *Times of Swaziland* report, the woman also denied she kept a "zombie" in a clay casket in her bedroom

The induna of the area has called a community meeting for Sunday, during which the woman will be asked to explain how she came to possess the dead child's hand

An Mbabane police spokesman said if the allegations proved true, Khan-

It's no language of love, says mine union president

ment is successful, it will be very difficult to introduce it at existing mines"

The country's largest mining house, Anglo American Corporation, says it does not like fanakalo and, like Gencor, offers its workers courses in other languages

"It is not a language in which you can share feelings, express grievances or share information. It is not the language for the style of management we want," said Anglo American's gold division spokesman Adrian du Plessis

"We certainly look forward to the day when enough of our employees are effective enough in English to be able to phase it out entirely"

NUM says managers are doing too little to drop fanakalo by educating black workers in the same way they teach whites, who until recently were guaranteed supervisory positions by apartheid legislation

"Miners from the white side come from Portugal, Germany and Poland. Management makes sure they get classes where they learn English or Afrikaans very quickly," Motlatsi said.

"I think the most suitable language is English"

According to University of Witwatersrand research student Dumisani Ntshangase, fanakalo is dominated by phrases that cajole or threaten, such as the menacing "Mina bona wena hayifuna sebenza" (I see that you do not want to work)

"If you look at its syntax, it starts with the imperative - do this, don't do that, go there," he said.

It is contaminated by its long use by white overseers to harangue workers in an industry that for decades allowed them little dignity and few rights

Despite its shortcomings, outside the workplace fanakalo has provided a regional lingua franca, and a diarist for the *Sunday Times* newspaper expressed some possibly premature regret after the Gencor announcement.

"A part of colourful indigenous tradition has made way for modernisation," he wrote - Sapa-Reuter



James Motlatsi ... I hated it.



Martha Mohapi ... no drink or drugs.

101 years old and all alone!

By DAN DHLAMINI

MARTHA Mohapi turned 101 this month but her birthday went unnoticed and she had a lonely Christmas

City Press located Martha, a pensioner, on her birthday - December 12 - at Harpington farm, about 15km from Potchefstroom, where she lives with her eldest son Parker

There was no birthday party to mark the 101st. Martha was now more than a century old

She also spent a lonely Christmas without gifts or other goodies to cheer her up

Martha, who can no longer walk on her own and has aching, swollen feet, said she was blessed with three sons, Parker, Barney, Statue and three grandchildren, whose ages she could not remember

City Press later established that her youngest son Statue and his brother Barney were unemployed so could not afford to give their mother a party.

Asked for her "recipe" for reaching her age, she chuckled and said "Refrain from drinking alcohol and using drugs, and eat the correct food"

Both sides can claim victory in hard-fought wage talks

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Seifsa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1990/91

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general

Labour consultants Andrew Levy and Associates calculated there was a 29,4% increase in man-days lost in 1990 from the previous year to more than 4-million. Average pay awards stayed at 17,4% — the same as last year but down half a percentage point from 1988.

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1991.

While 66% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed

Similarly almost 4 000 Paper

MATTHEW CURTIN

Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue. This came after a seven-week strike

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements

The importance of unions adhering to such agreements and minimising unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant

Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership

The lessons learnt by both sides may have put industrial relation

on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures

Volkswagen, Lebowa Platinum and Genmin Mooloosi mine management also learnt lessons from the Mercedes experience, closing down operations in face of allegedly intolerable unprocedural action by union members

Violence, however, presented the most difficult problems for employers and unions

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, NUM and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat.

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others.

Numsa said strike plans in the metal industry and at Iscor plants were shelved because the township strife threw union organisation into chaos

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Iscor management to find a way to deal with violence

Anthony Barker reports on silencing the 'master-servant' language

Zipping Fanakalo's loathed lips

Spw 2/11/2/90

211

DEEP underground, black mineworkers get their orders and communicate in a blunt, bastard language called Fanakalo, loathed by many who use it

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Based on simplified Zulu, sprinkled with other African languages, Afrikaans and English, Fanakalo lacks subtlety and has a very limited vocabulary. Fanakalo evolved in the sugar

cane fields of Natal and spread to the mines, where mine officials systematically taught it as a means to make migrant black workers, speaking any of 14 different languages, understand what was wanted of them.

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The move is possible because the mine, which opened in October, will employ a stable workforce of only 600 workers, mainly drawn from nearby townships

Most gold mines still rely on many thousands of unskilled migrant workers recruited from all over southern Africa. When they arrive they are quickly taught Fanakalo.

"In our group's mines alone,

here are 80 000 employees, the majority of whom do not speak either English or Afrikaans," said Gencor spokesman Tom Ferreira. Ferreira said the no-Fanakalo policy may be tried at another modern mine, but added "Even if this experiment is successful, it will be very difficult to introduce it at existing mines."

In the meantime, the union says managers are doing too little to drop Fanakalo by educating black workers in the same way that they teach whites, who until recently were guaranteed supervisory positions above blacks by apartheid legislation

"Miners from the white side come from Portugal, Germany, Poland. Management makes sure they get classes where they learn English or Afrikaans very quickly," Motlatse said.

"I think personally the suitable language is English," he added.

According to University of Witwatersrand research student Dumnani Ntshangase, Fanakalo is dominated by phrases that cajole or threaten, such as the menacing "Mina bona wena hayifuna sebenza," (I see that you do not want to work.)

"If you look at its syntax, it starts with the imperative — do this, don't do that, go there," he said, adding that it is further con-taminated by its long use by white overseers to harangue inexperienced workers

As South Africa begins to debate which official languages to adopt in a post-apartheid non-racial democracy, Fanakalo is not on the list of serious suggestions — Sapa-Reuter. □

War seeping out of townships

Star 20/12/90



THE soldiers were waiting at the tollgate on the main highway to Durban Politely, almost deferentially, one of them, a conscript judging from his boyish face, leaned into the car window and asked if we had any firearms

"No", we said, "nothing like that"

Satisfied, he gave us a pamphlet. Addressed to "law-abiding people" and carrying the insignia of the South African Police and the South African Defence Force, it was from the security forces

"We will not tolerate acts of violence, murder, arson and intimidation and will take those steps that are necessary to stop and apprehend the perpetrators of violence," it said

"We call on all peace-loving citizens to assist the security forces in our efforts to re-establish law and order"

It was a clear reminder that we were in Natal and that the continuing war between African National Congress-linked forces and Inkatha loyalists had begun to seep from the townships, the villages and the squatter camps into the cities and on to the highways

Only the day before, the Maritzburg-based Natal Witness declared in a front-page headline "AK-47 ambush in city limits Two killed in attack on minibuses"

The victims were Inkatha men en route to the city from the outlying Table Mountain area Inkatha promptly blamed supporters of Chief Mhlabuzuma Maphumulo, president of the ANC-aligned Congress of Traditional Leaders of South Africa

Within 24 hours, Rejoice Maceyi, president of the Inanda Chamber of Commerce and a known ANC sympathiser, was killed Her assassins pumped up to 12 bullets into her at close range

Natal's "unofficial war" — to borrow the phrase used by Matthew Ketrudze in his compelling book on the conflict — was the prelude to, and a generator of, the horrifying violence which has swept through townships around Johannesburg since the beginning of August

We were, indeed, in Natal and on our way to the squatter settlements around Durban Later, Tony Gilson of the Urban Founda-

tion gave us a brief tutorial on the squatter camps which encircle Durban like a proliferating army of poor bivouacking around a city of the rich

The background sketched by Mr Gilson was hardly encouraging the population of Greater Durban is 3.5-million, of whom 2.5 million are black two-thirds of the blacks live in shacks, a quarter of all South Africans live in Natal but its share of the national gross domestic product is only a sixth

His future predictions offered no relief the gap between the "haves" and the "have-nots" will continue and probably widen, population growth will exceed economic growth, violence will be endemic

The squatter settlements were an astonishing, almost awe-inspiring sight They seemed to fill every available piece of spare land, clinging to the hillsides with incredible tenacity

The first that we saw were hardly a few minutes' drive from the city centre Springing up in unoccupied land between Indian-owned houses in Claire's Estate, they seemed to be creeping inexorably down to the main road

Later we entered Lindelani, a squatter settlement under the aegis of an Inkatha "warlord", Thomas Shabalala, a man who reportedly demands absolute fealty from squatters in the area

A man of fearsome reputation who, according to Ketrudze, alleges land and evicts tenants at will Mr Shabalala runs his own army and "offers protection" at a price He was expelled from Inkatha's central committee in 1988 after a disciplinary hearing but remains a loyal member

From Lindelani we moved through Richmond's Farm, another squatter area run by pro-Inkatha strongmen, into neighbouring Kwamashu, an established township where the ANC and Inkatha are vying for dominance

What struck us forcefully in Kwamashu were the tiny officially built houses They looked as if they had been designed for Lilliputians They made Soweto's "matchbox houses" seem positively commodious

From Kwamashu we drove through Bester's Camp, another squatter area As far as the eye

could see there were squatter shacks, row upon row of them In the distance a man in ANC colours moved through the crowded shelters, using a loudspeaker to summon the people to a meeting

From there we travelled to Inanda, scene of vicious fighting and looting in 1985, a reminder that the war has plagued the area for more than five years and is wont to degenerate into anarchy in which there are no clearly defined ideological foes, only victims

Wherever we went there signs of conflict shattered windows, derelict shacks, the scorch marks of fire on the walls and even an abandoned armoured vehicle

Later we travelled down the Edendale valley outside Maritzburg, scene of fierce fighting in March in which 80 people were killed in five days Inkatha and ANC areas were divided by a no-man's land of empty houses, three or four kilometres wide

We passed the house of another Inkatha strongman or "warlord", David Ntombela, a tribal Induna who is an Inkatha branch chairman He was not there

Our guide, who requested anonymity, did not like him

He saw him as a ruthless man Mr Ntombela was identified by his foes as the man who led the Inkatha invasion of ANC strongholds in the Edendale valley in March An inquest magistrate found that Mr Ntombela and some of his underlings were responsible for the death of Angelica Mkhize and her 11-year-old daughter Mr Ntombela has not yet been prosecuted

But our guide acknowledged that Mr Ntombela, who once attended an inquest hearing carrying a gun, was a brave man who confronted his enemies head-on and who had imposed a "pax Inkathana" on his area

Later I spoke to Mr Ntombela on the phone He did not sound like a warlord He spoke in a soft voice, addressing me as "sir"

I asked him how he felt about being labelled a "warlord" He laughed "I have disputed that for a long time What about the warlords on their side? They don't mention them They see I am a strongman They want to disgrace me They want the people to hate me" □

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MINING — LABOUR — 1991

JANUARY — JULY.

Ramaphosa calls for crisis summit

CP 1025 24/2/91
(211)

■ MONEY TALK

THE crisis in our gold-mining industry, which is currently causing large-scale unemployment throughout industry, received considerable attention during the annual investment conference in Johannesburg organised by stockbroking firm Frankel Max Pollak Vinderne.

One of the most refreshing viewpoints aired was that of Cyril Ramaphosa, chairman of the National Union of Mineworkers. He appealed to South Africa's mining bosses to directly involve black workers in efforts to keep the industry afloat. After all, it is mostly black jobs that are on the line when a shaft or mine is closed.

He believes a central register of retrenched mineworkers should be established so that they can be offered any job opportunities in the industry.

Ramaphosa is worried because these workers battle to find alternative employment. It is therefore important they be retrained for new jobs. In

this regard Ramaphosa emphasised that retraining is dependent on the worker having a minimum level of basic education.

Many members of NUM do not have this basic education and he proposed that negotiations be held to provide a basic adult training course, linked to what he calls a career path.

Ramaphosa accused South Africa's mining companies of being extremely reluctant to involve workers in important decisions. Yet the crisis in the gold-mining industry is endemic, is facing a downscaling, with major knock-on effects causing job losses elsewhere.

In fact, his prediction was confirmed during the past week when AECI, South Africa's major chemical producer, announced a substantial drop in profits, partly due

to the gold mines buying less explosives and at the same time being unable to absorb cost increases, thus placing pressure on profit margins

Ramaphosa also believes a national strategy must be devised to deal with the mining industry's problems and feels a summit should be held between labour represented by all mining unions and all mine owners.

One hopes the mining industry will respond positively to Ramaphosa's ideas. However, it may be wise to invite other parties to such a summit because there is a simple question that must be answered urgently.

Where are the jobs to be found for the retrenched workers if South African industry - not only mining - is reducing the number of jobs as a result of the economic recession?

It is important the best brains in South Africa tackle this question for without economic growth no new jobs will be available.

ossible to own

l Savings
dy to lean on.

Anglo still cutting HQ staff numbers

BLOOD LETTING at Anglo American's head office is not over.

Anglo says fewer than 150 staff members will be retrenched, but some head-office sources say the number may be nearly 300.

A briefing given to one employee was that 240 would be laid off, but she believes management is not giving the true numbers.

Anglo says that its annual budget review "has reflected the overall state of the economic climate and in particular the very difficult conditions of the gold mines, to which Anglo's head office provides services".

Resort

If the gold price continues to fall and Middle East peace prospects improve, more retrenchments at Anglo and other mining houses could follow.

Anglo has taken several steps to cut costs, including a zero nominal increase in the budget after provision for salary and wage rises. Retrenchment is the last resort, says Anglo.

It has also taken employees seconded to subsidiaries outside Johannesburg off its books. Their pay has been debited to the subsidiaries.

An Anglo spokesman says cost containment is a continuous exercise.

"The reduction in staff numbers - whether through attrition, early retirement or, most regrettably,

By DIRK TIEMANN

trenchment - at Anglo's head office is thus not complete. Exercises are still in progress in a number of departments."

One is the architectural division, which was slimmed down last October. Four architects were put on early retirement, as were many administrative staff.

A 58-year-old architect says the package he received was good. He now repairs and cleans swimming pools.

"The mines were going to do more township development, but this did not materialise. We had just completed Western Deep. The architectural department which numbered about 110 in October 1990 now employs about 90."

Disaffected employees say the lay-offs come at a time when construction of a head-office building at 55 Marshall Street is going ahead.

Anglo says greater managerial efficiency, productivity and cost reduction are the reasons for going ahead with construction.

"The building will accommodate the major operating divisions under one roof. At present they are in different buildings."

Apparently two head-office buildings will become vacant as soon as the new one is completed.

Anglo says they will be sold or let "depending on the

most sensible business judgment at the time".

Pressure for cost reduction and enhanced efficiency is greater now than in 1989.

"The project is on schedule and within budget."

The cost of the building in 1989 prices was R180-million. It has risen to R200-million. Talk is that 900 people were to be housed in the building, but only 700 will move in.

An Anglo spokesman says the plan is to accommodate 900, but the project has a three-year lead time and projections are difficult.

Cars

Cost-cutting measures already announced by Anglo include the change of its company car scheme to an allowance, which means employees must buy their own vehicles. The idea is to achieve a cash-based remuneration package. This will be implemented on March 1.

Flagship cars are being downgraded and only top executives will drive a Mercedes-Benz.

Anglo says the advantages of car allowances are that individuals will be given greater flexibility and responsibility for organising their own affairs.

An attractive part of the Anglo employment package is a 7% housing bond. Retrenched staff are given six months to transfer their bond, during which Anglo's 7% is charged.

JCI signs Czechs

By DIRK TIEMANN

agricultural and trading interests in Eastern Europe and requires general management expertise, coupled with financial and marketing backgrounds

JOHANNESBURG Consolidated Investment Company (JCI) is bringing 24 Czechoslovak mining graduates to SA.

JCI says the brain drain since PW Botha's rubicon speech has severely hampered SA in the past five years.

In the past the mining houses have recruited mainly British nationals, but many have left, fearing political and economic instability.

SA Times 24/2/91
Families

The Czechs will work at the Rustenburg platinum mines. They are metallurgists, chemists, chemical engineers and mining graduates. They are highly trained and have considerable expertise, says JCI.

The new employees and their families are due to arrive today. They will live in a hotel near Rustenburg for the first three months. Some wives are dentists, computer scientists, analytical chemists, water purification experts and economists.

JCI advertised vacancies in the Czech national daily Mlada Fronta. More than 1500 applicants responded before the JCI recruiting team had even arrived there.

In a reverse development, Lonrho is recruiting people in SA to work in Czechoslovakia and Romania. The multinational is expanding its

	In die landroosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kemplon Park, Krugersdorp, Kullisrivier, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Rodepoort, Sasolburg, Simonstad, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonana, Wonderboom en Wynberg			In die landroosdistrikte Bloemfontein, Klerksdorp, Odendaalsrus, Oos-Londen, Paarl, Pietermaritzburg, Potchefstroom, Virginia en Welkom en die munisipale gebied van Witbank			In die landroosdistrikte Delmas, Heidelberg (Tvl) en Hoëveldrif en die munisipale gebiede van Bethlehem, Hammismit, Kroonstad, Ladysmith, Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg		
	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het	Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het	Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het	Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het	Daarna
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
Algemene werker*	96,50*	104,00*	112,00*	86,00*	92,50*	99,50*	75,50*	81,50*	87,50*
Ambagsman	196,00	203,50	211,50	174,00	180,50	187,50	154,00	160,00	166,00
Bediener van 'n houtsaagmasjien	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Bediener van 'n laaigraaf	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
Drywer van 'n—									
ligte motorvoertuig	108,50	116,00	124,00	96,50	103,00	110,00	85,00	91,00	97,00
medium motorvoertuig (gelede)	128,50	136,00	144,00	114,50	121,00	128,00	101,00	107,00	113,00
medium motorvoertuig (nie-gelede)	124,50	132,00	140,00	110,50	117,00	124,00	97,50	103,50	109,50
swaar motorvoertuig (gelede)	144,00	151,50	159,50	128,00	134,50	141,50	112,50	118,50	124,50
swaar motorvoertuig (nie-gelede)	139,00	146,50	154,50	123,50	130,00	137,00	108,50	114,50	120,50
ekstra swaar motorvoertuig (gelede)	154,50	162,00	170,00	138,00	144,50	151,50	122,00	128,00	134,00
ekstra swaar motorvoertuig (nie-gelede)	149,00	156,50	164,50	133,00	139,50	146,50	117,50	123,50	129,50
ultra swaar motorvoertuig	160,50	168,00	176,00	143,00	149,50	156,50	126,50	132,50	138,50
Faktotum	122,50	130,00	138,00	109,00	115,50	122,50	96,00	102,00	108,00
Kampongbestuurder	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Klerk—									
gedurende die eerste jaar ondervinding	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
gedurende die tweede jaar ondervinding	126,00	133,50	141,50	112,50	119,00	126,00	99,00	105,00	111,00
gedurende die derde jaar ondervinding	142,00	149,50	157,50	126,50	133,00	140,00	111,00	117,00	123,00
daarna	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Laaimeester	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Onderbaas	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Sekuntelwag	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
Wag	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Werklerk—									
gedurende die eerste jaar ondervinding	104,50	112,00	120,00	93,00	99,50	106,50	82,00	88,00	94,00
gedurende die tweede jaar ondervinding	107,50	115,00	123,00	95,50	102,00	109,00	84,50	90,50	96,50
daarna	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
Werkvoorman	165,00	172,50	180,50	146,00	152,50	159,50	129,50	135,50	141,50
Werknemer graad I	100,50	108,00	116,00	89,50	96,00	103,00	78,50	84,50	90,50
Werknemer nie elders in hierdie subkousule uitdruklik vermeld nie	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00

* Met dien verstande dat dié loon met hoogstens 10% verminder mag word gedurende die werknemer se eerste ses maande diens altesaam by dieselfde werkgewer

	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonana, Wonderboom and Wynberg			In the Magisterial Districts of Bloemfontein, East London, Klerksdorp, Odendaalsrus, Paarl, Pietermaritzburg, Potchefstroom, Virginia and Welkom, and the municipal area of Witbank			In the Magisterial Districts of Delmas, Heidelberg (Tvl), and Highveld Ridge, and the municipal areas of Bethlehem, Harrismith, Kroonstad, Ladysmith, Middelburg (Tvl), Newcastle, Pietersburg and Rustenburg		
	During the first six months after this amendment becomes effective	During the second six months after this amendment becomes effective	Thereafter	During the first six months after this amendment becomes effective	During the second six months after this amendment becomes effective	Thereafter	During the first six months after this amendment becomes effective	During the second six months after this amendment becomes effective	Thereafter
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
Artisan	196,00	203,50	211,50	174,00	180,50	187,50	154,00	160,00	166,00
Chargehand	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Checker	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Clerk —									
during the first year of experience	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
during the second year of experience	126,00	133,50	141,50	112,50	119,00	126,00	99,00	105,00	111,00
during the third year of experience	142,00	149,50	157,50	126,50	133,00	140,00	111,00	117,00	123,00
thereafter	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Compound manager	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Driver of —									
Light motor vehicle	108,50	116,00	124,00	96,50	103,00	110,00	85,00	91,00	97,00
a medium motor vehicle (articulated)	128,50	136,00	144,00	114,50	121,00	128,00	101,00	107,00	113,00
a medium motor vehicle (rigid)	124,50	132,00	140,00	110,50	117,00	124,00	97,50	103,50	109,50
a heavy motor vehicle (articulated)	144,00	151,50	159,50	128,00	134,50	141,50	112,50	118,50	124,50
a heavy motor vehicle (rigid)	139,00	146,50	154,50	123,50	130,00	137,00	108,50	114,50	120,50
an extra heavy motor vehicle (articulated)	154,50	162,00	170,00	138,00	144,50	151,50	122,00	128,00	134,00
an extra heavy motor vehicle (rigid)	149,00	156,50	164,50	133,00	139,50	146,50	117,50	123,50	129,50
an ultra heavy motor vehicle	160,50	168,00	176,00	143,00	149,50	156,50	126,50	132,50	138,50
Front-end loader operator	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
General worker*	96,50*	104,00*	112,00*	86,00*	92,50*	99,50*	75,50*	81,50*	87,50*
Grade I employee	100,50	108,00	116,00	89,50	96,00	103,00	78,50	84,50	90,50
Handyman	122,50	130,00	138,00	109,00	115,50	122,50	96,00	102,00	108,00
Security guard	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
Watchman	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Wood-sawing machine operator	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Yard clerk —									
during the first year of experience	104,50	112,00	120,00	93,00	99,50	106,50	82,00	88,00	94,00
during the second year of experience	107,50	115,00	123,00	95,50	102,00	109,00	84,50	90,50	96,50
thereafter	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
Yard foreman	165,00	172,50	180,50	146,00	152,50	159,50	129,50	135,50	141,50
Employee not specifically mentioned elsewhere in this subclause	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00

* Provided that the employee's wage may be reduced by not more than 10 per cent during his first six month's employment in the aggregate with the same employer



SCHEDULE

1. In clause 3, substitute the following for subclause (1):

"(1) *Minimum wages.*—(a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b), (c) and (d): Provided that in the case of an employer who has been engaged in this Trade for a period of more than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during that period, whereafter the minimum wages specified in paragraph (b), (c) and (d) shall become payable and be paid.

(b) An employer shall, subject to the proviso to paragraph (a), pay to each member of the under-mentioned classes of his employees, other than casual employees and part-time employees, the minimum wages specified hereunder:

BYLAE

1. In klousule 3, vervang subklousule (1) deur die volgende:

"(1) *Minimum lone.*—(a) Die minimum lone wat 'n werkgewer aan sy werknemers moet betaal, is soos in paragrawe (b), (c) en (d) hieronder bepaal: Met dien verstande dat indien die werkgewer vir langer as 12 maande maar nie langer nie as 24 maande altesaam by hierdie bedryf betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone wat in paragrawe (b), (c) en (d) bepaal word, betaalbaar word en betaal moet word.

(b) Behoudens die voorbehoudsbepalings in paragraaf (a), moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, uitgesonderd los werknemers en deeltydse werknemers, die minimum lone hieronder uiteengesit, betaal:

Amendment of Annexure A to the Regulations

2. Annexure A to the Regulations is hereby amended by—

(i) the substitution for the expression "getrouheidswaarborgsertifikaat" wherever it appears in the Afrikaans text of the expression "getrouheidsfondssertifikaat"; and

(ii) the substitution in item 11 for the expression "current trust account" of the expression "trust banking account".

No. R. 348

22 February 1991

AMENDMENT OF THE RULES MADE UNDER SECTION 15 OF THE MAINTENANCE ACT, 1963 (ACT No. 23 OF 1963)

Under section 15 of the Maintenance Act, 1963 (Act No. 23 of 1963), I, Hendrik Jacobus Coetsee, Minister of Justice, hereby make the rules set out in the Schedule.

SCHEDULE**Definition**

1. In this Schedule "the Rules" means the rules published under Government Notice No. R. 2331 of 24 December 1970.

Substitution of rule 7 of the Rules

2 The following rule is hereby substituted for rule 7 of the Rules:

"7. The notice contemplated in section 12 (1) of the Act shall be served on the employer referred to in the said section by a sheriff appointed under section 2 of the Sheriffs Act, 1986 (Act No. 90 of 1986), or a police officer, by delivering or tendering such notice to that employer".

H. J. COETSEE,
Minister of Justice.

DEPARTMENT OF MANPOWER

No. R. 291

(211)

22 February 1991

WAGE ACT, 1957

**AMENDMENT OF WAGE DETERMINATION 409 —
COAL TRADE, CERTAIN AREAS**

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 409, Coal Trade, Certain Areas, published under Government Notice No. R. 1189 of 5 June 1981, as amended by Government Notices Nos. R. 1916 of 2 September 1983 and R. 2192 of 24 October 1986 in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding

E. VAN DER M. LOUW,
Minister of Manpower

Wysiging van Bylae A by die Regulasies

2 Bylae A by die Regulasies word hierby gewysig deur—

(i) die uitdrukking "getrouheidswaarborgsertifikaat", waar dit ook al voorkom, deur die uitdrukking "getrouheidsfondssertifikaat" te vervang; en

(ii) die uitdrukking "lopende trustrekening" in item 11 deur die uitdrukking "trustbankrekening" te vervang

No. R. 348

22 Februarie 1991

WYSIGING VAN DIE REELS UITGEVAARDIG KRAGTENS ARTIKEL 15 VAN DIE WET OP ONDERHOUD, 1963 (WET No. 23 VAN 1963)

Kragtens artikel 15 van die Wet op Onderhoud, 1963 (Wet No. 23 van 1963), vaardig ek, Hendrik Jacobus Coetsee, Minister van Justisie, hierby die reëls in die Bylae uit

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Reëls" die reëls afgekondig by Goewermentskennisgewing No. R. 2331 van 24 Desember 1970.

Vervanging van reël 7 van die Reëls

2 Reël 7 van die Reëls word hierby deur die volgende reël vervang:

"7. Die kennisgewing in artikel 12 (1) van die Wet beoog, word aan die werkgewer in genoemde artikel bedoel, bestel deur 'n balju aangestel kragtens artikel 2 van die Wet op Balju's, 1986 (Wet No. 90 van 1986), of 'n polisiebeampte, wat sodanige kennisgewing aan daardie werkgewer oorhandig of aanbied."

H. J. COETSEE,
Minister van Justisie.

DEPARTEMENT VAN MANNEKRAG

No. R. 291

22 Februarie 1991

LOONWET, 1957

**WYSIGING VAN LOONVASSTELLING 409.—
STEENKOOLBEDRYF, SEKERE GEBIEDE**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 409, Steenkoolbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1189 van 5 Junie 1981, soos gewysig by Goewermentskennisgewings Nos. R. 1916 van 2 September 1983 en R. 2192 van 24 Oktober 1986 ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

Miners in sit-in over colleagues

Sowetan 21/2/91

211

FIFTEEN members of the National Union of Mineworkers yesterday embarked on a sit-in at Iscor's headquarters in demand of the return of migrant workers who fled the compounds during last year's violence.

Mr Jesse Maluleke, a NUM campaign organiser, said sit-in was embarked on after the union had reached a deadlock with management over the issue.

Xhosa miners fled the compounds at Iscor's Durnacol and Hlobane collieries in northern Natal in October last year following bloody clashes with their Zulu colleagues.

Thirteen people were killed and at least 50 others injured.

Mr Piet du Plessis, a spokesman for Iscor, said while it was now safe for the miners to return, management could not guarantee their safety.

He said two people had died in recent violence at the mines. Management had also planned to appoint a neutral mediator to resolve the situation, he said.

Conduct survey

The company would also conduct a survey to gauge the attitudes of Zulu-speaking miners about the return of their Xhosa counterparts.

"At the moment we have conflicting information about their feelings," he said.

"We want people (Xhosas) to return, because some of them are our most experienced workers," Du Plessis said.

He denied allegations that management had refused four proposals put forward by NUM designed to snuff-out ethnic clashes and facilitate the return of workers.

According to Maluleke these included:

- * The return to work of all Xhosa-speaking miners.
- * Wage payments from October to the date of return.
- * Increased security at workplaces and mine hostels.

NUM to make a new bid for wage parity

Biday 18/2/91 (211)

THE uneven bargaining strength of the National Union of Mineworkers (NUM) means its aim of securing national minimum wages on the gold mines is still a long way off

This is despite the Chamber of Mines' recognition that wage differentials must be phased out

NUM assistant general secretary Marcel Golding said last week the union would restate its demand for a national wage rate for each job category in wage negotiations this year

But, as in each of the last seven years of industry-wide bargaining for SA's black miners, there was "intense industry resistance to uniform wage structures"

The extent of the wage divide is demonstrated by the 27% difference in minimum wage rates for bottom-grade underground workers on Anglo American and Gold Fields gold mines

Bottom and top-grade underground workers at Anglo mines take home R112 and R64 a month more respectively than their counterparts at Gold Fields

Bottom grade underground workers earn R532 a month at Anglo, R505 at Rand Mines' Harmony gold mine, R489 at Gengold and R420 at Gold Fields

Golding said the wide differentials reflected the differences in bargaining levels on the gold mines. Whereas the NUM had majority representation on Anglo's mines, it had only minority representation at many Gengold operations and at most Gold Fields and Anglovaal mines

Chamber spokesman Peter Bunkell said last week the chamber committed itself in wage talks with the NUM last year to the principle of "gradual closure" of gaps between wages in each of the job categories.

He said the chamber set no timetable for narrowing the wage gaps, a task dependent

MATTHEW CURTIN

on "a wide variety of factors".

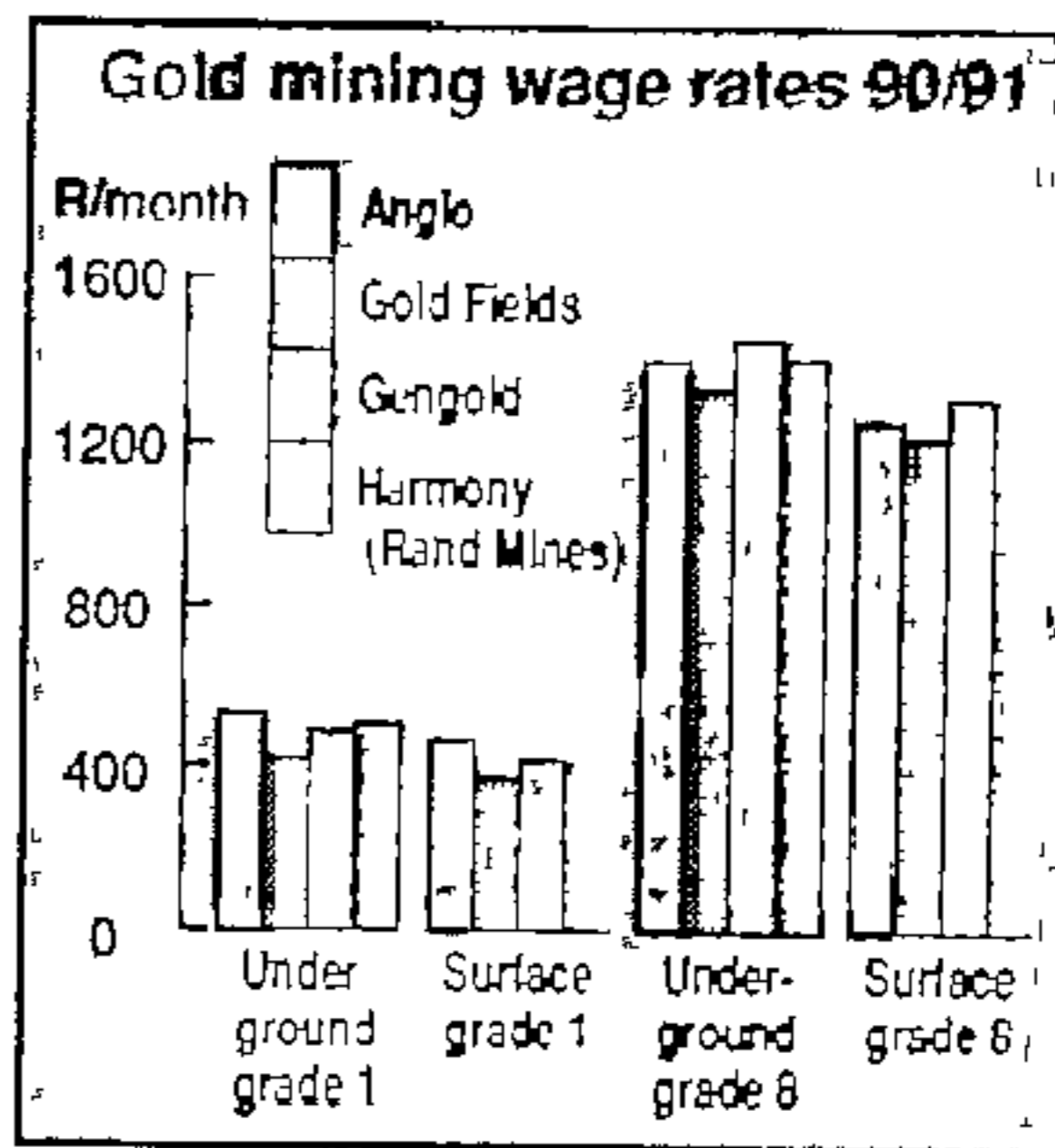
Gold Fields has long held individual labour policies, applying a steep wage curve, with miners in the lowest categories paid less than on other mines and those in some higher categories paid more.

The philosophy behind the steep wage curve is that it represents a greater incentive for employees on the lower rungs to advance to better-rewarded higher categories.

NUM economist Martin Nicol said while the chamber's decision was "a major breakthrough" for the union, Gold Fields was paying lower wages in order to subsidise higher profits.

He said the union would ask for wage parity in 1991 regardless of the economic fortunes of the gold industry.

Gold Fields was unavailable for comment on its wage policy last week.



Graphic: FIONA KRISCH Source NUM

CMU warns of tough pay talks with Chamber

■ The Council of Mining Unions, representing 22 000 largely white miners and mine artisans, has put in for a 20 percent pay rise at the start of 1991 negotiations with the Chamber of Mines.

Given the low gold price and large-scale retrenchments on the gold mines, the negotiations would be "extremely tough", predicted CMU secretary Alan Liebisch. Last year, the CMU won a 13,5 percent rise after initially demanding 20 percent.

Liebisch said the council had also demanded a seven-day increase in annual leave — it is currently 21 days for surface workers and 28 days underground — shift allowance rises and paid holidays on Ascension Day and New Year's Day. The CMU had not made its long-standing demand for a five-day week, as employers agreed last year to debate this in a separate forum.

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Soweto 3/2/91

NUM after better deal

THE National Union of Mineworkers has proposed a summit between trade unions and employers to develop a strategy on the future of the mining industry.

NUM general secretary Cyril Ramaphosa said in Johannesburg yesterday his union believed a strategy was needed to address problems (21)

"Such a strategy can only be conceived if mining capital modernises its approach to industrial relations and agrees that participatory systems are more viable than the traditional authoritarian system," Ramaphosa said.

Stw 13/2/91

Wages too low, says PO chief

By Shareen Singh

At a meeting with postal workers' unions to discuss salary increases, Postmaster-General Johan de Villiers admitted that the minimum wage of R735 in post offices "is too low and is not a decent wage"

Mr de Villiers agreed with the joint union delegation that productivity in the department had increased and hence workers should be compensated.

He congratulated the unions for presenting "reasonable arguments and a balanced report", the union delegation said.

The Post Office was a reasonable employer and as such was concerned about its employees, Mr de Villiers said.

He told the union delegation that he had written to the Minister of Mineral and Energy Affairs informing him that the unions' presentation of salary increases could not be ignored.

The spirit of the meeting with Mr de Villiers and his acknowledgement that salaries were too low and productivity had increased has left the unions with high hopes that their demand for a minimum wage of R1 300 will be met

But a press statement issued by the Department of Post and Telecommunications did not guarantee wage increases.

Stw 13/2/91

Aids 'will halt SA population growth by 2000'

By Julienne du Toit

Aids in South Africa will halt the population growth by the turn of the century, a leading actuary estimates

Theo Hartwig, chief actuary at Old Mutual, was speaking yesterday at an investment conference of Johannesburg stockbrokers Frankel Kruger.

He said that in South Africa the problem of Aids was still in its infancy but rapidly gaining a foothold in the black community, especially in the Transvaal and Natal

Mr Hartwig said the chances of completely

halting the epidemic seemed non-existent as the chances of a cure or vaccine that could be used on a mass scale seemed remote.

Samples from blood clinics and ante-natal clinics indicated about 1 percent of the black population was infected in Transvaal and Natal.

The percentage positive was doubling every nine months, he said

However, among whites the problem appeared to be confined mainly to men with homosexual contacts.

Mr Hartwig ascribed this difference to a deeply entrenched culture of multiple sexual partners among blacks as well as a generally low level of medical care in Africa.

He said a theoretical computer-based model, which projected infection, illness and deaths due to Aids in the future, had been constructed

In 1998 about 130 000 would die and 175 000 would "be sick".

"Thereafter the picture gets progressively more disastrous. The funnel of uncertainty also increases, so we would prefer not to quote figures beyond this."

The impact on the economy in the next five years would be small. But during the second half of the decade "the drain on resources, the lack of manpower and loss of confidence could impact seriously on the economy".

Anglo to reduce HQ staff

Staff Reporter

The effects of the downturn in the gold industry are being felt at the highest level - an unconfirmed number of employees at Anglo American head office in Johannesburg are to lose their jobs.

Anglo spokesman Conrad Sidego said cuts would mainly take the form of early retire-

ment. He would not comment on reports that 150 jobs were at stake.

The cuts follow the annual Anglo budget review which set a guideline for this year's budget at a zero increase

"Staff forced to take early retirement don't lose anything; they retire with full benefits. That would be the fairest thing to do."

Outlook bleak for engineering jobs

C/Pren

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211

DIFFICULT conditions in the mining industry – especially the gold mines – are now rapidly percolating through to other industries and indications are that thousands of workers in engineering firms and in the metals industry could lose their jobs this year.

According to the Steel and Engineering Industries Federation (Seifsa), industrial council figures show that about 25 200 workers lost their jobs last year compared to 16 600 the previous year.

The trend is expected to continue this year as steel and engineering firms suffer from declining demand and increased competition in their industries.

One of the most important reasons is declining orders from the mines. In the gold mining industry alone, some 35 000 mineworkers were laid off last year when mines or

■ MONEY TALK

shafts were closed to try to keep low-grade mines afloat.

A weak gold price, combined with rapidly rising costs as a result of South Africa's high inflation rate, are expected to cause the trend to continue this year.

It is worrying that mining companies are now reviewing new projects already approved with a view to cutbacks as the international economic situation deteriorates.

Policy analysis director of the Development Bank of Southern Africa (DBSA), Stef Coetzee, estimates that almost 42 percent of South Africa's potential workforce is unemployed. These are dangerous levels, and there is little hope of an improve-

ment as so few new jobs are being created.

He says the economy's labour absorption capacity has sunk to an all-time low of 12,5 percent between 1985 and 1990.

The magnitude of this slump becomes clear when one compares this figure to a capacity of almost 74 percent between 1965 and 1970.

Prospects seem bleak. Businessmen have become negative, with many of them more interested in trying to get money out of the country than in investing capital in new business undertakings.

We have a country with great resources, a massive labour surplus and sufficient capital but, because of mistrust and fear, we are going backwards economically. This attitude is influencing foreign investors, who regard South Africa as a high risk area.

Right-wing super-union falters in its stride

Proposals for a white 'super-union' — long a cherished ambition of the far right — were back in the public eye this week. But despite favourable political and economic conditions, the plan is struggling to take root.

DREW FORREST reports

WERE now moving towards a new strategy — the idea is to mobilise our partners and allies so that the government cannot ignore us. We will mobilise workers into a solid group, with an eye to mass action in future."

The militant rhetoric has a familiar ring — the African National Congress, surely? A township activist?

In fact, the man sounding the ultimatum is Conservative Party defence spokesman Koos van der Merwe. The CP is not a known admirer of the black trade unions: the labour unity he is urging, and the mass action he threatens, involves South Africa's white workers.

Long a dream of the white Mine Workers Union (MWU), a "super-union" for whites has been the subject of intense debate and manoeuvring on the far right in recent months.

At the MWU's congress in Johannesburg this week, which the CP was invited to address for the second year on the trot, MP for Schweizer-Reneke Piet Mulder reiterated a call for white unions to sink their differences in the interests of their rank and file.

Mulder is circumspect about the political implications of the super-union drive, preferring to stress the need for a strong white worker voice at a time of rising racial violence in the workplace and labour law reforms in which white unionists have been marginal players.

Van der Merwe is more forthright. Last year, during "phase one" of their campaign, the CP was intent on marshalling political support in a peaceful manner, he said. Now it would move to "pinch the government" by mobilising its allies — the church, academics and white labour.

"Workers are realising that there will be no white self-determination under an ANC government, which will deny minority rights and nationalise their assets. They must stand squarely in the path of De Klerk and Mandela."

On the face of it, conditions for a general union of the right could not be more favourable. Seismic changes on the political terrain — desegregation, the unbanning of the ANC and SA Communist Party, constitutional negotiations and violent upheavals in the townships — have left many blue-collar whites uncertain and fearful.

Once the fountainhead of white worker privilege, the National Party has scrapped job colour bars and, after bowing to the inevitability of black unions, begun negotiating a new labour law framework with them. In the public service and parastatals, the old paternalism has given way to a profit-centred approach which threatens formerly protected white jobs.

White unions are resentful that a government whose ear they once mono-



Hoping for a better deal ... White truckers join their black colleagues in the Cosatu-affiliated SA Railway and Harbour Workers Union

Photo: KEVIN CAL

polised now seems bent on appeasing black labour. "The government sits down with Cosatu, while our views on the Labour Relations Act were ignored," complains Transnet Union of South Africa boss Phillip Strauss.

Illegal strikes by black workers go unpunished, runs the litany, and the white workers' role in maintaining strike-hit services unrewarded. On the mines and in the railways, whites are at growing risk of racial violence.

Added to this is the enormous potential power of white workers, despite their relatively small numbers. Strategists of the right believe a white general strike could paralyse the economy in two or three days, according to the *Innes Labour Brief*.

Yet behind the CP's strident rhetoric, anxiety must lurk. Soon after President FW de Klerk's February 2 bombshell, white union backers of the super-union concept — principally the MWU, Tusa and Yster en Staal — reportedly set themselves a year to get it off the ground. A year later, as political change gathers momentum, it remains an idea.

The CP has reckoned without personal ambition, and the factionalism which activists of the right share with their far-left counterparts.

Insiders say the territorial anxieties of union leaders, some of whom are clinging to personal fiefdoms, have been a key obstacle, and that no agreement has been reached on whether to opt for a big general union or a union federation. One "super-unionist" told *The Weekly Mail* the issue might take a further six months to resolve.

Between the MWU and Yster en Staal there is a history of acrimony, said to have its roots in personal animosities and membership poaching by the mine union at Iscor. "They won't even talk to each other at joint negotiating sessions," said one insider.

Personal differences also seem to have bedevilled the simplest option: to harness the long-established South African Confederation of Labour (Sacla), with 80 000 members the country's largest white union grouping, to the cause of the right. Between them, Yster en Staal and the MWU provide most of Sacla's membership.

But divisions between radical rightists and cautious union bureaucrats within the federation rule out this course, insiders say.

The reticence of key actors makes the right-wing labour scene opaque, but it is possible that political tensions are a complicating factor. Mulder refused to confirm that the CP had tried to facilitate the super-union drive, commenting that "other organisations" — presumably the Herstigte Nasionale Party and the Afrikaner Weerstandsbeweging — were involved.

The MWU's general secretary and president, Peet Ungerer and Cor de Jager, have been linked to the HNP, the traditional party of blue-collar racism, but may have shifted allegiances as its star waned. Observers consider it significant that the union has twice invited CP leaders to address its congress. Tusa's Strauss is thought to be a leader of the AWP, which reportedly tried at one point to register its own union.

One setback for the super-union plan, observers believe, is the failure of a stepped-up recruitment drive. As a scene-setting move, the unions set out to increase their membership, partly by broadening their organising scope and targeting political malcontents in multiracial unions.

This has long been a strategy of the MWU, which since the early 1980s has fanned out from the mines to Eskom, Iscor and the chemical industry. Less than half of its 30 000 members are thought to be miners.

The MWU could not be contacted, but well-placed sources insist that in the metal industry at least, its organising drive has peaked. "They picked up about 3 000 members in Iscor, but not much happened last year," said one.

Tusa, which last year changed its constitution to allow the recruitment of all white Transnet workers, may have had a similar experience. Strauss insists that many unorganised railmen have joined him, but employer sources say his membership remains constant at about 5 000 and that moves to sign up clerical workers in Salstaff have failed.

Why is this? It may simply reflect the organising capacity of the super-unionists. As the example of Inkatha's United Workers Union shows, politics are no automatic passport to membership. In addition, the right confronts a dead weight of political inertia and deference to authority among whites, fostered by 40 years of National Party patronage. Skilled whites, in addition, may feel their workplace interests are better

served by craft or job-specific employee bodies than a general union with a largely political agenda.

Thus is not to say that the super-union is a dead letter — conceding leadership conflicts may have been an obstacle, Mulder believes that as conditions worsen, pressure from rank and file will force the issue.

But another intriguing possibility is — that class may start to outweigh race, and that threatened white workers, particularly the less skilled, may be drawn to militant black unions with the muscle to protect them.

There has been no political strike by whites since the late 1970s, but railway artisans crossed an important psychological threshold last year when they staged two illegal stoppages on wage issues.

Small numbers of whites have ready joined Cosatu unions in the metal and commercial sectors. But its most striking advances have been at the railways, where the South African Railway and Harbour Workers Union now claims 1 500 white members.

There is, of course, a deeper community of interests, which race and culture have obscured. Ironically, the socialist strain in the AWP's rhetoric — its trades against *geldmag* and privatisation — indirectly bears this out.

"Slowly, white railmen are coming to see that blacks are not the real enemy," said a Sarhwa official this week. "They are also seeing that the power of the white unions has been their privileged relationship with management — and this is fast disappearing."

NOTICE 92 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the African Mineworkers Union of the Nation. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: African Mineworkers Union of the Nation.

Date on which application was lodged: 13 November 1990.

Interests and area in respect of which application is made: All persons employed in the Mining Industry in the Magisterial District of Welkom, Virginia, Odendaalsrus and Theunissen.

For the purposes hereof—

“Mining Industry” means the industry in which employers and their employees are associated for the purpose of mining, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations that are ancillary or incidental to the Mining Industry;

“mineral” means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils.

Postal address of applicant: P.O. Box 2492, Welkom, 9460.

Office address of applicant: Libra House, 6 Graaff Street, Welkom.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

The application for registration published under Notice 73 in *Gazette* No 12269 dated 2 February 1990 is hereby withdrawn.

D. W. JAMES,
Industrial Registrar.

(25 January 1991)

KENNISGEWING 92 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die African Mineworkers Union of the Nation. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: African Mineworkers Union of the Nation

Datum waarop aansoek ingedien is: 13 November 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Mynbedryf in die landdrostdistrik Welkom, Virginia, Odendaalsrus en Theunissen.

Vir die doeleindes hiervan beteken—

“Mynbedryf” die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te delf, te ekstraheer, te prosesseer, te affineer of te raffineer, en dit omvat die ondernemings, sake, dienste en werksaamhede wat bykomstig is by of gepaard gaan met die Myndryf;

“delfstof” enige stof, hetsy in soliede, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en omvat dit alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies.

Posadres van applikant: Posbus 2492, Welkom, 9460.

Kantooradres van applikant: Libragebou, Graaffstraat 6, Welkom.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarn 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

Die aansoek om registrasie gepubliseer by Kennisgewing 73 in *Staatskoerant* No 12269 van 2 Februarie 1990 word hiermee teruggetrek.

D. W. JAMES,
Nywerheidsregistrator.

(25 Januarie 1991)

NUM deadline unlikely to be met

NEGOTIATIONS to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) over racial discrimination in the industry appear set to drag on beyond an NUM deadline agreed to by the parties.

NUM spokesman Jerry Majatladi said recently the chamber and the union had committed themselves to drafting a joint "anti-racism manifesto" by January 25, to be implemented at all the chamber's member mines. *By Day 24/1/71*

However, a chamber spokesman said yesterday the document was not yet ready.

The spokesman said a series of discussions had taken place between the chamber and the union since the NUM submitted a memorandum in June last year, outlining 24 areas of alleged discrimination.

The union's concern about racism in the workplace had triggered the declaration of a dispute.

VERA VON LIERES

The spokesman said talks had led to a conciliation board meeting, where the parties agreed a working party should be established to produce the manifesto.

The chamber was responding to each item of the NUM memorandum and identifying areas of racial discrimination, he said. *(211) (187)*

In its memorandum, NUM general secretary Cyril Ramaphosa said racial discrimination was endemic in the industry and defiance campaigns organised by the NUM had proved to be futile.

The NUM listed 24 general areas of racial discrimination, including control measures such as the finger-printing of black workers, separate change houses and medical schemes, training and living conditions.

JCI to set up retrenched miners' fund

RETRENCHED mineworkers at JCI's three gold mining operations would benefit from a retrenchment fund which was likely to exceed R1m, gold division chairman Kennedy Maxwell said yesterday.

His announcement follows Anglo American and Gengold decisions in December and January to set up R1m funds for the thousands of mineworkers they laid off in 1990. About 35 000 miners lost their jobs on SA's goldmines last year.

Presenting the group's December gold quarterlies in which its after-tax profits rose sixteen-fold, he said the exact amount

6/10 am 23/1/91
MATTHEW CURTIN

allocated to the fund would depend on the reaction of mine managements.

The gold and uranium division's after-tax profits rose to R29,9m (R1,7m). Losses after capital expenditure fell 55,6% to R11,2m (R25,2m). Western Areas converted an R11,5m after-tax loss in the September quarter to after-tax profit of R9,4m. Costs fell 13,3% to R28 951/kg, yield returned improved 22,6% to 5,75g/t (4,69g/t), with increased revenue offsetting a 20,7% cut in production.

● See Page 8

Leplat keeps metal moving

STimes 20/1/91

JCI's LEBOWA Platinum Mines (Leplat) has been able to meet its supply contracts despite the strike at Atok mine which is now entering its third month

JCI group public affairs manager Ann Dones says "Leplat has met and will continue to meet all supply contracts"

~~21~~ 211 Contractor

Production was halted last November when 1 600 workers were dismissed Atok called in mining contractor Shaft Sinkers at the end of December and is now employing more than 700 of its workers.

Atok was producing between 40 000 and 45 000 tons of ore a month before the stoppage JCI will not give current production figures

The workers were fired after several unprocedural stoppages They had also been dismissed last May after an illegal strike, but were reinstated after the

By ADRIAN HERSCH

Lebowa Government intervened

The National Union of Mineworkers apparently pledged that there would be no more unprocedural action.

In December NUM submitted proposals to JCI for reinstating most of the workers. But the company did not agree to the terms

JCI is "open to further proposals", says Mrs Dones

The union is expected to submit new proposals soon, but officials are unavailable for comment

Mrs Dones says "The Shaft Sinkers workers are tiding us over, but they are not seen as part of a long-term solution"

Management reaction at Atok is seen by industrial relations consultants as a tactic likely to become more common in production stoppages

"Management must regain control on the shop-floor," says one consultant.

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Mine jobs saved after Anglo, NUM retrenchment deal

ANGLO's Freegold South operation has cut planned retrenchments by 62% in the wake of a retrenchment agreement signed with the National Union of Mineworkers (NUM), gold and uranium division executive director Lionel Hewitt said yesterday.

He said the workforce on Freegold South's four mines had been reduced by 4 900, about 8% of the total, through natural attrition in the last year.

Anglo originally planned to cut

MATTHEW CURTIN

7 800 jobs in early 1990, but Hewitt said only 3 000 now faced redundancy. 15/10/91 18/11/91

He said most would go from the President Brand mine, while management and the NUM were addressing substantial oversupply in certain job categories at President Steyn. In talks with the NUM, management proposed workers accept lower job

categories, a proposal originally poorly received by the union but one which workers, faced with the reality of unemployment, were now more eager to take up.

Anglo has set up a R1m fund for the creation of job opportunities for retrenched workers. Gengold announced on Wednesday that a similar fund had been established for its gold mining workforce while retrenchment negotiations with the NUM were set to continue next week.

He said a valid criticism was that the IDC had too much tied up in mature investments such as Sasol and Foskor. But this shareholding could be sold as and when funds were required.

Planning for the privatisation of the phosphate manufacturer was proceeding, requiring only a more favourable market and the go-ahead from government.

Van der Merwe said this could take place later this year. Two possibilities were selling to a group or consortium, and/or listing part of Foskor on the JSE

... the high cost of creating new jobs in SA, because typically the IDC financed only buildings and plant, the balance of the costs being financed by commercial banks and shareholders

He said the cost of financing new jobs was too high (about R100 000 a job) because the labour cost had increased and become unreliable and insufficiently productive. Industrialists therefore preferred to invest in capital equipment to replace labour.

"Many firms are phasing out labour because it has become unreliable. Small

□ To Page 2

Gengold sets up retrenchment fund

blom 17/1/91
GENGOLD has set up a R1m fund to soften the blow of continued retrenchments at the group, which is still contracting in face of the weak gold price, Gengold CE Gary Maude said yesterday.

He said Gengold management and the National Union of Mineworkers (NUM) would meet next week for the latest round of retrenchment package negotiations which had seen "considerable progress"

Maude said the group's decision to set up the fund reflected the "genuine desire of both sides to alleviate the position of retrenched workers". Details of how the fund would be used were yet to be finalised

211
(225)
MATTHEW CURTIN

About 35 000 mineworkers were laid off in the gold industry in 1990

Presenting the group's December quarterlies, in which Gengold posted an 11,2% drop in distributable income, he said the arrangements would be similar to those included in the Anglo American/NUM agreement signed on November 29 at Anglo's Freegold South mine in Welkom

Anglo established a R1m fund to create job opportunities for retrenched workers. Both sides accepted the principle of an

□ To Page 2

Gengold

blom 17/1/91
extended home leave period and of up to 90 days unpaid leave as a way to minimise retrenchments without compromising profitability. Anglo reduced the planned retrenchment of 7 800 workers to 1 800

Gengold has cut its workforce by 35% since July 1988, from 92 000 mineworkers to 60 200 by December last year

Maude yesterday reiterated his warning that at least 10 000 jobs would be a risk by the end of this quarter if there was no sustained increase in the gold price

Gengold senior consulting engineer Kobus Olivier said yesterday 2 215 mineworkers were retrenched in the last quarter. This was below the average quar-

(211)
(225)
□ From Page 1

terly retrenchment rate of 2 875 for the 18 months before July last year

Maude said Gengold did not accept the need for a blanket retrenchment package for the group or the industry. Every operation was different and retrenched workers from a profitable mine trying to reduce costs deserved a better severance package than those at a bankrupt operation

Several mines had shrugged off R11,8m worth of retrenchment costs incurred in the September quarter, a principal factor in the relatively good performance of Gengold's 11 mines in the last quarter

● See Page 9

NUM accuses colliery of racism in bus issue

W/M and 11/11-17/11/91

211

■ The National Union of Mineworkers has accused TransNatal's Koornfontein Collieries, near Middelburg, of condoning racism by white workers at the mine's Blinkpan shaft.

This follows the laying of charges against five black miners for preventing buses carrying black and white miners bound for the workplace.

The NUM said that on December 12, a white Council of Mining Unions steward ordered white miners to alight from a multiracial mine bus. They returned after a 30-minute meeting.

Five NUM members were later charged with stopping the bus, sparking a strike over demands "for equal justice for all workers".

TransNatal said the various allegations were under investigation.

(211)
**Gold mine to
retrench 6 500
workers today**

By Musa Mapisa and Sapa

Rand Mines' Harmony Gold Mine in Welkom is to retrench 5 800 unskilled and 700 skilled workers today.

According to Rand Mines PRO Greg Kukard, the retrenchments were not unexpected. The action was in line with the cut-back in operation announced by the company in November.

According to a company source, labour unrest, the low gold price and escalating costs made the retrenchments unavoidable.

A National Union of Mine Workers spokesman confirmed the union had negotiated retrenchments packages with management.

● Atok platinum mine in Lebowa, brought to a standstill by a labour dispute in November, has resumed production with about 500 workers while 1 600 former employees remain jobless, a JCI spokesman said.

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Grey Hospital strike ends

The strike by general assistants and some nurses at Grey Hospital in King Wilham's Town ended this week, with workers agreeing to return to work on Tuesday.

A hospital spokesman said discussions had been held with the National Education, Health and Allied Workers' Union.

The strike followed lunch and tea-time demonstrations, beginning on December 27, over allegedly discriminatory practices.

Tradegro job loss dispute

The SA Commercial, Catering and Allied Workers' Union has declared a dispute with Tradegro subsidiaries Metro, Checkers and Frasers Greenstein and Rosen over retrenchments and store closures.

It said that since Sanlam had taken over Tradegro, workers "had lost their jobs in large numbers". Checkers had retrenched at several stores, and in October closed its Southhills Hyper, with the loss of more than 150 jobs.

Checkers MD Sergio Martinengo said about 80 Southhills staffers had been relocated elsewhere in the group.

Atok using outside labour

Atok platinum mine in Lebowa, brought to a standstill by a labour dispute in November, has resumed production with about 500 contract workers while 1 000 former employees remain jobless, Johannesburg Consolidated Investments spokesman Ann Dones confirmed this week.

JCI is the major shareholder of Lebowa Platinum Mines, which owns Atok.

Dones said the 500 workers had been brought in via the mining contract company, Shaft Sinkers.

She said there were no immediate plans to reinstate the 1 666 workers, all NUM members, who were fired in November following a number of alleged illegal work stoppages.

The NUM has reportedly expressed its disappointment at the move to bring in outside labour.

Merc criticises ANC for rally

Production at the Mercedes Benz plant in East London returned to normal on Wednesday after workers downed tools on Tuesday to attend an African National Congress anniversary rally in the region.

The company said the workers would not be paid for the time they were absent without permission and expressed its disappointment at Tuesday's action.

It said while the company recognised the right of every individual to support the political movement of his choice, it could not be expected to support any specific political movement.

Mercedes Benz has reportedly also criticised the ANC for holding a rally on a working day without prior consultation on the effect it would have on business operations in the region.

Reports from Weekly Mail staff, Sapp...

DAMAGE CONTROL

PM 4/11/91

(211)

The National Union of Mineworkers and Anglo American's Freegold South Mine management signed a precedent-setting retrenchment deal towards the end of last year. It could see a significant reduction in the 7 800 employees headed for lay-off.

The agreement — one of several the union has been negotiating with mining houses — comes when the industry is under pressure and lay-off figures have reached disturbing levels.

NUM press officer Jerry Majatladi estimates that lay-offs on gold mines alone reached 32 000 last year. Senior GM for external relations at the Chamber of Mines, Johann Liebenberg, says that jobs were lost during the 1987 NUM strike but the real cuts began in 1988. Out of about 750 000 employed in mining roughly 80 000 jobs have been lost since then.

In a preliminary survey on lay-offs the industrial relations consultants Levy & Piron say the sectors hardest hit are manufacturing, construction, chemicals and mining. Most lay-offs appear due to the economic downturn, according to the consultancy. Other reasons include restructuring and rationalisation, the introduction of new technology and contracting out of services.

The Freegold South deal coincided with an announcement that Gold Fields would reduce its work force by 3 700 at its Doornfontein and Venterspost mines to reduce costs, restore profitability and avoid closure. But the company will transfer employees to other mines where possible. Gengold has cut its work force by almost 30 000 (of which 17 400 were laid off) since July 1988 and expects to shed another 10 000 within a year if the gold price goes down to \$340/oz.

JCI's Randfontein Estates recently announced the laying off of 1 100 miners out of a 14 000 work force. Further lay-offs are ex-



Liebenberg real cuts began in 1988

pected at Rand Mines' Harmony gold-mine and Barplats platinum mine. The company has also announced the closure of its Vansa Vanadium mine with the loss of 300 jobs.

The NUM-Anglo agreement contains some unusual features, including:

- An Anglo undertaking to establish a R1m fund, jointly administered by the company and union, to facilitate the creation of alternative employment;
- An agreement by Anglo to discuss, at mine level, cost-saving mechanisms, including restructuring, and
- The introduction of an extended leave scheme — workers will take a maximum of 90 days leave a year including paid leave.

Severance pay has been increased to two

weeks' pay for every completed year of service. The deal also provides for a recall scheme whereby Anglo has agreed to offer vacant posts to laid off workers at the present wage rate. Each will be entitled to three notifications.

"The main point is that agreement was reached on a very difficult issue at a bad time in the industry's affairs," observes Anglo gold and uranium division public affairs manager Adriaan du Plessis. He says it was not yet possible to calculate the exact number of employees to be laid off.

Despite recent retrenchment blows on the mines, the NUM estimates that its total paid-up membership (calculated according to stop-order agreements) rose from 229 000 in 1989 to 264 000 by September last year. Liebenberg points out that union membership as a percentage of the total work force in both the gold and coal mining industries is about 34% — NUM has a membership of about 170 000 out of a total work force of just over 500 000 in both industries.

In general, growth in union membership — evident since 1979 — has continued this year. Unofficial figures indicate that Cosatu's membership has risen from just over 938 000 in 1989 to nearly 1,2m. Various Cosatu affiliates, including the Chemical Workers' Industrial Union and the SA Railways and Harbours Workers' Union, have also reported increased membership.

Secondary industry, particularly steel engineering and manufacturing, has felt the effects of rationalisation on the mines. The chamber is reducing its research organisation, Comro. Liebenberg says the budget for research has been cut from R72m in 1989 to R23m — leading to a substantial number of lay-offs and limiting the organisation in its scope. However, prime areas of research remain health and safety. ■



Mooinooi reopens with much reduced workforce

211
b10am 4/11/91
MATTHEW CURTIN

OPERATIONS at Genmin's Mooinooi chrome mine, shut down on December 10 after a clash between mine security and mineworkers, restarted this week, a Genmin spokesman said yesterday

Genmin dismissed 500 workers at the beginning of December. This triggered off angry protests by mineworkers on December 9 and led to a confrontation with mine security which left one worker dead and several injured

The spokesman said employees' refusal to comply with regulations for underground work threatened the safety of all those working below the surface

He said the remaining 350 workers returned to work on Tuesday and production had started at the mine's open-cast section

The mine could not operate indefinitely on a reduced workforce. Management was waiting for the National Union of Mineworkers (NUM) to respond to its latest arbitration proposals

Both sides have agreed in principle to

arbitration, but management raised objections to the union's original proposals for a mechanism for settling the dispute

The NUM has said the implementation of a new clocking-in system underground — the focus of its anti-discrimination drive at Mooinooi — was at the heart of the dispute

The union claimed management introduced a new system, agreed to in principle by shop stewards, before the NUM had been able to consult its members

Meanwhile, there was no sign yesterday that JCI's Lebowa Platinum mine would re-open in the near future

A JCI official said care and maintenance operations were continuing but there had been no talks with the NUM over the holiday period to settle the dispute at the mine

Management at the Atok mine fired the entire 1 600 workforce in November because of labour problems

Retrenchment payouts upset Comro staff

MORE scientists and engineers working for the Chamber of Mines Research Organisation (Comro) face retrenchment in April and, while no one knows who is to be axed, dissatisfaction is brewing over the proposed retrenchment package.

The retrenchments result from the Chamber of Mines' November announcement that R50m is to be cut from Comro's research funding over the next two years. Because of the large number affected,

ROBERT LAING

meagre retrenchment packages are being offered, a staff member says.

Chamber of Mines external relations senior GM Johan Liebenberg says "There is no final figure yet for how many people will lose their jobs. The amount of contract work coming in and the number of employees leaving voluntarily must still be estab-

□ To Page 2

Comro

lished. Final retrenchment day is April 4 and formal notice day to employees is March 4."

Comro staff are unhappy with the retrenchment package proposed by management and have established an employees' representative committee to negotiate a better deal.

A committee member said. "Pension and medical aid pay-outs are the hottest

issues — management want to retain most of the package. Nothing is final and we hope to lever the money from them. We have to accept that the chamber has no money of its own and its sponsor, the mining industry, has little money to give."

About 160 Comro employees were retrenched in April last year. Although research staff do not belong to a union, the NUM aided Comro staff.

□ From Page 1

SA has to remedy past disparities and meet new needs

8/24/91

The health, housing and education crises present difficult challenges for SA. TANIA LEVY reports in this, the second of four articles examining issues surrounding the dismantling of apartheid.

lation will swell to 60-million, and more than 80% of it will be black. There will be unprecedented growth in the number of urbanised blacks, with 32-million (71%) of the total black population living in the eight largest cities.

This expansion will increase the demand for housing, education, health and other social services — spheres in which the needs of the majority have been neglected under apartheid.

The country faces the dual challenge of redressing historical inequalities while meeting the growing future needs of the "new SA."

Land allocations larger than Soweto will be needed every year for the next five years to accommodate the burgeoning urban population.

This is the space needed for 174 000 housing units annually, including 113 000 units for new families and 61 000 to make up the housing backlog over the past 20 years, according to the Urban Foundation.

Before influx control was scrapped in 1986, apartheid policy assigned black people to theoretical homes in the homelands, denying them permanent residence or private ownership of property in the "white" cities. Houses for rental and hostel accommodation were provided for the "temporary sojourners" working in the cities, resulting in serious housing shortages and inadequate infrastructure and social services. Estimates of the housing backlog in urban areas vary from 1.2-million to 2.1-million units, depending on whether informal housing (site and service schemes) is included.

As part of the financial strategy to address SA's housing challenge, the Urban Foundation has proposed the scrapping of all subsidy schemes except for a modified first-time home buyers' subsidy and a capital subsidy on serviced sites — both at a minimum of R6 000 a time.

The foundation wants rental/sales formulas phased out because, it says, these distort fund allocations. About 46% of the budgeted amount goes to blacks who should ideally receive 79% if subsidies were more equita-

bly distributed by race group. On this basis whites, who at present get 13% of the budgeted amount, would receive only 2.5%.

It would cost about R514m a year (at 1990 prices) to implement the foundation's proposals. This would fall well within government's existing budget for black housing, provided most of it was no longer allocated as bridging finance to black local authorities. Bridging finance accounted for R652m of last year's R973m parliamentary budget for black housing.

Meanwhile education could be the most crucial challenge facing SA, says Standard Bank Investment Corporation MD Conrad Strauss. Not only is it vital to economic growth but it is the source of considerable political tension. By 2000 there will be nearly 14-million pupils in SA — 11.8-million of them black.

Sources such as Senbank, the National Education Co-ordinating Committee (NECC) and the Independent Schools Council give varied estimates of what it would cost to bring black education expenditure to the level of that of whites. Some say it requires a trebling of the overall education budget. But education officials say spending on education — the largest single item in the Budget — has reached a ceiling. The R13.3bn budgeted last year made up nearly

19% of the total Budget — a sizeable proportion compared with other countries around the world.

Because expenditure has been unequally spent on the different races, most black pupils leave school half-educated and ill-equipped for an economy crying out for skills.

The crisis in black education was highlighted again this week with only 36.4% of black matrics passing.

Although black education expenditure has increased 1 003% since 1978, government still spends R2 882 a year on a white child compared with R656 a year on each black child.

Government attributes much of the gap in spending to the higher salaries paid to white teachers, who generally have higher qualifications. But DP education spokesman Roger Burrows says that excluding teachers' salaries, per capita expenditure on white pupils is R1 300 compared with R280 for blacks.

NECC general secretary Ithron Rensburg says an extra R21bn a year would be needed to bring black education to white levels. The amount includes R19.7bn in operating costs at R2 000 a pupil, R1.2bn for new schools and R1.25bn to train an extra 24 000 teachers.

Senbank says the 42% of the Bud-

get and 11% of GDP it estimates would have to be spent on education for black-white parity is clearly unrealistic and would lead to an economic fiasco.

The percentages become even more unrealistic when the potential number of black pupils who do not, but could, reach matric level is taken into account. A single education department, compulsory and free education up to Std 5 and increased privatisation are just some of the proposals put forward to meet the crisis.

No less serious is the state of health care. Wits researchers say SA's health care system is inherently flawed. In a recent edition of the SA Medical Journal, Wits Centre for the Study of Health Policy researchers Jonathan Broomberg and Cedric de Beer say the current political climate and a moral imperative to provide adequate health care for all demand that the present health system be overhauled.

Sacob estimates the current R7bn spent on health would have to be increased to R11.3bn to equalise spending between the races. At present R303 is spent per white and R154 per head for the other race groups.

The R11.3bn needed to equalise health spending would constitute 4.6% of GDP instead of the 2.6% the 1989/90 R6.5bn health budget const-

ernment would be able nearly to double health expenditure while also meeting demands for increased spending on education, job creation, social security and infrastructure. Broomberg said massive redistribution of resources was needed geographically and from high-tech medicine to primary health care. There had to be a major redistribution of finances from the private to the public health sector.

In 1989 half of SA's total R12bn expenditure was spent in the private sector, which served only 20% of the population, most of them whites, said Broomberg. Not only was this situation unfair but there was incontrovertible evidence that private health services were inefficient.

A crisis would arguably have occurred if not for the substantial state subsidy paid to the private sector in the form of tax concessions to companies for their contributions to employees' medical aid schemes. In 1988 these concessions amounted to R1.5bn.

Because universal access to health care was a necessary social good, like universal education, market forces could not be relied on to distribute health care. The most viable option, according to the health policy centre, was the Canadian model for a comprehensive national health insurance system to pool public and private health finances.

Controlled by government health authorities, the pool of money would guarantee every South African a uniform package of basic health services for which there would be little or no charge at the point of use. Those who could afford it would buy additional care. Broomberg said the amount which all employees would have to pay was unlikely to be more than their present contributions to medical schemes and taxes.

Implementing a national health insurance scheme would clearly be only the first step towards an appropriate and equitable health-care system.

Other major developments required included the dismantling of all apartheid structures, creation of greater administration efficiencies and a commitment to comprehensive health care with enough emphasis on disease prevention and promo-

CMU to appeal against ruling on pension fund

By DREW FORREST

THE Council of Mining Unions is likely to appeal against last week's Labour Appeal Court ruling against racial bars in the 40-year-old Mine Employees' Pension Fund, according to CMU secretary Allan Liebisch

But given that the Industrial Court and LAC concur on the case, legal sources doubt referral to the Appellate Division will succeed. The LAC must itself

grant leave to appeal

In what the respondent, the Chamber of Mines, described as a victory in efforts to eliminate race discrimination in mining, the LAC upheld a September 1989 judgment of the Industrial Court. This found that the CMU's refusal to amend the rules of the fund to admit skilled workers of colour was an unfair labour practice.

It also confirmed an order directing

the CMU to negotiate the scrapping of race bars

The CMU argued that rule changes had traditionally been negotiated on the fund's board, on which it sits with the Chamber, and could not be imposed from outside

Employer sources speculate that its ultimate concern is loss of control as large numbers of non-members are admitted to the fund.

Wimant 113-713191

211

Anglo-NUM agreement 'close'

ANGLO American and the NUM are "very close" to an agreement on a code of conduct and an automatic arbitration procedure concerning worker dismissals, says Anglo American gold and uranium division chairman Clem Sunter.

In his annual review, Sunter says a significant development last year was the start of talks between employer and employee representatives in the wake of inter-racial violence in Welkom last year.

He says issues which gave rise to the violence, including discrimination, were identified and are being eliminated.

Another significant development was a separate initiative between the Chamber of Mines and the NUM, aimed at identifying and remov-

ing all forms of racial discrimination on chamber member mines.

Sunter says Vaal Reefs and Western Deep experienced a bad year as far as safety was concerned. At Vaal Reef a significant increase in seismic events resulted in 22 deaths due to pressure bursts compared to one in 1989.

In September last year, an underground explosion caused the loss of 21 lives at Vaal Reefs.

At Western Deep Levels, an increase in seismicity resulted in two major rock bursts in October and November with a loss of 21 lives.

Sunter says mine management is, among other things, urgently introducing backfill into

operations to alleviate the problem. He says there has been a significant improvement in accident statistics at Elandsrand mine. This could be partially attributed to a decrease in the number of seismic events, and partially to greater employee participation through the International Safety Rating Scheme.

Sunter says it is pleasing that wage negotiations have been marked by an acceptance of difficult economic circumstances prevailing in the gold mining industry — resulting in more modest wage settlements than in previous years. *By David 11/3/91*

He hoped this attitude continued to prevail during this year's negotiations, "if thousands of jobs are not to be lost".

● See Page 8

2-11 (2-11) (2-11)

30 000 may lose mine jobs

Sowetan 5/3/91

211

UP TO half Britain's 68 remaining pits may be closed with the loss of 30 000 jobs under radical restructuring proposals being examined by British Coal to deal with the threat of cheap imports after 1993.

Death knell for for mine apartheid

CONSIDERABLE progress is being made on the "systematic and complete removal of all forms of race discrimination" in the mining industry, according to a leading mining magnate, Mr Clem Sunter.

Sunter, who is chairman of Vaal Reefs, Western Deep Levels and Elandsrand gold mining companies, says in his annual review that there has been major developments in the improvements of relations between employers and worker representatives following inter-racial violence in Welkom in the middle of last year.

Violence

He said issues which gave rise to violence, including discrimination, were identified. Steps were now being taken to eliminate them, he said.

Sunter said the Chamber of Mines and the National Union of Mineworkers were also working together to remove all forms of racial discrimination on the chamber's mines.

By JOSHUA RABOROKO

On the question of safety, Sunter said while there had been a significant improvement in the annual accident statistics at Elandsrand, both Vaal Reefs and Western Deep Levels "experienced a bad year".

At Vaal Reefs an increase in seismicity led to 22 lives being lost due to pressure bursts, compared with one death the previous year.

In September, an underground explosion led to the death of 21 miners.

At Western Deep Levels, an increase in seismic events culminated in two major rock bursts in October and November, killing 21 people.

On management's relations with the NUM, Sunter said the union and the chamber were likely to reach an agreement soon on a code of conduct.

Pleased

He said he was pleased at the acceptance by union during wage negotiations last year that the mining industry was facing a difficult period.

Sunter 7/3/91

NUM, Rand Mines talks lead to new Harmony

RAND Mines and the National Union of Mineworkers (NUM) reached agreement in principle yesterday on measures designed to revive the fortunes of the group's troubled Harmony gold mine, NUM press officer Jerry Majatladi said yesterday. (211)

This was "a major breakthrough" for the NUM and a turning point in union negotiations with a Barlow Rand company. (200)

Majatladi said Rand Mines had taken the first steps to afford mineworkers the same rights as they enjoyed on other Free State gold mines, Anglo American operations in particular. Anglo and the NUM are close to signing a code of conduct agreement.

He said the two sides agreed to examine the establishment of a code of conduct for all workers and to set up a programme to abolish discriminatory practices. Management accepted recognition terms for full-time NUM

MATTHEW CURTIN

shop stewards at Harmony.

A Harmony mine spokesman said last night individual working committees made up of representatives from management and all staff associations and unions had been formed. They would examine ways to reduce costs, improve productivity and worker-management relations.

Harmony has been plagued by financial and industrial relations difficulties for the last year.

In the wake of an after-tax loss of R11,6m in the September quarter, Harmony retrenched about 6 300 workers from its 27 000-strong workforce and cut ore production by 30%. Harmony was in the red for the third quarter running when it posted its December quarter results.

At least 10 mineworkers died and 40 were injured in clashes between Xhosa and Sotho mineworkers at Harmony.

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Anglo denies talks with ANC on jobs for exiles

stew 12/3/91

Anglo American had never held talks with the ANC or any other political organisation regarding the employment of returning exiles, spokesman James Duncan said yesterday

He was responding to a report that ANC officials had held talks with Anglo American in a bid to secure jobs for their returning members

Mr Duncan was quoted as saying the company would be "happy to assist with job

placements".

Mr Duncan conceded that Anglo had discussed the matter with a number of intermediaries, some of whom might have been representing the ANC.

ANC spokesman AZIZ Pahad said yesterday that the ANC had contacted a number of companies and employers to ask them to consider employing returning exiles. — Political Staff

W. mail 15/3-21/3/91
**New accord for
Harmony mine**

By DREW FORREST (211) (200)

THE National Union of Mineworkers is poised to clinch its first full-time shaft-steward agreement in gold mining — at Rand Mines' beleaguered Harmony Mine in Virginia.

The deal is set to go through this week, according to NUM legal officer Kenny Mosime, who described it as a breakthrough. The NUM has full-time stewards only in the diamond and phosphate mining industries.

Harmony, in severe financial straits, recently retrenched 5 000 workers. With a 20 000-strong workforce, it remains a key producer.

In a bid to secure industrial peace, mine management is seeking a more co-operative relationship with the union. Also under negotiation is a dispute procedure containing novel features, according to Mosime, a code of conduct and an agreement aimed at eradicating racial discrimination and providing for black advancement on the mine

The NUM was recognised at Harmony last year after union charges of delaying tactics by management.

'His and chip' miners rape land

Star ~~16/3/91~~ (21)

Star 16/3/91

Workers complain of poor pay

**THESE ANDERS and
ABBEY MAKOE**

THE beleaguered eastern Transvaal highveld is being ravaged by a new aggressor: hit-and-run miners

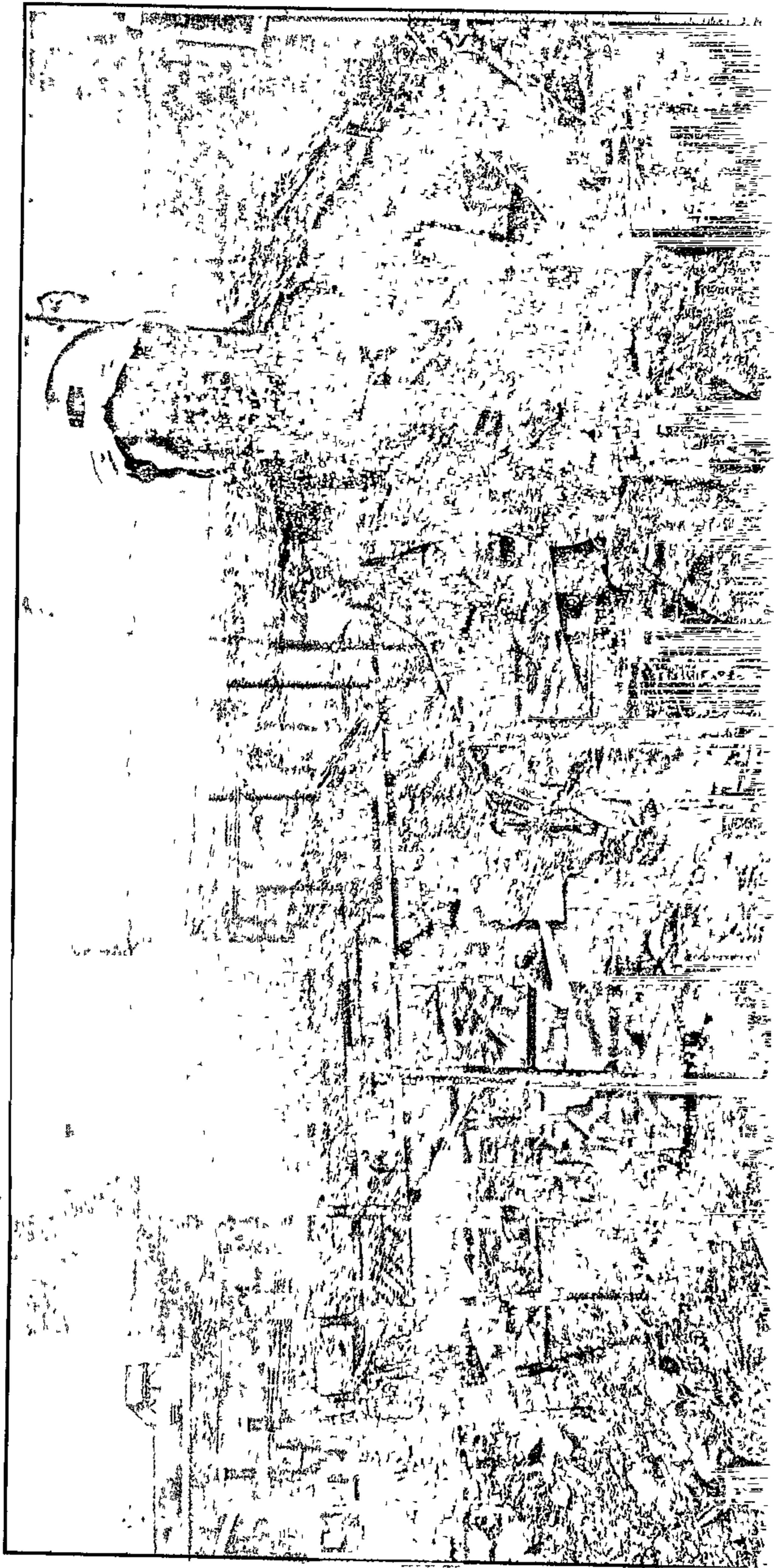
Fly-by-night open cast collieries are abandoning their surface diggings without restoring the scarred land. In the process they are causing untold environmental damage

Outdated legislation — introduced in 1980 — allows them to get away with maximum fines of R300 if they are convicted of land rehabilitation offences under the Mines and Works Act

In the meantime they are exploiting unemployed labourers whom they pay what has been described as a starvation wage



HARD LIFE - Albert Khulei relaxes on his bed inside the primitive compound. None of the beds has a mattress



THESE ANDERS and ABBEY MAKOE

THE beleaguered eastern Transvaal highveld is being ravaged by a new aggressor: hit-and-run miners.

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Outdated legislation — introduced in 1980 — allows them to get away with maximum fines of R300 if they are convicted of land rehabilitation offences under the Mines and Works Act.

In the meantime they are exploiting unemployed labourers whom they pay what has been described as starvation wages, make them work long hours in oppressive conditions and provide no benefits.

Rusting

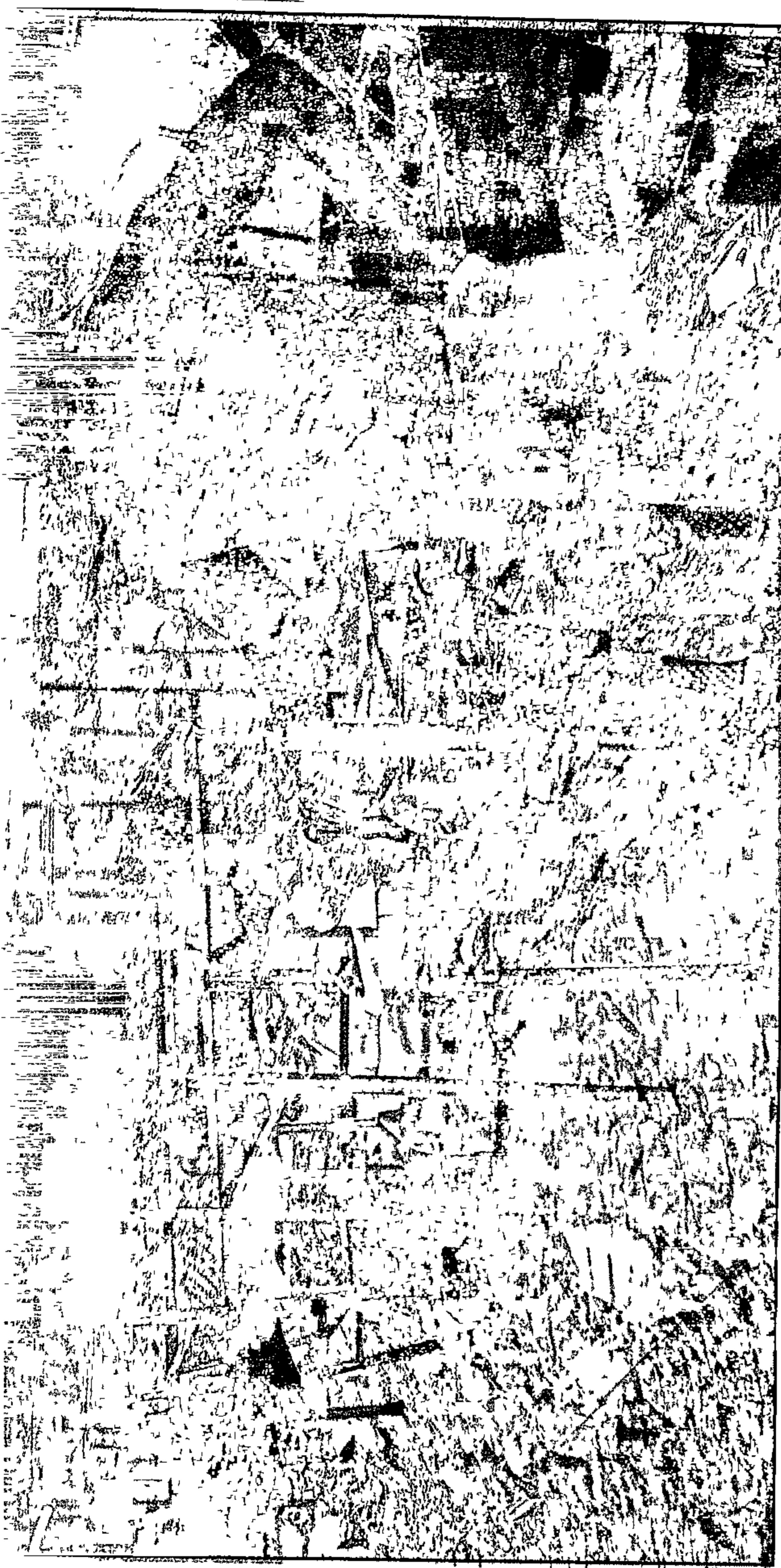
On a visit this week to the liquidated Bordex Mine between Hendrina and Carolina the Saturday Star found flooded workings oozing highly acidic water into the local river system.

Fine dust blew into the air from mountains of coal and millions of rands worth of rusting mining equipment, haulers and vehicles — even an explosives truck — stood exposed to the elements.

North of Witbank, plot owners complain bitterly of coal dust storms and undrinkable borehole water which they claim is contaminated by a small unregulated colliery nearby.

The National Union of Mineworkers' press officer Jerry Matladi slammed what the union calls "fish and chip" mines for the "brutal exploitation" of their workers.

"Most of these mines are not fit to operate," he said. "The



DEVASTATION. Some of the "raped" land where there was once a mine. Such sights are familiar in the eastern Transvaal.

working conditions are sub-human, they pay starvation wages, and the safety provisions are appalling. Also they are anti-union.

"We feel the Government should not allow these mines to operate unless they meet basic conditions of employment generally accepted in other industries, and even at the Chamber of Mines."

A Saturday Star news team visiting the small Polmaise Colliery, south of Middelburg this week, found 60 miners living in two primitive blocks.

There were four showers on the site and two long-drop toilets in the nearby veld.

The miners said their average monthly pay was R360. They worked 10 hours a day, five days a week.

They said they were given no leave and were not allowed to belong to a union.

Bankrupt 211
16/3/71

One man said he had been the mine's electrician until recently when he had been laid off. He was not qualified, but said he had been responsible for "fixing all the electrical things on the site".

Several attempts to reach the management of Polmaise Colliery for comment drew a blank.

Deputy Government Mining Engineer Gerrie Haasbroek said when a mine owner goes bankrupt — as has happened in at least five cases recently — the mined area would not be rehabilitated.

"No provision is made in any law for responsibility to be accepted by the State, imposed on the freehold owner or the holder of the mineral rights."

"However it is normal policy to negotiate with any new owner to accept responsibility for outstanding rehabilitation, and in this regard we have had very good co-operation."

Of the 23 small collieries that have ceased operations since

1986 in the Witbank, Middelburg, Belfast and Ermelo areas, only half have completed rehabilitation work.

However, only one of the 23 has been issued with a certificate by the Inspector of Mines stating that the owner has complied with all the Mines and Works Act requirements on rehabilitation.

At some abandoned mines such as Groenvlei (Belfast) and Kleinwater (Witbank) — both of which have been liquidated — no rehabilitation work has been done at all.

This is also the case at Le Ter (Middelburg).

As part of a move to plug

Photographs. Brian Hendler

gaps in the law the Government Gazette of March 1 lists new powers of Inspectors of Mines in terms of the Mines and Works Act.

Inspectors are now empowered to order the rehabilitation of working mines at the expense of the mine owner or manager.

And the Government Mining Engineer is now able to force potentially troublesome operators to set aside money for the eventual restoration of the mine surface area.

Further measures to tighten up control of mine land restoration are now before Parliament.

w/Mail 22/3-27/3/91

Chamber rejects job-cut proposals

By DREW FORREST

(211)

THE Chamber of Mines has rejected the National Union of Mineworkers' proposals for an industry-wide retrenchment agreement, tabled in September last year.

The chamber's Johann Liebenberg said the parties were "technically in dispute" on the issue. When it tabled the demand, the NUM warned that a failure to meet it within a month would spark a dispute.

Liebenberg said retrenchments were "highly personalised" to individual mines and that the chamber had no mandate to pursue the issue at industry level.

The NUM's proposals embody a retrenchment procedure, including four months' notice and a minimum severance payout of eight weeks' pay. But they also call for a chamber pledge to discuss cost-saving mechanisms with the union, a chamber-funded technical skills programme and employer-financed vocational training for retrenched.

● Eight thousand jobs are scheduled for the axe at Anglo American's Freegold North, in the latest retrenchments to hit the Free State goldfields.

The threatened cuts were still under negotiation, said NUM press officer Jerry Majatladi, but Anglo wanted the matter quickly resolved and had tabled a draft retrenchment deal. The union had yet to put its proposals.

Furore around Minerals Bill

By DREW FORREST

THE National Union of Mineworkers has accused the government of "seeking confrontation" by pushing through the controversy-plagued Minerals Bill during the current session of parliament.

Charging the government with inadequate consultation, the union has demanded urgent talks with Mineral and Energy Affairs Minister Dawie de Villiers and is trying to contact Manpower Minister Eli Louw.

The NUM's Marcel Golding said moves to enact the Bill contradicted last year's "Laboria Minute", which pledged the state to consult unions and employers on laws affecting labour, and pre-empted NUM proposals for health and safety negotiations with the Chamber of Mines.

The Bill, through its second reading and currently before the parliamentary standing committee, consolidates nine bits of legislation and covers mineral exploitation as well as safety.

In evidence to the standing committee last year, the NUM argued for a separate safety statute and attacked the Bill's safety provisions as falling short of the Machinery and Occupational Safety Act. It also rejects its stated aim of promoting privatisation and deregulation on the mines. "Some changes were made but we are not satisfied that our overall objections have been addressed," Golding said.

Standing committee chairman "Lampie" Fick, National Party MP for Caledon, said the NUM had the same opportunity to state its case as other interest groups and had made both oral and written submissions. "The Chamber of Mines vehemently disagreed with some provisions, but the minister took a stand. We must accept that we can't have agreement on everything."

Fick said the Bill would go through this session, but that if the NUM could persuade the government, amendments were possible next year.

LABOUR

W/Week 22/3-27/3/91

THE Chamber of Mines fears 40 000 more jobs could be shed this year on the stricken goldmines and has warned of "very low" increases in upcoming annual wage talks.

Gold mines warn of low pay rises

But in a significant gesture, the chamber's senior general manager of external relations, Johann Liebenberg, also emphasised employers were seeking co-operation with unions "to help the industry through difficult times".

The chamber has asked the National Union of Mineworkers to a briefing on the state of the industry today. Its likely aim will be to urge pay restraint and head off the labour conflict low increases could spark.

Unionists are picking up hints that because there is little scope for wage bargaining this year, employers may offer to broaden the industry forum to cover non-wage issues such as union organising rights and the hostel regime.

A more participative approach to the crisis is clearly emerging on individual mines — novel retrenchment deals have been struck and the Harmony mine recently offered ground-breaking union rights in a quest for labour peace. But the NUM insists an industry-level approach is needed, proposing among other things a central retraining fund and a union role in any industrial

ough times in the gold mining industry mean this year's pay increases will probably be small. But employers may head off labour conflict with other concessions to the unions, reports **DREW FORREST**

restructuring.

Liebenberg suggested the chamber might be open to such talks: "Very little has been articulated to us at mine, company or industry level, but let's hear the NUM's proposals and consider them."

The NUM remains sceptical. Pointing to the chamber's rejection of a proposed mining-wide retrenchment regime (see accompanying story), the union's Marcel Golding said: "On many issues, there is clash between what industry spokesmen say and industry practice."

Quoting a letter by chamber president Clive Knobbs to mining unions in Jan-



525 000 in 1987 to 440 000 at the end of 1990 and "downscaling" was accepted. With high cost inflation and a stagnant gold price, 18 of the chamber's 33 gold mines were operating at a loss and the first mine closures were anticipated.

A pointer to employer intentions has been given by GenGold's Gary Mande, who recently told the press his company was planning for a six to eight per cent wage rise. Describing industrial action over pay as "a possibility, even a probability", Liebenberg warned that it would further damage the mines and threaten jobs.

On standing, NUM demands for a uniform pay scale — rates currently vary across the mining houses, reflecting uneven unionisation — Liebenberg said the chamber accepted the principle but that low increases this year would leave little room for progress. "It also requires something special from the NUM," he added. "They ask for a uniform offer, but any catch-up will mean higher increases on some mines."

Caution was also needed on the demand for wage parity between gold and coal mine workers. Although less hard-pressed, coal exporters faced stiff competition from other producing countries, where working costs were rising less sharply.

Chamber official Johann Liebenberg — seeking the co-operation of unions vary, which warned that anything but very low pay rises would put mines in jeopardy, Liebenberg said a further 40 000 jobs could be lost on the gold mines this year. Employment had fallen from

NUM in talks with chamber

B/P **MATTHEW CURTIN**

25/3/91
A TOP-level National Union of Mineworkers (NUM) delegation met senior members of the Chamber of Mines on Friday to discuss the state of the industry, in a session described as "extremely disappointing" by NUM president James Motlatsi. A chamber spokesman would not comment on the content of the talks, but said the chamber had invited the union to discuss the state of the industry. Chamber president Clive Knobbs chaired the talks.

Motlatsi said the NUM had expected the chamber to offer concrete proposals for reviving the industry. Instead, the union received "a lecture" on the problems facing the gold mining industry in particular.

The chamber also made no reference to the NUM memorandum submitted in September 1990 proposing a strategy to deal with the industry's problems.

211

MINING

190,000 mine jobs at risk

Business Staff

THE continued weak gold price is putting about 190 000 South African gold mining jobs at risk.

This depressing scenario emerged at the weekend in an address by the president of the Chamber of Mines, Mr Clive Knobbs, at the annual general meeting of the Association of Mine Managers.

He said about 190 000 people were employed on gold mines which were not making a profit as the industry found itself in the grip of probably its worst crisis since the discovery of gold last century.

"What emerges when looking at cost profiles for Chamber mines is that only about 60 percent of gold production — that is approximately 320 tons using last quarter's annualised total of 570 tons as a base figure — will come from gold mines making a profit," Mr Knobbs said.

He warned the mines in question employed a mere 55 percent of the existing labour force.

"The other 45 percent, some 190 000 people, are employed on mines that are unprofitable at R30 000 per kilogram," he added.

At today's Hong Kong opening price of \$362,65 the cost is R37 000 a kilogram.

Mr Knobbs said that total profits in 1990 were down by about 23 percent on the 1989 figure and the State's share of profits, accrued through taxation, had dropped by more than 40 percent.

He added that present circumstances posed a very real threat to the ongoing survival of many of South Africa's gold mines.

This was due, to a large extent, to the fact that the gold mining industry had little control over the price of its product.

"Unlike a service, retail or manufacturing operation we cannot offset the effects of ascending costs by simply increasing the price of the product we provide to the consumer," Mr Knobbs said.

"This has been the principal cause of the unhealthy predicament that the gold mining industry now finds itself in. While working costs have escalated considerably, the gold price has actually declined, in real terms, by at least 40 percent during the past three years".

The ongoing attempt to keep salary

and wage increases within affordable parameters, bearing in mind that they currently made up more than 50 percent of working costs, was an exercise that would demand relentless pursuit during the 1991 wage negotiations, Mr Knobbs said.

He added that demands received thus far were at a level well in excess of what the industry could pay and the time had come for officials, associations and trade unions to accept that job creation, and particularly the maintenance of existing complements, were not reconcilable with excessive wage demands.

"Employees have to be made aware that having a job places them in a privileged position and that while there is acceptance of their right to organise and bargain collectively, it is self destructive to support programmes that impose an exorbitant financial burden on the industry's resources.

"Almost certainly there will be casualties. Some mines will close. But the fundamentals for gold will inevitably improve, elevating its price to a higher level. When that happens our industry and our employees will be well positioned to harvest the appended benefits," Mr Knobbs added

Gold's plunge brings gloom

80 000 more mining jobs under threat

B/Dam 26/3/91. (211) ~~211~~

A FURTHER 80 000 jobs could be lost in the gold mining industry this year if gold prices do not recover, Gengold MD Gary Maude said yesterday.

Maude's prediction came after Chamber of Mines president Clive Knobbs said on Sunday there had already been a reduction of more than 80 000 in the number of gold mining employees. Current employment in the industry is 453 000.

Knobbs said more than 190 000 miners — or 45% of the workforce — were employed on mines which were unprofitable at current gold prices.

He said limits on wage increases would have to be "pursued relentlessly".

Maude said the Vaal reef was almost exhausted and its mines would soon have to close down regardless of the gold price

Gold closed in London last night at \$359,50, down from Friday's \$362,80. The weak bullion price pulled the JSE's all gold index down 39 points to breach a new low of 1 003. The overall index fell 19 points to 2 910, just off its previous 2 909 low.

He added the extent of job losses would depend on the gold price and on wage demands, but a prediction of another 80 000 losses was "reasonable", at present

Gengold would probably lose 10 000 workers through retrenching and not replacing retirees this year, to reduce the workforce to 48 000, almost half the number employed in July 1988.

A Rand Mines spokesman said the company had retrenched 37 000 gold mine employees in the last two years and future retrenchments were "inevitable" if the

DARIUS SANAI and
MATTHEW CURTIN

gold price did not recover.

Other mining companies said large scale retrenchments were possible but by no means certain.

Neither JCI nor Anglo American would say whether retrenchments were planned, but emphasised the importance of prices and wage demands in decision-making.

A Goldfields spokesman said cutbacks at certain mines were being discussed.

Industry observers said yesterday Knobbs's speech had not taken the market by surprise.

Edey Rogers analyst Gordon Gray said it marked the first coherent description of the problems facing the gold mines from the official industry perspective.

The chamber traditionally took a stance on conditions in the industry before annual wage negotiations, and the threat of 190 000 possible retrenchments at marginal mines was a "worst case scenario".

Gray said the unions still faced a difficult equation, of weighing up large pay demands against job security.

Simpson and McKie analyst Rodney Yaldwyn said Knobbs's speech carried a message for government, that unless action was taken in the industry's favour — by readjusting the exchange rate and weakening the rand — there would be significant job losses in SA's main industry.

David Borkum Hare analyst David Geise said the timing of the speech was part of the industrial relations calendar, but its main message was for government.

□ To Page 2

Gold mines

B/Dam 26/3/91. (211) ~~211~~

VERA VON LIERES reports that NUM said yesterday it was sceptical of Knobbs's calls for greater co-operation between management and employees as union attempts to address questions of retrenchments and restructuring in the past had been "rebuffed"

NUM assistant general secretary Marcel Golding said the chamber was making a public plea for co-operation while the

union had been sensitive to the issue two years ago

NUM official Jerry Majatladi said yesterday Knobbs's comments formed part of the chamber's regular pre-negotiations propaganda campaign

He said the union had an important responsibility to ensure members were not paid starvation wages

□ From Page 1

80 000 gold mining jobs on the line

Own Correspondent

JOHANNESBURG — A further 80 000 jobs could be lost in the gold mining industry this year if gold prices did not recover, Gengold MD Gary Maude said yesterday

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To page 15

From page 13

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Gold mine charged with bias

211
Sowetan
27/3/91

THE Fumani gold mine in Gazankulu has been rocked by allegations of racial bias.

Black workers have accused the mine management of discrimination, citing differing treatment afforded a white and black worker accused of theft.

At the weekend, black miner Philemon Sithole was arrested by mine security for allegedly stealing a bar of gold.

Mine management immediately referred the case to the Malamulele magistrates court, where a case of theft is pending against Sithole.

Soon after, a white supervisor was arrested by security guards who found him in possession of various mine property.

But management did

not prosecute, saying the man was checking out the vigilance of security guards

Last week, suspicion about the man again surfaced when he allegedly slapped a labourer.

Management later appealed to workers to forget the incident.

Racial

Allegations of racial discrimination have also been levelled at management at the headquarters of the Giyani-based Gazankulu Development Corporation, which owns the mine.

The alleged theft incidents have aggravated other grievances among black workers.

They allege, for example, that blacks with B

Comms are regarded as assistant accountants while whites with no degrees are above them

GDC managing director Mr Don le Roux denied allegations of racial discrimination

He said that management conducted independent hearings in the cases involving the white worker and Mr Sithole and that each case was treated according to its merits.

"The hearings were conducted in terms of strict procedures and the issues were resolved to the best satisfaction of everyone concerned," said Le Roux.

He also strongly denied allegations that whites without the necessary qualifications were placed above black staff with degrees. - Sapa

Gone are the golden days

W/Mart 28/3-4/4/91 211
 Dagga has become our gold, says Caniphus the Dealer, one of the 14 000 Transkeians who have lost their mining jobs in South Africa.

EDDIE KOCH reports

TAKE a drive through the village of Ngqamakwa in Transkei and, if the rains have been good, you may see middle-aged men ploughing and planting seed amid the mud-red dongas that scour the rolling hills.

At first sight this seems like nothing out of the ordinary. Then you realise these men are turning traditional social roles in their village upside down by violating a taboo that has for centuries prevented males from doing the work of women.

Ask Livingstone Rona, who worked as a machine operator on the Buffelsfontein Gold Mine before being sacked in the mass strike of 1987, the reason why and he'll probably present you with an eloquent explanation that is designed to hide the deep humiliation he is suffering.

"Us miners are used to waking at 5.30 in the morning and we can't sit around and do nothing. Half of the men in my village are unemployed and our women go out to work in road gangs for R100 a month," he says.

"So we go out to collect wood or plough or plant a few seeds. When you are unemployed you help your woman. You go and get wood and sell it. When we are employed again, we won't have to do her job."

One hundred years ago the discovery of vast reserves of deep-level gold on the Witwatersrand wrought a profound change in the lives of Livingstone Rona's forefathers. Successive colonial governments used a combination of segregationist land legislation, poll taxes and pass laws to convert the once fertile farming valleys of Transkei into reservoirs of cheap labour for the mines.

Now the gold industry is going through its greatest crisis since deep-level mines began and the effects of this depression on the social life of Transkei's villages are as traumatic, if not more so, than they were a century ago.

Take the experiences of Caniphus the Dealer. Once a fortnight, ever since his wife left him in 1989, the former "machine boy" has been making clandestine night-time treks across the rugged mountains that separate his village from Lesotho.

"If I get one bag of dagga on the other side every two weeks and sell it in the villages around my own for R70, then I can keep my kids alive. Dagga has become our gold."

This reasoning has turned this one-time miner into a reluctant drug smuggler.

"After the strike I came back to my village and lived with my wife, Mamezumi, for two years without finding any work. One day after fetching the cows, I came home and found my



Dreaming of the past... once he was a breadwinner, working on a South African goldmine. Now the golden days are over and this Transkeian has become another unemployment statistic.

Photograph JUSTIN SHOLK

w/Mart 28/3-4/4/91 (20) (211)
 wife has gone with the six-month-old baby. She left the others behind. I think she couldn't stand to see the small one starve," he explains.

"Her leaving was very painful. But there's nothing I can do. I don't have the money to go and seek her at her parents' place in Durban. Even if I did find her and if I could persuade her to come home, I still would not have the money to feed her."

Instead the Dealer lives with his mother and uses the pension of R130 that she receives every second month to support his three remaining children, eight-year-old Motsumi, six-year-old Mokonyane and four-year-old Dikenkeng.

Caniphus's ordeal is not unique. We met 30 unemployed miners at a semi-

nar organised by the National Union of Mineworkers in Umtata. When we asked to speak to men who had lost their wives along with their jobs, six pairs of hands went into the air.

"I know this guy who went on strike and came back to tell his wife that he was fired. She said 'Why did you do that?' He said 'No. I've been with my comrades.' She was not aware of the conditions on the mines that made the men strike. She just went to Cape Town to get a job and he never saw her again," says Rona.

Transkei's people have felt the impact of dismissals and retrenchments in the mining industry more keenly than any other community.

"We have suffered the most. About 9 000 Transkeians lost their jobs after

the strike in 1987 and since then at least another 5 000 have been retrenched," says NUM organiser Sonwabo Mzeczeli, who runs a co-operative project out of the union office in Umtata.

The homeland has a work-seeking population of just 50 000 and the dismissals on the mines affect nearly every family and have turned the social order in Transkei inside out.

Amos Mlungwana, a 35-year-old miner, was retrenched four years ago.

"I have never seen a job since. I have sold all my livestock, the goats and sheep got me R85 each and my four cows earned R1 000 each. Some families have sold all of their livestock and if you go around the villages you no longer see many cows and sheep."

w/Mart 28/3-4/4/91 (20) (211)
 he says

"In my village more than half of the adults living there have no job. You find 30 out of every 100 children are no longer at school because the parents cannot pay the fees. My kids eat sometimes twice but mostly once a day. They eat pap and on Sunday a bit of meat and vegetables. It was not always like this. When we were working on the mines we could send money for groceries and the children at least had vegetables every day."

A maze of other scars have been scoured into the social life of the Transkeian countryside by cutbacks in the mining industry.

One Monday a furniture truck arrived at Joseph Xaba's village to take back the *gumba* (hi-fi set) he bought on hire purchase from a shop in Umtata during one of his trips back home.

"It's quite a common site to see these trucks driving on the roads between our villages," he says.

"Teba" is a household name in Transkei. It describes The Employment Bureau of Africa, the mining industry's labour recruiting agency that has erected bright blue and white signs outside its offices in each of the 23 biggest villages in Transkei.

Nine of these have been shut down and boarded up. One is at Port St Johns where retrenched miners have taken to catching crayfish at night and selling these to tourists to compensate for their lost wages.

On the streets of Umtata the effects of unemployment can be seen every where. In open spaces and under the trees groups of men, women and children gather to sleep under the stars and a piece of cardboard. Prostitution is rife. Illegal shebeens and alcoholism thrive. The crime rate has soared.

"I am one of the starving people and these are my children," says Douglas Qoloza, a 36-year-old miner who was sacked from the St Helena Mine in 1987. "Tonight we'll go and make a camp in the bush and then we'll go and look for bread, rice porridge and stamp mules that people throw into their rubbish bins. That's how I have brought up my children since 1987."

Others are less resilient than Qoloza. "Plenty of them go crazy," says Mzwandile Xabiso, another NUM official. "We call it *ukuphambano*. It's a condition that afflicts those who think too much about the fact that they have no means to keep their families alive."

Each of the men who make up the ranks of the unemployed has his hopes. Vegetables and meat for the children. Money to pay their school fees. The return of the *gumba* that brought consolation to the village on Sundays. An end to doing the work of women.

The dream of Caniphus the Dealer is different. "If I get a job," he says, "I will take a bus and look for my wife. I miss her so badly it hurts. I'll speak to her parents so that they will help me find her and when I do I will say 'Look, I have work. You can come home now and we can try again.'"

FOCUS ON GOLD MINING

- flesh and blood behind the statistics

who feels "very bad" about depending on his wife, a worker in "the kitchens" in Johannesburg's northern suburbs. He also worries about how he will pay the fees of his brother, a trance actor, and his large family in Taung, Bophuthatswana — "they always phone about problems with money".

Apart from the loss of members, re-trenchments can have a severely debilitating effect on unions. At Rand Lease, where key leaders came under the axe, NUM is now weak and inactive, according to Sothantsha. But there is one bright spot in this

sombre tableau: the crisis in gold is driving mine employers, historically among South Africa's toughest, towards a more co-operative relationship with NUM.

At Harmony, the scene of fierce conflict last year, management has offered NUM an enticing package — including the first full-time shaft-stewards on the gold mines and a programme of black advancement — in a bid to foster the labour stability needed for survival.

And late last year, the union struck a trailblazing retrenchment deal with

Anglo American's Freegold South embracing extended leave to save jobs and a R1-million job creation fund.

The agreement is seen as a model, and work creation funds have been agreed in other negotiations.

But these are company breakthroughs — at industry level, where the union is convinced the crisis must be tackled, employers are more equivocal.

Last year NUM tabled an industry retrenchment agreement, a mix of short-term palliatives and long-term restructuring proposals, including a union

role in rebuilding the industry and devising cost-cutting measures. It has also argued for a jointly managed central retraining fund for the unskilled and a "war chest", a strategic reserve to cushion workers against price wobbles.

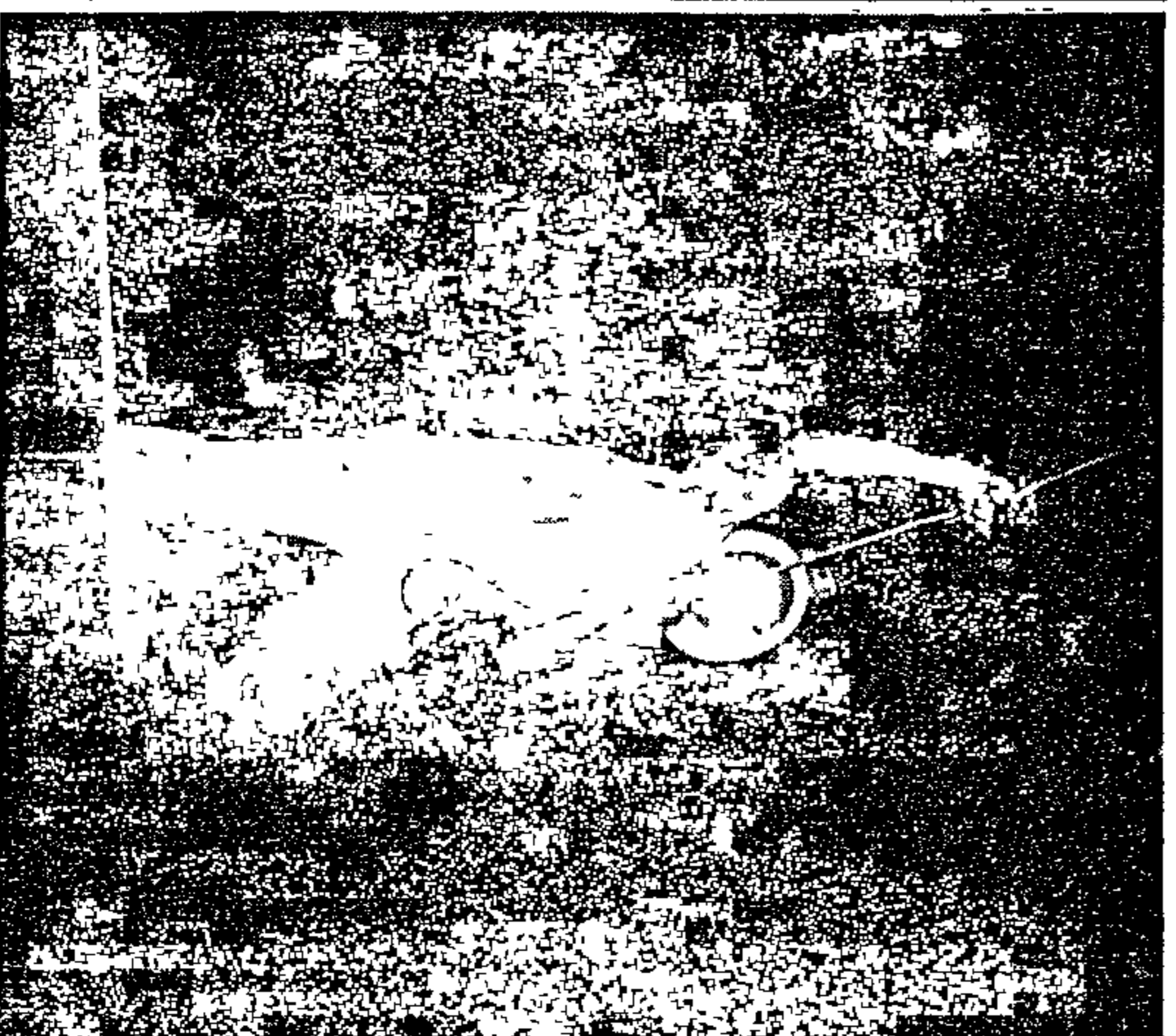
The chamber has set its face against a mining-wide retrenchment regime, reasoning that the issue is highly specific to individual mines. But there are signs of a newfound readiness to talk turkey.

In an interview, senior chamber executive Johann Liebenberg said north-

ing detailed had been put to employers at any level. "And some of NUM's ideas, for example the 'war chest', do not seem to have been thought through. By investing in expansion and improving equipment, mines are already using the fat years to stock up for the lean."

But in a significant gesture, he added: "With the industry in its current position, let's hear what NUM has to say and consider it."

For Sothantsha, as no doubt many other "retrenchees", it is the government which must staunch the haemorrhage of mining employment. "Management must ask the government for help to keep the mines going," he says.



Their jobs are in jeopardy, their future uncertain as the gold price falls and gold mining becomes more expensive

Photographs: JUSTIN SHOLK

WAGES AND THE I.R. CLIMATE

PAY ONE, PAY ALL

FM 29/3/91

UNIONS ARE IN A COMBATIVE MOOD DESPITE TIGHT ECONOMIC CONDITIONS

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It's that time of year again. Major employer groups are about to sit down around the table with representative unions to thrash out wage settlements for 1991.

With the economy entering its third year of recession (GDP growth was negative last year), corporate profits in a nosedive and widespread retrenchments, one would expect most of the negotiating cards to be in employers' hands this year.

Not so. While indications towards the end of 1990 were that wage settlement levels were beginning to decline, settlements concluded in the first round of negotiations early this year have been in line with the average settlements for last year.

The National Union of Metalworkers (Numsa)'s opening gambit in this year's wage talks was for a 25% across-the-board increase — including a host of peripheral benefits such as job security, paternity leave and more say in company management. Likewise, talks at Pick 'n Pay kicked off with a demand for a R375 a month increase on the company's minimum wage of R910 — a

41% increase.

Employers can be forgiven for being taken aback by this turn of events. They had, quite reasonably, concluded that in tighter economic times, with the spectre of retrenchment hanging over workers, unions would be inclined to be more moderate in their wage demands for 1991.

What has prompted unions to take a contrary view and why do employers appear to be acquiescing to their demands? Labour consultants offer several explanations, not all of them convincing.

Firstly, they point out that wage settlements have been well above the rate of inflation for the past four years. Moreover, no union negotiator, they argue, is going to willingly buck the trend by settling for a below-inflation or inflation-related increase at this time. Union members just wouldn't allow them to do so.

Perhaps even more significantly, they say the events of February 2 last year, which culminated in the unbanning of the ANC and the release of Nelson Mandela, have

raised worker expectations on the benefits they stand to reap in the new SA. While this mood of euphoria is in the air, they are not about to settle for less on the shop floor.

This is a view endorsed by the redistributionists. One labour researcher noted that until there was a significant move on the part of employers to begin to redistribute wealth, workers were not going to temper their demands. In similar vein, Cosatu's general secretary Jay Naidoo claimed recently that SA had the most unequal wealth distribution in the world with 5% of the population owning 88% of the wealth. "How do you build prosperity amid mass poverty without wage rises?" he asked.

Naidoo acknowledges that higher wages in themselves will not solve the country's economic problems, but he suggests they are "an essential component of a restructured economy geared to provide jobs and reduce poverty."

How do these arguments go down with employers in a climate where order books are shrinking daily, business confidence is crum-

P.T.O.

bling and punitive interest rates are forcing more and more companies to the wall? The short answer is not very well

Take the gold mining industry for example Chamber of Mines senior GM Johann Liebenberg notes that the industry is fighting for survival. At the current gold price and rand-dollar exchange rate levels, about 18 of SA's gold mines are operating at a loss About 40 000 jobs were lost on gold mines last year and if the gold price hovers at its current level, a further 45 000 retrenchments can be expected this year He predicts total gold mining employment, if the current trend holds, could soon contract from some 550 000 workers a few years ago to around 350 000

What has been the National Union of Mineworkers (NUM)'s response to this? NUM has yet to table its demands for the current round of bargaining, but the Council of Mining Unions (CMU) representing skilled mine workers has come in with a demand for a 20% across-the-board increase — the same figure it has put on the table for the last three years. (The CMU settled for 13,5% last year.) Liebenberg says he's disappointed at this because their demand "does not seem to take into account the circumstances in the national economy and mining industry."

By contrast, since the no-win miners' strike of 1987, negotiations with the NUM have been "sophisticated" with full compliance with the provisions of the Labour Relations Amendment Act Last year, gold miners managed to wrest an average increase of 14,5% (much higher on some mines) from mine owners. It must be said, though, that the chances of them doing the same this year in the deteriorating circumstances gold mines now find themselves in, are not good.

Though he's not heard from the NUM directly, Liebenberg says he senses some economic realism is permeating union thinking He says union negotiators appear to be

aware that the situation being faced by mines is not a short-term cyclical downturn, but a longer-term fundamental restructuring of the industry "One hopes that they now accept that there is a trade-off between jobs and higher packages They can't have both"

He stresses that if wage increases are anything like last year's, there's going to be a lot more retrenchment on the mines.

Having said that, he notes that "if we were to grant increases purely on the level of the gold price, there wouldn't be any increases at all this year We have to take socio-economic conditions into account, what our wage increases will do to the national economy, the inflationary pressures on our workers and so on. We will have to see what the traffic will bear this year."

This appears to indicate that the mines, like other major employer groups, may well be prepared to sacrifice some short-term financial expediency for the greater economic good of an emergent new SA Yet for every "social contract" protagonist, there are others who will venture that employers are coming to the end of their "conscience" money After years of granting their unionised employees above-inflation increases in an honest attempt at equalising incomes, without any concomitant productivity gains, they are losing patience

They are entering into wage negotiations in good faith — trade unionism in SA is, after all, an established fact of life — but they're tabling some fairly onerous counter-demands of their own Among these are, looking to higher productivity by linking bonuses to absenteeism (a sore point among employers with the mass protests season about to start) and insisting that unions subscribe to a code of conduct during the negotiating process.

For their part, unions are not keen to put productivity improvements on the agenda. Their rationale, quite logically, is that higher productivity will ultimately mean fewer jobs

And where productivity gains have been wrung from unions, they have often been Pyrrhic victories — accompanied as they invariably are by retrenchment clauses which stipulate that "no permanent employee will be retrenched as a result of improved productivity"

With such entrenched positions evident on both sides, it looks like the 1991 bargaining season is going to be a tough one In short, expectations on the part of union members are high, yet management is being asked to justify granting increases substantially above inflation

Erica Jankowitz of Andrew Levy & Associates observes that unions are coming in with a host of peripheral demands — such as Numsa's call for paternity benefits and job security guarantees — but are dropping them quite early in the negotiations in order to focus more strongly on the wage issue. Jankowitz expects settlements this year to range between 16,5% to 16,9% — still substantially above inflation estimated at around 13% for 1991

In addition, she says, there is a tendency for industrial action — overtime bans, go-slows and work stoppages being the most popular — to accompany wage bargaining "In February last year, 40% of settlements processed reported industrial action, whereas this year, 48,6% of agreements were reached after some form of industrial action"

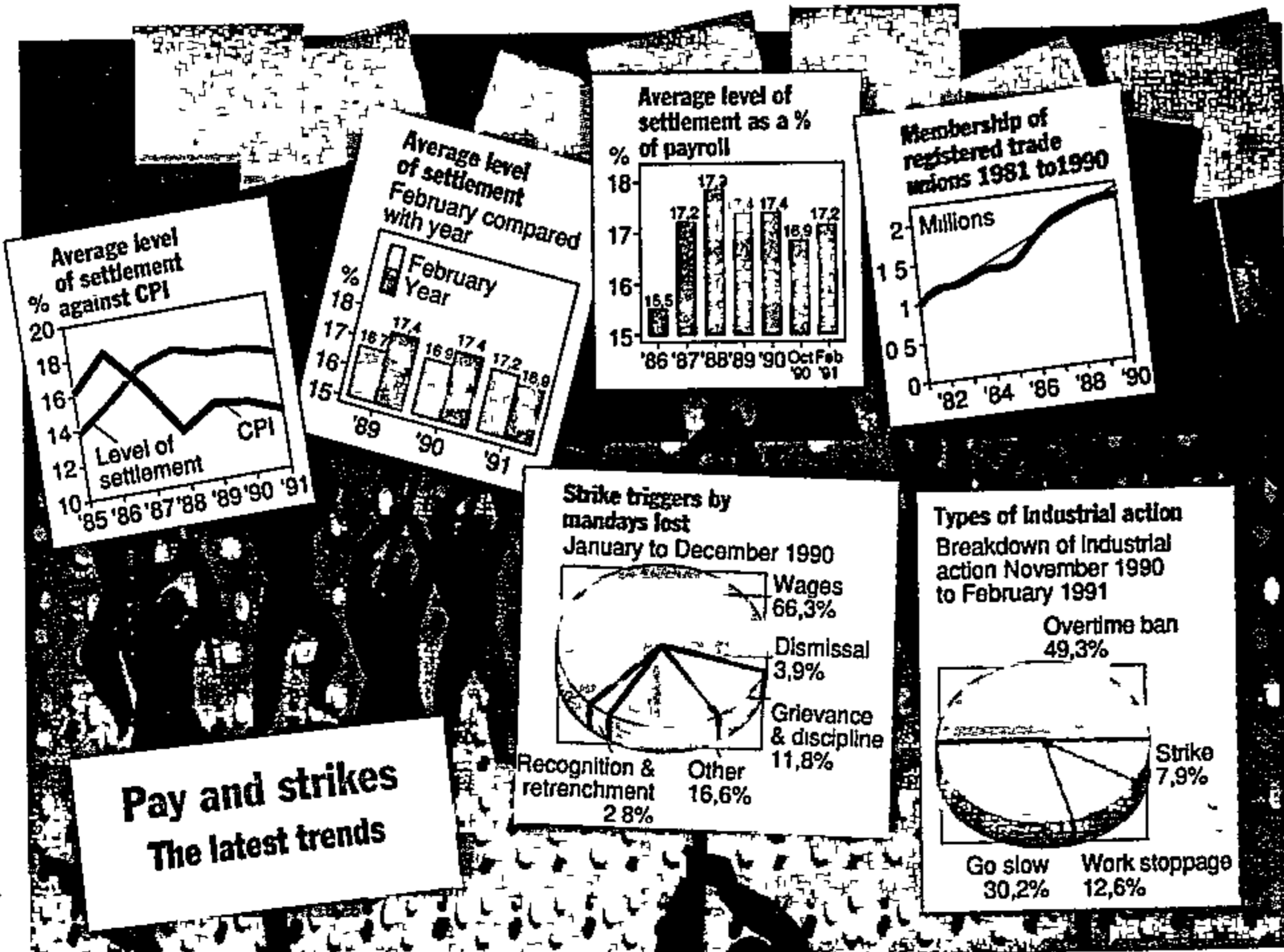
It's possible that most unions will stop short of strike action, though. Last year, more than 4m man-days were lost through strikes — the most strike-prone year since the labour turbulence of 1987 Though there were some nasty and protracted strikes among them — OK Bazaars, Southern Sun and Nampak — unions came away with few major concessions.

Jankowitz argues that widescale retrenchments — an estimated 41% of the economically active population is now unemployed — and the need to protect existing jobs with built-in job security agreements, have bowed unions somewhat But she stresses that the combative mood unions are in doesn't rule out strikes entirely Last year, 66% of strikes were wage related.

In the current industrial relations climate, she cautions employers not to indulge in "parachute" bargaining. If employers table low counter-offers and plead inability to pay on the basis that a higher wage settlement will force them out of business, they had better be able to back up their claims

The Cape Town-based Labour Research Service recently castigated companies quoted on the JSE for last year achieving profits on average 20% up on the previous year, yet creating only 0,01% more jobs Their argument is that companies prefer to reduce their work force and post good profits, which benefit shareholders, rather than save or create more jobs which would benefit workers.

Is this true? It's a charge employers may find themselves having to rebut in the hard period that lies ahead



Fears of more mine closures

2 500 miners

to be laid off

Star 3/4/91.

211

By Sven Lünsche

What could be the first in a number of mine closures, Gencor announced yesterday that its Stilfontein gold mine would cease operation by year-end.

About 2 500 workers will lose their jobs as a result of the closure, leaving a staff of 500 for the milling of the surface rock dump for another three years.

The current 2 950 employees were informed of this decision yesterday afternoon, as were the unions and affected community organisations in the western Transvaal town.

The closure of Stilfontein is a major blow to the town as the majority of the miners' wages are spent there.

Announcing the closure, Stilfontein chairman Gary Maude said the mine's wage and salary bill came to R71 million last year and much of this would not be available to the Stilfontein community.

He said management was trying to assist employees to find alternative employment but added that this would be extremely difficult given the depressed economic conditions in the mining industry.

Recovery

Over the last three years Stilfontein has reduced its staff complement from around 9 500 to just under 3 000 but Mr Maude said, given the low gold price there was no viable option to closure.

Mr Maude said Gencor was monitoring the situation at its other gold mines, which were currently operating at a loss as a result of the lower gold price.

Stilfontein is typical of what is happening in the gold industry in general and it is quite possible that other mines could close if there is no major recovery in the gold price.

Echoing recent sentiments by other mining analysts, Mr Maude said up to 40 percent of South Africa's gold was currently mined at a loss.

Gold mines have been struggling to contain costs as employment levels have been reduced virtually to the minimum possible.

According to the Chamber of Mines, 40 000 jobs were cut last year, bringing the number of miners employed at its member-mines to just more than 450 000.

Nine mines employing 78 000 people operated at a loss last year.

A further 40 000 jobs are estimated to be at risk in the current environment, according to an analysis by Chamber of Mines economist Ivor Leibowitz in the chamber's latest newsletter.

● Market signal — Page 18

Stilfontein gold mine to close

CAPL T17KS 3/4/91 211

From MATTHEW CURTIN
and ROBERT LAING

5 JOHANNESBURG. — Stilfontein, Genmin's
W 39-year-old gold mine, has become a casualty
of the gold mining industry's battle against the
weak gold price, falling grades and soaring
costs.

L Gengold MD Gary Maude said yesterday Stilfontein
would cease underground mining operations by
H the end of the year, a move which will cut SA gold
production by about three tons, 0,5% of total 1990
production of 601 tons

W About 2 430 mineworkers will lose their jobs. The
mine's 1990 wage and salary bill came to R71m

Maude said the retrenchments would have a serious
effect on the community in the towns of Klerks-
dorp and Stilfontein, but "there was no other viable
option" to closure.

Further closures

He said the mine's fate was typical of what was
happening in the industry where the low gold price
was jeopardising mining operations which would
still be profitable if the gold price was at 1986
levels.

"It is quite possible other mines will follow suit,"
he said, noting that although Gengold had no immediate
plans to shut down its other marginal operations —
Grootvlei, Bracken, and West Rand Consolidated —
between 20% and 40% of SA gold production was
being produced at a loss

Stilfontein's demise centred on the exhaustion of
ore reserves on the Vaal reef horizon and the mine's
growing dependence on the unprofitable Venters-
dorp Contact Reef.

Maude said the Ventersdorp reef was relatively
unexplored and in June the board had agreed to
spend R5m to develop promising areas. Good ore
patches were found but they could not be mined
profitably unless the gold price climbed to
R50 000/kg.

If the gold price did improve to that extent, Stil-
fontein would again be viable. It would be relatively

cheap and easy to restart production, Maude said,
because the Ventersdorp reef was undeveloped and
the mine's main arteries would be maintained

Stilfontein was also hit by the collapse the uranium
market which undermined its Chemwes uranium
processing operation which closed last year
Whereas West Rand Cons had returned to being
primarily a gold operation, after flirting with primary
uranium production, Stilfontein lacked the profitable
gold reserves to achieve the same turnaround.

Maude said Stilfontein's Scott and Margaret
shafts would be maintained in operation so that
underground water, which threatened the neighbouring
Vaal Reefs and Hartebeestfontein mines,
could be pumped out, "if assistance is forthcoming
from the mining companies and the government"

Anglovaal's Hartebeestfontein will be directly
affected if pumping stops at Stilfontein. Analysts say
the mine will have to install between R30m and
R40m worth of pumping equipment and that pumping
costs will rise significantly.

Anglovaal spokesman Ray Moore said yesterday
talks between the government mining engineer and
Hartebeestfontein and Stilfontein managements
had started. It was in Hartebeestfontein's interests
to keep the shafts open to allow pumping to continue
and the company would offer financial assistance.

First losses

Maude said the mine would keep on a workforce
of 520 for the pumping operations, and would continue
dump mining where working costs of
R24 000/kg were well below the current gold price of
about R31 000/kg. Stilfontein would be listed on the
JSE as long as it was able to show a profit

Gengold senior consulting engineer Kobus Olivier
said the mine's closure would have come two years
earlier, when it first showed an operating loss, if it
had not been for the group's recent policy of driving
costs down by cutting jobs and the amount of underground
tonnage milled. The size of the workforce and
underground production had fallen 70% at Stil-
fontein since November 1989.

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Department of Philosophy
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Stilfontein mine to fold, putting 3 000 out of work

By TOM HOOD, Business Editor

NEARLY 3 000 workers will be forced to look for jobs at the end of the year when Stilfontein gold mine in the western Transvaal stops underground operations — a victim of depressed gold prices and rising costs.

Several other mines employing about 78 000 people are in danger of closure.

Stilfontein, which produced only 4.4 tons of gold last year, has been losing money since November 1989.

Mr Gary Maude, chairman of the mine and managing director of General Mining Corporation's gold division, said "We realise this will have a serious effect on the community, but there was no other viable option."

The National Union of Mineworkers said it objected to the company's unilateral closure without consulting the union and vowed to fight for a higher retrenchment package.

The management hopes to maintain two shafts.

Rock dumps on the surface would be milled as long as it was profitable and this, with pumping and other operations, would provide work for about 500 people.

Other areas would be profitable only if the gold price increased to R50 000 a kilogram from the current R32 700.

Stilfontein's fate may be symbolic of the industry as a whole. About a third of South Africa's gold is mined at a loss.

The Chamber of Mines blames much of the industry's problems on falling gold prices, coupled with soaring production costs and a huge world over-supply.

NUM wage position stands despite closure

BID 4491

THE closure of Genmin's Stilfontein gold mine would not affect the National Union of Mineworkers' (NUM's) position in the coming annual wage negotiations, union general secretary Marcel Golding said yesterday.

Golding said the NUM would continue to demand a national wage rate for each job category during negotiations with the Chamber of Mines. The first round of negotiations is scheduled for early May.

He said particular companies' capacities to meet the NUM demands had in the past been taken into account. However, the NUM's overall commitment to a national wage rates through centralised negotiations stood firm.

Genmin announced this week that it would close Stilfontein with the loss of 2 500 jobs.

Golding said the union's policy on a national rate for each job category could only be reviewed by its national congress which was due to meet at the end of the month.

NUM spokesman Jerry Majatladi said although the chamber last year agreed in principle that wage differentials should be phased out, little progress has been made on the issue.

The extent of the wage gap can be gauged from the 27% difference in minimum wage rates for bottom-grade underground workers on Anglo American and Gold Fields gold mines.

Majatladi said the NUM had a responsibility to ensure that members were paid "a decent wage," taking into account the difficulties and very real dangers of working conditions. The 1989 NUM congress put forward minimum wages for underground and surface workers of R600 and R547 respectively — wages that had yet to be realised, he said.

In the long-term the entire industry had to be restructured if black mineworkers were to get more favourable conditions, he said.

However, the priority remained the

211 (211) (211) (211) (211)
upliftment of standards of living of black mineworkers.

Majatladi said the NUM was responding to practical situations and the reality of miners earning monthly minimum wages as little as R305 and R321 — paid at Lonrho and Goldfields mines respectively.

The declining gold price and the growing unprofitability of many mines is expected to help make the 1991 wage negotiations one of the most difficult yet.

Chamber president Clive Knobbs said wage demands received so far were well in excess of what the industry could pay. He said the time had come for officials' associations and trade unions to accept that job creation, and particularly the maintenance of existing complements, could not be reconciled with excessive wage demands.

Rejection

Two weeks ago Knobbs said the industry was in the grip of its worst financial crisis in 100 years.

Speaking at the Frankel Max Pollak Vinderine conference recently on future labour relations in the mining industry, NUM general secretary Cyril Ramaphosa said the crisis in the industry was not only economic — but also profoundly social.

The social crisis extended to all branches of the industry and encompassed workers' rejection of their poor wages and working conditions, their compound housing and "dead-end training".

If the mining industry was to have any future at all, the labour relations system on the mines would have to change fundamentally, Ramaphosa said.

The industry would only be able to stake a claim to being part of a new SA when it paid fair wages, provided decent housing and adequate training for its workers, improved health and safety standards, rooted out racial discrimination and allowed workers into decision-making processes.

VERA VON LIERES

Bleak future for miners

By JOSHUA RABOROKO

MORE than 22 500 people throughout Southern Africa would lose their income following the imminent retrenchment of about 2 500 black miners at Genmin's Stilfontein gold mine.

The assistant general secretary of the National Union of Mineworkers, Mr Marcel Golding, said yesterday an average black miner had nine dependants in a typical extended family.

The gold mine, situated in the western Transvaal, is to cease underground mining operations by the end of the year.

Its closure will affect 2 950 workers, the majority of

What should be done to help workers who face unemployment because of circumstances out of their control? Telephone popular Radio Metro DJ Tim Modise and air your opinion to the nation. Phone today between 4.30 and 5pm. The hotline number is 714-8063. Listen to the new *Sowetan* talkback programme on Radio Metro on medium wave 576 KhZ.

whom are blacks.

Tens of thousands of jobs were at risk in the mining industry following announcements by mining magnates that some mines might be closed as a result of the battle against the weak gold price, falling grades and escalating costs.

"The outlook for the gold mine in South Africa is disappointing because of certain pressures," a spokesman for the Chamber of Mines said yesterday.

Already gold exploration has taken a bad knock with the Anglo American Group announcing this week that it would stop drilling at the Potchefstroom Gap in Sep-

2 500 miners face losing their jobs

From Page 1

tember.

An average unskilled black mine worker earns R490 a month.

The chairman of Stilfontein and managing director of Gengold (Genmin's gold division), Mr Gary Maude, said management had consulted employee organisations before taking the decision.

He added that management was still trying to assist employees to find

alternative employment.

Golding, however, expressed disappointment at the manner in which Genmin decided to retrench the workers, saying "not all avenues were explored during discussions with the union when the decision was taken"

The mine's wage and salary bill came to R71 million in 1990.

Fighting

NUM, which represents 80 percent of the 2 950 miners to be dismissed when Stilfontein gold mine shuts down, is to continue fighting for the workers' rights.

"This is obviously a sad and disappointing state of affairs," Golding said.

He said the union would fight to ensure dis-

missed workers received satisfactory severance pay.

Management must also make an undertaking that reasonable procedures would be followed should the workers be recalled at any stage when the mine performed well.

Maude said the mine had been under severe pressure since November 1990 when it first showed a working loss.

Increased

Strict measures were then implemented to try to contain costs and to increase productivity.

As a result of these measures, the mine had remained in production despite a falling gold price and the effects of a high inflation rate, he said.

Closure of gold mine may hit Swazi workers

MBABANE — About 30 Swazi migrant miners may lose their jobs when the Stilfontein gold mine closes down later this year. Star 5/4/91.

Senior government officials have also expressed fears that if more South African gold mines are forced to close down or lay off workers as a result of the falling gold price, a large number of the approximately 17 000 Swazi migrant miners could lose their jobs.

The officials said that should that happen, it would create a serious situation for the miners and their families as there was little hope of their finding work in Swaziland, already facing an acute unemployment problem.

In a related development, World Food Programme (WFP) representative in Swaziland Louise Soborn announced that the organisation was helping a group of about 50 former miners, who have returned from South Africa over the past year, to establish their own independent farming project.

Miss Soborn said the WFP, using funds from the European Community, was providing the group with maize, beans and cooking oil until they began to show a profit. — Sapa.

Team to study

German mines

W/ment 5/14-11/1991.
AS a policy-making aid, a National Union of Mineworkers' team is to study the downscaling of the German coal mines at first hand this week ~~(28)~~ (21)

The team includes NUM economist Martin Nicol and worker delegates. Its findings could feed into economic policy resolutions at the upcoming NUM congress.

Nicol said the team would focus on the Ruhr coalmines, which between 1970 and 1987 reduced their workforce from 225 000 to 160 000.

What was of interest to the NUM was the national approach to the downscaling, which involved significant state intervention.

"We can't tackle our own problems on a mine-by-mine basis."

The team would also look at how the East German mining industry was being integrated into its West German counterpart.

"We face the same problem here — how to bring mining, which is backward in terms of its economic and labour practices, in line with a manufacturing sector more in tune with world norms."

NUM calls for urgent gold industry 'summit'

THE National Union of Mineworkers reiterated its call for an industry-level "summit" between all mine unions and employers this week, as the crisis in the gold-mining industry continued to deepen

The call, which the NUM also made at a recent Chamber of Mines briefing on the state of the industry, was rooted in a conviction that the crisis could not be addressed piecemeal, said the NUM's Marcel Golding.

Initially, a summit would involve unions and employers, but could draw in the government at a later stage.

"The sum total of (Chamber president) Clive Knobbs' address at the briefing was to call for wage restraint," he said. "A summit would obviously deal with concerns about rising costs, low productivity and labour unrest — but there must be reciprocity."

The broad outlines of an NUM summit platform are already clear — the un-

The ever-deepening crisis in the gold mining industry cannot be tackled piecemeal, insists the National Union of Mineworkers

DREW FORREST reports

ion wants a role in restructuring the industry to create jobs, enhance skills and cater for retrenched workers, as well as improvements in miners' quality of life. Migrant labour, race discrimination, the hostel system and curbs on movement, assembly and expression are seen as negotiating issues.

In a recent address in which he also called for a summit, NUM general secretary Cyril Ramaphosa urged the mines to modernise their labour relations approach and replace "traditional authoritarian management" with participatory systems.

He called for a central retraining fund for retrenched, a broader commitment to skills and literacy training and the

adoption of an "anti-race discrimination charter"

The NUM's plea for a summit meeting follows two hammer blows to the gold-mining industry. Anglo American's announcement that it is to suspend exploration in the Potchefstroom Gap, said to contain 12 percent of the world's remaining gold reserves and the possible site of eight new mines, and the planned closure of Genmin's Stilfontein mine by the end of this year, with 2 500 job losses.

The Stilfontein closure, the first in the current crisis, could be followed by others. Gengold's Gary Maude warned this week. Maude said that up to 40 percent of South Africa's gold was currently being mined at a loss.

The NUM is to meet Anglo's Freegold North this week over large-scale threatened retrenchments at the mining complex. NUM spokesman Jerry Majladi has said 7 000 jobs are on the line, but this could not be confirmed.

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A SAD STOPE OPERA

211 ~~214~~ ~~217~~ ~~233~~ FM 5/4/91.

INSISTENCE ON HIGHER WAGES COULD HAVE DAMAGING SOCIAL EFFECTS



Retrenchment is one of the unavoidable consequences of the gold industry's efforts to stay viable over its present crisis — described by Chamber of Mines president Clive Knobbs as the worst ever. But the

loss of jobs is hammering already impoverished rural areas of southern Africa.

The sagging gold price is a primary cause of the industry's problems. Anglo American's decision to halt drilling in the Potch Gap area (see *Fox*) casts a pall over future prospects for what after all remains a primary source of SA's wealth. The number of gold mines which will *not* now be developed in the Nineties increases political pressures on government in an era when it must take serious stock of black aspirations for the redistribution of wealth and the creation (and retention) of jobs.

The longer-term consequences of large-scale retrenchment of mineworkers include increased migration from rural areas to the squatter camps building up around the cities and, because there are no jobs available in the cities either, a likely increase in crime.

Towns traditionally dependent on the gold mines for their existence — like Welkom and Virginia — are also being hit by a loss of residents and business and sharp drops in property values. The town councils are putting a brave face on the situation, Welkom has researched what new businesses could flourish in the city and set up a special team to attract them to the area. But the primary problem may be insoluble.

Black miners come predominantly from rural areas because of the lack of other employment opportunities there and because most urbanised blacks are simply not interested in working on the mines — even if they

cannot find jobs elsewhere.

The industry's recruiting arm, The Employment Bureau of Africa (Teba), has reached into the most remote parts of the country and neighbouring states, where its recruiting stations offer the only alternative to subsistence agriculture.

The cash flows involved are enormous. In terms of governmental agreements, Teba is required to pay a portion of miners' earnings directly to his country of origin. The miners can claim these earnings when they return home on leave or at the end of their contracts.

In the case of Lesotho, the agreed portion was 60% of total earnings until last month, when it was reduced to 30%. The amount involved was R472m in 1990 (1989 R408,4m) while in the case of Mozambique the portion is 50% which was worth R139m last year (R114m). That's a sore point with Mozambican miners because they get paid out at home at the official exchange rate instead of the far more attractive black market rate.

The biggest earner after these countries is Transkei, where the remissions are voluntary, but Teba still directly paid out R101,5m in the area during 1990 (R81,3m). Transkei also provides the best example of what's happening in the rural areas because it has been the worst hit by industry retrenchments.

Teba statistics show a 14,4% drop in migrant workers employed on the chamber's gold mines from an average of 476 127 in 1987 to 398 773 last year. Over the same period, the number of Transkeians employed has fallen 23% from 128 513 to 99 492, while the number of Ciskeians is down 24% from 12 249 to 9 289. In

comparison, the Mozambique labour contingent has dropped just 6% and the Lesotho contingent is only 7% lower.

Teba points out that it recruits as required by the individual mines and the controlling mining houses which determine the ethnic mix of the workforce. The reason for the pattern reflected in the statistics is not hard to work out.

Xhosa workers from the Transkei and Ciskei, who traditionally support the ANC, have the reputation of being notorious troublemakers on the mines — often for political issues not directly related to industrial relations matters.

Chamber senior GM Johann Liebenberg estimates each black miner supports up to 10 dependants through the traditional African extended family. What then happens if their cash-flows dry up? They starve — and so do their families.

Operation Hunger executive director Ina Perlman says her organisation supported about 250 000 people in the Transkei region

last year. Since December, the charity has started feeding an additional 150 000 people there and it estimates that a further 150 000 are waiting to join the feeding schemes which consist of soup kitchens and monthly rations for family units.

She attributes the bulk of this to retrenchments in the mining industry, saying another badly hit region is the Ingwavuma district of Kwa-Zulu.

How many workers have been forced out of the gold

mines into unemployment is difficult to pin down because of transfers of redundant workers to other mines in the same group. Retrenchment agreements negotiated by some mines with the National Union of Mineworkers (NUM) have also included provisions for extended periods of unpaid leave in an attempt to save jobs.

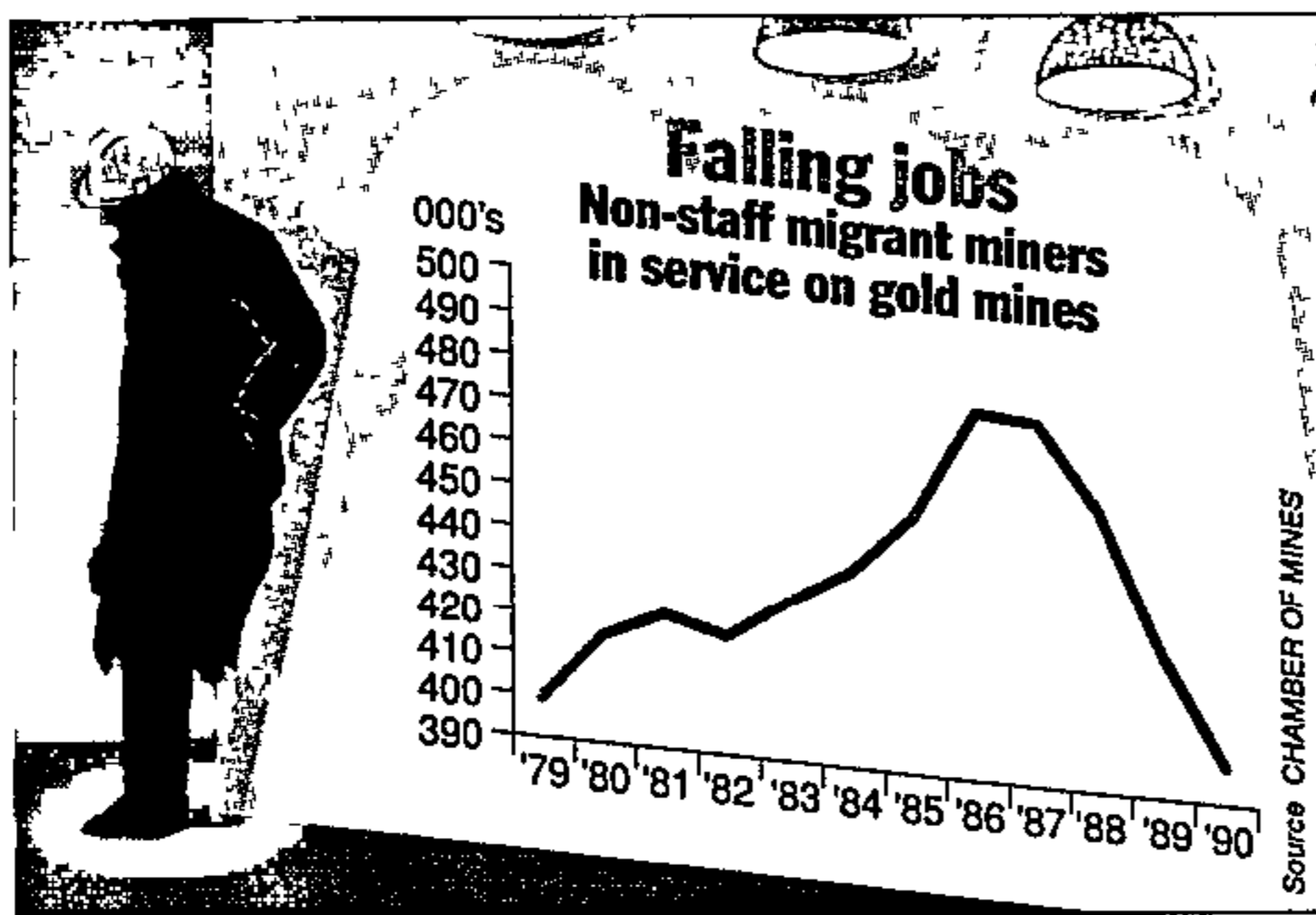
In January, Liebenberg estimated that during 1990 there were 27 000 actual retrenchments on the gold mines. He has since revised that figure to 40 000 and the chamber has drawn up its 1991 budget on the estimate that between 40 000 and 45 000 more workers will be laid off.

The hard fact is that 40% of SA's gold is produced at a loss at a price of R30 000/kg and the unprofitable mines employ about 190 000 people. That is the result of Reserve Bank policy to maintain the value of the rand, whereas in the past the currency was simply allowed to devalue to compensate the gold mines for lower dollar gold prices.

A contributing factor to this new hard-nosed policy appears to be the declining importance of the gold industry to the SA economy. Bank statistics show that in 1983, gold exports of R9,93bn constituted 42% of total exports and service receipts of R32,6bn. However, in 1990, gold exports of R18bn amounted to only 25% of total exports and



Perlman



service receipts of R71,3bn.

Knobbs accepts the need to fight inflation but questions whether the price being paid is not too high, given the country's social and political circumstances. "Opinion in the mining industry is split on this issue but many of us feel there is room for a trade-off here between fighting inflation and fighting unemployment. Increasing unemployment is not a good background against which to negotiate a new political dispensation."

Frankel Max Pollak Vinderine economist Mike Brown prefers to assess the industry in dollar terms and — assuming a flat US\$350/oz gold price over the next two years — foresees, at worst, the loss of 150 t of annual gold production, but a better view is the loss of about 90 t of annual gold production.

He estimates that losing 90 t of gold production annually would mean a decline of 0,5% in real SA GDP, a drop of R2,55bn in foreign exchange earnings and the loss of 75 000 jobs.

Just how high must the rand gold price be to materially help the industry? Over the past few weeks, the rand has weakened sharply against the surging dollar from a rate of about \$1/R2,52 to the current \$1/R2,72. The gold price is currently around R31 000/kg but that compares with the average of just under R32 000/kg which has ruled for the past three years.

Knobbs says a look at the spread of individual mine working costs, including capital expenditure, indicates that a price of R33 000/kg would put all but some six mines into the black as about 15 mines showed break-even costs between R30 000 and R33 000 for the December quarter.

In the absence of an improved gold price the level of wage settlements this year will be crucial to the number of retrenchments. Mining industry executives draw a direct link between the level of pay awards and the

number of workers they can afford to employ with labour amounting to 50% of working costs.

Ever higher wages are becoming unsustainable.

The NUM has achieved real increases in wage levels after inflation for each of the past three years. Liebenberg reckons the union started to show some appreciation of the realities last year when it settled for lower pay increases on the gold mines than on the coal mines, which were perceived to be able to pay more.

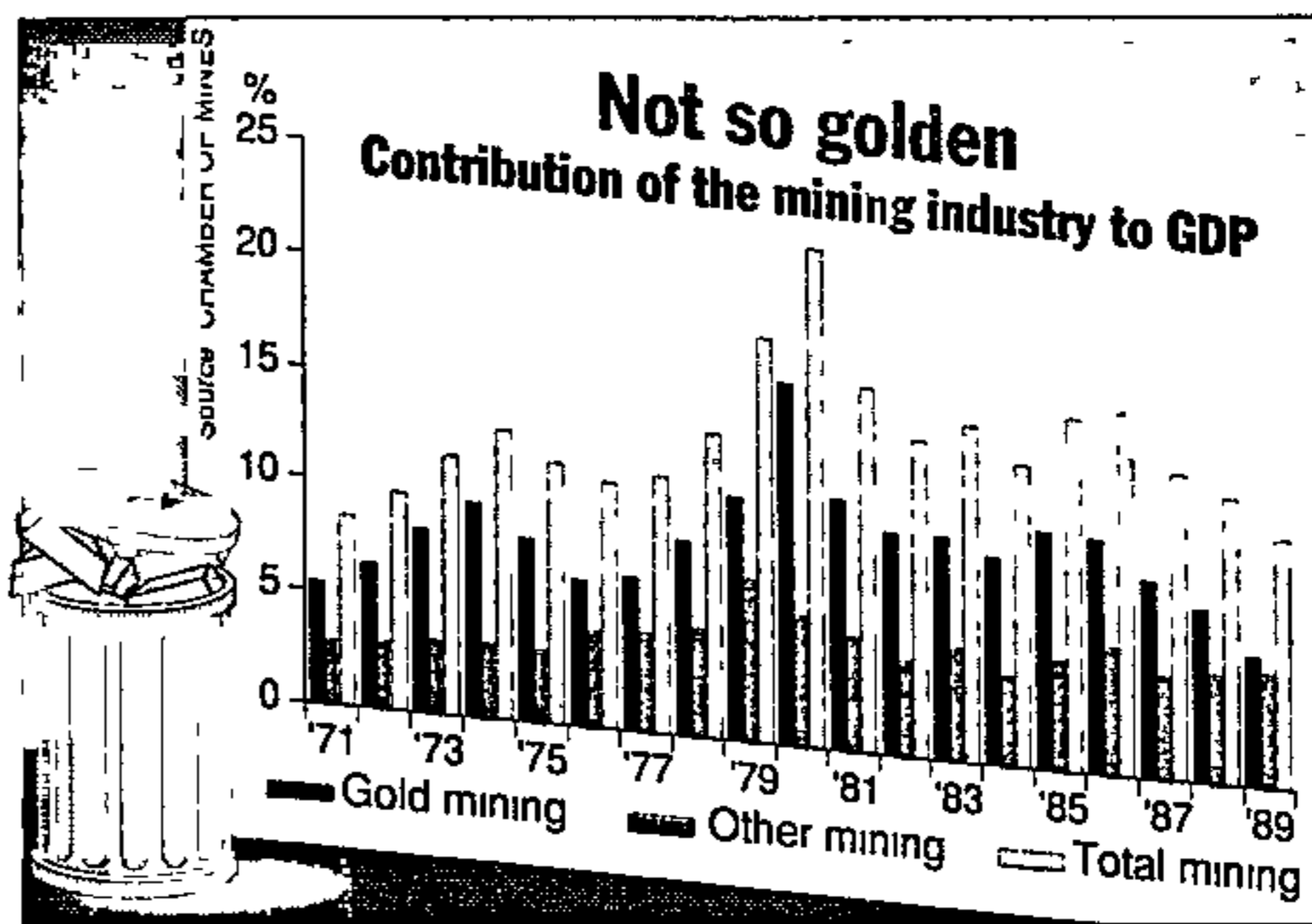
However, initial indications for this year's bargaining are that the NUM remains set on its goal of pushing mine wages into line with the higher rates paid in secondary and manufacturing industries. Yet, on the other side, the mining house executives are talking in terms of holding pay increases to a bare minimum.

Brown points out that the critical issue is that mine wages are still only some 60% of the average levels for semi- or unskilled labour in other sectors of the economy.

NUM press officer Jerry Majatladi does not accept that wage restraint would definitely result in greater employment, saying the general tendency of the capitalist system is to replace workers with machines.

He feels the long-term solutions to the industry's labour problems will only come when the gold mines are nationalised.

When the *FM* raised the issue of the Zambian copper mines as an example of what normally goes wrong with nationalised



Knobbs

mining industries, Majatladi rejected the comparison out of hand, considering it to be "racist."

The *FM* does not consider it racist to point out how jobs can be lost permanently by nationalised industries which cannot remain economically viable.

Brown comments: "What appears to be driving the nationalisation campaign is the fear of mine job losses and the NUM's concern about the erosion of its power base. The NUM believes that the social security system of the mining industry falls far below acceptable norms and that a State-controlled industry is a prerequisite for ensuring better treatment of workers, proper development of human capital and improved retrenchment packages."

"For this reason, the union is ignoring the economic reasons against nationalisation in favour of social arguments for it."

Mining house executives remain confident about the long-term future of the industry which has a "third wave" of new deep-level gold mines ready for development which would boost employment by the industry. But for these to get the go-ahead, ring-fencing will have to be dropped and a much higher gold price is required. One recent estimate by Gengold MD Gary Maude put it at \$700/oz. Perhaps executives have to dream, just as workers do. *Brendan Ryan*



BRBU 5/4/91 (211)

Bracken Mine could be next in line for cutbacks ... or worse

From THERESE ANDERS
The Argus Correspondent

JOHANNESBURG. — Struggling towns dependent on the teetering gold mining industry are bracing for further retrenchments and possible mine closures.

Bracken Mine, in the Eastern Transvaal, is probably the next in line to close

Towns such as Stilfontein, Welkom, Virginia, Theunissen and Orkney largely owe their existence to the gold-mining industry and are in the forefront of the battle to stay alive

10 000 RETRENCHED

Of these, the Free State town of Virginia, only a few years ago a boom area, has taken the worst battering since the crisis in the South African gold industry began as a result of a low gold price and falling demand for the metal

Over the past two years, Rand Mine's Harmony Mine, near Virginia, has retrenched 10 000 workers, with 700 skilled workers (mostly white) losing their jobs in the past six months alone.

This has had a devastating effect on the town.

Virginia's town secretary, Mr Marius Davis, said there were now up to 400 empty houses in the town, and the council was

feeling the pinch from the loss of income on service accounts.

However, he said the initial gloom in the town had lifted and Virginia residents were not as anxious about their future as they were about six months ago

Once the Group Areas Act went, he said, it was hoped that the mines would move senior black personnel into the empty houses.

He said businesses were also hurting, with some smaller concerns having gone under

Virginia town councillor and member of the local Chamber of Commerce Mr Kevin Charlwood said the drop in the number of residents meant there was not the same buying power in town any more.

At his petrol station the volume had dropped markedly

Mr Nate Peretzman, owner of Merrie Trading Store at Harmony Mine's Merriespruit Shaft, said his business had dropped by between a third and a half over the past few months.

"When people are unhappy and insecure, they don't spend money," said Mr Peretzman.

He said there was a lot of uncertainty in the area — "everyone is worried"

Welkom Town Clerk Chris Rademan said the mining retrench-

ments had had a detrimental effect on the town and there had been a general feeling of despondency.

"But that has changed. We've realised that, for too long, we've been too reliant on gold, so we've developed a programme to diversify into industry"

Orkney so far seems to have escaped major mining cutbacks, but they could be on the way soon

The other area hit by the scaling-down of the gold-mining industry is Evander in the Eastern Transvaal.

Genmin's Leslie Mine has reduced its labour force from 4 800 to 1 800 over the past two years.

Mr Lionel da Silva, owner of the DM Eating House at Leslie Mine, said "I now do about a quarter of my previous turnover.

REALLY STRUGGLING

"I'm making only enough to pay the rent, light, water and my employees. I'm really struggling"

And even worse news for the Evander area is that one of Genmin's four gold mines in the area, Bracken, is to close at the end of next year, with the loss of about 2 000 jobs

Genmin executive Gary Maude said yesterday that Bracken had come to the end of its life.

Stilfontein mine families face a gloomy future

STILFONTEIN's white mountains of granite appear suddenly as the Johannesburg-Klerksdorp road dips towards the mine.

A gentle hum of machines, kilometres underground, wafts across the plain adorned with its pink and white cosmos

There were patterned pink flowers, too, on the bedsheet of a bunk that I saw yesterday in the main Stilfontein hostel

In six or nine months' time, the owner of the flowered sheet will pack up his wife's forlorn present and travel back to his faraway home, without a job. Stilfontein is closing down

An English mine supervisor once said that when miners are retrenched it is only individual lives that are ruined. But when a mine shuts, the whole community dies

In SA the community does not lie down on the spot. It gets scattered through various corners of the land

"Yes, we really were upset when we heard the mine would close," said manning clerk Arlena Modisa. "My husband and I have been working and living here for 17 years. My husband is 56. He will never find a job."

A few years ago they would have been forced

B10cm 5/4/91

DARIUS SANAI

to go back to Bophuthatswana. What will they do now? I asked. "My children say we should stay here — they don't speak the language in Bop, they have no links. So we won't go home. But it will be so difficult."

Will they survive? "I don't know. I don't want to think about it."

Most other workers are less forthright about the problems they will face

"I'm sad because I don't know where I will go, where I can find a job," was the line, again and again, with no further details supplied

One man was a sampling chipper. His job is the lowest of all the mine jobs. He chips samples of rock from the end of the mine shaft. "Everyone's heart is sore," about the closure, he said, but no-one was really surprised.

Julius Moduwa, a sharp-witted 40-year-old assistant to a personnel manager, planned to go home to Bophuthatswana and raise cattle. Would that pay for his family's upkeep? "I doubt it," he smiled, "but what else can I do?"

Yet, strangely, the place is not as funereal as one might expect. True, the atmosphere around

the main hostel is silent and unwelcoming. But these endless rows of matchbox rooms with their bunk beds and steel tables were never particularly happy places.

In the neat one-roomed housing, the section reserved for families, things were brighter

The children were happy and the wives more relaxed than their working husbands. But the sad predictions were the same: the future, in Transkei, Botswana or Lesotho, was bleak

But they all seemed happy with the lives they had lived. "We have enjoyed it a lot," I was told by every child and wife I spoke to

Stilfontein town is a 15-minute walk from the mine. The mood of the shopkeepers, heavily reliant on the mining industry, varied from gloom to shrugging confidence

"The mine has been threatening to close for years — and we still have a few other mines (Buffelsfontein and Hartebeestfontein) to support us," said bottlestore owner Boet Reinecke

All agreed on two things: the town had been hit by a gradual loss of mining jobs for years and one could only wait and see the real effects of Stilfontein's closure

□ RETRENCHMENTS

Job axe to bite deeper in the next few years

THE announcement that Stlfontein mine would close should not have been entirely unexpected as the threat of rationalisation has been with us for quite some time

In January the Chamber of Mines foresaw the loss of 50 000 mineworkers' jobs this year, to add to the 80 000 jobs scrapped in the previous 18 months

The National Union of Mineworkers (NUM) estimates a quarter of the country's mineworkers will lose their jobs in the next two to three years

NUM mediator Roy Fewnarian said the "only hope left was that re-trenchments would reach a ceiling"

The union is presently negotiating for aid from mining houses in the form of training and work-creation funds

Peet Ungerer, general secretary of the (white) Mine Workers' Union (MWU), said the "most worrying aspect of the re-trenchments is that increasing numbers of skilled workers are also falling prey to rationalisation"

"Whereas in years past it was only unskilled workers who suffered re-trenchment it is now common that highly skilled workers with many years of loyal service are also losing their jobs" he said

Apart from re-trenchments in the mining industry, rationalisation has also taken its toll in the steel and metal industry, the chemical industry, and the explosive, fertilizer and electricity-supply industries

Ungerer reckons more people have lost their jobs at Eskom recently than on the mines

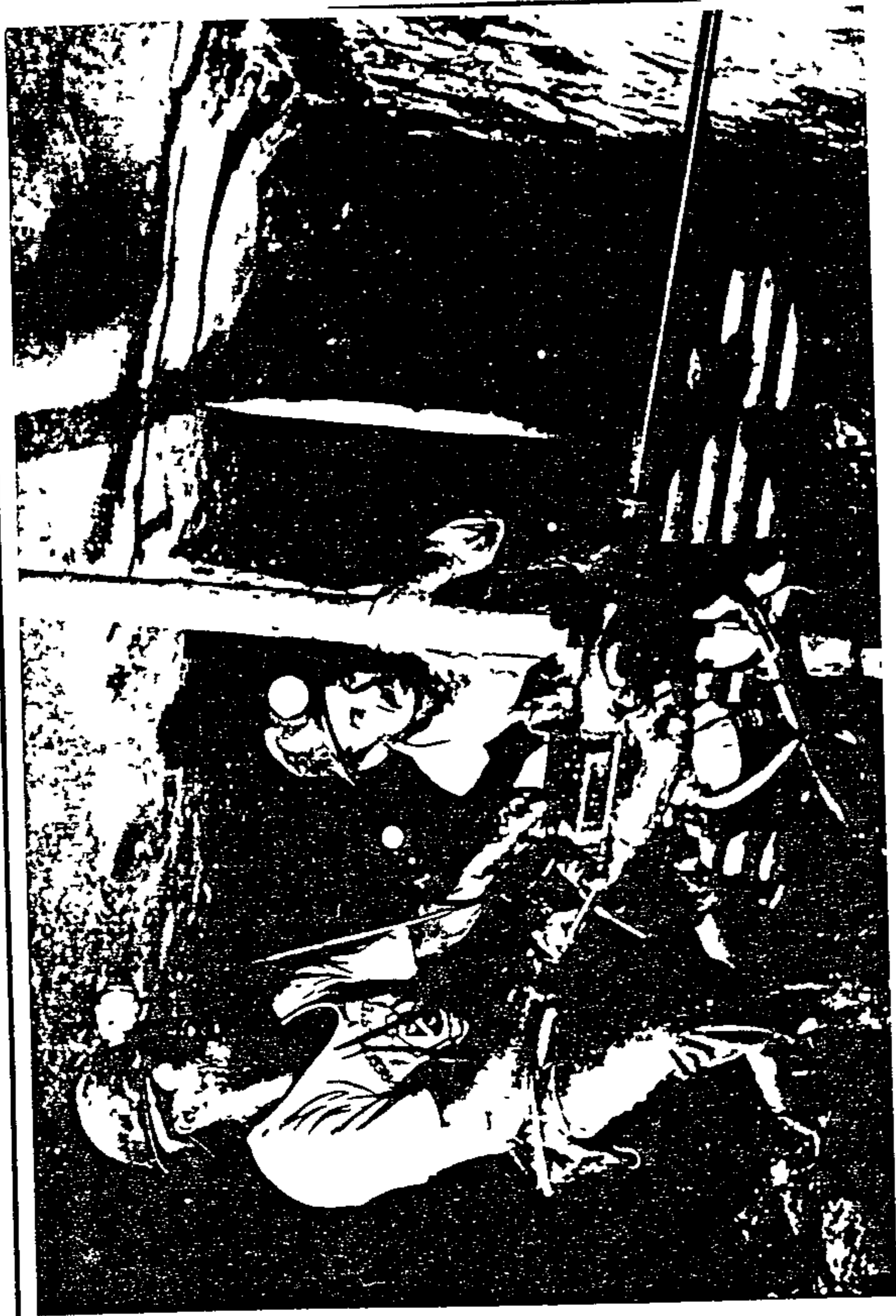
His union wrote to the State President last November asking the government to stem further rationalisation, to 'normalise' the number of mem-

ployed, and to attempt to create employment

So far nothing has come from these requests, according to Ungerer

The union is now hoping to meet Manpower Minister Eli Louw to discuss the unemployment situation

Labour consultancy Andrew Levy & Partners wrote in its annual report that job security will in future "probably dominate events on the labour front, despite the campaign Cosatu initiated



Gold diggers ... this year more than 50 000 mineworkers are expected to lose their jobs.

talks is accompanied by a set of demands surrounding this question

"Trade unions will increasingly exert pressure for all aspects of re-trenchments to be negotiable"

At most mines unions have already struck deals with management to lay down a set of procedures in terms of which re-trenchments take place

These determine that consideration has to be given to ways in which re-trenchments can be prevented or minimised

"An agreement on re-trenchments between NUM and Freehold South - an Anglo American affiliate - created a precedent in the mining industry, which has been hit hardest by the economic climate," the report said

"Trade unions are now trying to place job security above wage determination during negotiations. Almost every round of

re-trenchment has to be negotiated

The services of contractors and temporary workers on mines have to be terminated first

Workers also have to be given the opportunity of filling posts on lower gradings if such posts are available

The agreements also provide for preferential treatment for re-trenched workers when the gold price improves

It also provides for refresher training courses and transfers of workers to other mines

A MWU spokesman said "When a mining house announces that it is re-trenching a thousand or 5 000 workers the actual amount of people that lose their jobs is often smaller

After talks most re-trenched workers find other work

"The announcement is normally a firebreak because people will in any case be re-trenched"

Ungerer and workers have to be notified in advance on the possibility of re-trenchment, while fair yardsticks have to be used in the selection of workers for re-trenchment

The services of contractors and temporary workers on mines have to be terminated first

Workers also have to be given the opportunity of filling posts on lower gradings if such posts are available

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"The announcement is normally a firebreak because people will in any case be re-trenched"



Some of the 2 500 Stilfontein Goldmine workers who were retrenched this week after the announcement of its closure. ■ PICS: SAM MOKUKE

Stilfontein Goldmine workers say closure is a political plot

By DAN DHLAMINI

THE closure of the 42-year-old Stilfontein Goldmine is seen by some of the workers there as a government and employers' plot against trade unions and political organisations which call for the maintenance of sanctions against South Africa.

Some 2 500 Stilfontein workers will lose their jobs due to the closure of this western Transvaal mine by the end of the year.

When *City Press* visited the hostel of the only remaining Stilfontein Shaft - Margrette - this week, hundreds of bitter retrenched migrant workers were being paid off and bussed to their various homes in Lesotho, Botswana, Swaziland, Mozambique, Ciskei and Transkei.

The retrenched workers told *City Press* they were embittered by the retrenchment package and the manner in which retrenchments were being conducted.

A spokesman for the workers, Vuyisile Jentile, said management

did not follow the "last in, first out" procedure and employees who started working for the mine at the same time, doing the same type of job, were being paid out different amounts.

He said retrenchments had brought misery and hardship to workers and their families.

"Those who have acquired housing loans ranging from R25 000 to R50 000 are the hardest hit and the mine bosses seem not to have considered this point," said Jentile.

A group of paraplegics and some workers who had been maimed by rockfalls underground said they faced a bleak future and, worst of all, they were told they would each get only R1 500 severance pay and be transferred to Welkom.

Speaking from his wheelchair, Mncedisi Qalo, 52, who has been working for Genmin's Stilfontein gold mines for the past 18 years, told *City Press* he was injured underground in 1975.

"I do not know what is going to happen to me. But the R1 500 we are being told about is a pittance

because we are confined to wheelchairs today - yet we have enriching the mine owners.

"We have told the management we are not going to accept anything before we meet our union officials to discuss the issue. Our meeting will be on April 15 when action will be decided upon."

Another paraplegic, Lawrence Mkhosana, 48, said he was injured in a rockfall at Grootvlei mine near Springs, in 1981.

He said his compensation then was a mere R600 for injuries incurred before he was transferred to Stilfontein in 1989.

Mkhosana, a father of three, told *City Press* he was earning R290 monthly as a post delivery man - in his wheelchair - for the Stilfontein married quarters.

The announcement of the mine's closure will deeply affect the economy of the town.

Businessmen in Stilfontein, which was recently hit by a consumer boycott, said they depended on mineworkers.

Lawrence Mkhosana ... injured in a rockfall, now faces a bleak future.

Gold-mine shocks threaten economy

By LUCAS DE LANGE ^{CP news} 7/4/91

(211) mines employing about 190 000 workers.

TWO major gold mining-related shocks hit the South African public this week.

Anglo American Corporation, the western world's biggest single gold producer, announced it was abandoning exploration of the so-called Potchefstroom Gap, until recently thought of as a promising area for major new mines. (211)

Secondly, Gencor announced that its Stilfontein mine was to cease all underground operations, with the loss of about 2 500 jobs. (211)

The latter will mainly hit already severely depressed areas in southern Africa such as Lesotho and the Transkei.

While the closure announcement was dramatic it must be borne in mind that this is part of an ongoing process and that by the end of the year it will probably represent a small proportion of total job losses in the gold mining industry.

The retrenchments are seriously affecting the national finances of Lesotho and Mozambique. Some 60 percent of Lesotho's national earnings come from the portion of mineworkers' earnings which must be remitted monthly in terms of governmental agreements. Last year more than R470-million was remitted by the mines to Lesotho.

Mozambique depends on South African mines for about 50 percent of its foreign earnings.

How many workers will be laid off this year is uncertain, but the Chamber of Mines says it could be as high as 45 000.

The low gold price and the high inflation rate have caused the crisis on the mines. About 40 percent of South Africa's gold is being produced at a loss by

There are few signs the international gold price will improve soon as investment demand is at its lowest level since the Second World War.

The fact the gold price did not respond to the Gulf Crisis has also apparently convinced South Africa's mining leaders that gold has lost its appeal as a safe bet for investors.

Fortunately industrial demand, mainly from the jewellery industry, remains steady in spite of the international economic slowdown.

But the decision by Anglo American to stop exploration in the Potchefstroom area is seen by experts as a greater setback, because this will affect future growth of South Africa's biggest export industry.

The Potch Gap represents an estimated 20 percent of South Africa's gold reserves and Anglo is telling us it is unprofitable to spend further millions establishing new mines.

Translated into production figures, it means that around 8 000 tons of gold in the Potch Gap reefs will remain underground. This is equal to about 13 years' production at our present rate.

South African gold production peaked in 1970 at more than 1 000 tons, but dropped to 600 tons last year with further declines expected in years to come. If no major new mines are opened production could drop by 50 percent over the next decade.

This means greater poverty for us all unless we can establish alternative successful export industries.

Yet our productivity is the lowest in the world, and a major national effort is needed to compete against the industrialised East and West.

NUM calls for summit on crisis

VERA VON LIERES

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211

A TOP-level meeting between mining groups and unions is expected to take place within two months, NUM assistant general secretary Marcel Golding said yesterday.

He said the summit would address the crisis in the gold mining industry.

NUM general secretary Cyril Ramaphosa recently called for a summit, saying there would have to be fundamental changes in labour relations on the mines if the industry was to have a future.

The union repeated the call at a pre-wage negotiations meeting with the Chamber of Mines last month.

Golding said the summit would initially involve unions and employers, but could require the participation of government.

The NUM believed the problems facing the mining industry could not be addressed in a piecemeal fashion.

The NUM intended discussing restructuring of the industry in a number of areas.

Golding said the chamber had not responded to NUM's proposal.

Certain gold mine: jobs available

*1 Mr S PACHAI asked the Minister of Education and Culture *Hansard 9/14/91*

(1) Whether, with reference to information furnished to the Minister's Department for the purpose of his reply, a statement to the effect that approximately 15 000 jobs were available at a certain gold mine was issued subsequent to discussions between him, the Minister of the Budget and Auxiliary Services in the House of Delegates and the managing director of a certain holding mining company, if so, what are the names of the gold mine and holding company concerned,

(2) whether it was arranged that a certain official and member of a job placement committee, whose name has also been furnished to the Minister's Department, channel queries from work-seekers to the mines' recruitment offices, if so, (a) what is the name of this official and (b) how many (i) queries were received and (ii) applicants were successful during the latest specified period for which information is available,

(3) whether the visit to the offices of the above-mentioned holding company was undertaken at State expense, if not, why not, if so, (a) for what reasons and (b) at what expense to the State?

D74E

THE MINISTER OF EDUCATION AND CULTURE

- (1) Yes
- (2) Yes
- (a) Mr R J Maharaj
- (b) (i) Approximately 500
(ii) Approximately 150
- (3) Yes

(a) To pursue its ongoing exercise of establishing partnership with the private sector, in education

(b) The trip was so planned as to coincide with routine business in the Transvaal to avoid incurring expenses in this specific direction, expenses incurred were related to the normal overnight stay at a hotel

Mr S PACHAI Mr Chairman, arising out of the hon the Minister's reply, I would like to state that the person in charge of recruitment at this mine indicated to me that no such jobs were available. Would the hon the Minister say that this man was speaking an untruth?

Secondly, according to this article there are 15 000 job opportunities available. One must also take into consideration that massive unemployment exists in the country. When inquiries are made about placing people, would this type of article not raise hopes and then dash them when the people are turned away?

THE MINISTER OF EDUCATION AND CULTURE Mr Chairman, I do not know of any particular recruitment officer, and I do not profess to speak on his behalf. When we went to this particular gold mine a new project was launched, and the reference to 15 000 jobs is a long-term projection covering the 18 operations of Goldfields countrywide. Although the Leeudoorn Gold Mine is not fully operational, an amount of R900 million had already been expended in the development of that gold mine by October 1990. I would therefore say that 15 000 jobs is a realistic figure, because currently there are 24 000 jobs at the adjacent mines to the Leeudoorn Gold Mine. When one takes this into consideration, it is a realistic figure. My Department is non-racial. My Department is not ethnically directed. We work for everybody and we have placed Whites, Blacks, Coloureds and Indians in jobs throughout the country.

Regarding the hon member's allegation that we raise the hopes of people and then dash those hopes, we try not to do that. Therefore, the job placement board came into being, and we have successfully placed 1 000 people in jobs and hope to have placed 2 000 by the end of this year. My team and Mr R J Maharaj is doing a wonderful job in that particular regard. I hope the hon member for Natal Midlands is satisfied with that answer.

Mr S PACHAI Mr Chairman, further arising out of the hon the Minister's reply, were 150 people placed as a direct result of this visit of the

two hon Ministers to this particular mine and, if so, will the hon the Minister provide me with the names of the 150 people so that this matter can receive attention? If either the hon the Minister is misleading this House or my telephone inquiries pertaining to this article—the personnel officer requested a faxed copy of this article and in response to that he indicated to me that there was not a single job available and he

THE CHAIRMAN OF THE HOUSE Order! The hon member for Natal Midlands must ask a supplementary question and not make statements. The hon the Minister of Education and Culture may answer the question.

THE MINISTER Mr Chairman, I would like to state that we have looked at many different aspects and have visited many different areas in the hope of creating jobs and finding opportunities for the people in this country who need jobs. I do not have the information at my disposal right now to say specifically where and how, but jobs were created and that is the information we have. Many people come to us and to the job placement board for jobs and sometimes they do not take the jobs, even in the field of teaching. The point is that I do not see the intention of the hon member's question.

I understand that the hon member for Natal Midlands was peeved and put out when he enquired from my job placement office's director whether he could have the name of the recruiting officer so that he could get jobs to these people directly. My people realistically said that they were in the habit of screening people before placing them in jobs, because in the goldfields there are many different jobs in many different areas in mining. In that particular area, there is clerical work, the computer aspect and work for lab technicians, whether they are metallurgists or geologists. If the hon member is trying to say that we are misleading the House somehow or lying to him personally, he is entirely in error and I would ask him to think very carefully as a responsible hon MP, before being judgmental, because we are not here to play games. [Interjections.]

There were a thousand job placements last year. If he is talking about 150 out of 1 000, I think the hon member should have a rethink and not come here with silly and petty questions. We want responsibility. We in this House have had enough of minute petty probing, of asking why a

person went somewhere and what he paid, as if we are defrauding the State. If the hon member for Natal Midlands wants to ask us about any particular aspect in that area and if he has proof, he must produce it to the Advocate-General of this country.

THE LEADER OF THE OFFICIAL OPPOSITION Mr Chairman, further arising out of the hon the Minister's answer, in the light of the conflicting reports, is the hon the Minister prepared to get official clarification from the mining authorities and give the details to us in the debate on his vote?

THE MINISTER Mr Chairman, the article does not state that they had given 15 000 jobs. What it said is that there was the prospect of 15 000 jobs in a new mine. Even at the mine which the hon the Minister of the Budget and Auxiliary Services and I visited, it was said that a new mine would be started in the north for platinum mining and that jobs were in the offing. Hon members will understand that when the gold price is down, it stands to reason that job attrition takes place in the field.

Realistically speaking, if a particular question is put in writing by any hon member in this House, we will try to furnish him with suitable answers. I think that is what is required in the service.

Mr S PACHAI Mr Chairman, arising out of this statement of the hon the Minister and relating to the visit to this particular mine, I should like to know whether there were any jobs available to people. Were any people placed in these jobs as a result of this particular visit? That is all I want to know. It is a simple question arising out of this statement. Were any jobs available? Was anyone placed in the jobs mentioned here?

THE MINISTER Mr Chairman, I would like the hon member for Natal Midlands to put that to my division in writing and we will reply to his request. For me to look at an article deriving from that area and to say in this House whether a particular job mentioned in this article in this instance was given to anyone is impossible. The hon member talked about a simple answer to a simple question, perhaps put by a simple man. I am not here to argue with this hon member. He must put his question in writing and submit it to us. [Interjections.] He must put it in writing.

MAN AND LAW AND ORDER Minister Adrian Vlok
coming to Bellagio

Gengold 'summit' for unions

VERA VON LIERES

BIP 11/4/91
Gengold management had invited unions to a high-level meeting later this month aimed at jointly addressing difficulties facing the mining industry, Gengold MD Gary Maude said yesterday.

"The crisis in the industry should not force employers and employees to take opposite sides, but should encourage us to work together."

Maude said the Gengold proposal was based on a similar idea to the NUM's call for an industry-level "summit" between all mine unions and employers.

However, he believed talks would be more effective on a group basis because decisions by the parties could be implemented more efficiently.

Maude said the idea of employer and employee representatives talking to each other was a good one.

Unions invited to the meeting include the

NUM, the Council of Mining Unions, the SA Boilermakers' Society, the Surface Officials' Association of SA and the Underground Officials' Association of SA.

Maude said Gengold had met employee representatives a day prior to the announcement of the Stilfontein closure. At the meeting, unions criticised the lack of joint consultation and discussion around issues facing the industry.

Gengold had consequently written to the unions, inviting them to join management at the April 26 meeting. The meeting would include 15 general mine managers and consulting engineers.

NUM assistant general-secretary Marcel Golding said yesterday the union had not yet received an invitation to the meeting. While

To Page 2

Gengold

BIP 11/4/91
the NUM was willing to undertake discussions on a group level, it believed the crisis facing the industry needed to be discussed in an industry-wide forum.

Emphasising that an industry-wide strategy was imperative, Golding said the parties needed to look at long-term proposals, including the question of the minerals policy and utilisation and restructuring of the mining industry.

Golding said employers were unwilling to examine production processes as well as alternatives to the "uncreative" solutions put forward for the industry's problems.

From Page 1

On the question of organisation of the work and production processes, greater negotiations with unions and employers had to take place to ensure "safe yet profitable and productive mining operations took place", he said.

Referring to the summit, Golding said the union intended discussing restructuring of the industry in a number of areas. These included the modernisation of the industry and the establishment of an effective industrial relations system. He added the training and re-training of workers to address skills development would also be on the agenda.

7:210 * 24:11 252

Gengold invites unions to talks on gold crisis (211)

■ Gengold has invited all mining unions to a group-level conference later this month which will focus on ways of tackling the crisis on the gold mines. W/Med 124-194/91

Confirming this yesterday, Gengold managing director Gary Maude said the idea was to broaden the regular meeting between head office and mine managers on April 26 to include the National Union of Mineworkers, Council of Mining Unions and officials associations.

"We're completely open on the agenda," he said. "Employee organisations are saying management doesn't listen to them and that they can contribute to meeting the crisis and avoiding retrenchments."

The NUM could not be reached yesterday, but Maude said general secretary Cyril Ramaphosa had indicated the union was keen to attend.

The meeting would be a second prize for the NUM, which has repeatedly called for an industry "summit" between labour and employers, possibly drawing in the government.

Maude said he had no objection in principle to industry talks, but believed a group-level approach was likely to be more efficient.

By ADRIAN HERSCH

Diamond miners want

30% more
Sturges (Bunkell) 14/4/91
211

THE NATIONAL Union of Mineworkers (NUM) is demanding a 30% across-the-board pay increase in its annual negotiations with De Beers.

The union is expected to demand a pay increase between 20% and 30% in its talks with the Chamber of Mines, which represents gold and coal producers, in spite of the closure of Stillfontein gold mine.

The De Beers talks relate to five diamond mines and the geology division, and affect about 8 000 employees. The mines are Kimberley, Koffiefontein, Namaqualand, Fusch and Premier. Talks are expected to begin in May.

NUM's 30% across-the-board demand to De Beers envisages the minimum of R765 a month rising to R1 000. Last year's increases ranged between 15,9% and 17,2%.

Other demands include service increments — 15% of basic salary plus R1 000 for every year of service, annual leave to include 30 working days' non-accumulative and 24 days' accumulative leave, February 11, March 21 and October 1 as paid holidays, and education assistance.

The parties have never settled without a dispute being

declared, but only one strike over pay has occurred. This was in 1989 when settlement was reached after an eight-day strike. This action took place in an almost harmonious manner — unlike the bitter three-week gold-mine strike of 1987.

The NUM is expected to submit its demands for gold and coal mines to the Chamber of Mines at the end of the month — after its congress.

The negotiations will affect about 360 000 workers this year, says chamber public affairs manager Peter Bunkell.

The NUM demand is expected to be for between 20% and 30% more. Mr. Bunkell will not say what the chamber will offer NUM, but sources believe it will be about 6%. Last year's increases were between 13,5% and 18%.

Negotiations are already under way between the Council of Mining Unions (CMU), representing skilled mineworkers, and the chamber.

In these negotiations, affecting about 30 000 workers, the CMU wants a 20% across-the-board increase. Last year the parties settled at 13,5%.

NUM seeks increases of between 20% and 30% at Ergo. Here the union has included a somewhat unusual demand. "Ergo should engage in a real cost-cutting exercise on items such as Mercedes-Benz, parties thrown by the company and many other luxuries."

Union calls for mines 'summit'

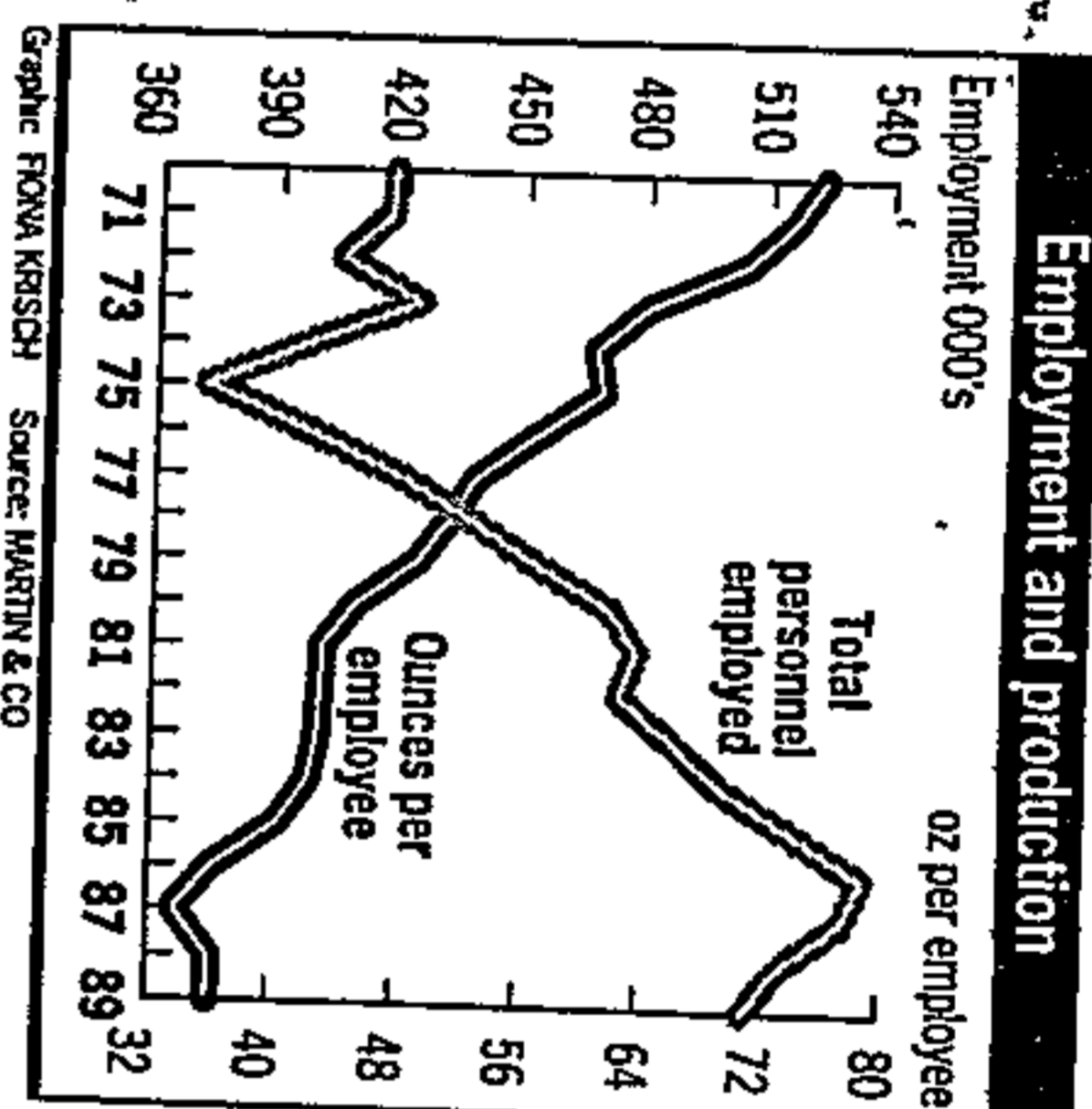
By DAVID CARTE *Stilfontein*

Ending of underground mining at the Stiffontein gold mine has brought to the fore deep differences between mine managements and the National Union of Mineworkers.

The mines contend that labour costs have outstripped a stagnant gold price and labour productivity, hence the need to restructure workforces.

But NUM spokesman Marcel Golding says that falling profitability of gold mines is not solely due to labour costs. He says many mines are wasteful and they bring out and mill more rock than necessary. They need to work smarter, he says. Miners have a wealth of experience, which is not being used.

In an interview, Mr Golding said the mining houses have a 100-year-old culture that is resistant to change from the "top-down unilateralist approach". He said there were too many job categories and



too much reliance on certification. Disagreement and misunderstanding between the union and the mining houses run so deep that Mr Golding says only "summit" talks involving the union, the

mining houses and the government can resolve matters.

"You can't attack these problems piecemeal, the way Genmin has, in closing down its workings at Stiffontein."

The summit would aim at restructuring SA's biggest foreign-exchange-earning industry. It would look at improving wages, job security and working conditions through enhanced skills and productivity, reduced wastage and suppression of non-labour costs such as electricity.

Agreement

The three parties would jointly look at ways of promoting further beneficiation of raw materials.

Mr Golding said the NUM realised that international competition made it imperative that miners should become literate, numerate and more productive. He complained that Genmin acted

"unilaterally" in announcing the closure of underground workings at Stiffontein.

But Gary Maude, chief executive of Genmin, says Stiffontein held no fewer than 26 meetings with the union in the past year and on January 26 it reached an agreement on retrenchment with the union, which it accepted and signed.

Mr Golding says the discussions were about retrenchments, not closure of the mine, which came as a complete surprise to the union.

He added: "The Genmin mission statement says the company shares an identity of interests with employees. That's landable, but how they go about things in practice is quite different."

"We were discussing how to minimise job losses and then they came out with a statement that 2 500 miners are to go."

Mr Golding says the least mines can do when they retrench workers is offer retraining. Mr Maude says Genmin has agreed to put R1-million into a retraining scheme at Stiffontein. JCI also offers retraining to retrenched miners but, according to director Bill Nairn, few of those laid off have used it.

While NUM complains that mine wages for blacks are still too low, a research report by Martin & Co gold analyst Lloyd Pengilly says the real cost of skilled (mainly white) labour has fallen 47 percent since 1970, while that of unskilled (mainly black) labour has risen 140 percent.

In 1970 skilled miners took 65 percent of the combined pay bill. In 1989 their share fell to 29 percent.

The unskilled portion rose from 35 percent to 71 percent. Meanwhile, mine grades have fallen from 13 grams of gold a ton of rock milled to five grams.

"In terms of gold recovered, therefore, the industry has suffered a horrendous productivity loss, with annual gold production per employee more than halving from 76 oz to 36 oz."

Mooinooi mine dispute settled

MATTHEW CURTIN

THE National Union of Mineworkers (NUM) has won the conditional reinstatement of 450 workers, almost half the workforce at Samancor's Mooinooi chrome mine, after it settled a four-month long dispute with mine management at the weekend 6/Jan/16/4/91.

In return for their jobs, mineworkers have undertaken to observe a ban on marches and demonstrations on mine premises, while the two parties negotiate a code of conduct on the mine

A Samancor spokesman said yesterday the mine would reemploy 450 out of the 524 who were dismissed on December 6

The dismissals provoked angry protests by mineworkers which led to a confrontation with mine security, in which one mineworker was killed and several injured. Management shut down the mine on December 10

The spokesman said the outstanding 97 workers would be offered a retrenchment package worth four weeks' pay and one week's severance pay for each year of service if they reported for duty before August

The NUM has said the implementation of a new clocking-in system underground — the focus of an anti-discrimination drive at Mooinooi — triggered the dispute. The union claimed management introduced a new system, agreed to in principle by shop stewards, before the NUM had been able to consult its members

Management said employees' refusal to comply with underground regulations threatened the safety of all those working below the surface. Mooinooi was reopened in January with a contract labour force

By Sven Lunsche

Anglovaal's Loraine gold mine yesterday announced the retrenchment of 500 workers as part of an ongoing rationalisation programme at the mine.

In June last year 600 workers were laid off as working costs continued to exceed the low rand/gold price received.

The latest retrenchments follow a loss of almost R5,2 million in the three months to end-March compared with a R312 000 profit in the previous quarter.

Loraine retrenches 500 more as losses mount

And the directors warn that "unless working costs are curtailed sufficiently further contingency plans will have to be considered."

An Anglovaal spokesman did not elaborate but said that the closure of the mine was not being considered at present.

Apart from the lay-off of about eight percent of staff at the mine the programme entails a 5 000 ton reduction in the mill

throughput to about 113 000 tons

Total profit at Anglovaal's four gold mines was, however, hardly changed at R39 million in the March quarter (R39,25 million in the December 1990 quarter) largely as a result of hedging profits.

The four mines hedged a substantial portion of their quarterly production at a forward price of R34 727 per kg during the

quarter, against an actual price of around R31 500/kg

Further profits from hedging can be expected over the next two quarters as the mines will receive R35 850 and R37 040 for gold delivered in the June and September quarters respectively.

Loraine is selling about half its production forward, Village Main Reef 25 percent, ET Consolidated 30 percent and

As part of the overall programme to reduce costs total capital expenditures at the four mines were reduced by almost R3 million to R7,8 million (R10,55 million)

The changes in the taxation of mines announced in the Budget also proved beneficial with the total tax bill falling from

R33,1 million to R19,5 million.

Hartebeestfontein, by far the largest producer in the Anglovaal stable, reported after-tax profits of R39,9 million (R65,8 million), but only after a 43,3 percent drop in tax payments to R17,8 million (R31,4 million).

Pre-tax profits were substantially lower at R57,7 million (R65,8 million) as a result of a lower

grade of 8,9 g/t (9,1 g/t), the lower rand gold price and a loss of R7,3 million on sales of uranium. Working costs rose by three percent over the quarter.

ET Cons' after-tax profit was slightly lower at R3,8 million (R4 million) as a result of higher prospecting expenditures of R3 million (R2,55 million) and the lower gold price.

At Village after tax profits dropped to

R520 000 (R563 000) after an unchanged gold production of 191 kg

Anglovaal's copper and zinc producer Prieska, which ceased production at the end of January, reported an expected loss of R442 000 during the quarter compared with a previous R426 000 quarterly profit.

Copper and zinc production in January totalled 103 000 tons (380 000 tons in the December quarter), but higher losses were prevented through non-running income of R954 000 (R630 000)

JCI asks unions to

accept lower pay rises

By Derek Tommey

The JCI group is hoping that the percentage pay rises on the gold mines this year will be limited to a "low single digit figure", says Mr Kennedy Maxwell, chairman of JCI's gold division.

He said in Johannesburg yesterday that JCI had made an offer to the Confederation of Mining Unions, which represents the mining officials and was waiting for its reply.

Negotiations would start later with the other unions.

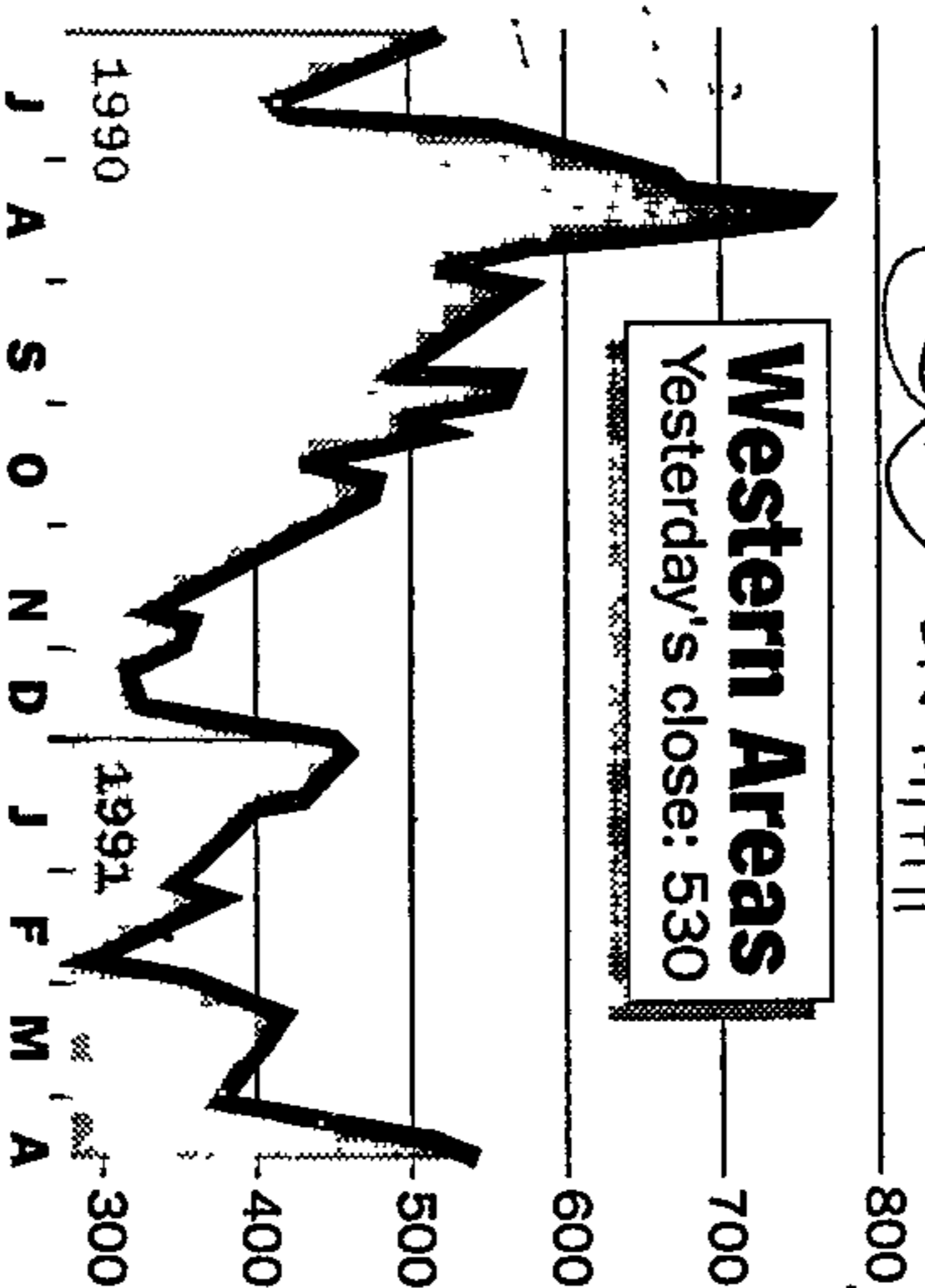
Mr Maxwell said that these were difficult times but the union members had a good understanding of what was happening and were aware that everyone had to pull in their belts.

The low wage offer was simply a function of trying to survive and keep the industry going.

At Randfontein the tonnage of ore milled from underground dropped by 183 000 tons due mainly to a planned reduction at the Doornkop Shaft where exploration is being stepped up, partly as a result of problems at the Cooke Shaft which have now been overcome and partly because of the loss of six working shafts — equal to a loss of eight percent of working time. However, the effect on gold

211
845 17/4/91

Western Areas
Yesterday's close: 530



production was to a great extent offset by increased production from surface dumps and an increase in the underground grade from 3,98g/t to 4,06g/t.

As a result revenue from gold dropped from R231,0 million to R222,4 million. As working costs dropped from R203,9 million to R196,6 million profit from gold was only marginally lower at R25,8 million (R27,1 million).

Sundry revenue was R7,8 million (R6,5 million) and taxed profit was R31,1 million (R32,5 million). Capital expenditure was

R18,5 million (R20,4 million).

Grades at Cooke Number 3 shaft continue to be good, said Mr WA Nalrn, managing director of JCI's gold division.

Operations at Western Areas were hit by an interrupted power supply which, though quickly repaired, resulted in considerable damage to plant and equipment.

Tonnage milled dropped from 563 000 tons in the December quarter to 517 000 tons in the March quarter.

Profit from gold dropped from R9,3 million to R1,2 million.

However, increased profit from uranium, a reduction in interest paid and a reduced North Shaft closure payment resulted in a taxed profit of R6,7 million against R9,4 million in the December quarter.

Capital expenditure was R1,8 million (R12,0 million).

Encouraging development results at Joel hold the promise of better times ahead. But in the March quarter the mine still made a loss from gold of R7,3 million compared with R7,4 million in December.

Ore milled rose from 228 000 tons to 239 000 tons, but yield dropped from 4,4g/t to 4,1g/t.

Revenue from gold was maintained at R31,1 million (R31,1 million) and working costs were R38,4 million (R38,5 million).

But more encouraging, development results averaged 2 066cm-grams/ton, which was a 23 percent increase in the December figure and three times higher than last year.

However, because ventilation still had to be provided for these reef connections, the benefits from stopping these high grade areas will only start coming through in the June quarter.

But the mine should break even before capital expenditure this quarter and show a profit after capital expenditure in the September quarter.

Crippled miners wait for the axe

112

16/4/91
Sowetan

SIXTY-YEAR-OLD Keoabamang Masisi, who is confined to a wheelchair, is one of 2 500 miners facing a bleak future because of the impending retrenchments at Stilfontein Genmin Goldmine.

Masisi, like his colleagues at the mine, is waiting any time or any day from now he could be asked to go.

In fact, he and other injured miners confined to wheelchairs have been offered R1 500 if they agree to move to Welkom. But they do not know exactly where in Welkom they are supposed to go. No reasons have been given for the impending move.

Masisi is angry and bitter. His indignation epitomises the mood of other workers at the mine. The mood is tense because they are uncertain about their future.

Many affected

The 2 500 miners, mostly married with children, fear the worst. The retrenchments at the Genmin mine will affect about 22 500 dependents.

Most of the miners have been working at Genmin gold mine for more than 30 years. Some of them were injured on duty and are confined to wheelchairs.

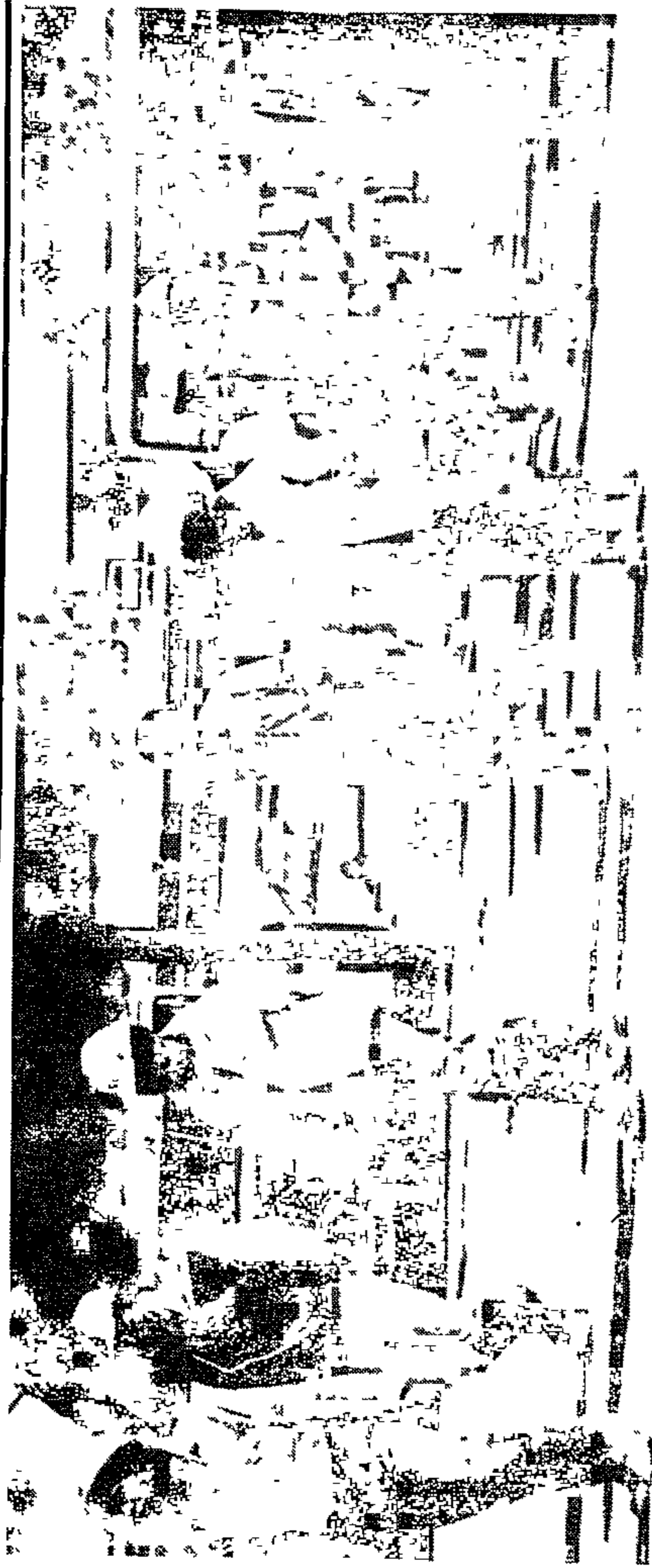
Since February this year many miners have been sent back home after being retrenched.

One question lingers in everyone's minds: "When will it happen to me?"

Ntwa Kheswa (51), a father of five children from Matatiele in Transkei, is also bitter.

He does not know when the axe will fall on him. The suspense is overwhelming.

"We no longer enjoy working because our morale is low," he said. "We are, in fact, dispirited."



By IKE MOTSAPI

"Every day I witness some of my colleagues being retrenched

"I, like most of us remaining, know that it is going to happen any time

"This is the thing that kills us spiritually

"I do not know what the future holds for us I have children to support

"What makes me very angry is that I have been working here since 1961," he said

Despair and despondency mirrored in the face of Sipho Runci (30), an underground timberhand from Ciskei, and a father of two kids

"I lack words to describe the situation that I am going to face when I am retrenched," he said.

"My mother is not working," he said. "I have nine other brothers and sisters who depend on my R750 a month salary cheque.

"I have been working here since I left school in 1980," he said

A spokesman for the mine, who declined to be named, said everything possible was being done to help the retrenched miners find jobs.

He said the outlook for the gold mine in the country was disappointing

"We are not making money," he added

The National Union of Miners Workers (NUM) is, however, not happy with the retrenchments.

NUM's branch secretary, Mosefhe Tshweu, said the union was doing everything possible to stop the retrenchments. "NUM is not satisfied with the explanation given to us."

These miners have just knocked off from duty but the threat of retrenchment haunts them day and night Pic LEN KUMALO



INJURED ON DUTY: Keoabamang Masisi (left) and Buebe Mokoena are two of the miners facing an uncertain future at the Genmin Mine in Stilfontein. These crippled men have been asked to go to Welkom.

12 500 miners to lose jobs

By Shareen Singh ^{SPW} 19/4/91

South African mineworkers on gold mines will be hit yet again with the loss of a further 12 500 jobs at Anglo American mines.

The company announced yesterday that Freegold's north region would reduce its workforce by 8 000 out of a total of about 100 000 and that Vaal Reefs Exploration and Mining Company would cut 4 500 jobs out of 49 600.

This follows the announcement of the closure of Genmin's Stilfontein and Bracken mines, which together will leave about 5 000 unemployed, and the retrenchment of 500 workers at Anglovaal's Lorraine Mine.

Last year Freegold's south region embarked on a process to cut 7 800 jobs. At least 2 516 workers have been retrenched so far and the process is continuing.

When the mining industry

was at its peak in June 1987, it had a workforce of 526 000. But by the end of last year it had dropped to 443 000, a Chamber of Mines spokesman said — leaving some 83 000 workers without jobs in a 2½-year period.

Research

But the National Union of Mineworkers says more than 80 000 jobs were lost in two years alone since 1989.

NUM spokesman Jerry Majatladi said that according to the union's research, 99 percent of the workers who had been retrenched since 1987 were still without jobs. The number was increasing daily.

It was clear that the problem "of more than 100 years of economic mess by the mining houses" had reached a stage when it could no longer be seen as an NUM/Chamber issue but rather as a national problem, he said.

"For us, the solution lies in the restructuring of the mining industry with participation by the State, political organisations, mining employers and the unions and employee associations involved," Mr Majatladi said.

The union has called for a mining summit of the parties directly involved, Cosatu, Nactu, political organisations and the Ministry of Energy and Mineral Affairs to discuss the crisis.

Anglo spokesman James Duncan said it was not clear when the retrenchments at Vaal Reefs and Freegold mines would start as discussions with the NUM and other unions on retrenchment packages and other issues were continuing.

The job cuts were necessary in the current economic climate, with the low gold price and high inflation rate, he said.

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Anglo cuts 12 500 jobs at two mines

CAPL TIMES 19/4/91

(211) (211) (211) Own Correspondent

JOHANNESBURG. — Anglo American is to cut about 12 500 jobs at its two largest gold mines, Freegold and Vaal Reefs, Anglo's gold and uranium chairman Mr Clem Sunter said here yesterday. His announcement was made at a briefing on the quarterly results of the group's six gold producers which suffered an 18,8% fall in net profit in the March quarter to R133,8m.

Further job losses are expected if the gold price does not recover. Yesterday the gold price once again dropped through the \$360 resistance level to close in London at \$358,55 (from the previous day's \$360,75).

Gold 'now a jewellery luxury'

Anglo to cut 12 500 jobs at two mines

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211

5/04 19/4/91

ROBERT LAING

ANGLO American is to cut about 12 500 jobs at its two largest gold mines, Freegold and Vaal Reefs, Anglo's gold and uranium chairman Clem Sunter said yesterday.

His announcement was made at a briefing in Johannesburg on the quarterly results of the group's six gold producers which suffered an 18,8% fall in net profit in the March quarter to R133,8m (R164,8m)

The news of the cutbacks comes in the wake of recent announcements that Rand Mines' Harmony mine had cut its workforce by 6 039 and that Anglovaal's Loraine was to reduce its workforce by 500. Earlier this month Genmin said about 2 400 workers at Stilfontein would lose their jobs as the mine is to be closed.

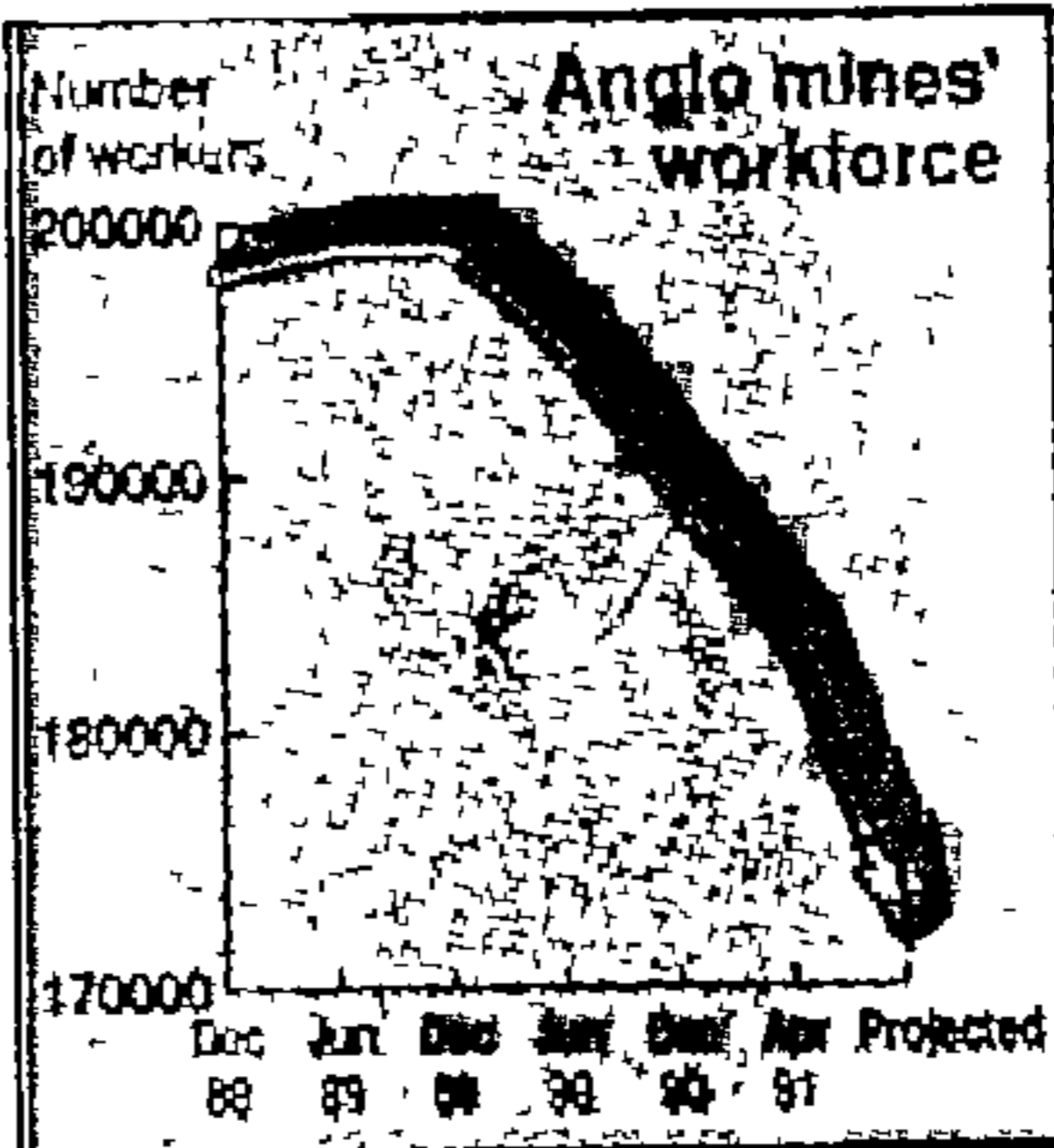
Further job losses are expected if the gold price does not recover.

Yesterday the gold price once again dropped through the \$360 resistance level to close in London at \$358,55 (from the previous day's \$360,75).

Sunter said jobs would be cut at the Freegold mine because it was running out of payable stope face in its north region, making 8 000 of the 49 600 men in the section redundant.

Vaal Reef, near Orkney, will trim production at its No 3 and 4 shafts, resulting in 4 500 jobs being lost.

Sunter emphasised that retrenchments



8 000 lose Anglo jobs

ANGLO American Corporation yesterday announced that some 8 000 jobs will be lost at Freegold's north region operation. *Southern 19/4/91*

The corporation said: "Management regret to announce that the loss of 8 000 jobs at Freegold's north region appears inevitable due to a decision to down-scale the level of operations there."

"This decision arises from the reduction in (gold) ore reserves caused by lower profit margins and the fact that the exploitation of Freegold's mining lease has now reached an advanced stage."

"Discussions with employee representatives have already been initiated."

At Freegold's south region 2 516 were retrenched last year. - *Sapa.*



12 500 miners will lose jobs 211

W/Mand 19/4-25/4/91

A FURTHER 12 500 people will lose their jobs at Freegold in Welkom and Vaal Reefs near Orkney over the next six months as a result of rationalisation announced yesterday by Anglo-American.

At Freegold's North Region, 8 000 jobs will be lost, while at Vaal Reefs, 4 500 jobs will disappear.

Management said that due to natural attrition and re-deployment, the number of retrenchments should be less than those figures.

"The decision to rationalise operations at Freegold's North Region arises from a reduction in ore reserves caused by lower profit margins and the fact that the exploitation of Freegold's mining lease has now reached an advanced stage," Anglo-American said.

Both managements are involved in discussions with the employee organisations. — Sapa

Towns in crisis as mine cuts force closures

ARLG
22/4/9
211

The Argus Correspondent

JOHANNESBURG — The crisis in gold mining is having a severe effect on many businesses and jobs in towns that have grown dependent on the industry.

According to Mr Roger Lacey, senior economist at the South African Chamber of Business, the overall effect of moves in the industry could lead to reduced growth even outside the mining sector with severe social and political consequences.

Feeling the pinch

After the decision to close Gengold's Stilfontein mine two weeks ago, many of the town's shops and small businesses admit they have been deeply hit. No mine means no mine purchases of food and supplies, and no spending of miners' wages in the community.

While Stilfontein is the most graphic example, many other mining towns are also feeling the pinch.

Businessmen involved in traditional supply and support operations with the mines are being forced to cut back, pushing unemployment up and consumer spending down.

In Welkom which has just been hit with the news that Anglo-American intends retrenching a further 12 500 workers on Free State Consolidated mine the situation is also bad.

Mr Aubrey Nyschens, executive director of the OFS Goldfields Chamber of Commerce and Industry, says some businesses have already been forced to rationalise and close down.

"In the short term there will definitely be an adverse effect on the economic activity of the town," he said although he is optimistic that business will ultimately pick up again.

In Carletonville, the chamber of commerce says the mining crisis has already led to some non-mining retrenchments.

"The small businessman is suffering a lot and there is a general feeling of insecurity," observed Ms Annetjie Claasen, president of the chamber.

In Klerksdorp, whose chamber also includes Stilfontein, the situation is even grimmer and businessmen have begun to look for ways of expanding out of dependence on the gold industry by increasing development in areas such as agriculture and industry.

"The ultimate objective is to for the town to wean itself from the mines," says Mr Colin Hyman, president of the West Vaal Chamber of Business.

Nevertheless, in an area where at least 80 percent of all business is mine-related and mines contribute 62 percent to the region's GDP, Mr Hyman admits that this is a difficult task.

"The situation's going to get worse before it gets better," he said.

Labour bears the brunt of gold mining cost cuts

B/Daw 23/4/91.

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MATTHEW CURTIN

THE penny has dropped for SA's lumbering gold mining industry, wracked by retrenchments and mine and shaft closures in the March quarter.

"Gold is a commodity," was the revelation made last week by Clem Sunter, chairman of Anglo American's gold and uranium division.

Speaking after the announcement of Anglo's quarterly results, Sunter said gold was no longer a store of value for which there was insatiable demand.

As the producer of a luxury commodity, the gold mines had to dig gold out of the ground and market it. If gold jewellery consumption doubled, demand would outstrip supply by about 1 000 tons of gold a year, triggering a life-saving rise in the price of gold.

Sunter based his optimism that this could be done on the 600-ton rise in world jewellery consumption in 1988 and 1989, pushing total jewellery demand to 1 800 tons in 1990 out of an overall figure of 2 100 tons.

Davis Borkum Hare gold analyst David Giese yesterday said investors had been treating gold as a commodity in the last two years. The World Gold Council was already engaged in an aggressive campaign to sell gold, jewellery and coins in particular, a development SA has missed given the Kruggerand's pariah status.

He said the rate of return on gold investments had fallen below that of the currency markets, and confidence that gold still retained some attraction as a store of value was undermined by the Gulf War. The metal responded quickly to

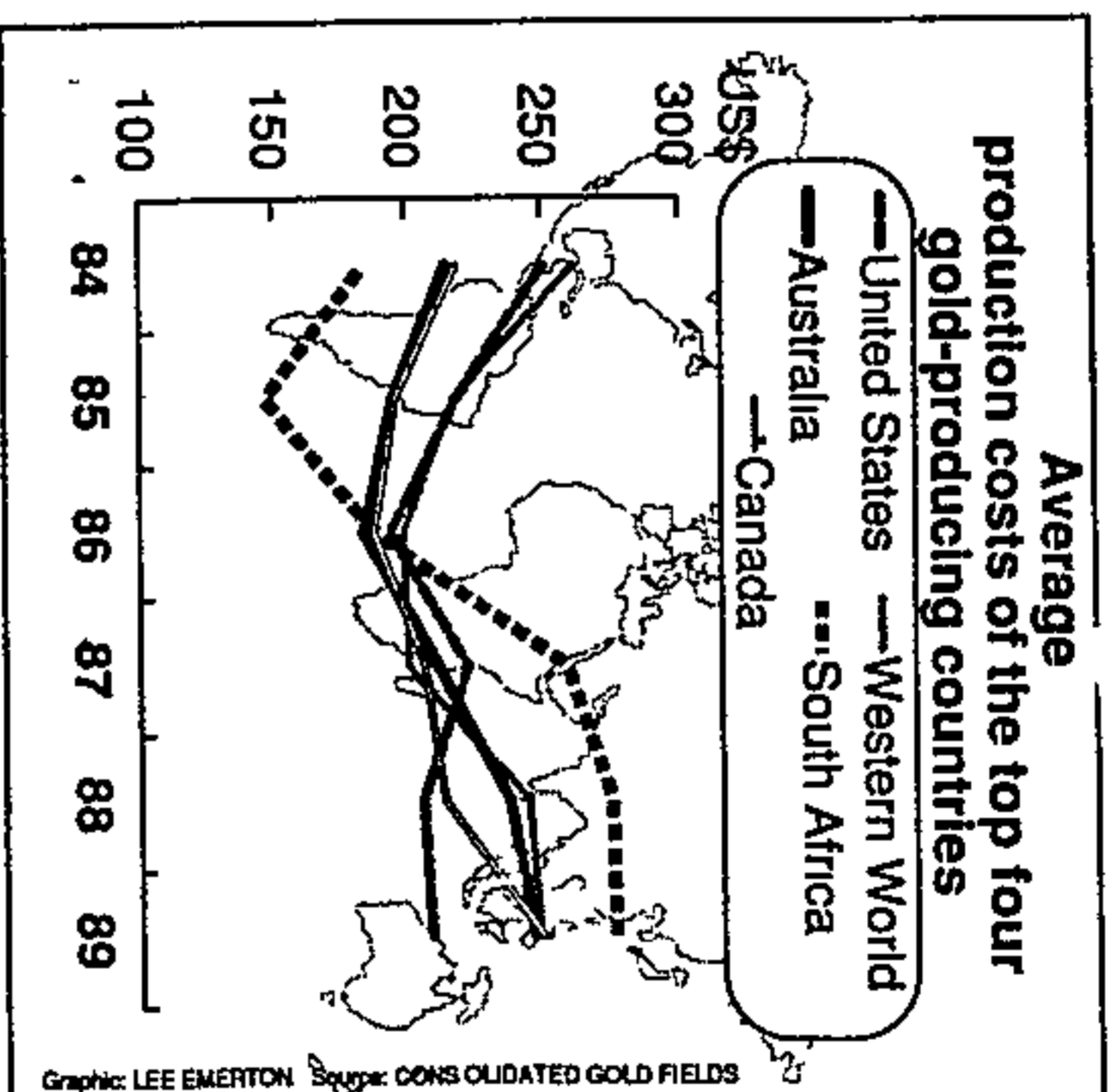
the Iraqi invasion but its gains above the \$400 mark were knocked by the rush of forward selling, in which SA gold mines were active.

The turning point came with Anglo's decision to cut 12 500 jobs — more than a quarter of the total number expected to go this year — as it curtailed underground operations at Freegold North and Vaal Reefs SA's largest gold mining house had adopted in earnest the cost-cutting strategy begun by Gengold three years ago.

Giese said the belief that the economies of scale worked in gold mining finally died in the quarter, when Gengold pulled through on the back of its strategy of ruthlessly cutting jobs and mining only payable face, so minimising underground operations and maximising gold production with the smallest possible workforce.

Marginal operations at other mining houses, only midway through the process, performed less well. Three of Rand Mines' four operating mines saw no substantive improvement in results despite drastically curtailing operations. Harmony, which in the December quarter abandoned its concentration on high milling rates to keep unit costs to a minimum, reduced underground production and again retrenched staff in the quarter, to no avail.

Anglo, which has cultivated good relations with the National Union of Mineworkers in the past and negotiated the union-friendly re-



trenchment programme at Freegold South last year, demonstrated labour, as elsewhere, would bear the brunt of its cost-cutting exercise.

Giese highlighted the lower dividends declared in the quarter, notably at Gengold, as a major development. He said it was an indication of the extent to which the industry was cash-strapped. The practice of paying full dividends and raising money for expansion on the JSE was over.

Mines were retaining income to fund expansion internally while borrowing only as a last

resort. In the quarter, JCI's H J Joel developing mine sold its metallurgical plant for R69.4m in a lease-back arrangement to raise extra funds, while at Western Areas the R45m the mine received for the sale of its stake in the South Deep project to South Deep Exploration would not be distributed but retained to bolster inadequate cash reserves.

The gold mining industry remains in limbo without technological breakthroughs, a volatile gold market or new gold discoveries, the mines have months of belt-tightening ahead. Shrewd hedging may provide the small amounts of extra revenue to keep marginal mines in the black. Jobs will go as the amount of payable reserves dwindle and shafts close.

In the meantime, labour and management will have to work more closely together to see the industry through these hard times. The NUM has long advocated industry-wide negotiations to discuss retrenchments, productivity and labour unrest. The union says the industry's mine-by-mine approach to wages and retrenchments is inadequate if the current crisis is to be addressed successfully.

Days after the union reiterated its call for such a summit, Gengold announced it would convene a high-level meeting with mining unions at the end of April aimed at jointly addressing the industry's problems.

Sunter hinted at the urgency of addressing the efficiency of underground operations by stressing the need to make the workforce aware of the wider commercial environment in which they were operating.

NUM congress draws ⁽²¹¹⁾ ~~124~~ wide range of delegates

A NUMBER of key policy issues, including collective bargaining and restructuring of the mining industry, will be debated at the National Union of Mineworkers' seventh national congress which starts at the Nasrec show-grounds near Johannesburg today

NUM information officer Jerry Majatladi said yesterday about 1 000 delegates, including representatives of the ANC, SA Communist Party, and various international unions, would attend the congress

About 700 delegates representing the NUM's 270 000 paid-up membership would also attend.

The congress, to be held over four days, is expected to be opened by Cosatu president Elijah Barayi. The presidential address will be delivered by NUM

VERA VON LIERES

president James Mollatsi and Cosatu's Sydney Mafumadi will address delegates on behalf of the 1-million-member federation

Included in the congress programme is an overview of the union's biennial report. Delegates will also debate and pass resolutions on union organisation, education, collective bargaining, health and safety, co-operative projects, and the restructuring of the mining industry

Retrenchments and restructuring are expected to be high on the congress agenda

Mineworkers and other trade union federation leaders from Botswana, Namibia, Swaziland, Sweden, Britain and the US are expected to address delegates

NUM facing grim future, seeks summit

By Shareen Singh

Amid massive re-trenchments, mine closures and a declining gold price, the National Union of Mine-workers yesterday entered its most important and decisive congress in its 10-year history.

Mineworkers were in high spirits, toy-toting and singing freedom songs, as they entered the congress hoping to find solutions to their grim future.

It is at this congress that about 675 delegates will formulate strategies for restructuring the mining industry with a view to job creation and productivity, the NUM said.

In this regard the congress would discuss its demand for a mining summit involving mining bosses, trade unions and the Government, NUM

general secretary Cyril Ramaphosa told a press conference.

The Chamber of Mines had been approached on the issue of a mining summit and appeared keen on the idea, and a formal response was expected next Thursday, he said.

Once the chamber and the NUM had formally agreed on the summit, the parties would approach the Government — particularly Finance Minister Barend du Plessis and Mineral and Energy Affairs Minister George Bartlett — to take part in the summit.

Resolutions dealing with job security, re-trenchments and repression on the mines would be debated at the congress.

Some 40 000 jobs were lost last year and a further 15 000 in the first three months of this year, NUM president James Mohlatsi told the congress.

Closures 'spare no thought for miners'

MINING bosses were quick to close mines, sparing no thought for the workers who would lose their jobs, National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa said yesterday.

Ramaphosa announced the NUM and the Chamber of Mines jointly would invite government to a three-party conference to address the crisis in the industry.

At a news briefing at the union's seventh national conference at Nasrec Recreational Centre in Johannesburg, Ramaphosa said the congress would discuss proposals to be put forward at the summit.

"We have been shocked by the poverty of ideas from the mining industry, which sees the retrenchment of workers as the only ready solution to the mining crisis — showing no consideration for the suffering of the workers who are sent to an economic wasteland in the rural areas," Ramaphosa said.

International Miners' Federation president Anderf Stendalen said the retrenchment crisis facing SA miners was common to mining nations worldwide.

"I have no solutions for SA but I hope that the NUM will find some solutions during its conference deliberations and from other mining nations.

"You cannot transfer solutions from other countries but it is good to share views on the issues," he added.

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THEO RAWANA

Guests at the congress include American mineworker unionists Joe Corcoran and Ken Zinn, and British National Union of Mineworkers office bearers David Guy and Frank Cave.

ANC secretary-general Alfred Nzo told the congress his organisation's drive for the establishment of defence units would go on unabated. Listing the contents of the ANC's ultimatum to government, Nzo said these were key demands made because of the organisation's concern for peace.

Pressure

"But they were deliberately misinterpreted by those who wanted to say the ANC was not committed to peace."

Saying there was still a lot that government had not done to remove obstacles to negotiation, Nzo added: "We have to organise to exert pressure through mass action to achieve our goals. We have to do this until there is irreversible change."

"The present government has to give way to a representative interim government," he said.

Nzo said the problems in the mining industry were crying out for an immediate solution. The NUM needed to work with new vigour to safeguard the rights of the workers, he added.

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MASERU - Nearly 10 000 Basotho miners had lost their jobs since the beginning of last year.

In the first two months of this year alone, more than 4 000 jobs were lost, Lesotho Labour Commissioner Noosi Fanana, told the Conference on the Economic Integration of Southern Africa After the End of Apartheid. He expected retrenchments to escalate this year.

Mr Sehoai Santho of the International University of Lesotho, said about 60 percent of Lesotho's earning come from mineworkers monthly remittances

By BARNEY MTHOMBOTHI

This amounted to R470 million last year. Santho said about 40 percent of South Africa's gold was presently being produced at a loss by mines employing about 190 000 workers. "There are few signs

that the gold price will improve soon, as investment demand is at its lowest level, since World War 2.

"Fortunately, industrial demand mainly from the jewellery industry remains steady, in spite of the international economic slowdown," Santho said.

Lesotho had repeatedly ignored the warnings of massive retrenchments in the SA mining industry because it thought nothing would come of such threats.

Opening the conference, Lesotho's minister of employment and social welfare Lieutenant Pius Molapo said unless

Lesotho reduced its fees, Basotho men would "lose favour with the industry".

The Chamber of Mines, he said, had warned that the cost of employing a Mosotho worker had risen to 12 times the cost of employing a South African. "Over the years we have tended to ignore this

warning, partly due to the conviction that our men are the muscle behind the industry's prosperity, and are indispensable," he said.

Molapo said his country's economy was already feeling the pinch of the slump in the industry, and his people had to learn a lesson from these

10 000 Lesotho miners lose jobs

Sowetan 25/4/91



retrenchments

"Most, if not all, of the shaft sinkers are Basotho," he told the conference, which is sponsored by the UN development programme (UNDP) and the European Community (EC).

He said the high rate of mechanisation being envisaged by the mines, the slump in the gold price and the high rate of unemployment in SA itself posed a serious threat to job opportunities for Basotho workers.

New technical and vocational opportunities opening up for black South Africans, and improved salary and working conditions on the mines, would mean stiff competition for mining jobs between South Africans and foreigners.

He said the country would have to remove the stigma attached to training, so that technical and vocational training schools would be regarded as the first and not the last resort.

His government, he said, had already embarked on a skills-training centres for unemployed, unskilled Basotho. SOWETAN Africa News Service

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ARGUS

Thursday April 25 1991 3

Mining ²¹¹ conditions a crime, says Hani

Argus Foreign Service

WASHINGTON. — Anglo American Corporation had committed a crime against South Africans by keeping its workers in squalid conditions while reaping profits, Mr Chris Hani, of the ANC national executive, said here

Mr Hani told a Press conference at the National Press Club yesterday that in spite of Anglo's profits, the company had built housing for its workers which was not fit for animals. Its discrimination and labour practices "were terrible"

A future South African government would have to set up guidelines for private and multinational companies in this regard. They would be allowed to take their profits, but they would also have social obligations, he said

Something drastic had to be done to address imbalances to achieve social harmony.

Mr Hani said the ANC wanted to assure whites that nationalisation did not mean their houses would be grabbed

● Anglo American called Mr Hani's claims "a polemical outburst calculated to validate economic policies thoroughly discredited throughout the world"

Reacting to Mr Hani's comments at the National Press Club, Anglo Public Affairs consultant Mr Michael Spicer said the speech should be judged in that light

THE National Union of Mineworkers and the Chamber of Mines have agreed to organise a tripartite conference in which employers, organised labour and the government will discuss the future of the stricken mining industry.

The summit could blaze a trail in the area of joint economic management by setting a precedent for worker participation in decisions about how to restructure key sectors of South Africa's economy.

The proposed summit will involve all mine unions, the Chamber of Mines and government representatives, which will look at ways of tackling the industry's current crisis and chart a new course for its regeneration.

A number of Cosatu unions have indicated they will launch a campaign to win the right to participate in making decisions about how a post-apartheid economy can be reorganised and all eyes will be on the mining industry to see if this demand can be translated into reality.

This week, in response to repeated

Pioneer talks in mining industry

W/Mail 26/4 - 2/5/91

Heavily engaged in discussions with various parties who are interested in such a gathering.

The Chamber of Mines has given the green light for a ground-breaking summit which could chart a path for the industry's regeneration. By **DREW FORREST**

National Union of Mineworkers calls for an industry conference, a heavyweight team from Chamber of Mines met the union and indicated it favoured the idea.

"There is an in principle agreement in the industry to support a meeting of parties that will be able to explore the long-term viability of the mining industry," a Chamber representative told *The Weekly Mail*. "We are cur-

ergy affairs and their directors-general must attend," Ramaphosa said.

Yesterday the director-general of mineral and energy affairs, Dr Piet Hugo, said the government "was in a negotiating mode" and would be sympathetic to joint consultations.

The National Union of Metalworkers of South Africa, the second-biggest union after NUM in Cosatu, has also been vocal in demanding a right to take part in rearranging sectors of the economy.

The union envisages an economic compact with the state where independent trade unions will have pivotal roles in negotiating state-initiated policies on economic development, planning and the direction of investment.

Hugo stressed that in the light of the low gold price, there were limits to the assistance the government could offer. He also suggested employers and unions should meet first to hammer out proposals before approaching the state.

The NUM sees the conference as setting the framework for a restructuring process lasting many years.

Crucial congress for SA's troubled miners

STAGED at a political watershed and against the backdrop of an unprecedented crisis on South Africa's mines, the National Union of Mineworkers' seventh national congress is arguably the most important in its nine-year history.

The 532 delegates from 16 NUM regions who gathered in Johannesburg this week will grapple with the question: how can the 270 000-strong union improve the lot of workers when key sections of their industry are in headlong decline?

And with political transition, impossibly distant at the last NUM congress, now on the agenda, how can the union support and strengthen the forces of change?

The slump on the gold mines, which have shed more than 50 000 jobs in a year and where tens of thousands of workers are living on borrowed time, will critically shape congress debates. One resolution from the regions urges pressure on the government to declare the disastrous state of the industry a national economic crisis.

The congress theme is "restructuring the mining industry" to secure jobs, and an entire session will be devoted to this.

Structural change, says NUM economist Martin Nicol, may be a 20-year process — but the NUM believes a start must be made now and the framework set in an industry "summit" involving the employers, the state and unions.

This week, in a vital breakthrough, the Chamber of Mines met the NUM on the summit issue and signalled its openness to an industry forum — although the agenda has still to be settled.

Central to the restructuring demand is the belief that workers' accumulated experience, their "pit sense", can help rehabilitate the industry.

The congress is certain to demand management changes which will boost worker participation.

Skills and literacy training are also seen as central — "we must increase productivity by using capital and people better," Nicol says.

"As in Canada and Germany, training must be available throughout workers' lives and for every level from sweeper up to engineer. It must also equip workers for jobs outside mining."

The congress is set to demand mine facilities and paid time off for training, to impart "flexible, adaptable and portable skills".

Linked to restructuring is nationalisation of the mines, which NUM president James

The crisis-racked gold-mining industry, hit by mass retrenchments and mine closures, will cast a long shadow over the seventh congress of the National Union of Mineworkers.

DREW FORREST reports



Dual leadership ... NUM's Cyril Ramaphosa says mineworkers' interests must come first

Motlati describes in a union congress bulletin as "the only option" — although he says it can only take place under a democratic government and will be a lengthy process.

One NUM region has urged the nationalisation of "selected, strategic, profit-making enterprises", suggesting this should be without compensation. It also reaffirms support for a socialist South Africa despite attacks by "imperialists and capitalists" following the fall of Eastern European regimes, and calls for socialism to be redefined.

The NUM's wage policy may also undergo key modifications at the congress — at least in regard to the beleaguered gold mines. Delegates will consider proposals for a shift towards non-wage demands — including union and "social" rights — in that sector.

Migrant labour, the hostel regime and

mine curbs on expression and assembly are among the central non-wage concerns. Delegates are also set to demand an "anti-racial discrimination charter" and penalties for those who breach it.

Another likely decision will be to intensify pressure for a national retrenchment agreement, so far rebuffed by the Chamber.

This year, it will be the congress that finalises 1991 wage proposals — and the signs are that, although a distinction will be drawn between gold and coal, all demands will exceed the inflation rate.

The implications for Chamber-NUM pay talks are ominous. Employer sources suggest the Chamber mandate is between three and five percent.

More than economics will be exercising delegates' minds — they meet at a critical juncture in the constitutional process and at a stage when labour is battling to define its political role.

On the agenda, and certain to spark heated debate, is the "two hats" controversy — dual leadership of unions and "fraternal" political organisations. As the first union congress to air the issue, it will provide an important test of worker feeling.

General secretary Cyril Ramaphosa has said the union has an "accommodative" approach, subject to the proviso that mineworkers' interests must come first. Clearly, not everyone agrees — claiming the increasing involvement of unionists in political work is sowing "concern and confusion" among members, one NUM region is known to have called for wearers of two hats to opt for one position within 30 days.

Worries about the democratic character of constitutional talks is reflected in a call by two regions for direct Cosatu involvement in negotiations and "continuous consultation" with members of the African National Congress and its allies.

On demands for an interim government and a constituent assembly, the congress is likely to be unanimous in calling for no compromise.

But concerns about the ANC's conduct of the constitutional process and dual leadership should not be construed as opposition.

Sources say the union is of one mind on the need for a strong mass-based ANC. A resolution calling for NUM members to build ANC membership and organisation is likely to go before congress and can expect overwhelming support, sources say.

Miners re-elect Ramaphosa to top NUM post

By SIPHO NGCOBO

NATIONAL Union of Mineworkers general secretary Cyril Ramaphosa was re-elected unopposed by hundreds of the union's delegates last night — dispelling rumours that he was to step down to take a senior post in the ANC.

Re-elected with Mr Ramaphosa were four other top office bearers. president James Motlatsi, deputy president Elijah Barayi (also president of Cosatu), assistant general secretary Marcel Golding and treasurer Paul Nkuna

The NUM's press officer, Jerry Majatladi said "Speculation that Ramaphosa was intending to step down from the NUM had no substance"

Tension gripped the congress venue a few hours before the election as intense lobbying took place among the miners. Rumour had it that office-bearers including Mr Barayi and Mr Golding would be voted out of office

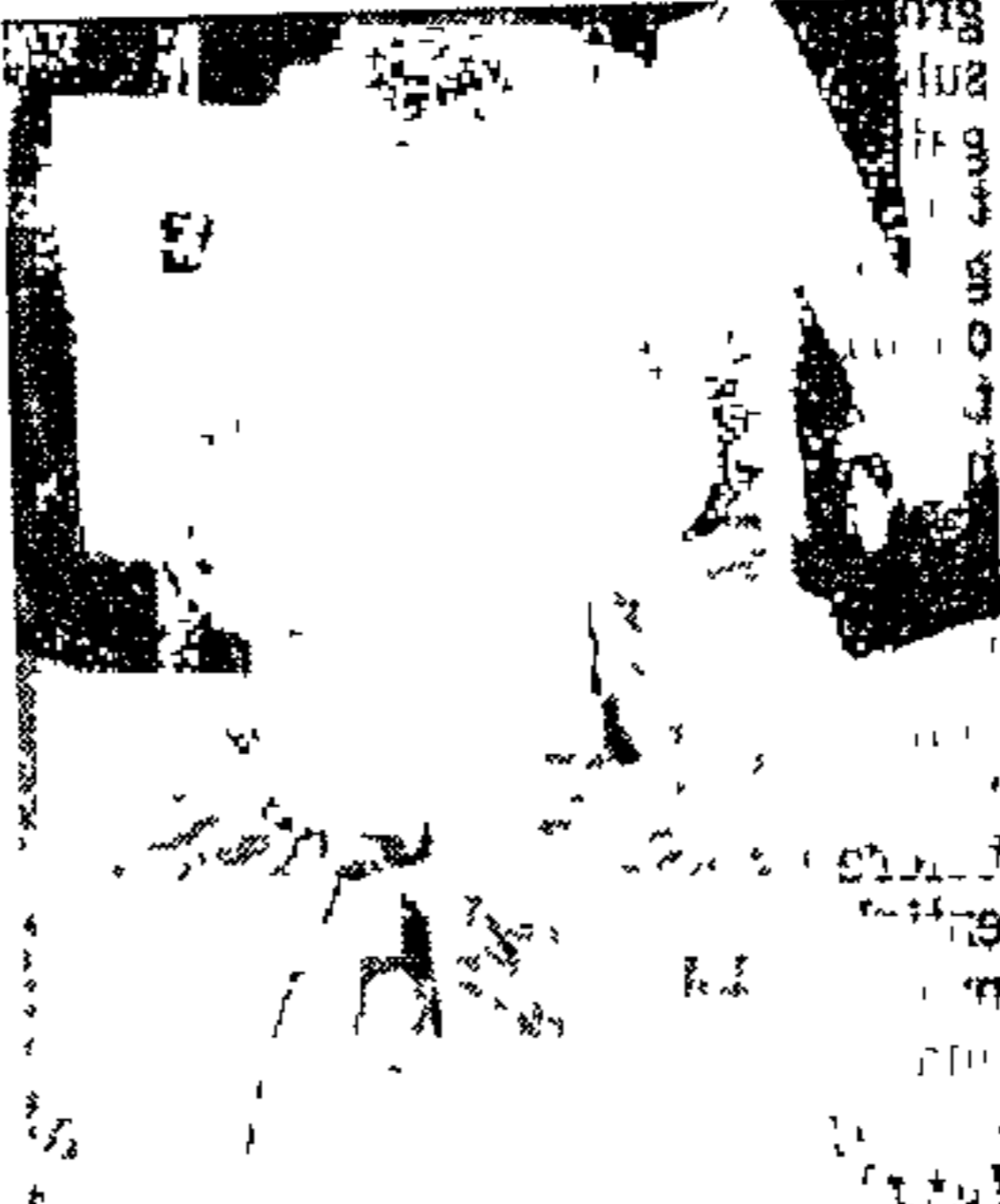
ANC deputy president Nelson Mandela promised miners threatened with retrenchment that he would take up their plight with the government

Congress

Mr Mandela was addressing hundreds of delegates at the seventh congress of the NUM, held at Nasrec, south of Johannesburg

He said the ANC recognised that the mining industry was facing a crisis of "unprecedented magnitude"

"We are told this is because of the low gold price, the slump in the gold jewellery industry and the international cut in demand. This may well be the case, given the world-wide recession, but we still expect the mine owners and employees to look be-



NELSON MANDELA ... said he would take up miners' cause

yond cuts as a solution to the problem," he said. He also endorsed the NUM's decision to call for a summit of the decision-makers in the industry and the government to tackle this issue

"Alternative solutions must be found that take into account you, the workers, without whom mining is impossible. The crisis is of such proportions that a national response is required. The consequences for the entire country of such retrenchments will be devastating"

No plans for action

AN ANC spokesman in Johannesburg said yesterday that the organisation had no plans for mass action should Winnie Mandela be convicted of kidnapping and assault — despite claims by Umkhonto we Sizwe chief Chris Hani in a TV interview in the US this week

Miners bid for R700 basic pay

Cyram 29/4/91
Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers is to press for minimum wages to be increased by between 43% and almost 75%.

The 1991 wage proposal, formulated at the union's annual congress over the past four days and to be presented to the Chamber of Mines, calls for a R700 monthly minimum for surface workers and R775 for underground miners.

The minimum wage on Anglo American gold mines is R490 and R534 respectively. Johannesburg Consolidated Investments wages are similar. However, certain groups maintain a steeper wage curve, with the minimum about R400.

Colliery wages are generally slightly lower than those on gold mines. The union is to try to reduce the wage difference between them.

The union's biannual report says it will ensure that the restructuring of the mining industry features prominently in this year's wage negotiations.

A survey has found white mineworkers earn about 20% more than the average paid to whites in manufacturing, but black mineworkers' wages are 20% lower than the manufacturing average.

General secretary Cyril Ramaphosa, re-elected along the rest of the top NUM office-bearers, told the congress NUM and the Chamber of Mines would jointly invite the government to a tri-party conference to address the crisis in the industry.

NUM seeks 20% gold mine wage hike

THE NUM is to present to the Chamber of Mines demands for a basic 20% wage hike for gold miners in 1991, with a further adjustment by the mining groups paying lower minimum wages, assistant general secretary Marcel Golding said yesterday.

The gold mining wage proposal, formulated at the union's annual congress over the past four days, is the lowest opening demand made by the NUM since it began negotiating wages in 1984. However, it is demanding substantially higher increases for colliery workers.

The NUM is to demand a R700 monthly minimum for surface colliery workers and R775 for underground miners. In percentage terms, represents increases ranging from about 45% to more than 75%.

The minimum wage on Anglo American

Business Day Reporter

gold mines, together with JCI the highest paying group, is R490 and R534 respectively. However, certain groups like Gold Fields maintain a steeper wage curve, with the minimum below R400.

Colliery wages are generally slightly lower than those on gold mines. The union is to attempt to reduce the wage differential between the mining groups.

The union's bi-annual report says the NUM will ensure that the restructuring of the mining industry features prominently in this year's wage negotiations.

Delegates also debated proposals for a shift towards non-wage demands, including those of union rights.

NUM resolves to convene conference on sanctions

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VERA VON LIERES (21)

DELEGATES to the NUM's seventh national congress have resolved to convene a conference on sanctions involving all parties who earlier called for punitive measures

NUM assistant general secretary Marcel Golding said this week the conference would be based on the understanding that sanctions could not be lifted until reforms were irreversible and that an "investment code" had to be formulated. Conference details had to be finalised.

NUM general secretary Cyril Ramaphosa told more than 500 delegates from 16 NUM regions at the national congress that the union and the Chamber of Mines would jointly invite government to a three-party conference to tackle the crisis in the industry.

The congress theme, Restructuring the Mining Industry, was discussed in a separate congress session last week. Delegates resolved among other things that effective structures had to be set up to enable workers to participate at mine and industry level. The demand for the industry's restructuring was closely linked to the question of an industry summit, Golding said. Support for a constituent assembly was reaffirmed.

Amgold tells unions to be more realistic with wage demands

Star 2/5/91.

211 (BWA)

By Sven Lünsche

Anglo American Gold (Amgold), the country's largest gold mining company, has warned the unions that excessive wage increases could force further cut-backs in gold production and the closure of marginal mines.

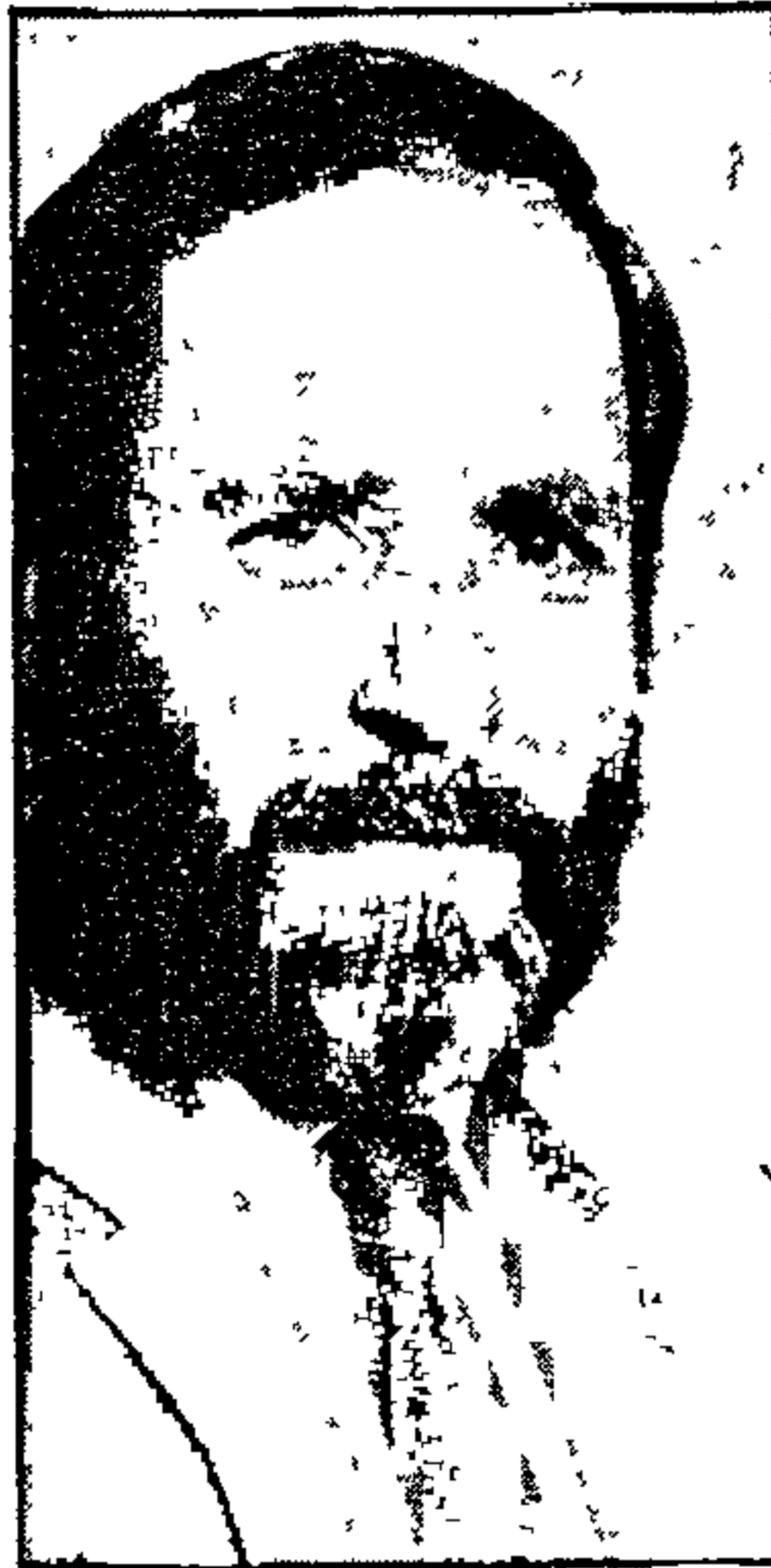
"The viability of the entire gold mining industry will be threatened unless costs can be brought firmly under control," Amgold chairman Nicholas Oppenheimer says in his annual review released today.

His warning comes hard on the heels of the demand by the National Union of Mineworkers for a 20 percent wage increase and ahead of an expected summit on the future of the beleaguered industry.

"The challenge of firm monetary policies must be accepted, but this inevitably means considerable adjustment for suppliers to the industry and further labour retrenchment," Mr Oppenheimer warns.

"If wage negotiations this year are not conducted on a realistic basis, retrenchments and shaft closures will be accelerated.

"The continuing squeeze on margins makes it imperative that further restraint is exercised this year. This will require



Nicholas Oppenheimer . . . viability of the entire industry will be threatened

flexibility and maturity by the parties in the wage-settlement process," Mr Oppenheimer says.

He also stresses the effects on profitability of a fall in the average rand gold price to R30 804/kg in the first three months of this year, compared with an average of R31 895/kg in 1990.

If the average gold price remains below the average of the past several years, he says, a number of mines face curtailed activity or cessation of operations.

Turning to the recent performance of the gold price Mr Oppenheimer warns that it would be unwise to count on an early revival in the metal's price

He stresses, however, that it would be wrong to conclude that the metal has been permanently displaced as a store of wealth.

"The market today appears to be constrained between the ceiling imposed by producers, investors and speculators selling on any rally towards \$400, and the floor of about \$350

"While rallies in the price may prompt additional forward sales by producers and speculators, and so cap any upward movement, the widening extent of hedging by gold producers to date has already substantially mortgaged future sales

"The impact of such hedging is unlikely to increase as sharply as it did in 1989 and 1990," Mr Oppenheimer comments.

A return to normality and, eventually, renewed growth and higher disposable incomes world-wide must have a positive impact on fabrication demand and on bar investment, he says

The objective, therefore, should be to focus on the longer-term goal of achieving substantial increases in the offtake of gold for fabrication purposes, particularly by the promotion of gold in jewellery

The low gold price had an adverse impact on the group's exploration and capital projects

The Moab extension at Vaal Reefs has seen only a limited amount of work being undertaken "owing to the low rand gold price"

The drilling programme in the New Central Witwatersrand joint venture was also curtailed after disappointing results were reported, says Mr Oppenheimer, adding that exploration expenditure in several of the traditional prospecting areas would be trimmed further this year.

Shift away from wages in gold industry pay talks

IN A key shift, the National Union of Mineworkers is to focus on miners' social, human and union rights in pay talks covering the beleaguered gold mines this year. ~~NUM~~ ^{3/5-9/5/91} "Wages are important but not the priority," a union source said. "Given the state of gold, we must find other ways of improving workers' lot." The shift flows from an NUM congress resolution calling for a non-wage focus in gold.

On pay, the NUM's prime concern is to narrow the differentials between mining houses and to this end, it has demanded a spread of rand increases in gold mining amounting to not less than 20 percent.

Wage policy on the collieries, which the NUM insists are still highly profitable, is unchanged. The precise demand could not be ascertained, but is certain to be higher than in gold. ~~NUM~~ ^{2/11} ~~(1991)~~ Union sources said non-wage demands would include full-time shaft stewards and paid leave for stewards to attend union courses, union office facilities on mines and more rapid processing of stop-orders. The NUM also wants freedom of movement, expression and assembly for members. Among the "social" demands are control of hostels by elected worker committees and greater provision for family visits.



LABOUR

Anglo relaxes curbs at Free State mine

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ANGLO AMERICAN and the National Union of Mineworkers have clinched a precedent-setting mediation deal at the Free State Geduld mine which greatly relaxes curbs on open-air union meetings.

Tough curbs on meetings, including bans on "toy-toying" and political T-shirts and banners, are widespread on mines, sparking NUM complaints that miners' human rights are violated. Curbs at Free State Geduld (FSG) were the focus of press publicity last year.

The FSG "open air agreement", the first in Anglo, reflects the broader "glasnost" in mining. An experiment, it will last six months unless agreed otherwise. Talks will resume before it expires.

Although the union must still seek permission for meetings, management agrees not to withhold this unreasonably. Meetings will be monitored by a joint union-management committee

The NUM agrees rallies will be voluntary, no weapons will be carried and that there will be no incitement to violence or illegal strikes. Subject to this, workers will have freedom of speech, and to display banners, sing songs and wear clothes of their choice. Management will also respect the "privacy and confidentiality" of meetings.

Anglo said negotiations with the NUM on a group code of conduct — now close to finalisation — would facilitate further such agreements.

NUM reviews sanctions

The National Union of Mineworkers has called for an urgent African National Congress-convened conference to take a fresh look at the sanctions campaign against South Africa.

The NUM congress reiterates support for sanctions, stressing they should not be lifted before political change is "irreversible" and an investment code is in place.

But sources say it reflects widespread union fears that the liberation movement is losing the initiative as sanctions crumble.

The conference is envisaged as involving all organisations behind the sanctions drive, including those overseas.

In a separate resolution, the union spelt out demands for an investment code, saying it should compel companies to pay a living wage, provide housing, training and promotion opportunities and promote worker participation in decision-making. The congress threw its weight behind public ownership of key sectors, including the mines — but signalled that labour is moving from slogans to a more nuanced view which takes account of abortive state industries in Africa and Eastern Europe. Rejecting "unplanned or landslide" nationalisation,

Sanctions, nationalisation and the crisis in the mining industry all came under the spotlight at the National Union of Mineworkers' congress held last weekend.

BY DREW FORREST

ton, it called for a new government to formulate an economic plan, in consultation with unions, which would incorporate expanded public ownership.

Delegates also committed themselves to a socialist South Africa, but with a clear awareness of the Eastern European debacle.

Constitutionally guaranteed worker rights and a multiparty system were endorsed as central to democratic socialism.

Sharpest debate, sources say, was on the "two-hats" issue — the Secunda branch had proposed that union leaders with party political posts choose hats within 30 days.

Congress finally opted for a compromise motion, earlier adopted by the national executive committee, "encouraging" worker leadership of "fraternal" political parties, providing NUM interests remain primary.

Other important congress resolutions demanded,

● No compromise on an interim government and constituent assembly, and a union push to build a strong ANC

● Industry restructuring, entailing worker participation in management and provision for training, retraining and literacy.

● Withdrawal of the Minerals Bill, now before parliament, to allow for negotiations between the NUM and Chamber of Mines, and a separate mine health and safety Bill

The NUM also called for union involvement in accident inquiries, and jointly run retraining schemes for disabled miners

● An anti-race discrimination charter on the mines

● A national mine retrenchment deal, and a moratorium on retrenchments.

● An industry Aids policy, encompassing an education programme and the removal of conditions fuelling Aids — a reference to the hostel system

"The congress vision was that structural change in mining is inevitable, and we must be part of it," said the NUM's Marcel Golding

The union leadership was re-elected intact, scathing reports that general secretary Cyril Ramaphosa would not stand

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International unionists scandalised by SA mines

wlmail 2/5-9/5/91.

IHAVEN'T seen that much barbed wire since I served in Vietnam," was the parting salvo of Joe Corcoran, executive assistant to the president of the United Mine Workers of America (UMWA).

Corcoran's incredulous reaction to hostel conditions on South Africa's mines followed tours of a local colliery and a gold mine last week.

It was shared by the entire delegation of high-ranking international trade unionists who visited South Africa for the first time as guests at the National Union of Mineworkers' recent national congress.

In the delegation were unionists from Sweden and Britain as well as the United States, to whom the compound system was anathema. "There is nothing comparable in the States," one said. "We've never had hostels — we have this company town system, where people live with their families."

Corcoran, a former miner himself and veteran of bitter industrial disputes in the United States, suggested that the barbed wire which festooned the Blyvooruitzicht gold mine hostel was "perhaps in preparation for a strike, to create formidable barriers and to lock people both in and out".

Said Frank Cave of the British NUM. "I asked the mine managers what the fencing was for, and the guards at the gate, and they told us it was to protect the property of the workers living in the hostels. When I asked why it was that they didn't put barbed wire around the white workers' houses and property, there was a deep silence."

His colleague, David Guy, who thought "the situation scandalous", felt that "conditions at the hostel are like a prison — we saw four and five people housed in a single room, and heard stories of 12 people sharing a room in other hostels."

Both Corcoran and Guy said worker morale seemed low, attributing this to low wages, bad housing conditions and the separation of migrants from their families.

"If industrial relations and production levels on the mines are to improve, you've got to treat people in a proper manner. It's very difficult to build trust between workers and management in these conditions," said Guy.

The unionists drew a distinction between the collieries — which they said were on a par with mines abroad both technically and in terms of underground conditions — and the gold mines. But safety procedures were branded inadequate in both

A delegation of international trade unionists visited South Africa last week as guests of the National Union of Mineworkers.

They were shocked by the conditions they encountered, reports **JENNIFER POGRUND**



MIF president Anders Stendalen ... gold mine conditions 'very difficult'

Photo: AFRAPIX

Said Kenneth Zinn, UMWA's special projects co-ordinator: "There was no use of eye guards, which is standard practice in American coal mines. Steel-toe boots are also standard fare in the US — the mine-workers we saw had rubber gumboots."

Zinn was especially struck by underground conditions at Blyvooruitzicht. "Safety conditions and protection were minimal, it was extremely hot and humid, and there was no drinking water at the face. Given the heat, I would think drinking water would be critical, and easy to provide."

For Anders Stendalen, president of the Brussels-based Miners International Federation, working conditions on the gold mines were "very difficult", because of

their depth and the heat.

They expressed concern at the high accident and fatality rates on South African mines, and the lack of worker representation and participation in decision-making, which they saw as a contributing factor.

Said Zinn: "It's going to take a lot of pressure, and extraordinary action to get rid of the present system." Added Corcoran: "A lot of the fights that the NUM is involved in are fights that we fought 50 years ago."

The delegates were unanimous in their condemnation of wages, particularly for the black workforce. "Miners in this country, on average, make in a month what we make in approximately four days," said Zinn, "and the racial divide, in terms of job category and wages is really a gigantic issue. There is no reason why miners cannot be paid decent wages — this is an industrialised country, unlike most of Africa."

Low mine wages in South Africa had profound implications for their own members, the unionists said. "We don't mind competing with an Australian or German coal industry that pays its miners a decent wage. But we will not stand for competing with a South African or a Colombian coal industry that pays its miners' slave wages."

"From self-interest we have to assist the miners' unions in countries like South Africa to raise their standard of living to our level. That means eliminating apartheid first."

On the retrenchments sweeping the gold mines, the unionists saw education and retraining at company expense as central.

The UK unionists believe the answer to job cuts is political. "De Klerk should be moving much quicker," Guy said. "Then sanctions would be removed, which would help to regenerate the economy."

Corcoran and Zinn have been key sanctions campaigners in the United States and they and the British unionists are adamant that sanctions should remain in place until the NUM signals otherwise.

"There's nothing that I saw in my visit here that would make me change my mind about the lifting of sanctions," Zinn said. "They must remain until change comes."

For the British — accustomed to state ownership of coal mining since 1946 — nationalisation of the South African mines is the key to improved working conditions and worker control.

"Minerals are owned by everyone. The profits accrued from mining must be used for the benefit of the whole country, and not go into private pockets."

FM 3/5/91

MINING INDUSTRY

211 (285)
TALKING ABOUT CRISIS

Miners and the mining houses are expected to get together with government in the near future for an urgent summit on the future of the beleaguered industry.

This was one of several resolutions adopted at the National Union of Mineworkers' (NUM) conference in Johannesburg last weekend. Another called for sanctions to be retained at this stage; and another rather oddly called for a debate about the incorporation of Lesotho into SA in the future.

However, discussion about restructuring the mining industry and preventing further retrenchments dominated a large proportion of debate. ANC deputy president Nelson Mandela in an address to the conference said the "crisis is of such proportions that a national response is required." He said further retrenchment would devastate the already impoverished rural areas, and that "foreign exchange earnings will be dramatically reduced."

Threatening crisis

The conference criticised the lack of beneficiation of minerals, and warned that entire mining towns and their regional economies were threatened by the crisis.

The NUM, which is calling for a 20% wage increase for miners, released figures based on Central Statistical Services data that claimed the average minimum wage for miners at grade one (starting level) is R532 a month.

The union said that, on average, white miners earn about five times more than blacks with the average wage for whites being R4 011 in gold mining compared to R805 for blacks. The wage differential in coal mining, according to the NUM, is R4 452 for whites and R887 for blacks. In the mining industry as a whole it is R4 226 for whites compared to R845 for blacks, which could be contrasted with manufacturing where blacks earn an average of R1 043 a month compared to R3 552 for their white co-workers.

NUM call for wider public ownership

8/04/51

VERA VON LIERES

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THE National Union of Mineworkers (NUM) has called for a national economic development plan providing for expanded public ownership

Delegates to the NUM's recent national congress decided such a plan should be drawn up by a new democratic government in consultation with the trade union movement, which would include expanded public ownership.

The congress reiterated support for public ownership of key sectors in industry, including the mines, but warned against unplanned or "landslide" nationalisation. It was decided there should be greater decision-making and participation by workers in the running of enterprises and the economy

The congress also stressed the need to develop an investment code which

would compel companies in key sectors of the economy to invest, and which should force companies to pay a living wage, provide adequate training and housing and opportunities for promotion

Delegates committed themselves to a socialist SA while noting the problems in Eastern Europe. The congress resolved to start laying the basis for democratic socialism by deepening the organisational capacities of people operating in factories, mines, shops and communities

A multiparty system was seen as a central part of democratic socialism. Delegates also resolved that practical steps should be taken to redefine socialism in the light of the Eastern Europe experience

The NUM called for an ANC convened conference of all parties behind the sanctions drive to evaluate and assess the terms of the sanctions campaign

The union has demanded a 20% increase for gold miners. It has also put forward a number of key non-wage demands focusing on miners' social, human and trade union rights

These included full access to all recognised mines, full-time shop stewards, and simpler processes of verification of stop orders. Other non-wage demands included freedom of association and movement, the right to strike and picket, a national policy on the question of AIDS and a negotiated health and safety agreement in the industry. Social demands included handing control of mine hostels to workers.

NUM grows despite job cutbacks

VERA VON LIERES

THE National Union of Mineworkers' paid up membership increased by more than 33 000 in recent months to almost 270 000, despite massive retrenchments in the industry. ~~KSA~~ (21)

In an interview yesterday, NUM assistant general secretary Marcel Golding said paid up membership had grown from 230 000 in 1989 to over 269 000 by February. Since April 1989, the union had recruited and "re-recruited" more than 350 000 members, Golding said. Of these, 269 949 were paid-up members, with more than 86 000 members not on stop order.

Golding said the union was experiencing difficulties with the Chamber of Mines and its affiliates in terms of processing stop order forms. Although the NUM had recruited close on 80 000 workers over the past two years, there were many difficulties in the manner in which stop orders were being processed, he said.

Employers often processed only 10 forms at a time and on each occasion, workers had to prove they had joined the union. In addition, each time the union's fees were increased, the Chamber had re-

quested the NUM to sign up existing members again on new stop-order forms or counter-sign existing stop-order forms.

Growth in union membership could be largely ascribed to increases in membership on platinum, chrome and coal mines, the union said recently.

It has estimated that it has lost about 40 000 membership due to retrenchments.

Golding said the NUM's main target this year would be to consolidate membership on coal and diamond mines. Other priority mines were chrome, platinum, and base metal mines. *By Day 8/5/91*

The NUM would also focus on gold mines where membership levels had not been as high as they should.

Golding said the NUM was well aware of the need for structural adjustments in the mining industry and that planned scaling down of operations was imperative.

However, the piecemeal approach adopted by the industry would almost certainly exacerbate the number of job losses.

Mineworkers give demands to chamber

By Shareen Singh ^{Staff} 8/19/91

The National Union of Mineworkers has demanded an 8 percent higher increase on coal mines than on gold mines this year, the union revealed yesterday. ⁽²¹¹⁾

In its extensive list of demands on wages and working conditions, submitted to the Chamber of Mines this week, the union demanded an across-the-board increase of 20 percent on gold mines and a 28 percent increase on coal mines.

This amounts to a national minimum cash wage of R675 for surface workers and R750 for underground workers, NUM assistant general-secretary Marcel Golding said.

The union also demanded a holiday leave allowance, equivalent to a 13th cheque, for all union members, and income security for workers injured on duty to protect injured workers moved to lower-paid jobs from taking a drop in wages.

The union also demanded 30 days' annual leave for surface workers and 35 days for underground workers, on both gold and coal mines.

A number of non-wage demands dealing with trade union rights, human rights and social rights, were submitted, including:

- An industry-wide agreement of retrenchment.
- The chamber to contribute 10 percent of pre-tax profit to a training fund to be jointly controlled by the NUM and the chamber
- Recognised mines must provide a fully equipped office for shaft stewards
- Access to mines by union officials and fulltime shaft stewards
- Shaft steward training to be increased from two to 10 weeks.
- Guaranteed rights to freedom of association, the right to political expression, the right to strike and picket, and the right to shaft steward representation
- The right of democratically elected hostel committees to run hostels.
- More guest houses for mineworkers' families, and recreation facilities to be controlled by workers.

11/5/81
19/5/81

Mine conflict agreement (211)

ALL the parties involved in the Durnacol mine conflict in Natal have agreed on the principles for resolving their conflict after five days of intensive and delicate discussions in Maritzburg.

By agreement of the parties, the announcement was made on Wednesday night by John Radford and Phillip Glaser of the Independent Mediation Services of SA, who declined to give any details.

The accord comes after seven months of dispute following an outbreak of faction fighting at the coal mine in September

Accord on agenda for mining summit

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10/15/91

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THE NUM and the Chamber of Mines have reached provisional agreement on an agenda for their planned summit on the future of the country's mining industry.

Sources this week provided a list of organisations and officials who will be invited to the summit, among them five Cabinet Ministers.

The NUM and the chamber are aiming to convene the one-day summit, which was first mooted by the NUM, later this month.

However, it is understood that it might be postponed until next month in order to find a date suitable to all participants.

Neither party was willing to comment at this stage as the invitations had not yet been sent out.

The Cabinet members on the invitation list include the Ministers of Finance, Manpower, Mineral and Energy Affairs, Economic Co-ordination and Transport.

Other groups likely to be invited include other recognised unions in the industry and major mining employers not affiliated to the chamber, including De Beers and export collieries.

The NUM and the chamber have agreed that the overall goal of the summit should be to "explore a common and co-ordinat-

ALAN FINE

ed approach to promote the long-term viability of the mining industry during a period of change in the operational environment".

It is understood that four main themes are to be discussed. These are

- The co-ordination of mine closures and the downscaling of operations;
- Devising ways to prolong the lives of mines;
- Reaching agreement on, and ensuring the enforcement of, basic conditions of employment and of acceptable standards of health, welfare and safety for workers in the industry; and
- Examining the possibility of training and retraining programmes for retrenched miners, and investigating what assistance can be offered to communities affected by mine closures and by production cutbacks.

While the summit is primarily a response to the crisis, some unionists see it also as the first success in a broader, concerted attempt by Cosatu and its affiliates to gain access to forums where decisions on industrial policymaking and restructuring are made.

Mine and union work to reduce retrenchments

310 am 10/5/91
211
VERA VON LIERES

MANAGEMENT of Western Deep Levels mine near Carletonville agreed this week to halt temporarily processes to identify almost 500 employees to be retrenched, after proposals by the NUM on minimising retrenchments at the mine.

Anglo American spokesman James Duncan said yesterday management had agreed last week to consider the proposals and report back to the union by today. It had also agreed to halt until today interviews to identify who would be retrenched.

Duncan said negotiations on the loss of 1 084 jobs at the mine began in January. As a result of talks and "certain avoidance measures", the number of retrenchments was reduced to fewer than 500.

NUM assistant general secretary Marcel Golding said this week the NUM had proposed a number of ways to minimise job losses at the mines, including proper transfer procedures which did not entail a loss of pay.

Proposals were also made on re-training workers for new or alternative jobs, or jobs in other industries.

Golding said agreement still needed to be reached on severance benefits, conditions regulating the transfer of workers either internally or to other mines, and union proposals for a re-training and job creation fund.

The NUM's demands on severance benefits included four weeks ex gratia pay and four weeks' notice pay, Golding said.

**NUM seeks pay rises
of up to 55 percent** ^{w/mal} 10/5-16/5(91)

■ IN A bid to eliminate differentials between the mining houses, the National Union of Mineworkers has tabled demands for a range of rand increases averaging 55 percent for 55 000 workers on Chamber of Mines collieries. (21)

A continuation of the NUM's 1989 congress wage policy, the demands envisage a single set of minimum wages on the coal mines, ranging between R750 a month at the bottom and R1 847 at the top for underground workers.

Monthly increases demanded at the bottom range from a R204 in Amcoal (56 percent) to R319 in Lonrho (89 percent).

Last week the NUM unveiled its 1991 pay platform for the gold mines, entailing a shift to "social" demands, but seeking a spread of increases of not less than 20 percent. It insists the coalmines are in a far better position to pay.

Lesotho mineworkers feeling gold pinch

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WITH the gold price continuing to take a tumble on the world market, thousands of Basotho mineworkers have begun returning home from neighbouring South Africa.

The price plunge is said to have cost South Africa's mining industry at least 50 000 jobs last year alone, and the trend is expected to continue for the rest of this year.

A retrenched miner who asked not to be named said he came home three weeks ago after working for only six months on the mines and had still not informed his wife that he had been

"My wife would be shattered at hearing the news. We were planning to build our own house by the end of this year as we are still staying with my parents."

At the beginning of 1990, the average number of Basotho mineworkers in South Africa was 103 040. By the end of February 1991, the figure had dropped to 95 551.

The decrease has rattled Lesotho government circles because of the economic repercussions for the country. — INTER PRESS SERVICE



SA gold miners 'were protected'

B.1.10.91 17/15/91
MATTHEW CURTIN

EMPLOYMENT practices in the gold mining industry have shielded black mineworkers from the sector's falling profits, says the Chamber of Mines

This was most pronounced between 1985 and 1990 when real profits plunged 15% against a 1% rise in real wages

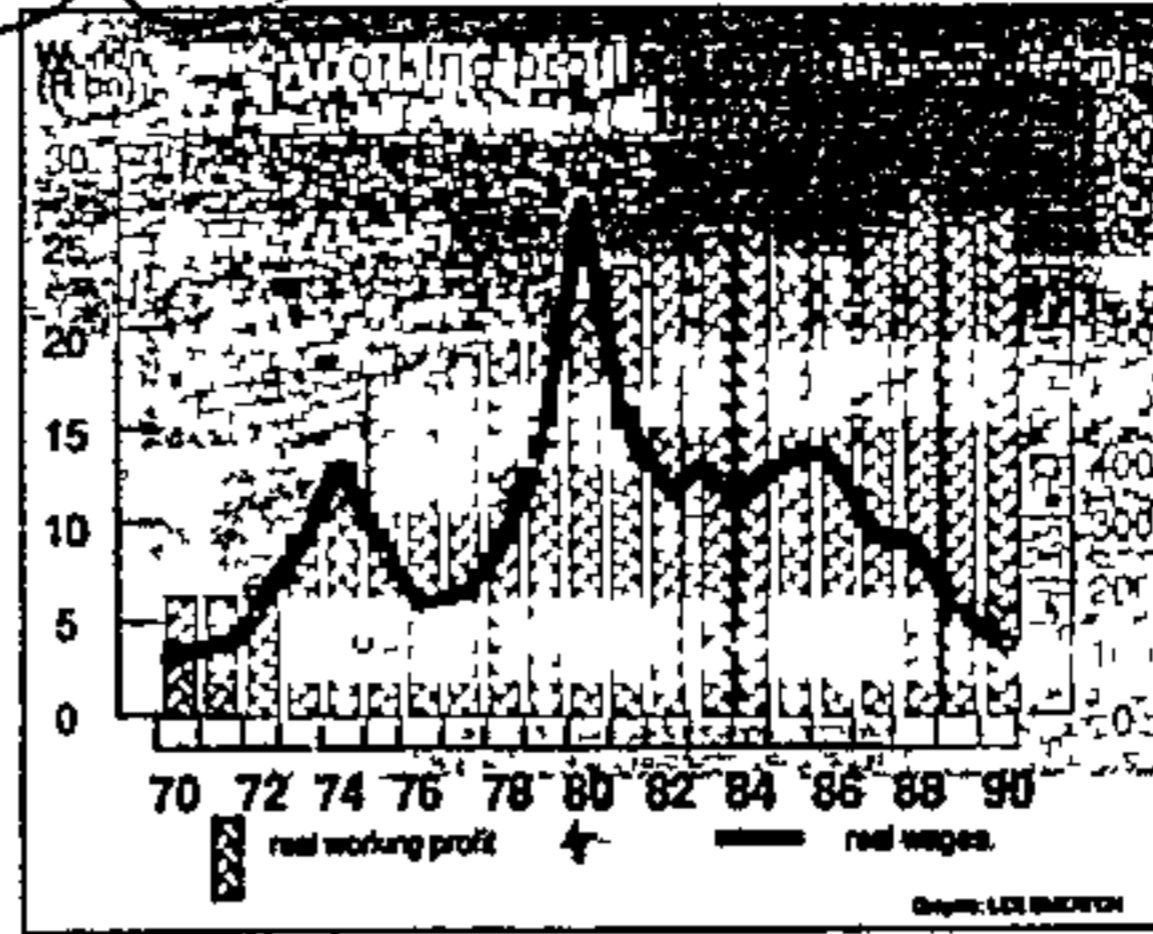
Chamber economist Francois Viruly said yesterday neither wages nor employment levels had mirrored the cyclical movement of industry profits. But he admitted wages for unskilled and semi-skilled miners had risen from a low base.

Commenting on his report in the latest edition of the chamber's news letter, he said the gold mining industry was no longer in a position to sustain the wage increases of the past or "protect employees against market forces".

National Union of Mineworkers (NUM) economist Martin Nicol said yesterday while the chamber's figures could not be disputed, they were open to alternative interpretation. For example, between 1975 and 1985 industry profits climbed 61% but real wages rose only 31%.

He said real wages had not fluctuated because they were equally low throughout the industry, with no correlation to the individual profitability of the gold mines. Mining houses' policy was to pay the lowest wages possible, dependent on conditions in the labour market and not on industry profits.

The NUM accepted international condi-



tions governing the demand for gold had changed, necessitating the restructuring of the industry. How that was done was a matter for negotiation and the union questioned whether it was necessary both to cut jobs and reduce real wages

Viruly said it was not the end of the road for the industry. However, labour made up 52% of costs on the gold mines. Unless the gold price rose sharply, massive retrenchments, with or without cuts in real wages, were inevitable.

He said not only had black mineworkers' pay packets not been affected commensurate with the fall in industry profits, but employment levels had also been less volatile. Between 1970 and 1990 real profits rose 7,8% and employment levels rose 0,7%. But from 1985 to 1990 when real profits dropped 15%, the numbers of mineworkers employed on gold mines fell only 0,8%.

SA gold miners 'were protected'

B1 Day 17/5/91 (21)

MATTHEW CURTIN

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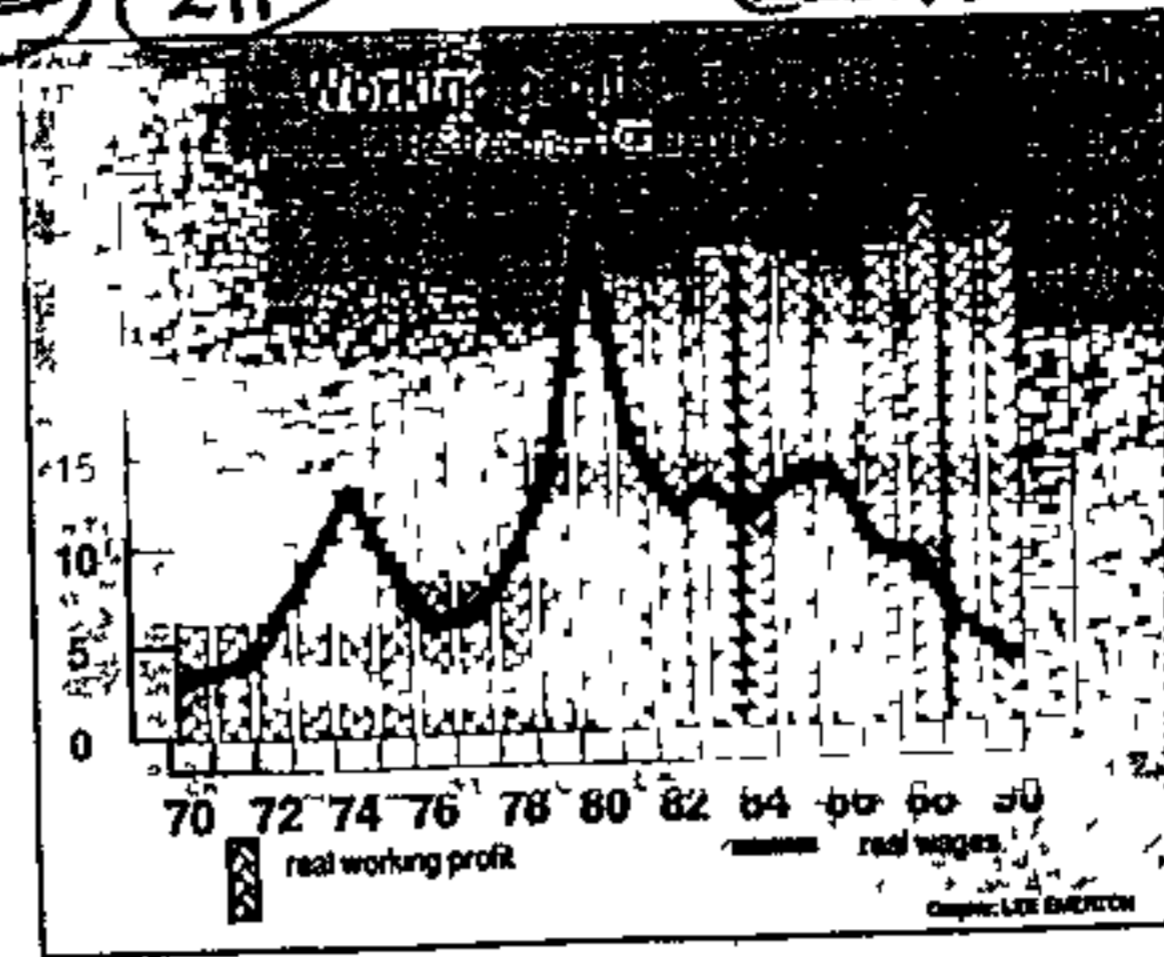
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Mine pension funds still in good shape

By Derek Tommey 17/5/91

The many retrenchments by the mines will not affect the performance of their pension funds, says Herc Hefer, chairman of the Mine Officials Pension Fund.

He said yesterday the growth of the funds was primarily dependent upon investment performance, and not on contributions forfeited by members resigning after short service, as was the case in some funds.

He said that the funds were professionally managed and that their investment performance had been good.

The Mine Officials' Pension Fund had shown an average growth rate of 22,5 percent a year for the past five years, while the Mine Employees' Pension Fund had shown an average annual growth of 22,7 percent in this period.

This had enabled the funds to increase pension and other benefits by 14,4 percent in the past year.

The total assets of the two funds had increased by 10,5 percent in 1990 from R9,3 billion to R10,3 billion.

During the year the funds had paid out R81,4 million (R75,2 million) in lump sum benefits and R97,9 million (R87,6 million) in pensions.

Mr Hefer was concerned about the effects the retrenchment of personnel on the mines could have on the black population.

On average, one mineworker supported nine people.

Therefore, the retrenchment of 100 000 could create hardship for one million people, he said.

Miners' pension funds boosted

Business Times Reporter

SA Times (Bus Times)

LONG-TERM investments helped two of South Africa's largest pension funds, Mine Officials and Mine Employees, to sound returns in the past five years (21) --

The funds, whose market capitalisations come to more than R10-billion, are managed by the Management Corporation under chief executive Barry Botes (22)

Both funds are more than 40 years old. In the past five years the return on assets on each fund has averaged more than 22% a year, but 1990 was difficult. (19/5/91)

Mr Botes says fund membership by gold miners has dropped, but that of coal, platinum and base metal miners has stabilised the position. Contributions received from members and benefits awarded to pensioners were in line with each other. Pensions were increased by at least 14,4% at the beginning of this year.

Retrenched members with five years' service are repaid their own contributions plus 1% for each year of membership, and 80% of the contributions made by employers.

Retraining funds a top NUM priority

Blowan 22/5/91
THE creation of retraining funds has emerged as one of the National Union of Mineworkers' (NUM's) top priorities in mining retrenchment talks between employers and the union

NUM spokesman Roy Sewnarain said demands for training funds were based on the need to equip unskilled workers with basic training, enabling them to find work in other categories such as brick-laying and carpentry

Retraining had not yet been established at the various mines affected by retrenchments as the union was still investigating how to best utilise these funds, he said

Sewnarain said the NUM was currently negotiating retrenchments at several mines including Vaal Reefs, Western Deep Levels and Doornfontein near Carltonville, Stilfontein near Klerksdorp and Africa Crysolite Asbestos near Nelspruit.

At Western Deep Levels, the union was negotiating the retrenchment of about 500 workers, while about 600 were involved at Doornfontein. At Stilfontein the NUM was negotiating a retrenchment package which would see about 3 000 jobs being phased out by the end of the year.

The NUM and management at

Harmony gold mine near Virginia signed a "satisfactory" retrenchment deal in March, Sewnarain said

The agreement includes one month ex gratia payment, one month notice pay and two weeks severance pay for every completed year of service

The number of workers to be retrenched had been reduced from 9 000 to 4 500 by implementing an extended leave scheme, Sewnarain said. In terms of the scheme, employees are required to take three months unpaid leave in each 12 month working cycle.

In addition, management agreed to establish a R1m retraining fund.

Rand Mines spokesmen were unavailable for comment.

At Eskom, the union has also negotiated a lump sum to deal with job creation schemes for workers.

Sewnarain stressed the NUM could not provide a long-term solution to the issue of retrenchments. While it could intervene and make a contribution in areas such as retraining, broader political intervention was required to address the issue.

VERA VON LIEMES

Apartheid - a personal history

Southern 29/5/91

211

OUR MODEST red-brick house, in the goldmine town of Rand Leases near Johannesburg, was in a small black township ostentatiously called "The Married Quarters" in English or the "Skoonplaas" - meaning the clean place - in Afrikaans.



This is a series, which I will be running as my On The Line column, that tries to cast a light on why there has been so much destruction involving black South Africans lately. It tries to shed some historical light on the damage caused to black life by apartheid.

that it was the very heart of this intoxicating place. It had one of the two cinemas in Sophiatown, called Odin, and a renowned shebeen called Thirty-Nine Steps. For that reason Good Street was the centre of spectacular gang fights and some of the most fascinating weekly jazz concerts. Good Street was also the "hide-out" of a natty dressed, gun-toting gang called the Young Americans

The point about this is we were socially and otherwise firmly separated from black miners, the men who dug the gold on which South Africa's wealth largely depends.

They were proud men in their own rights. To them fell the spark to the dehumanisation of black South Africans

staged, in fact stage-managed by the mine owners and white South Africa was to my mind, the final insult

For these men were forced to demonstrate their traditional pride and manhood in a circus-like fashion for the edification of fat mine bosses

These men were called boys - mineboys - in what was part of a deliberate political process to emasculate blacks. Without putting too fine a point on it, this process - among other refinements of racist attitudes - started, embraced and later systematically reinforced South Africa's apartheid policy

All miners spoke the language of the mines, a slave-like mix of tribal words, interspersed with English and Afrikaans phrases, called "Panakalo". If you heard and knew the pidgin language you would know it was not only functional but another way to degrade the mineboys, even in communication, were treated like children - a patronising behaviour, surly and disgusting. They took it silently, plainly hurting

On Sundays the mine bosses paraded the mineboys in a nearby stadium where Zulu, Xhosa, Pedi, Mozambican, Swazi men plumed splendidly in tribal dress performed magnificent tribal dances. Men, who were boys during the week, who wore earth-soiled clothes, broken oversize boots, were almost magically transformed into paragons of tribal enchantment on Sundays. The mine dance was special entertainment for the whites who ran the mines. They brought their friends from all over the world to watch the magic "savagery" of fluid black

Sophiatown had blacks, Asians, Chinese, sometimes a stray white or so living together in a packed exhilarating kaleidoscope of brotherhood. There were very few race fights but the gangsters and their ways were legendary.

My father was a clerk on the mine. He was a school teacher by profession. An old-fashioned intellectual, he was educated at the missionary-type college in the Cape Province that produced many African intellectuals and political leaders. He was correct,

Blacks from the "Married Quarters" being a cut above the mineboys, treated them with equal contempt

I have spent time on Rand Leases as it was a small, though vital, part of the unfolding tragedy of apartheid. I was born 51 years ago and have lived most of my life under National Party rule. The National Party came into power in 1948 and they have ruled or misruled South Africa from that fateful day

The very streets burst with a colourful ambience, even in the way they were named. Good Street was one such famous or notorious street. There was nothing particularly "good" about this street, except

He was correct, with equal contempt

Blacks from the "Married Quarters" being a cut above the mineboys, treated them with equal contempt

We arrived in Johannesburg a year or so before the National Party came to power. I was eight years old. My father and his peers lived, breathed, and alw

Sophiatown was the world of the world-renowned cleric Father Trevor Huddleston and of the Archbishop Desmond Tutu. It was also the world of famous musicians, writers and numerous shebeens. Sophiatown was the crucible of black politics and breathed the creative spirit synonymous to the Harlem Renaissance of the 1920s.

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* Continued next Monday.

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torian He was in total awe of Western civilisation and a staunch Christian He believed unequivocally that the white man would one day change All it needed, my father and his peers thought, for this change of heart to come about was that the black man had to become "civilised" like whites

My father was a musician, a lover of the arts, literate, urbane, gentle, perfectly boring - a wonderful man

Fate thrust him amid these black miners who were called boys. Men who were in all physical aspects exactly like him.

Arrogant

The mineboys lived in single male bachelor quarters called compounds. That they might have been married men was unimportant on the mines. They were simply mineboys

They came from all parts of the continent From Mozambique there were tiny, wiry, immensely powerfully chested miners - mineboys - dreadfully serious, perhaps even studious Others came from Lesotho - arrogant, musical, foul-mouthed men from the mountains who must have hated the humiliation of living in such quarters They came from Zambia and from the then South and North Rhodesias They came from Swaziland, rather plump, lethargic men with particularly exotic hairstyles and a lazy type of

The mine compound was an extraordinary cacophony of sounds, of smells, of movement, of an underlying sadness. There was continual shouting, swearing, singing and drinking Mineboys slept on slabs of stone, packed closely one atop the other There were no wardrobes. Their belongings hung from the roof, were packed into boxes and occupied most of the confined space

Their dormitories were

They hardly recognised the irony behind this spectacular degradation of such proud people

To us blacks the spectacle of dance and song sent a thrill of excitement down the spine. It was so authentically African, dignified, so ancient, almost primeval in the lazy, somnolent beat of the drum

The mine dance, as

They were paranoid over it I did not know what it meant I knew vaguely there was a terrible sickness in the land

When Alan Paton, one of my father's contemporaries, wrote *Cry, the beloved Country* he was reflecting this sadness, this evil cancer that was to destroy the beloved country

When my father died, the truth, the bitter truth was revealed. Change

THE first two AIDS cases in SA were diagnosed in December 1982. By April 1990 the figure reached 386. The trajectory of the human immunodeficiency virus (HIV) epidemic in SA demonstrates "Western" and "African" transmission patterns.

In the US and the UK homosexual and bisexual men and intravenous drug users are identified as the major high-risk group, with ratios of infected persons biased toward men. In Africa HIV infection has resulted principally from heterosexual intercourse and affects males and females in equal ratios.

In SA, the majority of AIDS cases have been among white homosexual or bisexual males, while the most significant mode of transmission among black men and women is heterosexual. The low number of officially recorded AIDS cases seemingly gives little cause for alarm, but this probably reflects the early stages of the epidemic in SA and inconsistent case reporting.

An indication of the future magnitude of HIV infection in SA and the significance of heterosexual transmission is evident in the number of HIV-positive persons.

The total number of HIV-positive blood donors was 2 300 by January 1988. Screening of pregnant women at antenatal clinics in the southern Transvaal region showed that between May 1987 and October 1988, the prevalence of HIV among black women increased from 0,036% to 0,217%, highlighting growing heterosexual transmission of the disease.

The number of black persons with HIV infection was predicted to increase to between 45 000 and 63 000 by the end of 1990.

The predominance of heterosexual HIV transmission is important when considering the impact of the migrant labour system on sexual relationships. Male migrants, their casual lovers, prostitutes, and their respective families may be particularly vulnerable to contracting HIV infection.

Restoring miners' family lives will help control AIDS

KAREN JOCHELSON, MONYAOLA MOTHIBELI and JEAN LEGER

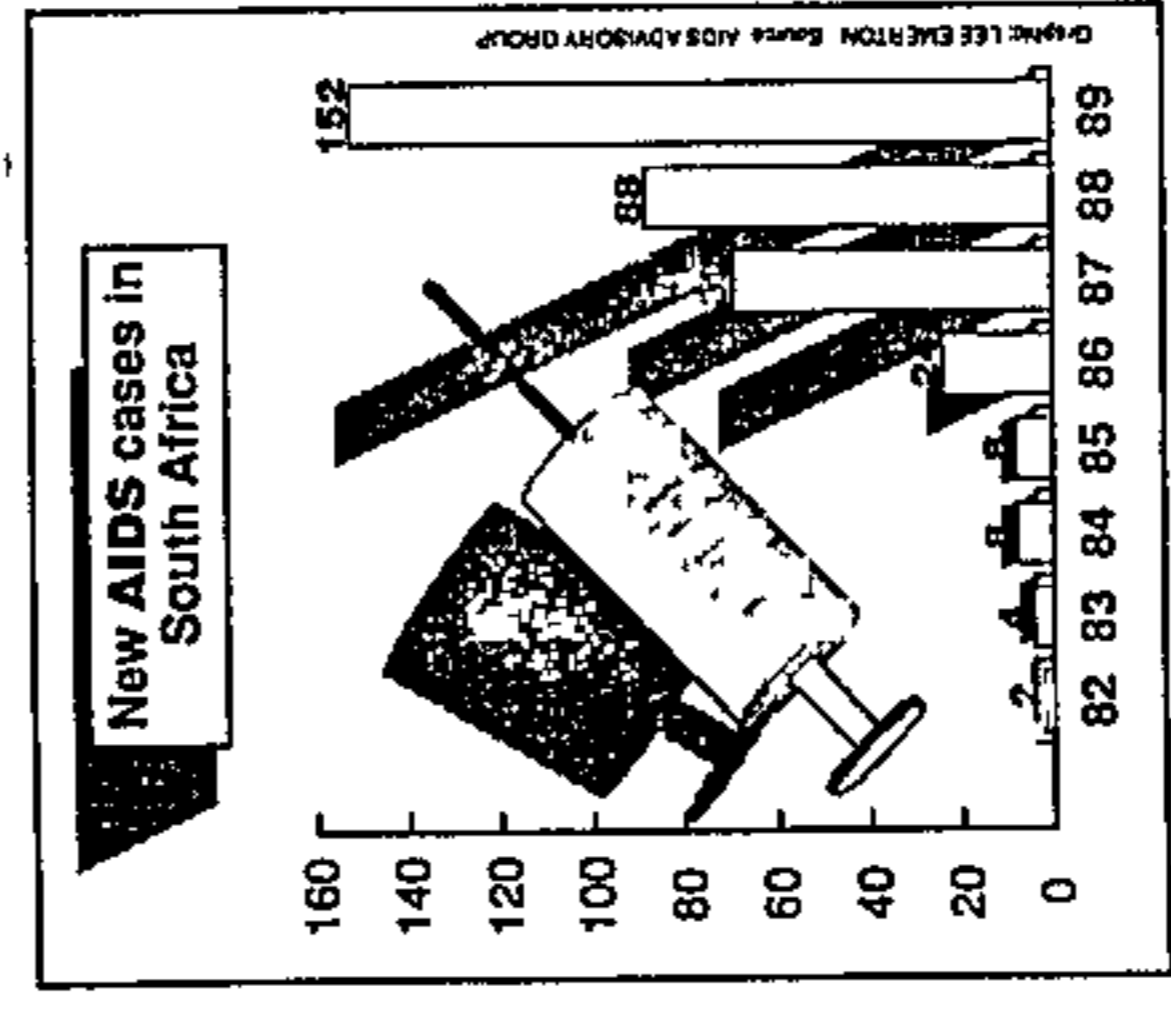
shortly after the distribution of management AIDS pamphlets at mines.

Mineworkers we interviewed believed that the migrant labour system harmed their family lives. Conditions in the single-sex hostels, they felt, were alienating. "It is lousy in the hostel," said one worker. "we are locked in like cattle in a cattlepost".

There is no privacy in the hostel respondents lived in rooms sleeping 12 to 16 men on bunk beds, and complained about open toilets and showers. Hostel living is a world of continuous queuing for showers, for meals and to wash work clothes, even queuing for drinks before going to sleep.

Separation from wives and children is an unremitting source of anxiety for mineworkers. Since the 1970s the labour force has stabilised the average length of service has increased as the vast majority of workers now renew their annual contracts rather than accept a limited number of short-term contracts.

Unemployment has escalated in the rural areas, and more stringent mine employment policies make it extremely difficult for a miner to regain employment if he has a break in service. Those whose homes are not too distant from the mines undertake more frequent trips home over weekends. Migrants say it is still often difficult to tear themselves away from home to return to the hostel and to work.



After work, miners face the lonely hours of the evening. When workers describe how they spend their leisure time, the dominant theme is the need to escape the mine environment, to bury anxieties about work and separation from home. Alcohol and marijuana are important outlets.

The need to escape loneliness, the uniformity of male company, and grim hostel environs encourage some men to seek the company of women. Workers we interviewed sought casual or long-term relationships and felt that they could not remain celibate while separated from their wives for lengthy periods. Female prostitutes are known to be at high risk for contracting and

cultivating its spread — the migrant labour system, vulnerable family relationships, low-wage work for women — are transformed. A focus on individual behaviour overlooks the social and economic factors that may facilitate the transmission of STDs and HIV.

Rather than condemn individual behaviour, a strategy must situate sexual behaviour in its social context. This involves, first, an appropriate education programme run by empathetic groups, and second, re-examination of social structures conducive to high-risk behaviour.

The South African political terrain creates added difficulties for health educationists. A government HIV programme will meet with extreme suspicion from the black community and be associated with past racist population control initiatives.

On the mines, education by management and medical personnel is linked to management control. A programme that advocates monogamy and celibacy in the absence of a marriage partner is unlikely to be favourably received by migrant workers. Our interviewees believed that since the mines depend on multiple relationships and prostitution as social consequences of migrant labour, management's concern about HIV must be sincere or have sinister motives.

A message of monogamy aimed at women who engage in prostitution or take several partners due to economic necessity is similarly unlikely to be meaningful.

Education is an immediate response to the AIDS epidemic, but ultimately the central problem — the migrant labour system — has to be confronted. Male and female interviewees felt that unsafe sexual behaviour would continue as long as families were divided.

If HIV is ignored, the results for individuals, communities, and industry are potentially devastating.

Repatriation of HIV-seropositive migrants, insensitive education programmes, and separation of families due to the migrant labour system do much to ensure that SA's path to an HIV epidemic remains unhindered.

This is an edited excerpt from a paper published in the International Journal of Health Services.

Summit on mining's future

by DHEW FORREST ^{30/5} 6/6/91

BLACK and white unions, all major mining employers and a government team headed by Mineral and Energy Affairs Minister George Bartlett are to attend the mould-breaking summit on the future of mining industry.

The one-day conference, in Johannesburg on Monday, aims to "explore a co-ordinated approach to the long-term viability of mining", said Chamber of Mines spokesman Peter Bunkell.

Bartlett will be among the speakers, and the meeting will be chaired by Idasa director Van Zyl Slabbert.

Delegations from the National Union of Mineworkers, the Council of Mining Unions, officials associations the Chamber and the state will look at issues such as retrenchments and the closure of mines and training, retraining and literacy. Invitations have also gone out to non-Chamber

mines and De Beers. (211) (1991)

A pioneering move towards union-employer co-management in mining, the summit also raises the prospect of closer co-operation between white and black labour.

NUM general secretary Ramaphosa also revealed that the NUM and the CMU — the major representative of white miners — had held preliminary talks and would meet again more formally to formulate a common platform for the conference.

Ramaphosa stressed that the summit could not in itself provide solutions but should be "a foundation on which to build. We want the industry to appreciate the importance of unions, and especially our union, in restructuring," he said.

It is understood the NUM wants the summit to establish a permanent forum representing the industry's major players.

Summit to focus on mining crisis

By Shareen Singh

(211)

Mine bosses, the State and black and white trade unions will meet in Johannesburg today in their first joint summit to address the crisis facing the industry, which has shed 80 000 jobs since 1989.

Minister of Mineral and Energy Affairs George Bartlett will address the meeting, to be chaired by Idasa director Dr Van Zyl Slabbert

Among others attending will be deputy director-general of Manpower Joel Fourie, the National Union of Mineworkers (NUM), the Council of Mining Unions, mine surface and underground officials associations, the Chamber of Mines and major mine bosses

The NUM, which initiated the summit, believes the solution to problems in the industry hinge

on restructuring it, with participation by the State, mine employers, political organisations and trade unions.

Some 40 000 workers lost their jobs last year and the NUM is expecting a further 150 000 job losses by the end of this year

Mining houses say rationalisation measures, closures and retrenchments are necessary to keep the mines operating.

The current economic climate, with its high inflation rate coupled with the static gold price over the past few years, has placed the industry on shaky ground, and its future remains uncertain

The crisis had reached a stage when it could no longer be seen as an NUM/Chamber of Mines issue, but rather as a national problem, the NUM said when it resolved at its annual

congress this year to call the summit *Star* 3/6/91.

The union also resolved to pressure the chamber to negotiate a national retrenchment agreement, and demand worker participation in decision-making and running of mines

It would also campaign for legislation on fair retrenchment procedures and demand tax exemptions on retrenchment pay.

Mineworkers demanded the establishment of a training fund to be financed by the State and mine bosses

These issues will be discussed at the summit, but the parties are not expecting this forum to provide solutions

The NUM hopes the summit will pave the way for ongoing discussions in such a forum with all the major players involved in the mining industry.

Govt, unions and bosses to look at mining

By Shareen Singh

The Government, trade unions and employers will be represented on a steering committee set up yesterday to secure the future viability of mining.

This was decided by about 100 delegates at a mining summit called jointly by the National Union of Mineworkers (NUM) and the Chamber of Mines.

The Department of Mineral and Energy Affairs, the Chamber of Mines, black and white trade unions, and officials' associations will all be represented on the steering committee.

Non-Chamber of Mines companies, as well as the Departments of Finance and Manpower,

will be asked to take part. The steering committee will meet in two weeks to establish working groups. These will focus on a number of issues, some of which were identified at the summit yesterday. They include:

- Training and retraining of retrenched miners, and assistance to communities affected by closures and rationalisation.

- Rural development would be considered, as well as regional planning for towns affected by retrenchments.

- The possibility of establishing an industry-wide retrenchment policy.

- Job creation through the establishment of secondary industries would be investigated.

211. Prolonging the lives of mines and mining operations and the expansion of the industry discussion would focus on tax reform, subsidisation of marginal mines, productivity, new technology and training, participation in work structures, future investment, and sanctions.

- Co-ordination of mine closures and the downscaling of operations, with a view to developing guidelines and finding alternatives where mine closures and downscaling were envisaged.

- Protection of agreed conditions of employment and the maintenance of acceptable standards of health, welfare and safety of employees.

NUM general secretary Cyril Ramaphosa said the summit had been 'cordial'. He hoped wage talks with the Chamber of Mines, which start today, would continue in the same spirit.

The NUM would be guided at the wage talks by issues raised at the summit, he added.

Negotiations on non-wage demands tabled by the NUM are likely to be influenced by yesterday's meeting.

The union is demanding a 20 percent across-the-board increase on gold mines and a 28 percent increase on coal mines. This amounts to a national minimum cash wage of R675 for surface workers and R750 for underground workers.

Mining summit moves to secure long-term survival of troubled

A SUMMIT of the mining industry's key players yesterday set up a high-level steering committee in an attempt to ensure the troubled industry's long-term viability.

Employers, black and white trade unions, government, and officials' associations agreed to work together "to secure the future long-term viability of the SA mining industry", summit chairman and Idasa director Van Zyl Slabbert told a news conference after the one-day meeting in Johannesburg.

Representatives at the summit appointed the steering committee to establish working groups within the next two weeks to investigate a wide range of issues. These

included: *Slabbert 4/6/91*

- Developing guidelines for mine closures and scaling down of operations with a view to finding alternatives.
 - The retraining of retrenched miners and assistance to communities affected by mine closures and the scaling down of operations.
 - Devising ways to prolong the lives of mines for as long as possible and expanding the industry; and
 - Reaching agreement on, and ensuring the enforcement of, basic conditions of employment and of acceptable standards of health, welfare and safety for workers.
- Talks will focus on tax reform and subsidi-

VERA VON LIERES
and ANDREW GILL

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disation of marginal mines, productivity, new technology and training. Cyril Ramaphosa said the summit had arisen from an understanding that "structural changes" in the industry needed to be addressed at a conference level. He said all parties had been receptive to ideas put across.

Participants in the summit included a team of Cabinet Ministers headed by Minister and Energy Affairs Minister George Bartlett. The NUM put forward a number of pro-

posals for the short-term relief of problems besetting the industry, including state assistance to marginal mines to allow them to operate during adjustment periods, assistance for retrenched workers, and the appointment of worker directors on the boards of mining companies.

Bartlett said little help could be expected from new mines as most new major gold mines in the Witwatersrand basin would be operating at depths of more than 2 000m, — costly ventures, which could be viable only at a gold price much higher than the current \$360.

Chamber of Mines president Clive

Knobbs said a significant number of factors contributing to the crisis in the gold mining industry lay in areas over which all delegates had control. They had to "reverse the tide running against us".

Mines Surface Association of SA executive president Robb Botha suggested marginal mines should no longer be considered a party to the Reserve Bank's gold marketing arrangement but should be allowed to enter into a processing or beneficiation arrangement with a manufacturing entity, making its gold available for manufacturing into jewellery or another value-added commodity.

Industry

Mines' pay talks with NUM adjourned

THE first round of pay negotiations between the Chamber of Mines and NUM was adjourned yesterday until June 7, 10 and 11 *Blom 5/6/91*

Chamber of Mines spokesman Peter Bunkell said yesterday the two sides had met for most of the day. He declined further comment.

The chamber is responding to NUM demands for a spread of in-

VERA VON LIERES

creases of not less than 20% for gold miners. The NUM's key concern is to narrow the wage differentials between mining houses. NUM economist Martin Nicol yesterday stressed that the union's focus in pay talks this year had shifted to non-wage demands.

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THE PROPOSAL for a summit on the mining industry between mine owners, trade unions and government arises out of the major changes in the gold mining industry. These changes involve massive retrenchments of workers, a reduction in output and the closure of mines. They cannot be characterised as anything other than serious structural changes.

The restructuring is now being undertaken on a piecemeal basis by the major mining houses. Yet these are issues of national importance. About 200 000 jobs could be lost on the mines alone by 1995. When the knock-effects of mine closures are carried through to mine suppliers and others, we are clearly facing nothing less than a national catastrophe.

The government, we believe, has not appreciated the extent of the crisis in the mining industry. It is turning a blind eye to the thousands of jobs that are being lost, it is insensitive to the terrible effects unemployment has on mineworkers, the areas where they come from, and the areas where the mines are located.

The Marais Committee restated state policy of limiting assistance to marginal mines to particular cases and of requiring that aid be "in the national interest" and of a short-term nature only.

The committee believed that gold mines should not be singled out for special assistance but should operate in the context of an overall economic policy that promotes development. Such a policy would be focused on macro-economic variables, specifically interest rates, the exchange rate, general wage levels and tax rates. But no specific recommendations were made. In short, the committee had no vision of how the people and the sophisticated infrastructure of the mining areas that may be abandoned over the next five years could be put to alternative, productive use.

The Chamber of Mines has proved incapable of imposing any sort of national vision on its members. There is no co-ordination of mine down-scaling across the groups. The chamber cannot adopt a national

view, we are told, because it is simply representing individual mining companies, each of which works to satisfy individual commercial goals.

This short-sighted approach by the chamber is well illustrated by the closure this year of three of its training colleges. The country is crying out for skilled workers, the chamber has excellent facilities, but it closes them because of the reduced requirements of individual members.

The mines are retrenching workers and cutting costs, all of us are hoping for a rise in the gold price but meanwhile the fabric of our industry is being actively destroyed. We need to find another, bolder, way forward. We seek to find ways in which the closure of mines and the down-scaling of operations can be properly coordinated in the interest of all the major stake-holders, to find common ground on how the lives of mines and mining operations can be prolonged as far as possible, to reach agreement on the protection of agreed conditions of employment, and how acceptable standards of health, welfare and safety can be maintained, and to find ways of training, retraining and assisting retrenched miners.

The NUM is making short-, medium- and long-term proposals towards the achievement of these objectives.

In the short term we propose, firstly, direct state subsidies to marginal mines to allow them to keep operating during an adjustment period. During this period, the mines would retrain workers, repair environmental damage and investigate alternative industrial production using the mine infrastructure.

This proposal can be explained in terms of tax pay-backs to the mines. Marginal mines pay little direct tax to the government. But if a mine closes or scales down, this has elaborate "knock-on" effects through the whole economy. The government loses GST, company and personal tax through this whole chain as a result of the retrenchments on the gold mines. Our proposal is that part, or all, of this stream of potential tax losses is made available to marginal mines during an adjustment period.

Secondly we propose an urgent review of the new tax formula for gold mines which adversely affects less profitable mines and alleviates the tax burden on rich mines.

Thirdly, retrenchments should be exercised with a human face. This includes a national guaranteed basic severance package, elimination of taxation on severance pay, retrain-

ing for retrenched workers, and income-generating projects for affected workers.

Fourthly, these ideas will need further investigation, and we propose that a permanent body be established to oversee the whole process of change in the mining industry.

Fifthly, the complete removal of racial discrimination is a great priority as its continued practice is a drawback to the progress of the industry. Finally, the industrial relations environment needs to be set on a firmer foundation on all mines with the adoption of progressive and modern policies. The recognition of Full-Time Shaft Stewards and the appointment of worker directors on the boards of mining companies should go a long way to normalising industrial relations.

In the medium term the mines need, firstly, to develop a far broader commitment to skills training for black workers. An industry-wide training and retraining scheme that will provide retrenched workers with the opportunity to develop their skills should be established.

Secondly, the industry must develop together with the trade unions a plan for building a more productive mining industry that can pay higher wages. This should go hand in hand with literacy training and skills up-

grading schemes.

Thirdly, any programme of reorganising the industry must include a full review of mine health and safety.

Fourthly, the living conditions of black mineworkers will remain a major issue until the problems of housing and migrant labour are attended to effectively.

Fifthly, the hours of work for mineworkers in SA need to be brought in line with those of their European counterparts.

In the longer term we propose, firstly, that mining houses should promote the manufacture of jewellery in SA. Value added to SA gold in places like Italy and Japan amounted to R11bn in 1988 — some two thirds of the total revenue earned by the gold mining industry!

Secondly, aid measures for labour-supplying rural areas hit by mine closures is essential. Effective rural development programmes need to be considered. And aid measures for towns affected by mine closures should be considered and be linked to regional development plans.

Finally, each mining house must produce a detailed down-scaling programme covering the next five years. This should include full information on the likely effects of mine closures or cutbacks on employment, dividends, gold output and stores consumption.

In conclusion, while the crisis is now focused on the gold industry, the NUM believes that every branch of the mining industry also needs to be restructured. Most mines have just copied the work processes and procedures of the gold mines.

Our union adopted a new theme for its seventh national congress in 1991 — "Restructure the mining industry for a democratic SA". We believe that the severe crisis in the industry is going to force us all to find a way of abandoning the apartheid practices that have so scarred this sector of our economy. The summit meeting, we hope, will be the start of a process to restructure our industry so that it can play a prominent and leading role in the development of a new society.

This is an edited version of the NUM's presentation.

A national plan is needed to avert a mining disaster

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The National Union of Mineworkers on Monday presented its vision of the future of the mining industry to the tripartite summit held in Johannesburg.

THE CRISIS faced by the mining industry cannot be laid at any one party's door. There are some contributory factors over which we have little or no control, like persistently declining ore grades over the last 11 years, the increasing depth of ore reserves and, of course, the price of gold.

There are some contributory factors over which the industry has a little more control, for example, the price of stores and services received as well as the mining tax regime. Then there are contributory factors over which the industry has a lot of control like production, planning, industrial relations, labour costs and marketing strategy.

The mining industry believes that its long-term future can be secured only through growth and its capacity to produce wealth. Growth by other means mooted such as through state aid and patterns of state or public ownership are not sustainable in the long run. What we are embarking on today is a quest for the key to growth and wealth creation through participation — participation that secures for each participant a fair return for his or her investment and labour.

The 1980s was a particularly turbulent decade in industrial relations on mines. Workplace disruptions led to the loss of some 36.5-million man hours since 1986.

The dedication of all concerned to basic premises of good industrial relations would go far to setting the scene for the new roles and relationships that we need. The industry needs to construct a new workplace order. Already there are discussions in a variety of forums — on violence, on racial discrimination, on inter-racial tension — we need to give these fresh impetus.

Labour also has responsibilities, including letting go of restrictive practices, rigid job demarcation and various racial prescriptions that are still clung to.

The industry is proud of the record of persistent improvements in wages and conditions of employment over the years. But these improvements have not been matched by corresponding improvements in productivity and performance. Management trusts that over the next decade the kind of partnership with labour can be forged that will meet the shared concern of ensuring the survival of

Mines need labour's co-operation, not state patronage

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CLIVE KNOBBS *Bldom 6/6/91*

requirements of the industry. In respect of training generally there are long-standing arrangements with the Council of Mining Unions and the officials' associations with regard to industry-wide training and certification programmes for miners, operatives, artisans and winding engine drivers. No such arrangements exist at industry level in respect of unskilled and semi-skilled employees.

While unskilled and semi-skilled training does not necessarily lend itself to the same kind of regulation management would certainly invite the NUM to a comprehensive exchange of views with regard to what is being done (and what can be done). With regard to the circumstances of the retrenching mines, we recognise the hardship that this must cause employees, their dependants and the communities from which they are drawn. Where employment cannot be defended further without putting additional jobs at risk, the mines have endeavoured to secure the best possible circumstances that can both be afforded and practically achieved for employees.

We cannot say, however, that no more can be done. Retrenching mines welcome the opportunity to share views with trade unions on what is and can be done to assist retrenchees within the obvious constraints.

In conclusion, I think we must agree to put the 1980s behind us. We have learnt much from that decade. It was characterised by often bitter exchanges which left us all the poorer and no better equipped to deal with present operational adversities. If we are to survive this period of hardship, and to prosper, we are going to need to work together.

We extend the offer that we stand ready to participate with all those who are willing to assist in the search for sustainable solutions. I would finally like to suggest that representatives of labour, government and the mining industry continue these talks, if necessary in forums agreed specifically for that purpose, in order to ensure that our very profitable discussions we anticipate today do not lose momentum and can be translated into a process which meets the very special concerns we all share.

This is an edited version of the address by Chamber of Mines president Clive Knobbs to Monday's mining summit.

as to how their interests may best be served in these circumstances.

Secondly, on the protection of conditions of employment and the maintenance of standards, the industry is justly proud of its achievements in securing continuous improvements. However, while standards and conditions of employment can be agreed from time to time, they cannot be guaranteed in perpetuity without regard to operational circumstances. The choices facing a marginal undertaking are not usual business choices. Tough decisions need to be made. Are standards and conditions of employment protected or are employment levels protected? What is cut in order to ensure survival?

The decision to lower employment conditions and/or employment levels is considered only as the very last resort. These tough decisions are properly not those of management alone. These are debates that must be held with employees and their representatives.

I must restate that there is a clear correlation between growth in the wealth of the industry, employment levels and employment-related costs. No amount of jiggery-pokery alters this fundamental equation.

The road ahead lies in partnerships with the labour which fully recognise the needs of both parties rather than patronage by government, partnerships of a kind which are sufficiently flexible to produce wealth in place of patronage which ultimately consumes it.

Third, management is delighted to debate with trade unions the training

commercial competition with each other. They would not agree to collaborate on such strategic and competitive interests as the closure or curtailment of mining operations.

Having said this, the industry believes that there exists proper responsibility on a mine closing or curtailing its operations to give full and reasonable notice, to employees in particular, of this decision and to enter into dealings with employees

the enterprise and reasonable returns for its various participants.

A sound investment climate also is crucial for growth. The industry believes in a democratically elected, non-racial, unitary political system with universal franchise supported by the constitutional balances found in most modern democratic states.

But no investor is going to commit himself to a project if it stands even the slightest chance of being confiscated. Moreover, no serious overseas investor can or will invest while the call for sanctions is still widely echoed by, among others, the largest trade union in the mining industry. In the tax field a hindrance to the development of new mines is the ring-fencing provisions. During 1990, there was a partial relaxation of ring-fencing. This relaxation, however, has proved ineffective, and the mining industry would like to see ring-fencing abolished. Import surcharges and RSC levies also inhibit growth.

The VAT system is to be welcomed. However, VAT on Krugger-rands could do severe damage in international markets.

I now come to the main topics on the formal agenda.

Firstly, regarding "co-ordination of closures and cutbacks" if this means some form of command structure from which permission would be obtained before a mine could close or curtail its operations, it would be rejected by management.

The industry is made up of 1 098 mining companies and quarries. These companies are in direct com-



KNOBBS

Govt attends union summit

Soult 6/6-12/6/91
THE National Union of Mineworkers (NUM) established a steering committee to deal with the crisis in the gold mining industry at its historic one-day summit in Johannesburg on Monday. (21) ~~21~~ ~~21~~

The summit was attended by a broad range of bodies, including the Chamber of Mines, a government delegation headed by the Minister of Mineral and Energy Affairs Mr George Bartlett, major mining employers, and other trade unions and associations, said NUM researcher Mr Martin Nicol on Wednesday.

The eight-member committee includes representatives of the Chamber of Mines, NUM and the Department of Mineral and Energy Affairs. It will meet for the first time within the next two weeks.

NUM emphasised the need for the committee to look at a concerted programme that would deal with the increasing retrenchments in the gold mining industry.

Addition of cost of transport

3 If a winegrower or a co-operative society delivers wine sold or disposed of in accordance with the provisions of clause 2, at any place other than the place where that wine was produced or manufactured or the railway station or siding nearest to such place of production or manufacture, the cost of transport prescribed in terms of section 18 (8) (a) (iv) of the Act shall be added to the applicable minimum price as defined in section 14 (1) of the Act.

No. R. 1268

7 June 1991

WINE AND SPIRIT CONTROL ACT, 1970
(ACT No. 47 OF 1970)

PRICE AND PAYMENT ARRANGEMENTS WITH
REGARD TO DISTILLING WINE: 1991: APPROVAL

I, André Isak van Niekerk, Minister of Agriculture, acting in terms of section 5 of the Wine and Spirit Control Act, 1970 (Act No. 47 of 1970), hereby make known that the price and payment arrangements with regard to distilling wine in respect of the year commencing on 1 January 1991, as determined by the "Ko-operatiewe Wijnbouwers Vereniging van Zuid-Afrika, Beperkt" under the said section and made known in Government Notice No. R. 180 of 1 February 1991, were approved by me.

A. I. VAN NIEKERK,
Minister of Agriculture.

DEPARTMENT OF MINERAL AND
ENERGY AFFAIRS

No. R. 1263

7 June 1991

MINES AND WORKS ACT, 1956
(ACT No. 27 OF 1956)

211
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AMENDMENT OF REGULATIONS

The Minister of Mineral and Energy Affairs has, under section 12 of the Mines and Works Act, 1956 (Act No. 27 of 1956), made the regulations in the Schedule.

SCHEDULE

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 992 of 26 June 1970, as amended by Government Notices Nos. 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, R. 2703 of 11 December 1981, R. 2264 of 31 October 1986, R. 367 of 27 February 1987, R. 2566 of 20 November 1987, R. 1352 of 8 July 1988, R. 1889 of 16 September 1988, R. 1130 of 2 June 1989, R. 1339 of 22 June 1990, R. 1644 of 13 July 1990, R. 2706 of 23 November 1990, R. 2923 of 10 December 1990, Notice 160 of 1 February 1991 and R. 398 of 1 March 1991

Byvoeging van vervoerkoste

3. Indien 'n wynboer of 'n kooperatiewe vereniging wyn wat ooreenkomstig die bepalings van klousule 2 verkoop of van die hand gesit word, by 'n ander plek as die plek waar daardie wyn geproduseer of vervaardig is of die spoorwegstasie of -halte naaste aan so 'n plek van produksie of vervaardiging lewer, moet die vervoerkoste ingevolge artikel 18 (8) (a) (iv) van die Wet voorgeskryf, bygevoeg word by die toepaslike minimumprys soos in artikel 14 (1) van die Wet omskryf.

No. R. 1268

7 Junie 1991

WET OP BEHEER OOR WYN EN SPIRITUS, 1970
(WET No. 47 VAN 1970)

PRYS- EN BETALINGSREELINGS MET BETREK-
KING TOT DISTILLEERWYN: 1991: GOEDKEURING

Ek, André Isak van Niekerk, Minister van Landbou, handelende ingevolge artikel 5 van die Wet op Beheer oor Wyn en Spiritus, 1970 (Wet No. 47 van 1970), maak hiermee bekend dat die prys- en betalingsreelings met betrekking tot distilleerwyn ten opsigte van die jaar wat op 1 Januarie 1991 begin, soos kragtens genoemde artikel deur die "Ko-operatiewe Wijnbouwers Vereniging van Zuid-Afrika, Beperkt" vasgestel en in Goewermentskennisgewing No. R. 180 van 1 Februarie 1991 bekendgemaak, deur my goedgekeur is.

A. I. VAN NIEKERK,
Minister van Landbou.

DEPARTEMENT VAN MINERAAL-
EN ENERGIESAKE

No. R. 1263

7 Junie 1991

WET OP MYNE EN BEDRYWE, 1956
(WET No. 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 No. 27 van 1956), die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig deur Goewermentskennisgewing No. R. 992 van 26 Junie 1970, soos gewysig deur Goewermentskennisgewings Nos. 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 van 21 Maart 1980, R. 2227 en R. 2228 van 31 Oktober 1980, R. 2703 van 11 Desember 1981, R. 2264 van 31 Oktober 1986, R. 367 van 27 Februarie 1987, R. 2566 van 20 November 1987, R. 1352 van 8 Julie 1988, R. 1889 van 16 September 1988, R. 1130 van 2 Junie 1989, R. 1339 van 22 Junie 1990, R. 1644 van 13 Julie 1990, R. 2706 van 23 November 1990, R. 2923 van 10 Desember 1990, Kennisgewing 160 van 1 Februarie 1991 en R. 398 van 1 Maart 1991—

2. Chapter 4 of the Regulations is hereby amended—

(a) by the substitution for regulation 4.3.1 of the following regulation:

"4.3.1 The manager shall, provide and maintain adequate and suitable facilities of a high hygienic standard to enable persons who have performed risk work as defined in section 1 (1) of the Occupational Diseases in Mines and Works Act, 1973, to wash themselves and change their clothes before leaving the mine or works or entering any room where persons usually eat, sleep or congregate, and he shall make adequate provision at such facilities for the free washing and drying of any clothes worn in the performance of such risk work";

(b) by the substitution for regulation 4.8 of the following regulation:

"4.8 On the surface of every mine and at every works the manager shall, provide and maintain sufficient and suitable latrine facilities of a high hygienic standard."; and

(c) by the substitution for regulation 4.9.1. of the following regulation:

"4.9.1 the manager shall, provide and maintain suitable latrine facilities of a high hygienic standard in accordance with the following rules".

3. Chapter 28 of the Regulations is hereby amended—

(a) by the substitution for regulation 28.48.2 of the following regulation:

"28.48.2 If the Government Mining Engineer is satisfied that the applicant complies with the requirements of regulation 28.48.1, he shall, issue to the applicant a certificate as proof of compliance with the requirements for admission as a candidate for the relevant certificate of competency, and the application shall thereafter be dealt with in accordance with the preceding provisions of this chapter.";

(b) by the substitution for regulation 28.49.1 of the following regulation:

"28.49 1 The Minister shall in respect of certificates of competency mentioned in regulation 28.48.1 establish advisory committees to advise him from time to time in respect of the certificate of competency for which it has been established, regarding the minimum educational qualification and any other requirements with which a person must comply in order to be accepted as a candidate for the acquisition of that certificate of competency"; and

(c) by the deletion of regulations 28.51.1 and 28.51.2.

DEPARTMENT OF TRANSPORT

No. R. 1287

7 June 1991

SEVENTEENTH AMENDMENT OF THE AIR NAVIGATION REGULATIONS MADE UNDER THE AVIATION ACT, 1962

The Minister of Transport has under section 22 of the Aviation Act, 1962 (Act No. 74 of 1962), made the regulations contained in the Schedule hereto

2. Hoofstuk 4 van die Regulasies word hierby gewysig—

(a) deur regulasie 4.3.1 deur die volgende regulasie te vervang:

"4.3.1 Die bestuurder moet voldoende en geskikte genewe van 'n hoe higiëniese standaard voorsien en in stand hou om persone wat risikowerk, soos omskryf in artikel 1 (1) van die Wet op Bedryfsiektes in Myne en Bedrywe, 1973, verrig het, in staat te stel om te was en te verklee voordat hulle die myn of bedryf verlaat of enige vertrek waarn persone gewoonlik eet, slaap of bymekaarkom binnegaan, en hy moet voldoende voorsiening by sodanige genewe maak vir die gratis was en droog van klere wat by die verrigting van sodanige risikowerk gedra is.";

(b) deur regulasie 4.8 deur die volgende regulasie te vervang:

"4.8 Aan die oppervlak van elke myn en by elke bedryf moet die bestuurder voldoende en geskikte latrinegeriewe van 'n hoe higiëniese standaard voorsien en in stand hou"; en

(c) deur regulasie 4.9.1 deur die volgende regulasie te vervang:

"4.9.1 moet die bestuurder geskikte latrinegeriewe van 'n hoe higiëniese standaard, ooreenkomstig die volgende reëls voorsien en in stand hou.".

3. Hoofstuk 28 van die Regulasies word hierby gewysig—

(a) deur regulasie 28.48.2 deur die volgende regulasie te vervang:

"28.48.2 Indien die Staatsmyningenieur oortuig is dat die aansoeker voldoen aan die voorskrifte van regulasie 28.48.1, reik hy 'n sertifikaat aan die aansoeker uit as bewys van voldoening aan die vereistes vir toelating as kandidaat vir die betrokke bevoegdheidsertifikaat en daarna word met die aansoek gehandel ooreenkomstig die voorafgaande bepalings van hierdie hoofstuk.";

(b) deur regulasie 28.49.1 deur die volgende regulasie te vervang:

"28.49 1 Die Minister moet ten opsigte van die bevoegdheidsertifikate genoem in regulasie 28.48.1 advieskomitees instel om hom van tyd tot tyd ten opsigte van die bevoegdheidsertifikaat waarvoor dit ingestel is, te adviseer aangaande die minimum opvoedkundige kwalifikasie en enige ander vereistes waaraan 'n persoon moet voldoen ten einde as 'n kandidaat vir die verwerwing van daardie bevoegdheidsertifikaat aanvaar te word"; en

(c) deur regulasies 28.51.1 en 28.51.2 te skrap.

DEPARTEMENT VAN VERVOER

No. R. 1287

7 Junie 1991

SEWENTIENDE WYSIGING VAN DIE LUGVAART-REGULASIES UITGEVAARDIG KRAGTENS DIE LUGVAARTWET, 1962

Die Minister van Vervoer het kragtens artikel 22 van die Lugvaartwet, 1962 (Wet No. 74 van 1962), die regulasies in die Bylae uitgevaardig

SA mining crisis: No easy way out

W/Mail 7/6-13/6/91
The major players in the mining industry attended a summit this week. The conference was marked by concern for the crisis in the industry — and deep divisions among delegates.
By Weekly Mail Reporter

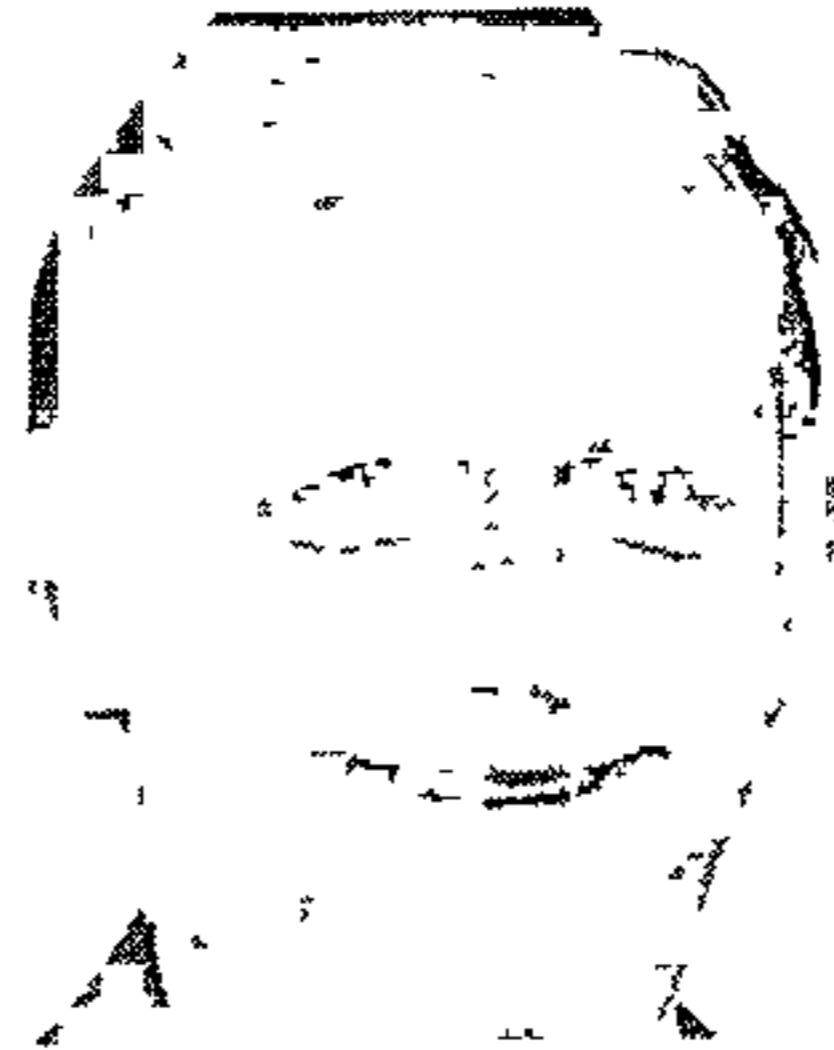
THIS week's mine summit made ground-breaking progress towards co-management of the crisis on South Africa's mines — but also highlighted deep divisions in the restructuring strategies of labour and employers

Attending the Johannesburg conference were all major players in the industry — the government, the Chamber of Mines, the Council of Mining Unions, officials' associations and the National Union of Mineworkers.

Its key achievement, signalling that employers now accept a union role in shaping the industry's future, was to set up a joint steering committee charged with establishing working groups

Among other issues, these will investigate how to prolong the life of mines and expand the industry, the co-ordination of mine closures and downscaling, the protection of job conditions and health and safety standards, training and retraining of retrenched, literacy and numeracy training and relief for rural areas and mining towns hit by retrenchments.

All summit participants will sit on the steering committee, which will try to



Clive Knobbs ... no to nationalisation

recruit members from the departments of finance and manpower.

Echoing chamber president Clive Knobbs, NUM economist Martin Nicol described the tone of the summit as "positive". He added, however, that the state did not seem to appreciate the depth of the crisis or its national importance.

"In terms of the impact on communities, the loss of foreign exchange, and knock-on effect in other industries, we are looking at a tidal wave, not just a ripple effect," he said.

Believing that 200 000 jobs are likely to be lost in the mining industry by 1995 if no relief is forthcoming, the union proposed a three-stage rescue plan. To alleviate the immediate crisis, it suggests state subsidies to enable marginal mines to adjust, a new tax formula and various retrenchment measures, including a national severance package and income-generating projects

Although it settled for the steering committee idea, it originally proposed a permanent mining commission to oversee restructuring

Longer-term proposals include skills training and re-organisation of work to render the industry more productive

In one vital respect — the need for literacy and numeracy training and adult education — the NUM and the chamber appear to be of one mind. Knobbs said the chamber would launch an education drive on all mines in collaboration with the union.

But there were also significant differences in outlook. Reacting to NUM demands for a centrally co-ordinated approach to mine downscaling, Knobbs stressed that the chamber was not a command structure and mining houses could not be expected to collaborate on retrenchments or closures.

He also expressed reservations about state subsidies, suggesting these would impoverish the country

And while the NUM urged "the adoption of progressive and modern" labour policies, including the recognition of full-time shaft stewards and worker directors, Knobbs complained of workplace violence and stressed that since 1986, 365-million manhours had been lost through industrial action.

Calling for a sound investment climate, Knobbs also hit out at NUM support for sanctions. Nationalisation, which the recent NUM congress backed as part of an economic reconstruction plan, would lead to the "undoing of the industry", he said.

■ Important strides in literacy, numeracy and basic adult education for South African miners are likely after this week's mining summit. Literacy training was high on the agenda of both the National Union of Mineworkers (NUM) and the Chamber of Mines. (211)

W/maid 7/6-13/6/91

Low offer for gold miners

with new 7/6/1-13/6/91
By DREW FORREST ~~33/1/91~~
THE Chamber of Mines offered a four percent wage rise for 400 000 black gold miners in the opening round of annual pay talks with the National Union of Mineworkers this week.

Chamber spokesman Peter Bunkell would only say that further talks were due today, but the offer of four percent on the gold mines, and a range of increases of less than 10 percent on the coal mines, was confirmed by an unimpeachable source. ~~21~~

The NUM has demanded rises of not less than 20 percent and the narrowing of wage gaps in gold, but has shifted its focus to non-wage issues and industry restructuring in response to the sector's crisis. In coal, which it says is faring much better, it has demanded an average 55 percent rise.

In further evidence of the woes of South African mining, De Beers last week offered a 3,5 percent increase at the bottom in the second round of talks with the NUM. ~~10~~

The union is currently demanding 24 percent across the board for the 8 000 workers employed at De Beers' five diamond mines.

Joint effort to rescue sinking mining industry

R10ewy 7/16/91

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BATTERED by rising labour costs and weak markets, the mining industry entered a new era this week when unions, management and government sat down to face the practicalities of rescuing the sector

Beset in the past by poor labour/management relations, the industry witnessed the emergence of the first signs of a new pragmatic approach by all parties

A day after the indaba, the NUM and the Chamber of Mines entered the opening round of annual wage negotiations

The NUM is seeking a spread of increases of not less than 20% on the minimum gold mine rates — its lowest opening demand since it began negotiating in 1984 — and substantially more on the collieries

The chamber's opening offer is understood to be around the 4% level on the gold mines while the offer for coal mines is believed to be higher. Although they are still poles apart, both sides admit that the practicalities

of the situation dictate reason. In its 1991 pay platform for the gold mines, the NUM's focus is on non-wage demands including social, human, and union rights

This focus flows from a 1991 congress resolution calling for a focus on non-wage demands. It arises partly out of the realisation that there needs to be a fundamental restructuring of the mining industry and partly out of the difficult economic circumstances in the industry, union sources say

Substantial wage increases are no longer possible unless the industry is restructured through areas such as retraining and the improvement of the social conditions of miners

Non-wage demands include full-time shop stewards, facilities for shaft stewards and union officials, simpler procedures to process stop orders, freedom of association, the right to strike and the right to representation. The NUM also wants control of hostels by worker committees

VERA VON LIERES

and improved facilities for family visits

But the summit also signified the possible emergence of a so-called "social contract" between the main stakeholders in the industry

Commentators who have raised the idea of a social contract see such a contract involving primarily business and trade unions, but also government. The idea, according to senior research officer for the Centre of Policy Studies, Steven Friedman, is that key political and economic leadership agree on the economic approach that will underpin a democracy

The general argument is that business would have to accept negotiations over broader social and economic issues, and new avenues for worker participation. Unions would have to accept the need for greater

industrial peace and stability.

Anglo American public affairs and industrial relations director Bobby Godsell argues that in a free and democratic society adversarial contest between business and labour must carry on. But unions and management have obvious overlapping interests, like job security

In the most successful industrial relations systems, the best balance is struck by a combination of competing interests and balancing interests, he says. The key issue around partnerships is whether business and labour have taken the decision to move towards each other on common goals

However, the real challenge for management and organised labour in SA is to produce an industrial relations system that addresses development needs and poverty, Godsell says

NUM economist Martin Nicol says a social contract or co-determination between employers, unions and

government is based on a democratic system of government that does not exist in SA. Co-determination is a political process as much as an industrial relations system, he says. It has to be seen as a social process that will take place over a lengthy period of time

For the NUM there is a range of reforms that the union is anxious to push through in a way that will either reduce the declining size of the mining industry or assist production on the mines, labour sources say. The question is, what are the incentives for unions which support management in reforms that will allow for new investment

Workers will obviously want new forums which give greater power to express their views

Also, in terms of normalising the industrial relations environment, there will be a need for new avenues of worker participation, and the question to focus on is how to extend such participation

LETTERS

NUM and Ergo shake hands on ground-breaking pay settlement

ANGLO AMERICAN'S Union of Mineworkers (NUM) and the National Chamber of Mines (NCM) have released the agreement on Monday. The agreement, signed on Monday, provides for a moderate 5% wage increase for 1977, and performance-based bonuses of up to 10% depending on company profit. An Ergo spokesman describes the agreement as "a quantitative leap forward" in

SA labour relations. It is understood that the initiative for the deal has come from the NUM. Until now NUM is bargaining with the Chamber of Mines. Such a proposal is also believed to be in progress. It is also believed that the Chamber of Mines will require separate production unit for profit and performance bonuses, and will support an equal rate for the NUM general secretary Cyril Ramoase.



ALAN FINE

Those confirmed this yesterday, "Because of the gold mines' difficulties, we have had to put aspects of wage policy in abeyance. The agreement on the gold mines is a milestone in long-term fixed costs, to improve performance and an improved gold price wage increase." He said. The bonus scheme is divided into two parts and amounts are payable each half year. The first "step" applies for a bonus payment equivalent to 4% of each man's wages over six months to 4% of each man's wages over 12 months. The second tier is performance-based. It is calculated once the division has made a profit which depends on a combination of revenue, gold produced, gold revenue, acid recovery and costs.

A target figure has been set for each factor. If performance reaches 100% of the target, employees become entitled to a bonus. The target figure has been set for each factor. If performance reaches 100% of the target, employees become entitled to a bonus. The target figure has been set for each factor. If performance reaches 100% of the target, employees become entitled to a bonus.

Settlement

A key part of the agreement is an undertaking by the company to provide relevant information to the union to enable it to monitor the bonus scheme. The company will also obtain from its external auditors, a certificate of the company's performance. The agreement also provides for a training scheme for employees to extend its education.

Anglo scores breakthrough with miners

By Mark Suzman ^{star} 14/6/91

In a move that might set a precedent for wage negotiations throughout the industry, Anglo American's Ergo and the National Union of Mineworkers (NUM) have agreed on a wage settlement linked to the profit and performance of the company and workers.

The new agreement is regarded as a breakthrough in the current economic climate, especially as, in the past, Cosatu-affiliated trade unions have resisted productivity-based settlements.

The settlement provides for a 5 percent across-the-board wage increase — far below both the union's initial demand for a 20 percent rise and the rate of inflation.

But the deal is structured in such a way that workers could receive bonuses of up to 20 percent, depending on productivity and company profits.

The first part of the bonus scheme, which is payable twice a year, provides for a payment equivalent to 4 percent of wages over six months once Ergo reaches a R2 million half-year profit.

The second is based on the performance of the whole company.

At 100 percent performance, all employees become entitled to a further 5,5 percent bonus.

This could increase by another 5,5 percent if 110 percent performance was achieved.

211
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To ensure proper monitoring of the new arrangement, the NUM will have access to relevant company financial information and verification certificates from auditors.

Analysts feel the new agreement signals a new trend for wage negotiations throughout the industry.

According to Ergo spokesman James Duncan, the company felt the agreement was "a pleasing and thoroughly pragmatic outcome".

"From the union's side, it shows an understanding of the difficulties confronting Ergo at present, and from the management side it shows a willingness to conceive of and motivate an arrangement which rewards employees for their contribution to productivity and profitability," he said.

● In a statement released to Sapa, the Chamber of Mines denied that the wage settlement indicated a trend to conclude pay talks independent of the chamber.

It said the agreement was concluded only by Ergo, which was not a member of the chamber and therefore not party to its labour agreements.

"The impression that Ergo's wage agreement is likely to form the basis of a possible agreement between the chamber and the NUM is equally misleading

"Ergo negotiates at company level independently of wage negotiations conducted annually by the chamber."

NUM proposes Ergo wage deal as model

Own Correspondent

CT 14/6/91

JOHANNESBURG. — The National Union of Mineworkers (NUM) will use its ground-breaking wage deal with Anglo American's Ergo as a model in its negotiations with the Chamber of Mines

The chamber's external affairs manager Johann Liebenberg disclosed yesterday that the industry had received from the NUM a profit and performance-linked wage proposal similar to that agreed between the union and Ergo on Monday

Liebenberg said the proposal, intended to apply to gold mines only, was made by the NUM at the fourth round of industry wage talks earlier this week.

He said gold mining members of the chamber were considering the proposal. He would not comment further

It appears the Ergo deal — especially unofficial indications from both sides that a chamber/NUM agreement for the gold mining sector could be modelled on it — has caused tensions between some mine owners

Yesterday afternoon the chamber's public affairs department issued a statement saying that to suggest the Ergo agreement was "likely to form the basis of possible agreement" between the chamber and the NUM created a misleading impression

It made no reference to Liebenberg's confirmation that the NUM's proposal had been received. It said the Ergo agreement had been noted with interest, but it would be "premature to comment" on the likely nature of any settlement reached

Genmin management resources CE At du Plessis, whose company is party to the chamber negotiations, yesterday applauded the Ergo agreement.

JCI took a more cautious view. "Management is aware of current developments on negotiations in the industry. JCI management does not reject any proposals outright which are put to them. Should proposals similar to the Ergo agreement be put to management these would be considered also," a spokesman said.

Gold Fields spokesman Michael de Kock refused to comment at all on the matter. He also refused to comment on speculation that Gold Fields was the mining house taking the toughest line in the wage talks.

Rand Mines also declined to comment.

Meanwhile Ergo manpower manager Fanie Ernst said yesterday his company was "very proud" of the agreement.

He said the idea on which the agreement was based was initially put forward by Ergo management.

Anglo American and Ergo spokesman James Duncan said: "From the union's side it shows an understanding of the difficulties confronting Ergo and, from management's side, a willingness to conceive of and motivate an arrangement which rewards employees according to financial results for their contribution to productivity and profitability."

The agreement provides for a 5% across-the-board wage increase, and a new employee bonus scheme, based on financial results and operating performance, which can add a half-year bonus to each employee's wage up to a maximum 14,5% of employees' earnings

South Africa 1922

Strike and Rebellion

New Nation
(learning nation)
14/6 - 20/6/91

Results of the 1922 strike



Troops occupy the trenches in Market Square Fordsburg, 1922.

1922 is remembered as the year in which classified white workers organised themselves into trade unions and challenged their capitalist bosses and, ultimately, the state. The South African working class was divided in 1922. This division was rooted in the colonial history of the country. The classified white workers had the franchise (right to vote) and fought to maintain superiority in the workplace and privileged positions on the basis of their racial classification. Only white workers were employed in 'skilled' job categories and received higher wages within the mining industry, in contrast to black workers who were forced to seek employment as 'unskilled' migrant labour.

By 1922, all workers in South Africa were beginning to realise the importance of unionisation and organisation in order to have one voice in their disputes with the bosses. But trade unions were organised on a racial basis and the South African working class was divided. In the previous articles on South African history on this page, we read about the emergence of the Industrial and Commercial Workers Union (ICU), which organised the oppressed working class. But many white workers refused to join a predominantly black trade union because they were keen to maintain their political privileges and use these to advance their economic positions.

The 1922 strike

In 1920, South Africa faced an economic depression and the gold price dropped. Mine-owners decided to retrench workers and jobs became scarce. Many white workers feared that black workers would replace them in the workplace because mine-owners paid lower wages to workers classified black. In 1920, black mineworkers went on strike on the Witwatersrand. Seventy thousand workers joined in this action which was violently stopped when the mine-owners asked the police force to intervene and stop it.

In 1921, the gold price continued to fall and this had a ripple effect on the South African gold mines. Gold is South Africa's main export and enables the country to pay for many of its essential imports. In order to survive without reducing profits, the Chamber of Mines decided

to reduce wages. Reaction was inevitable.

The mines had always employed white workers in higher paid job categories and so decided to employ more black workers in place of white workers. This would result in a saving in wage costs.

On 31 December 1921, the capitalist owners of the goldmines announced a reduction in wages and on 1 January 1922, white coalminers went out on strike. On 9 January 1922, 22 000 miners had joined the strike. Within weeks, a general strike was called and the trade union (the South African Industrial Federation - SAIF) demanded a return to the status job colour bar agreement, which would mean that white workers would continue to receive job protection. The Chamber of Mines refused. The mine-owners planned to retrench 2 000 white miners.

The ruling South African Party, under the leadership of Jan Smuts, supported the mine-owners, whereas the National and Labour Parties supported the striking workers. White mineworkers encouraged all white workers in industry to support their demands. Their rallying cry, "Workers of the world unite and fight for a white South Africa", gained support.

The mine-owners refused to negotiate and employed scab workers on the mines. (a 'scab' is a person who replaces a worker on strike.) Unemployed strikers physically attacked scab labour and went as far as destroying their homes and property.

Prime Minister Jan Smuts declared martial law on 10 March 1922. This day was named 'Black Friday'. Striking workers continued to attack police stations and railways and many scabs were beaten. The airforce dropped bombs on the towns of Benoni and Germiston and for four days there was continuous fighting. Resistance continued and altogether 153 people were killed and over 500 wounded.

On 17 March 1922, the strike officially ended. Bitterness between bosses and workers remained. An enquiry was held into police and defence force action. Over 4 750 people involved in the strike action were arrested and brought to trial. Eighteen received the death sentence and four were eventually hanged. The government of Jan Smuts lost support and votes amongst the white working class.

The result was a victory for the mine-owners, but a defeat for the ruling South African Party. Mine-owners were able to further reduce wages of white workers and many striking workers were not re-employed. Unemployment and poverty prevailed. The 1924 election was proof. Before this election, JBM Hertzog entered into an election pact with Cresswell, leader of the Labour Party. Their aim was to defeat the SAP at the polls. This pact won the 1924 elections and JBM Hertzog became prime minister, and Jan Smuts leader of the opposition.

This Pact government passed the Industrial Conciliation Act which recognised the right of trade unions to exist, but did not force bosses to acknowledge and negotiate with trade unions. Trade unions were also organised along racial lines. Black workers were not allowed to join trade unions representing the interests of classified white workers. Classified black workers had to belong to separate unions. The working class remained divided.

Try this exercise!

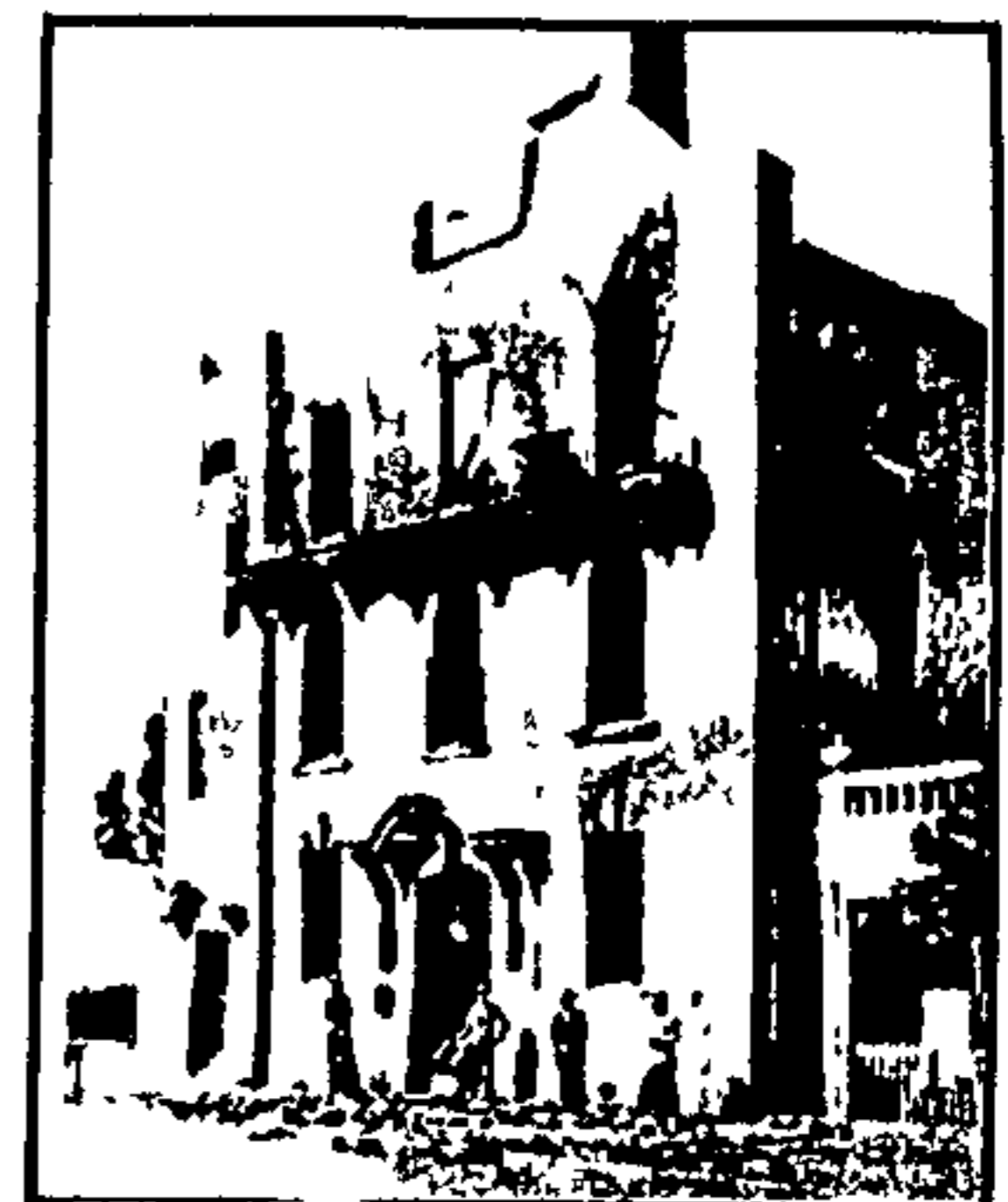
Study the election results for the South African minority-elected government and answer the question that follows:

Political Party	1910	1915	1920	1921	1924
National	-	27	44	45	63
South African	67	54	41	79	53
Unionist	39	39	25	?	
Labour	4	4	21	9	18
Independents	11	6	3	1	1

- 1 Give a reason for the increase in the number of seats held by the SAP in 1921 (1)
- 2 Why did the SAP remain in power after 1920, in spite of the fact that it had fewer seats than the National Party? (1)
- 3 Why was the Unionist Party absent in the elections of 1921 and 1924? (1)
- 4 Why did the SAP lose seats in the 1924 election? (1)
- 5 How many seats did the government have after the 1924 election? (1)

Answers

- 1 Fusion with the Unionist Party
- 2 The Unionist Party gave the SAP its support
- 3 They had fused with the SAP and no longer existed as a party.
- 4 The 1922 miners' strike - classified white workers and the voters did not want to support the SAP under Smuts because it had sided with the mine-owners and taken military action against striking workers
- 5 81



The Fordsburg police station burnt out by strikes, 1922.

Mining houses react warily

NUM styles new demands on Ergo deal

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B1 Day
14/6/91

THE National Union of Mineworkers (NUM) will use its ground-breaking wage deal with Anglo American's Ergo as a model in its negotiations with the Chamber of Mines.

The chamber's external affairs manager Johann Liebenberg disclosed yesterday that the industry had received from the NUM a profit- and performance-linked wage proposal similar to that agreed between the union and Ergo on Monday.

Liebenberg said the proposal, intended to apply to gold mines only, was made by the NUM at the fourth round of industry wage talks earlier this week.

He said gold-mining members of the chamber were considering the proposal. He would not comment further.

It appears the Ergo deal — especially unofficial indications from both sides that a chamber/NUM agreement for the gold-mining sector could be modelled on it — has caused tensions between some mine owners.

Yesterday afternoon the chamber's public affairs department issued a statement saying that to suggest the Ergo agreement was "likely to form the basis of possible agreement" between the chamber and the



● U. B. LIEBENBERG

ALAN FINE

NUM created a misleading impression.

"These negotiations are ongoing, and bear no relation to wage negotiations conducted by companies outside" the chamber, the statement added.

It made no reference to Liebenberg's confirmation that the NUM's proposal had been received. It said the Ergo agreement had been noted with interest, but it would be "premature to comment... on the likely nature of any settlement reached".

Genmin management resources CE At du Plessis, whose company is party to the chamber negotiations, yesterday applauded the Ergo agreement.

"A deal such as the one between Ergo and the NUM is a very positive step. In hard times like this both employers and employees would benefit from it," he said.

JCI took a more cautious view. "Management is aware of current developments on negotiations in the industry. JCI management does not reject any proposals outright which are put to them. Should proposals similar to the Ergo agreement be put to management these would be considered also," a spokesman said.

Gold Fields spokesman Michael de Kock refused to comment at all on the matter. He also refused to comment on speculation that Gold Fields was the mining house taking the toughest line in the wage talks.

Rand Mines also declined to comment. Meanwhile, Ergo manpower manager Fanie Ernst said yesterday his company was "very proud" of the agreement.

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"Our trust relationship with the union has grown strongly. We came together to save the company. There is a change in the climate between management and workers who all recognise we need to work together towards the new SA," Ernst said.

He said the idea on which the agreement was based was initially put forward by Ergo management.

Anglo American and Ergo spokesman James Duncan said "From the union's side it shows an understanding of the difficulties confronting Ergo and, from manage-

ment's side, a willingness to conceive of and motivate an arrangement which rewards employees according to financial results for their contribution to productivity and profitability."

The agreement provides for a 5% across-the-board wage increase, and a new employee bonus scheme, based on financial results and operating performance, which can add a half-year bonus to each employee's wage up to a maximum 14.5% of employees' earnings.

● Comment: Page 6

Mine group strikes historic labour pact

THE SUNDAY MORNING ASSESSMENT

by David Carte

EMPLOYERS are hailing the profit-sharing and productivity bargain struck between East Rand Gold and Uranium and the National Union of Mineworkers this week as a historic breakthrough in labour relations.

Ergo and the NUM agreed on a five percent across-the-board pay increase topped up with bonuses of up to 15 percent, depending on profit levels and employee performance.

Said one of SA's most eminent industrial relations experts, "The agreement is a monumental breakthrough. It's the first time since the mid-70s that black trade unions have acknowledged economic reality. I think this could be a first step towards healthy Japanese and Swedish-type pay practices."

Industrial relations observers regard the bargain as a breakthrough because of what they call its "win-win" nature.

Neither the National Union of Mineworkers, nor the Congress of SA Trades Unions (Cosatu), the umbrella body to which it belongs, is prepared to make too much of the agreement. They see it as "necessary in the straitened circumstances of SA gold mining."

Wages

The agreement was signed as the NUM and the chamber went into the fourth round of negotiations on pay levels on dozens of mines.

The chamber's chief negotiator, Mr Johann Liebenberg, said the NUM had asked the chamber for a similar deal on loss-making and marginally profitable gold mines.

Mr Marcel Golding, assistant general secretary of the NUM, said the Ergo agreement had been signed "because wages at Ergo were higher

The company was narrowly breaking even and it was considering retrenchments. The deal was conditional on full disclosure and subject to review and scrutiny."

Mr Golding said he did not want to discuss negotiations with the chamber because the NUM's demands might change.

Cosatu spokesman Neil Coleman said his organisation did not pre-empt to member unions. Nor did it negotiate. There could thus be no suggestion of disagreement between Cosatu and the NUM over productivity bargaining.

"This is a very particular crisis situation. The productivity deal with Ergo and the similar proposal to the Chamber of Mines are limited to marginal gold mines. This is not the beginning of a new trend."

"In principle, Cosatu is against

piecemeal bargains linking productivity and wages because they tend to corner them are in.

"Guided by our affiliates, we have mapped out a macro approach towards restructuring the entire economy. Productivity bargaining is not part of the plan."

Deals

But the NUM has set a precedent. If it has signed this deal and is prepared to sign other deals with gold mines in trouble, can it be long before it heeds the argument of Mr Liebenberg that coal mines are also stretched and require similar arrangements?

After that, how long will it be before other unions sign deals with industrial and commercial companies also under pressure? The steel and engineering industries are

If Ergo employees have a good experience with this agreement, we can expect many more. And there are quite good prospects.

Thanks to the fall in the rand and a slight rise in the gold price in the past fortnight, the mines are receiving R100 an ounce more for their gold now than last financial year.

The bottom line is that employed, unionised workers are already an elite of "insiders", conscious of the millions of unemployed "outsiders" ready to compete for their jobs.

The outsiders are now the proletariat and the workers, with company-sponsored housing and medical aid, are already middle class. They have a vested interest in "the system" and the last thing they want to do is be cast out among the outsiders as firms close down.

Wages and productivity gains linking productivity and wages because they tend to corner them are in.

Closures, job losses predicted for mines

By Sven Lünsche

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Further mine closures and an additional 40 000 job losses in the mining industry until the end of the year have been predicted by the outgoing president of the Chamber of Mines, Clive Knobbs.

The mine industry has been forced to reduce its labour complement by some 50 000 in the past year, and it needs to be made clear that the period of misfortune, which dictated those retrenchments, is far from over. Mr Knobbs told the chamber's annual general meeting yesterday. The crisis demanded from the industry that it implement remedial actions, including the suspension of operations in unprofitable areas, an improvement in productivity and mining higher grade areas.

The suspension of certain operations at gold mines made it likely that a further 40 000 jobs could be lost by the end of the year.

Urgent

Mr Knobbs also warned that the closure of 10 loss-making mines, while unlikely in the immediate future, would have an alarming impact. "If these mines were to be shut down, SA's gross domestic product would contract by an estimated R3,5 billion, and 88 000 jobs would be lost at the mines with a further 48 000 jobs likely to be lost in service or mining-related industries."

He directed an urgent appeal to the trade unions "to perceive the need for moderation" in demands for wage increases in line with inflation. "These demands had reduced legitimacy in times of crisis. Right now employees need to comprehend that there is simply having a job."

Mr Knobbs said the pre-tax profits of the industry in 1990 amounted to R4,2 billion, down to R1,2 billion in 1989 and almost R2,8 billion below the 1988 figure.

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More mines face closure

40 000 more jobs could be lost by the end of the year

Own Correspondent

JOHANNESBURG — More gold mines might be forced to close and there was every possibility that 40 000 more jobs would be lost by the end of the year, outgoing Chamber of Mines president Clive Knobbs said yesterday.

Knobbs said the "period of misfortune" which had led to recent retrenchments was far from over. About 50 000 jobs have been lost in the past year.

Speaking at the chamber's AGM, Knobbs said the closure of the 10 gold mines that reported working losses in 1990 — while unlikely in the immediate future — would have an alarming impact on the economy. Those mines produced 80 tons of gold worth R2,6bn in 1990 (4,2% of SA's earnings from gold and merchandise exports in the year).

Their closure would mean SA's GDP would contract by R3,5bn and 88 000 jobs would be lost in mining and a further 48 000 in service or mining-related industries.

Further job losses, he said, would swell a level of national unemployment that already exceeded the bounds of acceptability.

ity. Last year was one of the most critical in the history of SA's gold-mining industry, with chamber mines' pre-tax profits falling R1,2bn to R4,2bn and tax down 42%.

A 6% drop in capital expenditure and a 32% drop in dividends were also reported. More optimistically, Knobbs said corrective measures adopted to ensure the continuing operation of mines had met with some success.

Working costs per kilogram of gold produced had increased by only 10,3% in 1990 thanks to stringent remedial actions.

These included the suspension of operations in unprofitable workplaces, an improvement in productivity and emphasis on higher grade areas. The average grade rose to 5,05 g/t in 1990 from 4,99 g/t in 1989.

The gold-mining industry would inevitably contract further, but it would continue to play a dominant role in the economy, both as a major employer and foreign exchange earner.

Knobbs said there were signs that global real interest rates were beginning to ease while jewellery demand continued to

grow and there were indications that supplies of newly mined gold would start to fall from 1991.

"These events will not take place overnight, but when they do there will be an upward adjustment in the dollar price of gold, re-establishing the vigour and vitality of the SA gold mining industry."

The coal mining industry, he said, was going to be hard pressed to maintain satisfactory levels of profitability unless there was a rapid increase in SA's growth rate or a significant reduction in the inflation rate.

There was a limit to which the industry could increase local prices to offset the effects of constantly rising working costs and short- to medium-term prospects for domestic market expansion were tenuous as they were "inextricably coupled to the state of the national economy".

Knobbs warned that the extremely competitive nature of the international coal-trading business had become even more testing with the emergence of low-cost suppliers like Colombia, Venezuela and Indonesia



40 000 are facing unemployment

More gold mines, jobs under threat

8/24/19/6/91

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ANDREW GILL

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● KNOBBS

Those mines produced 80 tons of gold worth R2,6bn in 1990 (4,2% of SA's earnings from gold and merchandise exports in the year). Their closure would mean SA's GDP would contract by R3,5bn and 88,000 jobs would be lost in mining and a further 48 000 in service or mining-related industries. Further job losses, he said, would swell a level of national unemployment that already exceeded the bounds of acceptability.

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petitive nature of the international coal-trading business had become even more testing with the emergence of low-cost suppliers like Colombia, Venezuela and Indonesia.

Taking advantage of changed international circumstances would not be easy because SA's absence from some international markets had been rapidly and effectively exploited by competitive suppliers.

More mine closures threat to 40 000 jobs

By Sven Lünsche

(211)

Further mine closures and an additional 40 000 job losses in the mining industry until the end of the year are predicted by the outgoing president of the Chamber of Mines, Clive Knobbs.

"The mine industry has been forced to reduce its labour complement by some 50 000 in the past year and it needs to be made clear that the period of misfortune which dictated those retrenchments is far from over," Mr Knobbs told the annual meeting of the chamber yesterday.

The crisis demanded from the industry that it continued implementing of stringent remedial actions, "including the suspension of operations in unprofitable areas, an improvement in productivity and mining higher grade areas."

He warned that the closure of 10 mines, which produced gold at a loss last year, "while unlikely in the immediate future"



Taking over... Naas Steenkamp, Gencor's executive director, corporate affairs, was elected president of the Chamber of Mines yesterday.

would have an alarming impact on the economy

"Their closure would mean that, apart from the loss of a substantial amount of foreign exchange, SA's gross domestic product would contract by an estimated R3,5 billion and 88 000 jobs would be lost in mining with a further 48 000 jobs likely to be lost in service or mining-related industries"

Star 19/6/91

He directed an urgent appeal to the trade unions "to perceive the need for moderation in their demands for wage and salary increases", as labour costs make up over half of total working costs

Demands of wage increases in line with inflation have "reduced legitimacy in times of crisis"

"Right now employees need to comprehend that there is considerable value in simply having a job"

Mr Knobbs said the industry's profits were at its lowest in real terms since the 1960s as a result of the high inflation rate and the low gold price

The pre-tax profits of the industry in 1990 amounted to R4,2 billion, down R1,2 billion on 1989 and almost R2,8 billion below the 1988 figure

Taxation and the state's share of profits was about 42 percent lower than in 1989, but there was a six percent reduction in capital expenditure and dividends were trimmed by a substantial 32 percent

"The virtual stagnation in the average rand price of gold over the past three years has meant

that in real terms the price of gold in May this year showed a decline of about 33 percent when compared with three years ago"

However, stringent cost control measures ensured that working costs per kilogram increased by only 10,3 percent in 1990, while the emphasis placed on higher grades saw the average grade increase to 5,05 g/ton last year from 4,99 g/t in 1989

Mr Knobbs said, however, there were signs pointing to an upward adjustment in the dollar price of gold which would re-establish the industry's vigour and vitality

"Jewellery demand continues to grow and there is every indication that supplies of newly mined gold would start to fall"

The chamber had also decided to relaunch the Krugerrand on the international bullion market following the recent lifting of EC sanctions.

Mr Knobbs is succeeded as president by Gencor executive director Naas Steenkamp Anglo American's Bobby Godsell, and Anglovaal's Jure Geldenhuys, were elected vice-presidents

Ergo deal not a shift in policy

W/Matt 21/6-27/6/94
By DREW FORREST

THE National Union of Mineworkers' revised bargaining approach on the gold mines does not signal a watershed shift by labour to profit-related pay

Reacting to the NUM's recent pay deal with the East Rand Gold and Uranium Company (Ergo) and compromise proposals in wage talks with the Chamber of Mines, some commentators have expressed the hope that the unions may be shifting towards profit-linked pay bargaining widely used in Europe. There is no real sign of this

The Congress of South African Trade Unions' Neil Coleman is on record as saying that such bargaining does not form part of Cosatu proposals for economic reconstruction. Cosatu's platform for restructuring talks with the employer body Saccola in fact stresses the need to close pay gaps

And NUM economist Martin Nicol this week emphasised that the union's revised bargaining stance was "a temporary adjustment to economic circumstances in the gold industry

"There is no change in policy. Mineworkers continue to support our demands for a uniform rate for the job and a general rise in mine wages to levels in other sectors — and we have told the chamber this"

The Ergo deal and the NUM's proposals for marginal mines to the chamber embody a similar principle, but there are major and significant differences of detail, indicating that the Ergo package is not seen as a model. "We are looking for something drastically different on the gold mines," said NUM general secretary Cyril Ramaphosa.



NUM's Cyril Ramaphosa ...looking for something different

Ergo shop stewards are known to have applied pressure for settlement.

The Ergo agreement provides for a five percent across-the-board award and two further possible bonuses: of four percent if the Ergo division makes at least R2-million operating profit per half year, and 5,5 percent depending on the performance of the company.

This means that workers can expect a maximum increase of 14,5 percent regardless of how well the company performs. "There's a cap on the profit-sharing scheme at below inflation, and that's not fair," said one unionist.

A further weakness, union commentators said, was that the second bonus was partly determined by a "performance index" calculated on additional gold and acid produced. "Proper profit-sharing should be based simply and clearly on declared profits," one said.

In talks with the chamber, the NUM has proposed a five percent increase and future profit-sharing in respect of chamber gold mines which it considers marginal. But Ramaphosa stressed that the union would reject any performance component or attempt to cap the distribution of profits.

40 000 miners may lose jobs

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of employment to hundreds of thousands of people throughout Southern Africa.

MORE than 40 000 miners, the majority of them black, may lose their jobs by the end of the year as more gold-mines face closure. About 50 000 mine jobs have already been lost in the past year, according to the outgoing president of the Chamber of Mines, Mr Clive Knobbs, who also said the "period of misfortune" which had led to retrenchments was not over. He said the implications of additional gold-

mine closures presented a "depressing picture". Knobbs said apart from the damaging effect that would be wrought on the domestic economy, the wellbeing of several neighbouring states could be placed in jeopardy. "Bearing in mind that the industry has been forced to reduce its labour force in the past year, fur-

ther job losses will swell a level of national unemployment that has already exceeded the bounds of acceptability. "This will also contribute to extended poverty and a consequent decline in the quality of life - factors that have done much to fan the flames of political violence which has trau-

matised our country for far too long," he said. While it was unlikely to happen in the immediate future the closure of 10 goldmines would have an "alarming impact on the economy". Their closure would mean that, apart from the loss of a substantial amount of foreign ex-

change, South Africa's Gross Domestic Product would contract by about R3,5 billion and 88 000 jobs would be lost in mining with a further 48 000 likely to be lost in service or mining-related industries. "It is statistics like these which make it imperative that the South African goldmining in-

dustry finds the means to withstand and overcome the current crisis. "Combined with the coal mining sector it is, with the possible exception of agriculture, the country's biggest employer of unskilled and semi-skilled labour. "The industry is extremely mindful of its responsibility as a provider

of employment to hundreds of thousands of people throughout Southern Africa. "Retrenchments as a means of corrective action to offset the debilitating effects of the present crunch have been enforced only when other remedial steps have been thoroughly exhausted," Knobbs added.



Critical year for mines brings new spirit to wage settlements

By Shareen Singh

When the Chamber of Mines and the National Union of Mine-workers began this year's wage talks it was with the realisation that the future of the mining industry was in jeopardy if drastic steps were not taken to rescue it.

It was this universal acceptance that brought the NUM white unions the Chamber of Mines and the Government together in a new spirit of pragmatism and co-operation to a historic mining summit.

This was seen as a first significant move away from adversarial to more co-operative relations in an industry previously marred by intense management-labour conflicts.

The parties agreed to set up a steering committee to address a range of issues dealing with training, the retraining of retrenched workers, job creation through establishment of secondary industries, prolonging

the lives of mines and mining operations, productivity, new technology, co-ordination of mine closures and scaling down of operations, protection of agreed conditions of employment and employee participation in work structures.

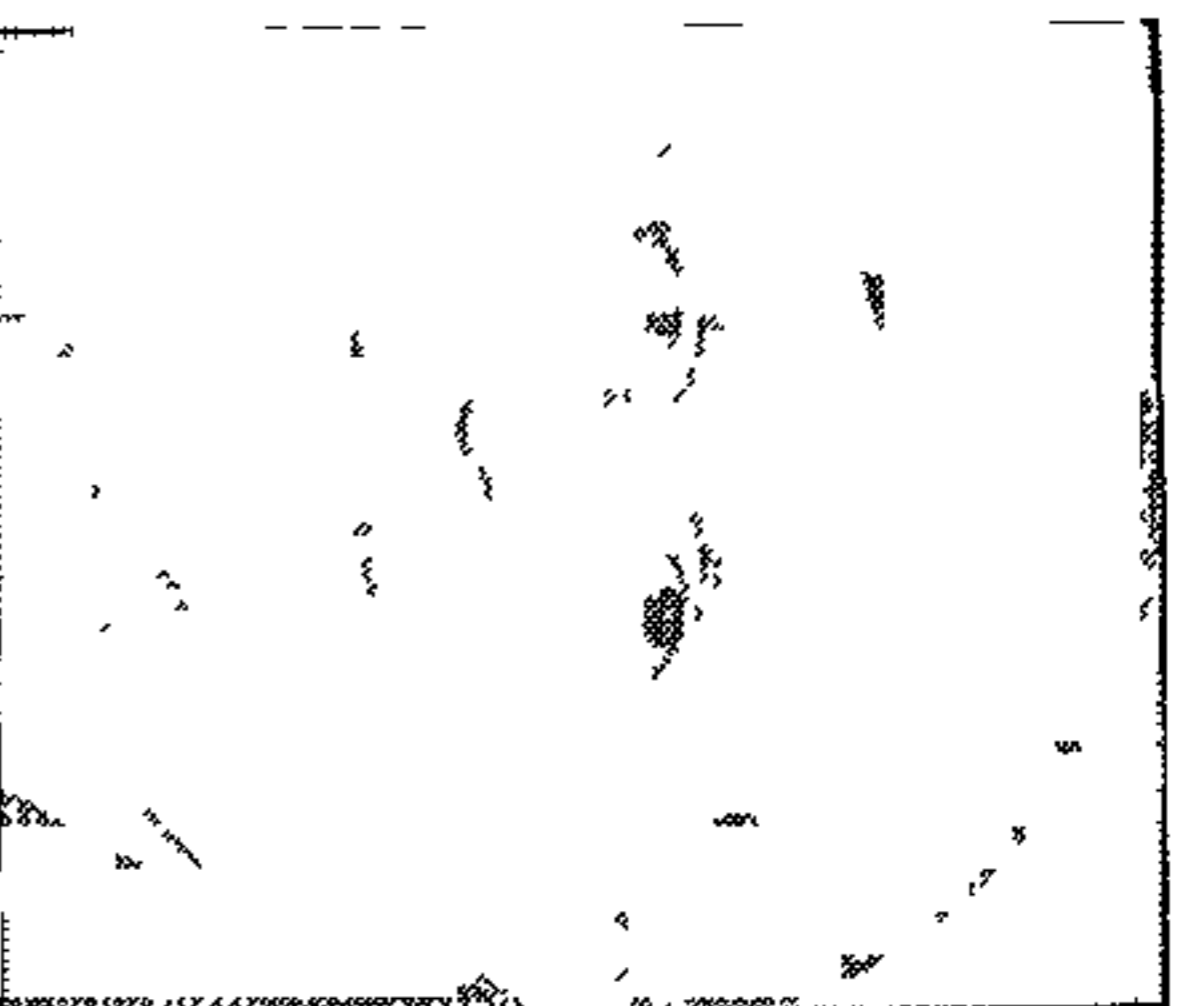
Clive Knobbs, then president of the Chamber of Mines viewed the summit as a step forward in the quest for growth and wealth creation through participation.

Other participants, including NUM general secretary Cyril Ramaphosa described the summit as open, constructive and devoid of antagonism.

It was in this cordial spirit he hoped present wage negotiations would continue.

Wages have always been a sore point with the NUM and the union resolved at its 1989 congress to achieve a national minimum living wage for mine-workers this year.

However, current circumstances make this impossible



Clive Knobbs a step forward in the quest for growth

and the union's 20 percent demand on gold mines and 28 percent on coal mines — the lowest opening demand by NUM since 1984 — reflects an admission that wage increases this year cannot compare with last year's 14.5 to 17 percent on gold mines. The union appears to be

Wage negotiations in the mining industry this year take place amid soaring retrenchments, mine closures, high inflation, a sluggish gold price and calls for wage restraint. Indications are a settlement would favour job security and may link wages to productivity and profit margins.

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caught in a Catch-22 situation trying to save jobs in a sinking industry and at the same time battling to meet its members' wage requirements.

Black mineworkers are so underpaid, the union says, that its 20 percent demand is nowhere near a living wage and is aimed only at getting the industry to take the first step towards paying a living wage.

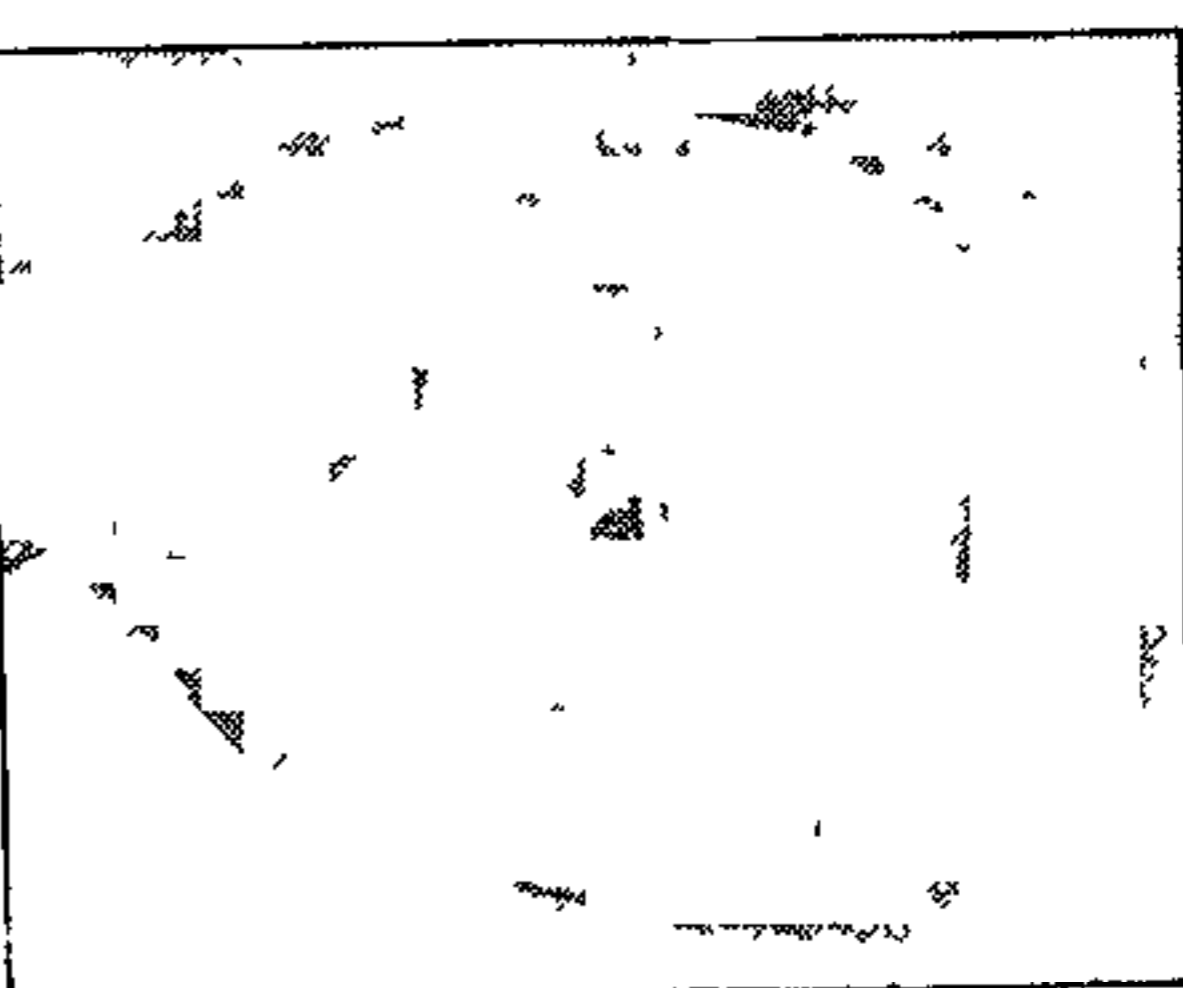
The chamber's wage policy up to last year has made no movement towards a living wage, the union says.

Minimum wages for grade one underground miners varies from R420 to R532 a month, and for surface workers R372 to R467, depending on the mining

house. The chamber's 4 percent offer on these wage rates would not even be a step in the direction of a living wage and the NUM's only hope for real improvements hinges on its extensive non-wage demands which is believed to be a major focus in the wage talks.

The Council of Mining Unions (CMU), which also demanded a 20 percent increase, said its members did not expect a decent wage rise this year but neither did they expect an offer as low as 4 percent.

CMU secretary Allan Liebisch said 4 percent would amount to an increase of R102 a month for artisans and a little



Cyril Ramaphosa open, constructive and devoid of antagonism

less for the lower grades.

If one took into account tax deductions, the increase in medical aid and pension which followed wage increases and the effects of VAT, the chamber's offer would amount to no increase at all.

He added, however, that job security was a priority at this stage and CMU members would more than likely opt for a lower increase if they were given some protection against retrenchment.

The industry has shed 80 000 jobs since 1989 and the NUM was expecting a further 150 000 job losses by the end of this year.

It is in this area of job security, retrenchments and training that mining bosses and unions have overlapping interests and the parties expressed mutual concern in this regard at the mining summit.

These issues, many of which were included in the NUM's wage demands, would be addressed as agreed at the summit, by joint committees to be set up in coming weeks.

But this does not imply the NUM would halt negotiations on these issues because it was being dealt with in another forum.

The recent agreement signed between the NUM and Ergo a non-chamber member, has set a precedent for chamber-NUM talks, labour analysts say.

The parties agreed to link wage increases to productivity and profit margins at marginal Ergo plants, signalling a radical shift in the NUM's wage policy which called for a national minimum wage for all its members.

Although the Chamber of Mines denied the Ergo agreement would affect its talks with the NUM, labour experts say the agreement provided the only lifeline for marginal mines.

In the Ergo settlement, the NUM compromised Cosatu's policy and its own wage policy by agreeing to split wage increases according to profits and productivity. Cosatu has mapped out a macro-approach of restructuring the entire economy and productivity bargaining was not part of the plan.

JOHANNESBURG. — De Beers Centenary and Soviet officials have agreed to co-operate in mining and training mine staff in the diamond-rich Yakutia region of the Soviet Union, De Beers said yesterday. Company spokesman Mr Andrew Lamont said deputy chairman Mr Nicholas Oppenheimer had signed a "goodwill protocol" with officials in Yakutia, in north-eastern Siberia, part of the Russian federation.

Mr Oppenheimer has also pledged to train Yakutian specialists at the De Beers London headquarters.

Mr Oppenheimer, in Yakutia on a private visit

De Beers in mining deal with Soviets

since Friday, left yesterday morning for Moscow.

The Soviet Union last year gave De Beers exclusive rights for five years to market its diamond output, reputedly worth up to R14,25 billion, abroad.

But the contract

sparked a dispute between the central government and the Russian Federation, which has three-quarters of the country's fuel and mineral deposits on its territory.

But the Russian Federation, which is seeking

complete control of its natural resources, criticised last year's deal.

Mr Lamont said it could be expected that there would be a general expansion of technological co-operation between the two major diamond producers.

Relations between Pretoria and Moscow have been steadily improving in recent months, with special interest sections established in their Austrian embassies in February and a Soviet Union-South Africa society to be founded this week. — Own Correspondent, Daily Telegraph, Sapa- Reuter

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M&R had lost no time in selling Much Transort and Transfreight to Intrans

ways won business from private road hauliers at a time when their were never been able to think of a single

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Edwards another star of the ... awarded at the other two of the

to thousands of small invest- ... to ramp up the price. The

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BOBBY GODSELL Equals in bargaining

Harsh memories linger for miners

By DAVID CARTE

ANGLO AMERICAN Industrial relations director Bobby Godsell and National Union of Mineworkers assistant general secretary Marcel Godding took a break from pay negotiations this week to debate the future of gold mining.

In contrast to an acrimonious debate between the two in 1988, the proceedings at the SA Institute of Race Relations offices in Johannesburg were so congenial that a worker asked "Has NUM been co-opted by the chamber?"

Mr Godding hastened to assure him that a wide gulf still existed between employer and employee in mining.

Mr Godding said there were different views and agendas on the long path to democracy and progress was patchy. He made no apology for devoting most of his talk to the past and the present.

Mr Godding said. Notwithstanding the good endeavours of Bobby's corporation, others are dragging their feet. There is much talk about dismantling apartheid, but its legacy remains.

"Inequality is entrenched in the the mines and there are vast discrepancies between what people say and do."

"Most of the 500 000 miners live in sli-

ple-er compounds. They earn a pittance. They live under a private security apparatus that restricts their movements and regulates them. The trade union operates under an agreement prescribing that at meetings on mine premises we can discuss only bona fide union matters.

"Management and the security forces are allowed to be present. There can be no political issues or slogans and slugging and dancing are banned.

"It's all very nice to talk about new relationships, but there are realities."

Mr Godding said Gold Fields of SA, for example, was harassing poor Libanon miners who had been out of work for three months by means of protracted litigation against them, thus using financial muscle to thwart them.

"Racial discrimination still applies to compensation under the Occupational Disease Act. A white miner with asbestosis, for instance, receives R43 000 and a

black miner only R3 400 - a 13th as much.

"To talk about a new era, we must have reciprocity. We must remove curtailment of rights, which reduce collective bargaining to collective begging.

"We accept the industry is in crisis, but the industry insists on addressing a national problem in a piecemeal way.

"We have been the darling of the press since we agreed to the Exgo profit-sharing and productivity scheme. But it would be a mistake to think an unequal relationship has changed radically. The mining industry is steeped in racial discrimination."

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Mr Godsell said gold mines faced a triple crisis - grade, cost and price.

"The average grade has fallen from 10 grams a ton to five. For the past 15 years costs have risen in double digits and indeed have exceeded inflation by four to five percentage points a year.

"In dollar terms, the gold price has been more or less flat for nearly a decade. In the early years this did not matter too much because a devaluing rand prevented us from feeling the full impact.

"But the Reserve Bank has devalued the currency for the last three years and

the gold price has fallen by 30% in rand terms.

"In 1990, 10 mines reported losses. Were they to close, the country would lose production of 80 tons of gold worth R2.5-billion. About 88 000 jobs would be lost directly and another 40 000 indirectly.

"But there are elements of opportunity in crisis. We must carry on exploration. There are good geological reasons to expect the discovery of major new ore-bodies. Steady, undramatic technological progress means we can now mine at greater depths - up to 4 000 metres.

"The only way we can manipulate the gold price, it seems, is to enter negotiations with NUM. The short surge in the gold price to \$800 in 1981 brought a lot of new production on the world market. At current prices a lot of this new capacity is no longer profitable, so we expect supply to decline.

"On the demand side, the low gold price has fuelled jewellery off-take, which at 1 800 tons last year for the first time equalled new mine production. Many of us believe we can increase jewellery demand substantially.

"As to costs, we have to work smarter. Labour relations are not a story of bliss, love and harmony. The 1987-1988 mine strikes were a brutal, bloody costly experience. The strike was part of a power-sharing process.

"Since then Anglo and NUM have fashioned a code of conduct and a new procedure on unfair dismissals. New power arrangements have been concluded. We recognise the rights of workers to have meetings and marches.

"Recently a summit was held between the employers, the unions and the Government which is looking at mills and bolts issues such as benefitisation, training and retraining.

"We are looking at a broader range of issues than the quantum of wages. We are looking at equitable shares of income, ways to share in adversity and prosperity and relative reward across the industry.

"I think we have changed the grammar of bargaining. The partnership is more equal. We treat each other as adults and the relationship is no longer purely adversarial. I believe we can reverse the maxim of Koppel-Jones that SA advances politically by disaster and economically by withdrawal.



MARCEL GODDING, Inequalities entrenched

IMAGINE an investor's

NUM, mines poised to sign wage deal

Own Correspondent

JOHANNESBURG — The NUM and the Chamber of Mines are poised to sign a 1991 wage agreement similar to last month's NUM-Ergo deal which provides for a 5% across-the-board raise with profit and performance-related bonuses up to a possible extra 15%

Sources in both the NUM and the mining industry confirmed yesterday that agreement on wage increases had largely been reached and that it remained only to finalise a few details

Agreement was close on Friday until the NUM suspended negotiations in protest against difficulties experienced in canvassing their members on some mines — most of them Gold Fields-owned

Only the Gold Fields group appears unwilling to participate in the bonus scheme, the sources said

NUM assistant general secretary Marcel Golding would not confirm whether an agreement was close

He said, however, the chamber had put forward a proposal on how to regulate profit-sharing on both profitable and marginal mines

The NUM was "prohibited from responding as it was unable to properly engage in consultation and mandate with its members"

The bonus scheme is divided into two parts and amounts are payable each half year

The first provides for a bonus payment of 4% if the Ergo division made a R2m operating profit per half year

The second is performance-based if performance reached 100% of the target, employees got a further 5.5% which can increase to a total bonus of 15% once performance reached 120% of the target

Golding said a satisfactory solution to wage negotiations required the chamber to guarantee the union "unfettered access to facilities on the mines"

Management's refusal to grant facilities was frustrating the union's capacity to operate

In its proposals, the union was distinguishing between profitable, healthy mines and marginal mines, which required a different approach

He said proposals put on the table were complex. The union needed substantial time and adequate facilities to obtain a mandate from members on both the nature of proposals and how they would be implemented

The NUM yesterday attributed "an unseasonal Christmas tree display" by management at Gold Fields' East Driefontein mine as one of the reasons for the union's suspension of wage talks

East Driefontein management refused permission for a report-back meeting to be held on June 13 because its training centre was being used for a "Christmas tree display", the union said

The union said in a statement it had suspended negotiations after the chamber allegedly refused to address the problem of mine management granting workers permission to hold report-back meetings on different mines

The NUM said management at several mines had refused union representatives permission to hold report-back meetings on the progress of current wage negotiations — blocking the NUM's system of operating on a feed-back and mandate system

Management also complained it had not been notified of speaker's names and topics to be addressed, although the union said it had informed management of the intention of the meeting and the identity of speakers in an earlier letter

At Anglo's Freddie's Gold Mine, near Welkom, management requested further explanation when the union applied to hold a report-back meeting on mine property. However, when additional information was supplied, management said "it had come too late"

And mine management at Lonrho's Duiker colliery allowed only 20 people at a time to attend report-back meetings

The NUM said it operated "as a democratic union on the basis of mandates from the membership"

A chamber spokesman said yesterday he was "puzzled" by the NUM's decision to adjourn talks in spite of an undertaking by management representatives from the mines in question that problems and complaints would be investigated and resolved

He said talks had been making "good progress" when the union objected to problems relating to meetings on mines and said the chamber was ready to resume negotiations at any time

Report-back meetings stumbling block: NUM

The National Union of Mineworkers suspended wage talks last Friday, claiming the Chamber of Mines had refused to address the major problem of mine management not allowing workers to hold report-back meetings

NUM assistant general secretary Mr Marcel Golding said management at several mines had refused the union permission to hold meetings to report back to members on wage negotiations.

At Goldfields East Driefontem mine, near Carletonville, management did not allow a union meeting on June 13

because its training centre was being used for a "Christmas Tree display" the union said.

Management at Venterpost, another Goldfield mine told the union it could not hold a meeting until it had applied for a magistrate's permission.

A magistrate's permission to hold meetings was no longer required, the union said.

At Anglo American's Freddie's Gold mine, near Welkom, management requested more information when the NUM asked for permission to hold a meeting on mine property. But when the information was supplied, management said "it had come too late".

Management at Lonrho's Duiker Colliery allowed only 20 people at

a time to attend report-back meetings

The union also experienced problems at Goldfields Libanon and Kloof mines, Golding said

A Chamber of Mines spokesman said he was "puzzled" by the union's decision to adjourn negotiations. Talks had been making good progress when the union objected to problems relating to

meetings at two mines.

Representatives from the mines had given their assurance they would investigate and resolve the problems but the union had decided to suspend talks, the Chamber spokesman said

The Chamber of Mines was ready to resume negotiations at any time, he added - *Sowetan Correspondent*

Sowetan 2/7/91

145A 211

Showdown looms over mining pay talks

By SHARON SOROUR
Labour Reporter

A SHOWDOWN is looming in the mining industry after the suspension of annual wage negotiations by the National Union of Mineworkers

Union spokesman Mr Martin Nicol said negotiations, affecting hundreds of thousands of mineworkers, were suspended because management at several mines would not allow unions to hold report-back meetings

The Chamber of Mines refused to address this problem, he added

But a chamber spokesman said in a statement he was "puzzled" by the 260 000-strong union's decision to adjourn the talks

Good progress had been made at the negotiations "when the union suddenly objected to problems relating to meetings on two mines", he said

"The union decided to suspend the talks in spite of an undertaking by management

from the mines in question to investigate and resolve the problems," he said

The chamber was ready to resume negotiations at any time, he added

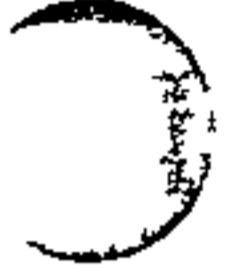
Mr Nicol said the union, a Cosatu affiliate, had objected to

● Goldfields East Driefontein mine management not allowing a union meeting on June 13 because its training centre was being used for a Christmas tree display,

● Anglo's Freddies Gold Mine management asking for more information when the union asked for permission to hold a meeting on mine property. When the information was supplied, management said it was too late,

● Lonhro's Duiker Colliery allowing only 20 people at a time to attend report-back meetings

The union is represented at about 250 mines and has 125 recognition agreements on mines throughout the country



Profit-related agreement close

Miners set for 'Ergo deal' with chamber

THE NUM and the Chamber of Mines are poised to sign a wage agreement which has marked similarities to last month's ground-breaking NUM-Ergo deal — which provides for a 5% across-the-board raise and profit- and performance-related bonuses up to a possible extra 15%.

Sources in both the NUM and the mining industry confirmed yesterday that agreement on 1991 wage increases had largely been reached and that it remained only to finalise a few details.

Agreement was close on Friday until the NUM suspended negotiations in protest against difficulties experienced in canvassing their members on some mines — most of them Gold Fields-owned.

Only the Gold Fields group appeared unwilling to participate in the bonus scheme, the sources said.

NUM assistant general secretary Marcel Golding would not comment on how close negotiators were to an agreement. He said, however, that the chamber had put forward a proposal on how to regulate profit-sharing on both profitable and marginal mines. The NUM was "prohibited from responding as it was unable to properly engage in consultation and mandate with its members".

The Ergo bonus scheme is divided into two parts and amounts are payable each

ALAN FINE and
VERA VON LIERES

half year. The first provides for a bonus payment of 4% if the Ergo division makes a R2m operating profit per half-year. The second is performance-based: if performance reaches 100% of target, employees get a further 5.5%, which could increase to a bonus of 15% once performance reaches 120% of the target.

Golding said a satisfactory solution to wage negotiations required the chamber to guarantee the union "unfettered access to facilities on the mines". Management's refusal to grant facilities was frustrating the union's capacity to operate.

In its proposals, the union was distinguishing between profitable, healthy mines and marginal mines, which required a different approach.

He said proposals tabled were complex. The union needed substantial time and adequate facilities to obtain a mandate from members on the nature of proposals and how they would be implemented.

The NUM yesterday attributed "an unseasonal Christmas tree display" by management at Gold Fields' East Driefontein mine as one of the reasons for the union's suspension of wage talks. East Driefontein management refused permission for a re-

To Page 2

Miners

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The union said it had suspended negotiations after the chamber allegedly refused to address the problem of mine management granting workers permission to hold report-back meetings on different mines.

The NUM said management at several mines had refused union representatives permission to hold report-back meetings on the progress of current wage negotiations — blocking the NUM's system of operating on a feedback and mandate system.

Management also complained it had not been notified of speakers' names and topics to be addressed, although the union said it had informed management of the

intention of the meeting and the identity of speakers in an earlier letter.

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And mine management at Lonrho's Duker colliery allowed only 20 people at a time to attend report-back meetings.

A chamber spokesman said yesterday he was "puzzled" by the NUM's decision to adjourn talks despite an undertaking by management representatives from the mines in question that problems and complaints would be investigated and resolved.

From Page 1

NUM details its demand

CAPE TOWN — The temporary freeze in mining industry pay talks would be ended once the National Union of Mineworkers was given clear access to its members, NUM spokesman Martin Nicol said yesterday. *By way 317/91*

The union pulled out of the eighth round of talks with the Chamber of Mines on Friday, complaining that certain mines had blocked NUM report-backs to members.

No dates had been proposed for a further meeting, said Nicol.

Both the NUM and the chamber remained tight-lipped about substantive details of the negotiations and claims that the union would agree to perform-

ance-related increases for its members. *(211)*

Dismissing suggestions that the union would link bonuses to company performance, Nicol said "We do not believe in productivity-related pay deals".

The NUM and the chamber had been in contact yesterday, he said.

A chamber spokesman said talks had been going reasonably well until Friday, when union negotiators insisted the chamber give a categorical assurance that the NUM be allowed to report back to its members.

This was not within the mandate of the employers' negotiating committee, he said — Sapa

Dispute declared as mine talks fail

By SHARON SOROUR, Labour Reporter

NEGOTIATIONS between De Beers Consolidated Mines and the 260 000-strong National Union of Mineworkers have collapsed

In a statement the company said a dispute had been declared and it would apply for a conciliation board to be established

"The dispute is over the union's refusal to agree to discuss the introduction of productivity incentive schemes, which vary at each mine, and the more flexible allocation of manpower over a 46-hour week as part of the annual wage settlement," the company said

De Beers was offering a wage increase of eight percent on present wage scales, a service increment of one percent per year of service and productivity bonuses

The bonuses would pay a minimum of 10 percent of basic rates on the achievement of set targets

"The minimum basic rate of pay would increase from R765 a month to R826

"The union is demanding increases of 18 percent and that productivity-related issues be referred to a forum other than the current wage negotiating table"

Union officials could not be reached for comment

'Super union' on cards

RIGHT-wing white workers were organising to form a "super union" within 18 months, White Mineworkers' Union (WMU) general secretary Peet Ungerer said at a media conference in Johannesburg yesterday.

The abolition of apartheid laws had made it necessary to mobilise the workers into a super union, he said.

White workers had to decide whether to accept or reject the changes which included the opening to all races of corporate residential areas. "We are going to call on all white workers to organise themselves so they can put forward their members' feelings."

A figure of 200 000 members was not unrealistic.

Replying to questions, Ungerer said that even though whites might be outnumbered, the majority of people in the mooted super union represented skilled and qualified personnel. Black workers were largely unskilled.

"We are mobilising all skilled employees so we can address their problems to their employers."

Ungerer did not expect the mobilisation to lead to confrontation.

He denied any connection to the Conservative Party.

The WMU suspended a meeting with Eskom officials yesterday in protest against the opening of their residential areas to all races.

CP leader Andries Treurnicht yesterday said in a statement that opening these residential areas was forced integration. — Sapa

De Beers, NUM declare a dispute

Monday 4/19/91

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VERA VON LIERES

DE BEERS and the NUM have declared a dispute in wage negotiations over the issue of linking pay scales to productivity

De Beers group corporate communications spokesman Andrew Lamont said yesterday the dispute arose when the NUM refused to discuss introducing productivity incentive schemes which would vary according to circumstances on individual mines

The parties were also in dispute over the "more flexible allocation" of manpower in a 46-hour week

The negotiations concern more than 8 000 workers

Anglo American's Ergo and the NUM last month reached an unprecedented profit- and performance-based wage settlement which provides for a 5% across-the-board wage increase, topped by bonuses of as much as 15% depending on company profit levels and employee performance.

Lamont said De Beers was currently offering wage increases of 8% across the board on the present wage rates, a service increment of 1% per year of service, and productivity bonuses of at least 10% of basic rates on the achievement of set targets

This would increase the monthly minimum rate of pay from R765 to R826

The NUM is demanding increases of

18% across the board

It says productivity issues should be referred to a forum other than wage talks

De Beers is applying for the establishment of a conciliation board

NUM assistant general secretary Marcel Golding said last night the union rejected the De Beers offer, especially at a time when De Beers was making "substantial profits".

Golding said the NUM was not averse to discussions on how to make an enterprise more productive and effective

He said the question of improved productivity concerned the culture of the industry, the manner of work organisation and the links between investment, job security and training

The NUM was willing to discuss these issues in a separate forum at national level.

However, the link between productivity proposals and wages that De Beers was insisting on was "totally unacceptable and short-sighted"

He said the union rejected the De Beers offer as it was below the inflation rate and did not improve workers' standard of living

NUM, De Beers in dispute

■ De Beers has declared a dispute with the National Union of Mineworkers in annual pay talks covering several thousand diamond miners. (21)

The company said the dispute turned on the NUM's refusal to discuss productivity incentive schemes, varying according to the circumstances of each mine, and the more flexible allocation of manpower over a 46-hour week.

De Beers was offering a pay rise of eight percent, a service increment of one percent per year of service and productivity bonuses paying a minimum of 10 percent of basic rates when targets were achieved.

The NUM was demanding increases of 18 percent and wanted productivity issues referred to a different forum.

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Early mine pact expected

S/Times 7/7/91 Bus Times (211)

By ADRIAN HERSCH

IN SPITE of the suspension of pay talks between the Chamber of Mines and the NUM, conditions are favourable for an early settlement at gold mines

But sources say a strike ballot could be held at coal mines where the parties are far apart over wages

The negotiations affect 370 000 workers on gold mines and 40 000 on collieries

The NUM suspended talks, saying it was prevented from holding report-back meetings at some mines. However, chamber

spokesman Peter Bunkell says full negotiations are likely to resume in a day or two

The union apparently seeks Ergo-type profit and productivity bonus schemes at marginal mines

Sources say the chamber would have preferred some form of bonus system on both marginal and profitable mines

Gold Fields of SA is reportedly the only mining house opposing the bonus schemes

A pattern seems to be emerging whereby the NUM accepts bonus schemes at troubled mines, but rejects them at those which are seen as sufficiently profitable

A dispute was declared in the annual pay negotiations with De Beers after the union rejected a productivity offer

A bonus deal is apparently not on the table at collieries

Sources say that for coal mines the chamber is offering an increase of about 11%. The NUM wants between 20% and 30%

There is speculation that a dispute will be declared

But the parties have found some common ground on non-wages issues at both gold and coal mines

Items on which the parties have "come a long way" include a manifesto of rights and values and an industry AIDS policy

Training, health and safety matters will probably be dealt with through the mechanisms established by the recent mining summit — it includes representatives of other parties in the industry and the Government

A SURGE of industrial action sparked mostly by pay demands has hit the Western Cape, with strikes breaking out in Namaqualand diamond mines, Cape Town's vegetable market and a major petrol refinery.

Strike fever is slowly rising in the region's engineering industry as the National Union of Metalworkers of SA start balloting its 8 000 members in local plants.

In the same sector, over 300 members of the

Industrial action surges in W Cape

Nactu-affiliated Metal and Electrical Workers Union of SA at Cape Gate, Parow, on Friday entered the second month of a legal strike.

At least three Namaqualand diamond diggings owned by Trans Hex Mining were still ripped in a four-day le-

gal strike over wages by the end of the week.

The affected mines were at Hondeklipbaai, Baken and Reuning, said Trans Hex executive chairman Francois Hoffman.

At Cape Town's Epping Market, about 250 members of the Food

and Allied Workers Union still refused to work after starting a legal strike for more pay on June 25.

About 200 workers at the Caltex refinery in Milnerton were fired by Babcock-Triplejay on Wednesday after ignoring repeated warnings to end a two-day wildcat strike.

Numsa has also declared in-house disputes with ADE and Cape Town Iron and Steel Works — Sapa

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White union to monitor race mixing

Action committees will be formed to monitor neighbourhoods opened to all races by Eskom and mining houses, the all-white Mineworkers Union said in a statement in Johannesburg yesterday

"The opening of residential areas by Eskom could lead to a chain reaction where most of the Conservative Party-controlled towns would be mixed in a very short time," the statement said

It was accepted that Eskom's example would soon be followed by the mining houses, Sasol, Iscor and other big corporations

These companies supplied housing for their workers on the East Rand and in towns such as Vanderbijlpark, Welkom, Secunda, Witbank, Middelburg and Klerksdorp and various parts of Pretoria

Company housing was usually provided at a very reasonable rental, and affordability would not be a problem for the lower-income groups.

This would inevitably lead to mixed schools, a fall in property prices and neighbourhood standards as well as mixed town councils, the statement said. —Sapa

LABOUR

By DREW FORREST

THE National Union of Mineworkers and the Chamber of Mines are on the verge of clinching a precedent-setting pay deal for 440 000 gold miners which provides for bonuses linked to the gold price.

Coupled with a low basic increase, this would provide for a revenue-sharing scheme on some healthy gold mines.

The precise details of the chamber's offer — for example the gold price at which bonuses kick in — could not be ascertained.

Precedent-setting deal in the offing on mines

It does enshrine, albeit in a different form, the NUM's proposed distinction between marginal and healthy mines.

The union proposed an average 14 percent increase on the better-off mines and five percent on the marginally profitable mines coupled with profit-sharing.

The NUM insists that its split demand

represents a temporary accommodation to the depressed state of the gold mines.

Union policy calls for a uniform pay structure and a general rise in mine wages.

At the same time, broad agreement has been reached on a range of "social" demands which the NUM congress decided would be the prime focus of gold

mine negotiations this year.

Agreed areas include an employer commitment to freedom of association, greater democracy in mine hostels, paid time-off for shop steward training and a stop-order verification process.

Union sources said the chamber negotiations had reached a crucial stage and that settlement was possible at a meeting next Monday.

Much depended on the response of workers.

A series of report-back meetings on the employer offer was under way this week.

Golding set to fill in for Ramaphosa

W. Mant. 12/7-18/7/91.

By DREW FORREST

THE shoes of National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa are set to be filled by his assistant, Marcel Golding — at least until early next year.

Ramaphosa was elected secretary general of the African National Congress at the organisation's conference last week. He clearly cannot continue in his demanding union job.

Questioned on the union's next move, NUM president James Motlatsi said the national executive would meet soon and was likely to second Ramaphosa to the ANC until constitutional structures — the NUM congress or central executive committee (CEC) — decided on his position.

The NUM constitution provided for the assistant general secretary to perform the general secretary's duties until CEC or congress elections.

The next congress is in 1993 and the next CEC in February or March next year. No special CEC was planned this year, Motlatsi said.

Motlatsi dismissed speculation that a collective leadership — of Golding, national organiser Gwede Mantashe, education secretary Kgalema Mot-



Marcel Golding to take over Cyril Ramaphosa's duties

Photo: AFRAPIX

lanthe and area organiser Mam Dpico — would take over from Ramaphosa.

Mantashe and Kgalema were department heads and as such would meet Golding every week to assess the running of the NUM. "The collectivity already exists," he said.

● Cosatu assistant general secretary Sydney Mufamadi now wears three hats, following his election to the ANC national executive committee. He is also a member of the South African Communist Party interim leadership.

Cosatu sources said that if he joined the ANC's national working committee — the full-time NEC — it was unlikely he would be allowed to continue in his Cosatu position.

White miners take action (211)

■ Action committees would be formed to monitor neighbourhoods opened to all races by Eskom and mining houses, the all-white Mineworkers' Union has warned.

"The opening of residential areas by Eskom could lead to a chain reaction where most Conservative Party-controlled towns would be mixed in a very short time," it said.

Eskom's example would soon be followed by the mining houses, Sasol, Iscor and other big corporations, the MWU added.

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NUM, Chamber to resume wage talks

21 Day 12/7/91
ANNUAL wage talks between the Chamber of Mines and the NUM — suspended by the union two weeks ago because of difficulties in canvassing members on some mines — are to resume on Monday with a fair chance of an early settlement.

With agreement on a profit- and performance-linked wage deal close, union and industry sources expected the main focus to be on a statement of principles and values and a code of conduct "for sound industrial relations" proposed by the NUM.

It would deal with issues such as union and civil rights, including the right to organise and meet and issues relating to mine security.

(21)
The NUM suspended negotiations on June 28 after it experienced difficulties in consulting members on some mines. It said management at several mines had refused

ALAN FINE and
VERA VON LIERES

to let union representatives hold report-back meetings on the wage talks.

A union source said yesterday the issue appeared to have been resolved in principle, and the NUM would be "testing management's good faith" by holding a number of report-back meetings.

Mines involved in the suspension included Gold Field's East Driefontein mine, Anglo's Freddie's Gold Mine near Welkom, and Lonrho's Duker colliery.

A chamber spokesman said the chamber supported the NUM demand to have access to its members. The chamber "hoped to resolve differences as soon as possible", as the normal implementation date for the 1991 agreement expired on July 1

NUM mum on who is to fill Ramaphosa's shoes

Star 13/7/91

PAT DEVEREAUX

WHO will step into the shoes of the powerful National Union of Mineworkers general secretary, Cyril Ramaphosa, following his election on to the ANC's National Executive Committee?

This is the query major mining houses who have to negotiate with the 270 000 strong union are asking.

Press liaison officer for NUM Jerry Majatladi this week coyly refused to name anyone of similar political stature who could fill the gap left by Mr Ramaphosa in the union.

Mr Ramaphosa was re-elected as the union's general secretary less than three months ago despite widespread rumours that he was to take up a senior position in the ANC.

But Mr Majatladi denied Mr Ramaphosa's absence would affect the workings of the union.

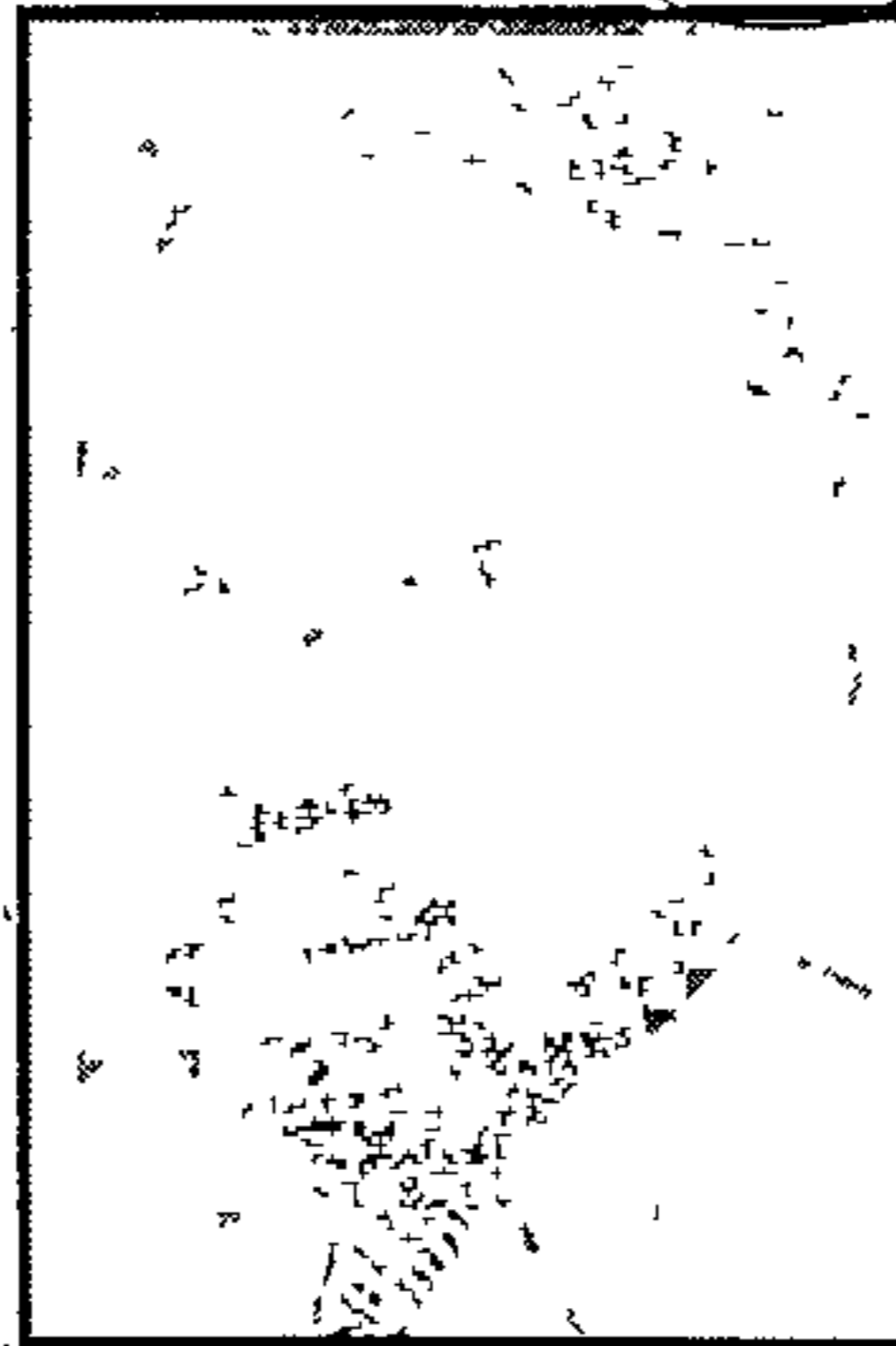
Elected

"The NUM constitution provides for the assistant general secretary, Marcel Golding, to perform the general secretary's duties until the central executive committee decides or we hold congress elections," said Mr Majatladi.

"At the moment the position is open. There has been no decision yet, but the position is an elected one, so it will have to be put to the vote.

"Voting is likely to take place at the next congress in 1993, but in an emergency it could be decided on by the central committee, which can be convened at any time," he said.

He said NUM president, James Motlatsi, the vice presi-



Cyril Ramaphosa ... elected to ANC executive post.

dent, Elijah Barayi and the assistant general secretary, Marcel Golding, would be playing more prominent roles in future.

As an extremely competent organiser and negotiator, Mr Ramaphosa was one of the founder members of the union in 1982 and, until recently, has shied away from the political limelight.

Under his leadership, the union gained in strength to become the largest in the country.

However, since 1987, NUM has suffered a membership decline from a high of 340 000 to 270 000 paid up members in 1991.

The membership decline was partly due to the rivalry of the National Union of Metal workers in South Africa (Numsa), headed by Moses Mayekiso, and partly due to the retrenchments of thousands of miners because of the falling gold price and the economic recession.

Ramaphosa still leads miners

By ~~THEMBA KHUMALO~~ (211) and JOHANNES NGCOBO

NEWLY elected ANC secretary-general Cyril Ramaphosa still heads the National Union of Mineworkers (NUM) and will do so until the end of the year, according to NUM president James Motlatsi

He said Marcel Golding would continue acting as Ramaphosa's deputy until the union's central executive committee (CEC) nominated the "right man to step into Ramaphosa's boots" in March

The NUM's national executive reserved the right to veto its CEC's nominee. Although the NUM had allowed Ramaphosa to

stand for his new position at the ANC's conference last week, the union's constitution did not allow Ramaphosa to leave his powerful position immediately

Ramaphosa, a seasoned unionist and shrewd tactician in labour matters, was elected to the ANC position when he beat his predecessor, Alfred Nzo, and the ANC's chief of intelligence, Jacob Zuma

Less than a week after his landslide victory in Durban, Ramaphosa headed the NUM delegation in negotiations with the Chamber of Commerce for better salaries and working conditions for miners

Motlatsi said Ramaphosa would also continue to be a member of the working committee - drawn from unions, employers and the government - whose task it is to reconstruct the waning mining industry

Motlatsi denied speculation that either NUM education secretary Kgalema Montlante or national organiser Gwenje Mantashe would succeed Ramaphosa

Only the CEC could appoint nominees, Motlatsi said.

Ramaphosa's election to the ANC post comes at a time when black miners have to grapple with retrenchments as the mining industry takes a nosedive.

White miners call dispute

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A DISPUTE has been declared by trade unions representing skilled mineworkers in annual pay talks with the Chamber of Mines. The Council of Mining Unions (CMU), comprising six unions, demands a 10% increase on gold mines and 12% on collieries. The initial demand was for 20% more on all mines. Chamber spokesman Peter Bunkell says it is chamber policy not to comment on negotiations until settlement is reached. CMU spokesman Ben Nicholson says the chamber is offering 4% for both gold and coal mines.

By ADRIAN HERSCH

Mr Nicholson says the chamber wants Harmony, a marginal gold mine, and several small collieries to be excluded from the negotiations. The CMU rejects the request. The CMU also wants better shift allowances and longer leave. Mr Nicholson says the current gold price in rand terms justifies a 10% increase on gold mines. The healthier economic position of collieries warrants a higher wage for its workers than gold miners.

RECENT reports concerning a possible pay settlement between the Chamber of Mines and the National Union of Mineworkers mark a shift to reality in the wage bargaining process and raise important questions about inflation.

An agreement in negotiations resuming today could provide for a 5% increase and a possible 15% bonus based on profit and performance. Details of the agreement would be complex, with different approaches applying to non-profitable and profitable mines. Nevertheless, this would be a major breakthrough after a number of years during which wage increases have exceeded the CPI-inflation rate, creating the untenable situation in which the mines' wage bill rose to a disproportionate share of total revenue.

Between 1986 and 1990 working costs on the gold mines, of which labour comprises about 50%, rose from 50% to 80% of total revenue while the shareholders' slice declined from 15% to 5%. It was inevitable that the burden of this unsustainable rise in labour's share should lead to a substantial decline in employment.

The chart shows the sharp decline in gold mining employment since 1987. That was the year in which a major power struggle between the industry and the union ended in a damaging strike. A number of shafts were closed and workers retrenched

Even so, since 1987 statistics show that per worker wage increases in the gold mining industry averaged 18.2% a year. This was some 3.7% above the prevailing CPI-inflation rate.

In addition to shedding labour, the gold mining industry has embarked on a major cost-cutting programme. Suppliers have been forced into accepting lower price increases and head office rationalisation is widespread. In terms of costs per ton milled, the industry has slashed its inflation rate dramatically — to just 8% by the end of the first quarter of 1991.

Although not widely publicised, sabotage has been an increasingly worrying factor in recent years. While politically motivated sabotage may continue, a labour force that is rewarded on a profit-linked basis

Wage deals linked to productivity can curb inflation

B. P. Jones 15/7/91

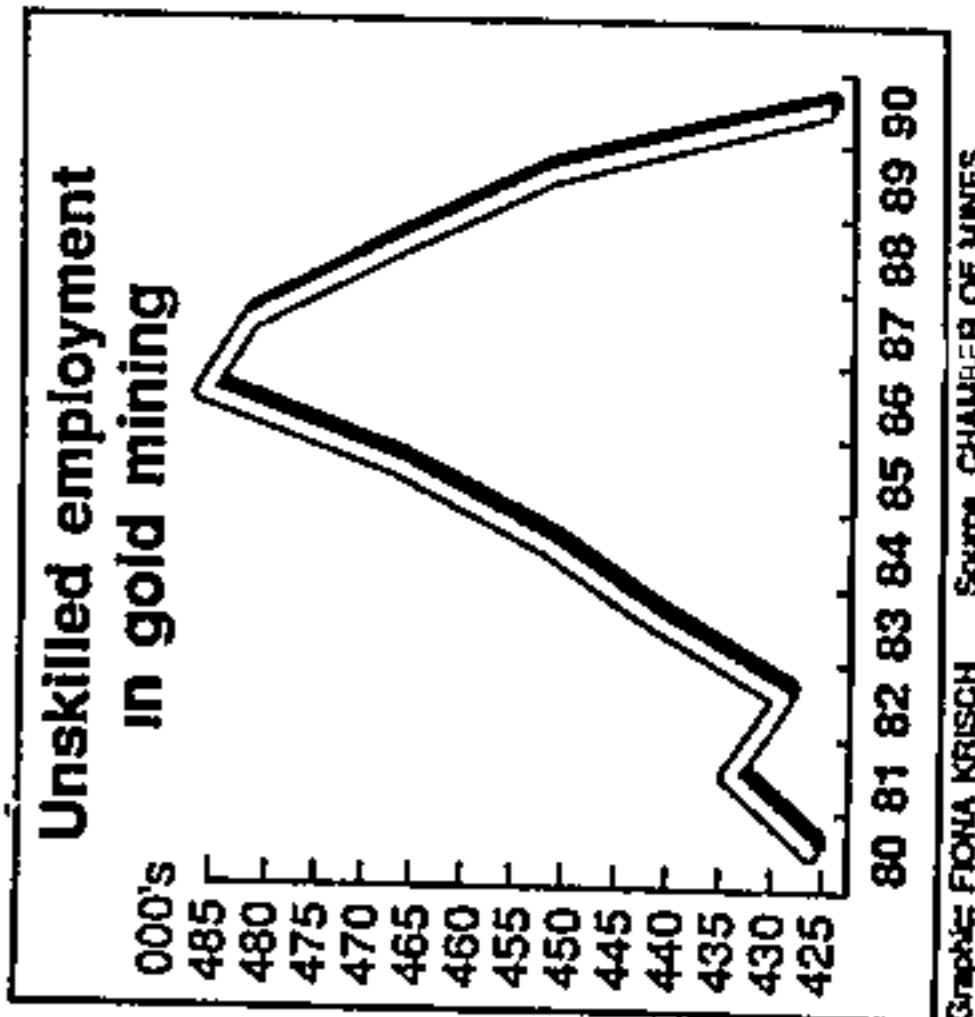
GRAHAM BELL

will have less motivation to disrupt production. This will benefit shareholders as well as labour.

The proposed wage deal on the gold mines is linked to productivity which has become an increasingly intractable problem in the SA economy.

There is hope that the deal will serve as an example to other sectors of the economy, all of which have been plagued by the accelerating wage cost/poor productivity syndrome. The chart shows that total productivity per worker has risen just 7% over the past decade. The total wage bill rose 385% in the same period.

At the heart of the issue lies the cancer of inflationary expectations. In recent years, the SA Reserve Bank has taken a firm stance on inflation. The Bank is explicitly required to defend the value of the



GRAPHIC: FONIA KRISCH Source: CHAMBER OF MINES

currency (both internally and externally). Although Governor Chris Stals has pursued this objective for two years, the policy has met with little success. Despite a recession which commenced before he took office, the CPI-inflation rate has persisted around the 15% level.

The Reserve Bank has recognised that the inflation bogey cannot be beaten unless inflationary expectations are altered. Over the past 20 years inflation has risen steadily and successive failures to control it have merely entrenched the bias of expectations. Ever higher inflation has been built or indexed into wage demands. It is true that, in previous economic cycles, a recession has been associated with falling inflation, but each time the authorities have lacked the will to break the inflationary psychosis completely. They have always backed off too early, leaving inflation to accelerate to new heights.

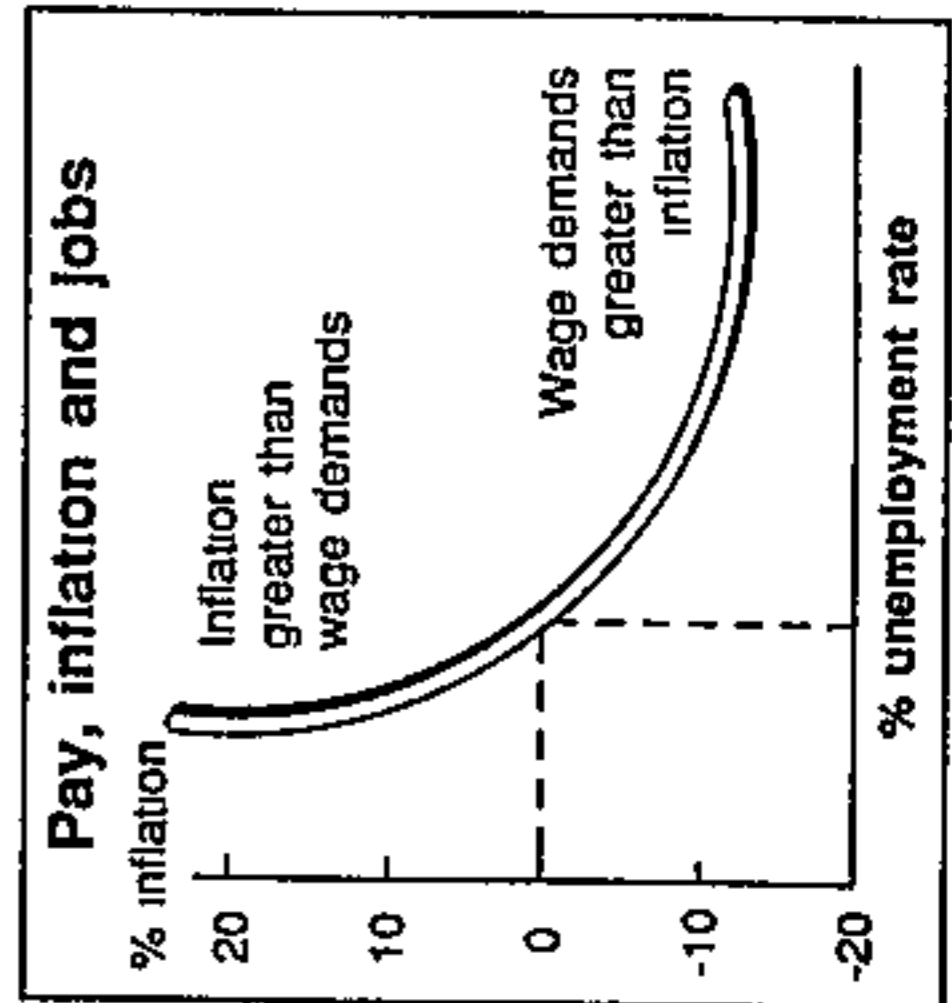
In the most recent recession a new dimension has emerged. The onset of the political thaw has raised demands for income redistribution and union wage pressures have become more strident than ever. It is ironic that the new-found resolve of the authorities to combat inflation should arrive on the scene at the same time.

The chart illustrates the problem confronting the Reserve Bank in combating expectations. The experience of the mining industry is particularly relevant. In the lower part of the curve, wage demands are driv-

en by unrealistic expectations of the industry's ability to pay. Workers effectively price themselves out of jobs.

In the upper part of the curve, wage settlements are adapted to the new reality, namely that it is accepted that the Reserve Bank is serious and will, ultimately, be successful in its quest to lower inflation. The NUM appears to be moving from the lower half to the upper half in its recent negotiations with employers.

The gold mining sector is, in some ways, a special case. SA's gold mines are ageing and the industry is a price-taker. The price has performed poorly over the past decade. The industry's profitability collapsed after many years of damaging confrontation and the loss of thousands of jobs, the combatants finally realised that it was in their interests to work together.



GRAPHIC: FONIA KRISCH Source: IVOR JONES ROY & CO

As Maynard Keynes pointed out wages are 'stuck downwards'. This is not so, for instance, in the much maligned stockbroking industry, where pay growth is often negative in line with declining profits. Is it unthinkable that workers in other sectors should vote themselves a flexible wage package that adjusts in line with profits?

It is not certain that the gold mining example can be generalised to the rest of the economy. Although there are retrenchments in other sectors and although pitifully few jobs have been created in the formal sector over the past decade, most unions do not yet appear ready to seek productivity arrangements. At best, a scaling down of wage demands is now in evidence.

Therefore, it is not clear whether the Reserve Bank will win its battle against inflationary expectations. One worrying sign is that the fiscal discipline that was evident in the Finance Department throughout 1990 is no longer there. Government consumption expenditure has surged since the fourth quarter of last year. Thus it appears that the Bank has lost an important ally in its quest

So far, there are few signs that Stals is under any pressure to relent. Indeed, he may well resist them should any such pressures emerge. But without Treasury support, his battle will become increasingly difficult. Already the bond market, where yields have risen back to about 16%, has signalled its belief that the battle is being lost. This is one of the most sensitive barometers of inflationary expectations.

In the long run, it is certainly in the interests of trade unions and employers to seek productivity accords like the one that may be concluded in the gold sector. Productivity growth is the key to wealth and, by implication, to income distribution.

The politics of the past few decades has encouraged confrontation in the workplace. If this country is to succeed, future co-operation in the workplace is essential. In addition, this government (and any future government) has to learn the fundamental fact that it cannot spend its way to prosperity. The next year will be crucial in determining whether SA is to turn the inflationary tide.

□ Bell is an economist with Ivor Jones, Roy & Company Inc

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**Mine wages
settlement
in offing** Star 16/7/91

By Shareen Singh

Mining bosses and the National Union of Mineworkers (NUM) made some progress at yesterday's wage negotiations, and indications are that a settlement could be expected soon.

Talks resumed yesterday after a breakdown in talks two weeks ago when the NUM accused some mines of not allowing the union to hold report-back meetings.

Chamber of Mines spokesman Johan Liebenburg said last night that the parties had made some progress and a working committee was trying to iron out a few technical details.

At the onset of wage talks, the NUM demanded a 20 percent increase on gold mines and 28 percent on coal mines. The chamber offered a 4 percent across-the-board increase. The union also tabled extensive non-wage demands on a range of issues.

NUM and chamber locked in wage talks

THE National Union of Mineworkers (NUM) and the Chamber of Mines were last night locked in annual wage talks with an immediate settlement unlikely

NUM assistant general secretary Marcel Golding said during a break in the meeting that the chamber had improved its offer on coal mines

He added a working party looking at a statement of principles on social and trade union rights was still discussing details

This non-wage issue has assumed great importance in the NUM's view, especially given low level of across-the-board in-

8/p.c.uy 16/7/91
THEO RAWANA
creases gold miners can expect to receive
It is believed the settlement for gold mines will include a small across-the-board component plus a bonus component whose size will be determined by the gold price and mine profitability

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Yesterday's talks were the first since the NUM suspended negotiations on June 28, citing difficulties in consulting members on some mines. Management at several mines had refused to let union officials hold report-back meetings, the union said

CAREER

Hard work can get you promoted

Star 17/7/91 (21) ~~21~~

The production miner plays a vital role in the mining industry. In this the last series on a career as a production miner, we focus on training in this field.

Production training (in a company) — you will practise your skills in a production section under supervision of a qualified miner.

At the end of this training phase, having worked a total of 200 shifts since you started, your competency will be evaluated by a panel of senior mining officials

If you are competent you will work without direct supervision at a miner's full rate of pay.

● Final training phase (practical mining) — you work as a production miner until 312 shifts have been completed.

Should you have been evaluated as being competent, you will be able to exchange your Provisional Blasting Certificate for a Permanent Blasting Certificate — proof that you are a qualified production miner.

Production miners can be

promoted to shift bosses on their work performance alone or, if they have a matric pass with mathematics and science, they can get there via the student mine officials training scheme.

If you choose to move from shift boss to mine overseer, you require a Mine Overseer's Certificate of Competency which can be obtained by passing an examination written after a minimum of four years mining experience.

The next step is to join the men who manage the collieries — section managers, production managers and mine managers — and the key to all these positions is the Mine Manager's Certificate of Competency.

This may be obtained after five years' mining experience and passing a written examination.

8 000 miners on strike in Bop

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ALMOST the entire workforce of 8 000 at Impala's Bafokeng South platinum mine in Bophuthatswana went on strike yesterday, owners Genmin reported

Impala's three other mines in the territory - Bafokeng North, Wildebessfontein South and Wildebessfontein North - as well as the Mineral Processes plant, have not been affected.

“(Almost 100 percent of the 8 000 workforce at Impala's Bafokeng South platinum mine went on strike this morning,” Genmin said in a statement yesterday.)

“Management says that this strike seems to originate from the fact that disciplinary action was being taken against an employee who has allegedly been involved in acts of intimidation.

“(Management has invited employee representatives to come and discuss their grievances,” Genmin said.)

According to a spokesman at the mine, there had been no incidents of violence since the strike began

He also confirmed that a policy of no work, no pay would be followed by the company.

“The managing director of Impala, Mr

Michael McMahon, has assured Impala's clients that the strike has not, as yet, had an effect on the availability of refined platinum or other metals.”

On July 4, more than 90 percent of the workforce at Bafokeng South went on a one-day strike because of a lower than expected average wage increase of 10 percent, announced three days earlier, the statement added - Sapa.

Gengold 'hopeful' of inflation-busting wage increases

GENGOLD, the Gencor group's gold division, was confident that this year's annual pay award in the gold mining industry would be a low, single-digit figure.

MD Gary Maude said yesterday at the presentation of the group's quarterly results that he was "very hopeful" unions would accept a low wage increase which would enable Gengold to keep working cost increases below 10% in 1991. Such an increase would enable the mining industry to break the inflationary spiral which was currently gripping the sector.

Given that so much of industry was orientated towards the gold mining sector, this would have an anti-inflationary im-

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MATTHEW CURTIN

pact on the whole economy, he said. It has been reported that the Chamber of Mines and the National Union of Mineworkers (NUM) will agree to an industry-wide package similar to that struck last month between Anglo American's Ergo gold operation and the union.

The NUM-Ergo deal provided for a 5% across-the-board increase and profit and performance-related bonuses up to an extra 15%.

The recent massive wave of retrenchments at Gengold was at an end, Maude said. The division has shed almost 40 000

18 171 91
12 10 aug
 jobs in the last two to three years, at an average of more than 2 000 a month last year.

Commenting on Gengold's performance in the June quarter, in which working costs rose 6,2% on the previous quarter and working profit dropped 17,3%, Maude said he was concerned at the impact heavy forward selling of gold was having on its price.

Gengold, which has tended to hedge production only from its marginal mines, secured an average gold price for the quarter of R31 978/kg. In contrast, Anglovaal, which published its results yesterday, succeeded selling gold forward as far as Sep-

18 171 91
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 tember next year at prices ranging from R36 711/kg to R39 046/kg. Its Lorraine mine sold 117 tons or three-quarters of its production forward in the quarter.

Maude said while small producers were sensible in selling forward, large forward sales served only to cap the gold price.

He said Gengold was preparing a report which would show that for every five tons of gold sold forward, \$1 was knocked off the gold price. This suggested the gold price was currently undervalued by about \$150 given that there was about 800 tons sold forward.

Violence erupts at strike-hit mine

Sowetan 19/7/91. (211)

VIOLENCE erupted at Impala's Bafokeng South platinum mine yesterday morning where 8 000 workers are still on strike, according to Genmin, owners of the mine.

Two vehicles belonging to mine hostel dwellers were burned yesterday and an attempt was made to burn one of the administration buildings at the mine.

Mine security officials used teargas when a crowd of workers surrounded the burning building, refusing a fire brigade access to the building.

Mine management said they had asked the crowd to disperse several times before using the teargas.

Genmin said employee representatives informed management they were on strike because of disciplinary action taken against an

employee who was allegedly involved in acts of intimidation during a previous strike at the mine on July 4

Demand

In an attempt to resolve the issue, management offered to review the decision but employee representatives demanded that the employee in question be reinstated immediately

Employees are split into two

camps, with some wanting to go back while others want to continue the strike, the company said.

Management said discussions with employee representatives were continuing and that additional security personnel had been called in to protect employees against intimidation and also to protect mine property.

Bafokeng South produces between 20 and 25 percent of Impala Platinum Group's metals. - Sapa.

C

Miners' compensation 'still racist'

COMPENSATION paid to mine workers who contract occupational diseases is still racially based, says National Union of Mineworkers president James Motlatsi.

In a speech prepared for delivery at an Inter-American Miners conference in Bogota, Columbia, Motlatsi rejected the view that apartheid was dead and SA was democratic.

He said compensation paid to black miners was far below that of their white colleagues. White workers would receive about R49 000 and black workers about R3 400.

"In all areas of life black miners still remain oppressed and exploi-

ted," Motlatsi said.

Black miners were among the lowest paid in the country and the majority were migrants who lived in tightly guarded hostels and saw their families only once a year.

Asked to comment, the Chamber of Mines said legislation governed compensation, with the Occupational Diseases Commissioner the responsible official.

Chamber spokesman John Imrie admitted the legislation which fell under the Mines and Works Act had a racial element. He said the chamber had repeatedly asked government to have this changed. — Sapa

"Blood in streets" threat

by union

C (p. 21/7/91)
A DELEGATION of the rightwing Mineworkers' Union (MWU) on Friday gave Eskom several petitions rejecting the desegregation of the corporation's residential areas.

The petitions were accepted by two Eskom officials on the way to a meeting with 12 MWU men at the company's head office at Megawatt Park in Sandton.

About 250 people, including representatives of the Afrikaner Weerstandsbeweging, the Boere Kommando, Conservative Party MPs, the Transvaal Agricultural Union and the CP-controlled towns, gathered on the Eskom sportsfields in support of the MWU.

"The people who take our land from us will lick blood from the streets," said MWU official KP Cronje.

"This is a matter which affects everyone, not just Eskom."

The 12-man MWU delegation was led by general secretary Peet Ungerer and organising secretary Flip Buys.

Ungerer said the petition marked the beginning of the "Action Own Residential Areas" campaign.

"We are not planning to share our neighbourhoods with any other race group. The MWU rejects this," he said.

Eskom's personnel manager Danie du Plessis said "Our main aim is not to react to the petition, but to look at the relationship between the union and our own personnel." - Sapa

Mine absenteeism wanes as workers see the light

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S/Times 21/7/91

By JULIE WALKER

GENGOLD's Gary Maude says a new era of responsibility is evident among gold miners

In the wake of so many job losses and the vulnerability of many more, Mr Maude says workers are becoming more conscious of the consequences of their wage demands. There is almost zero absenteeism.

Gengold reflects the hopes of the whole mining industry with its moves to reach agreement on low, single-digit percentage pay rises in current negotiations.

If costs cannot be kept stable or reduced — it becomes increasingly difficult as there is no fat left — and the gold price does not rally, jobs are on the line.

Mr Maude believes that producers are beginning to realise that forward sales of gold hurt the price far more than the short-term scoring from the contango.

His group aims to release a study which quantifies the long-held view that forward

sales lower prices. He says that for every extra five tons of gold reaching the market, the gold price loses \$1/oz. The current overhang of 800 tons of gold could be holding the price down by \$160.

Dilemma

Some of the group's mines had a difficult June quarter. There were retrenchment costs, fires at Buffelsfontein and St Helena, mudslides at Winkelhaak and erratic stope values at Unsel.

Winkelhaak solved a financial dilemma of how to pay for expansion and a dividend by taking an \$18-million gold loan from Mitsui at 16.25%. The retained portion is earning 17.25%.

Gold Fields of SA's seven mines produced an aggregate taxed profit of R245.7-million — 12% higher than in the quarter to March 1991.

Higher grade and tonnage led to improved production, the gold price was higher and costs were contained to a 4% rise over the quarter.

Vlaks and Venters both returned to the black in the last quarter of the financial year, but incurred losses for the 12 months. Libanon also returned to profit before capital expenditure.

Anglovaal's quartet scored from selling forward part of their gold production at significantly higher than the average gold price. Loraine excelled with R35 051 an ounce, but costs were R36 610. The quarter's loss was only R162 000 compared with the previous R5.5-million.

Flooding

Loraine has sold forward portions of its production at ever-increasing prices over the next five quarters. In the three months to September 1992 Loraine will receive more than R39 000/oz for 239 kilograms, about a seventh of its production.

Cons Mining gold arm Southgo's mines fared reasonably. West Wits, Benoni and Nigel all made a profit. Benoni will raise R16.8-million through the

issue of shares at 25c to repay borrowings.

But the curtain came down on Wit Nigel. It received its final tribute from the Nigel mine and operations ceased at the end of March. The quarter's expenses exceeded income by R422 000.

Knights performed steadily at a better slimes grade to give a better profit margin of 318c a ton compared with the previous quarter's 272c.

Anglo American's mines reduced aggregate working costs by 1.4% to R1.66-billion in the June quarter. A 2.1% increase in the average gold price of R32 974/oz received led to 4.6% more profit.

Tonnage treated climbed at all mines except Sallies and was accompanied by lower grades at all save that operation.

Freegold bought production costs down by \$22/oz to \$322, Vaal Reefs by \$20 to \$279, Elandsrand by \$25 to \$250 and Western Deeps by the same amount to \$252.

Sallies' State subsidy to meet pumping costs was discontinued from the end of June and pumping has ceased. Mining of the shaft pillar has ended and the workings will be allowed to flood after equipment has been recovered.

Apartheid alive in the mines - NUM

Sowetan 22/7/91

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COMPENSATION paid to mine workers for contracting occupational diseases is still racially-based, says Mr James Motlatsi, president of the National Union of Mineworkers.

Speaking at an inter-American Miners conference in Bogota, Columbia, Motlatsi rejected the view that apartheid was dead and that South Africa was democratic.

"White workers will receive R49 000 while black workers will get R3 400. In all areas of life black miners still remain oppressed and exploited," Motlatsi said

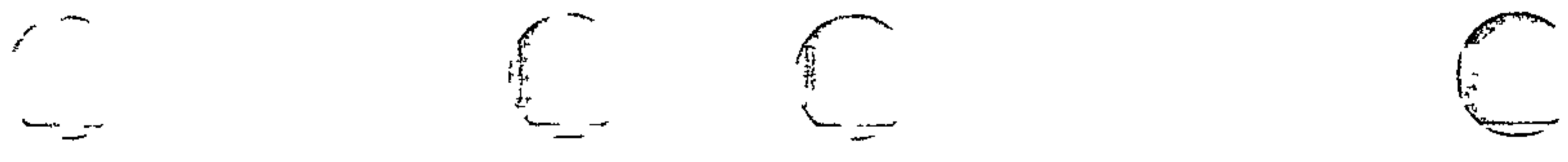
Black mineworkers were among the lowest paid in the country, he said, adding that the majority of the estimated 500 000 miners were migrant workers who lived in tightly guarded hostels and saw their families only once a year.

With regard to the world crisis in the gold industry, Motlatsi said the low gold price had resulted in 80 000 miners being laid off. However, progress had been made in this regard following talks between the union, employees and the Government

Asked to comment, the Chamber of Mines said legislation governed compensation paid to miners developing occupational diseases with the Occupational Diseases Commissioner being the responsible official.

Spokesman Mr John Imrie admitted the piece of legislation which fell under the Mines and Works Act had a racially-based element

He stressed the chamber had made submissions repeatedly to the Government to have this changed - Sapa



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Mine wage negotiations still on hold

A DATE had not yet been set for the resumption of annual wage talks between the Chamber of Mines and the National Union of Mineworkers (NUM), a chamber spokesman said yesterday.

By yesterday neither the negotiating teams nor the working party, consisting of representatives of the chamber and the NUM had set dates for the meeting.

This follows lengthy talks between the parties last week without any final agreement being reached on wage increases for 1991.

The spokesman said although the implementation date for the 1991 agreement expired on July 1, this was not unprecedented.

At the time of the 1987 NUM strike, negotiations extended well into the second half of the year and most wage negotiations

VERA VON LIERES

with the NUM had gone to conciliation boards.

He added that the NUM had taken last week's offer back to its members for a mandate

NUM assistant general secretary Marcel Golding would only say last week that the chamber had improved its offer on coal mines. He also said a working party, looking at a statement of principles on

social and trade union rights, was still in the process of discussing details.

It is believed that the wage deal for gold mines will include a small across-the-board component plus a bonus component

The chamber spokesman said although talks had been continuing since early June, "nothing was seriously impeding progress"

He declined to comment further.

JCI miners get new deal on basic pay

Star 25/7/91

By Derek Tommey

About 20 000 miners on Johannesburg Consolidated Investment group operations have agreed to accept a basic 5 percent pay rise, which will be linked to a gold price and productivity bonus.

They are employed on the Randfontein, Western Areas and Joel mines, and are in job levels 1 to 8.

Miners in job levels 9 and above will not know their increments until the outcome of negotiations between the Chamber of Mines and the Confederation of Mineworkers' Union.

Announcing the agreement, Kennedy Maxwell, chairman of the group's gold division, said that, in addition to the basic rise, the miners would receive up to an extra 7 percent in bonuses

should the gold price increase significantly.

They could also receive up to an extra 12 percent should their productivity improve.

If everything went "absolutely right" for the workers, they could earn an additional 24 percent this year.

Mr Maxwell said that JCI wanted to reach an agreement which it could bear.

Reaction from the miners had been good.

The National Union of Mineworkers was not involved in the discussion because its membership had declined dramatically since 1987, though it had recently started to rise again.

Mr Maxwell said the industry, particularly JCI's gold mines, were in a marginal situation. There had already been retrenchments

"But we hear the union and our workers loud and clear saying they want their jobs."

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Marcel Golding takes top NUM post

8/10/91 25/17/91
VERA VON LIERES

THE NUM yesterday announced that assistant general secretary Marcel Golding had been appointed to succeed Cyril Ramaphosa in the union's top post

NUM president James Motlatsi said in a statement yesterday the union's national executive committee had endorsed Ramaphosa's secondment to the ANC following his election as secretary-general

During this secondment, Golding would act as general secretary, Motlatsi said

Golding comes from an academic background at the University of Cape Town. He worked for the SA Labour Bulletin as a

writer before joining the NUM several years ago. He has served as assistant general secretary for more than two years.

NUM spokesman Jerry Majatladi said recently the NUM's constitution provided for the assistant general secretary to take over the general secretary's duties until members endorsed the appointment at the next NUM congress or the central executive committee appointed someone to the post. The next NUM congress is scheduled for 1993.

JCI mine bonuses to be based on gold price

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JOHANNESBURG Consolidated Investment (JCI) has awarded a 5% pay increase to employees in the lowest eight job categories at its three gold mines. However, mineworkers could win bonuses which would put an extra 19% in their pockets. They will win the bonuses if the gold price rises significantly in a three-month period, or productivity at a mine, measured in rand/kilogram working costs, improves substantially.

JCI would not give details yesterday of the "trigger" levels which would bring the bonuses into play.

The JCI pay award is the clearest indication yet of the sort of wage agreement

MATTHEW CURTIN

Both Gengold MD and Anglo American gold and uranium division chairman Clem Sunter have expressed confidence that the NUM would win a "low single digit" wage increase this year.

The wage talks are currently suspended. Although it is understood that Gold Fields SA opposes a JCI-type deal in favour of a higher pay award not linked to bonuses, only non-wage issues will prove to be sticking points between the chamber and the NUM.

JCI gold division chairman Kennedy Maxwell said yesterday at the presenta-

tion of the group's quarterly results that the pay award would cover 20 000 workers out of the 24 000 employed at Randfontein Estates, Western Areas and developing mine H J Joel.

The NUM has only minority representation at the mines and so most workers are not party to the chamber/union agreements.

He said workers would win a 7% bonus if the gold price "rose significantly" during a quarter. If rand/kilogram costs were reduced by several thousand rands, workers would stand to win an additional 12% bonus.

Maxwell added that the long-term prospects for gold were good. Climbing sales of gold to the jewellery industry were a major source of optimism.

With the support of the World Gold Council and jewellery manufacturers "it will not be unrealistic to expand jewellery demand by 50% in the next 10 years".

However, he said he shared Gengold's concern that heavy forward selling was capping the upward movement of the gold price. Maxwell said he remained ambivalent as to what extent JCI should hedge its gold production.

● See Page 6

Productivity levels

Saccawu also alleges that the bank has given the Inkatha linked federation, Uwusa, representation without membership — a claim which the bank refuted.

Durnacol action signals NUM resurgence

W. M. 26/7-1/8/91
By DREW FORREST

THE entire 5 000-strong black workforce at Iscor's Durban Navigation Colliery (Durnacol) staged a three-day wage strike recently — signalling that the National Union of Mineworkers has recovered from last year's ethnic-political upheavals at the mine.

Iscor's Ernest Webstock confirmed an illegal strike between July 9 and 11 at Durnacol, near Vryheid in northern Natal, in protest against an annual pay rise of 10 percent implemented on July 1 at all the corporation's mines.

The dispute was settled after negotiations between management and the NUM, he said.

In September last year, 1 500 Xhosa miners were sent back to Transkei and Ciskei after ethnic-political violence in which at least one worker died.

The "repatriated" workers have since been dismissed.

The violence was apparently sparked by rumours that Xhosa miners had insulted Zulu leaders and that the NUM was an African National Congress front.

The NUM alleged an alliance between Inkatha, the police and mine management aimed at rolling back the NUM presence at Durnacol.

THE GOLD mining industry sailed through the June quarter with unaccustomed ease considering the dollar gold price was not keen to nudge the \$380 mark, let alone \$400.

The reasons a hitherto unlikely alliance between industry stakeholders in which the burden of pulling the stricken industry through its worst crisis for decades seems set to be spread more evenly, and an unexpected rise in the rand gold price.

The depreciation of the rand against the dollar was an unexpected boost to the industry's fortunes. The rand dollar price of gold rose by 11% from R964 an ounce on April 5 to R1 074 an ounce by the end of the quarter.

Increases in prices of supplies were kept to a minimum. And adding to optimism about the future is the pending productivity and gold price-linked wage deal between the Chamber of Mines and the NUM which will further spread that burden and help keep the lid on costs.

The profits of the six mining houses rose nearly 60% quarter on quarter, up by R140m. Analysts said last week this was testimony to the industry's success at minimising cost increases. Anglo American was able to cut costs in real terms in the quarter.

Analysts said suppliers, long tar-

Mines' cost-cutting pays off

30/7/91

Bloem

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MATTHEW CURTIN

keeping mills running economically with surface material if necessary to minimise unit costs.

Madeyski said "cost control at the six mining houses was excellent in the quarter with the exception of Gengold". Rand kilogram costs rose 6% at the group, but Madeyski noted that these were the result of conditions over which management had little control: seismic activity, mudslides and fire. On the other hand, Gengold had been doing "so well for so long", its relatively poor perform-

analysts said the chances of the gold price or productivity improving enough for the maximum bonuses to come into play were slim.

The award compares with the chamber's pay award of 14% to 17% last year.

The NUM's preparedness to accept a 5% pay increase reflects the extent to which job security, rather than wages, has become the primary concern of its members. The gold mines have shed tens of thousands of jobs in the past three years.

Tried and tested methods of restricting cost overruns continued in the quarter. Fergusson Brothers analyst Mark Madeyski noted that underground tonnage milled in the quarter fell 2,6%, while the amount of surface material mined rose by 5,8%. Each mining house has to some degree swung behind Gengold's practice, now some three years old, of refusing to mine unprofitable sections, cutting production levels, and

ged by Anglo gold and uranium division chairman Clem Sunter for restraint when it came to price increases, had done much to break the inflationary spiral which gripped the industry by implementing below-inflation price increases. Most significantly, Eskom introduced electricity rates tied to the gold price to ease the industry's huge power costs.

The real breakthrough for the control of costs in the future will come in the current quarter with the wage settlement — possibly this week. It is expected the union will accept a 5% across-the-board increase with additional bonuses based on improvements in productivity and the gold price.

As labour accounts for as much as 50% of working costs on the gold mines, such a low basic pay award would be a major contribution to the industry's battle against inflation.

Industry sources have said the final agreement will closely reflect the deal agreed between JCI and the non-unionised section of its workforce. The JCI workers' bonuses, if realised in full, would top up their 5% increases by 19%. However, ana-

ance should be measured from a higher base than other groups

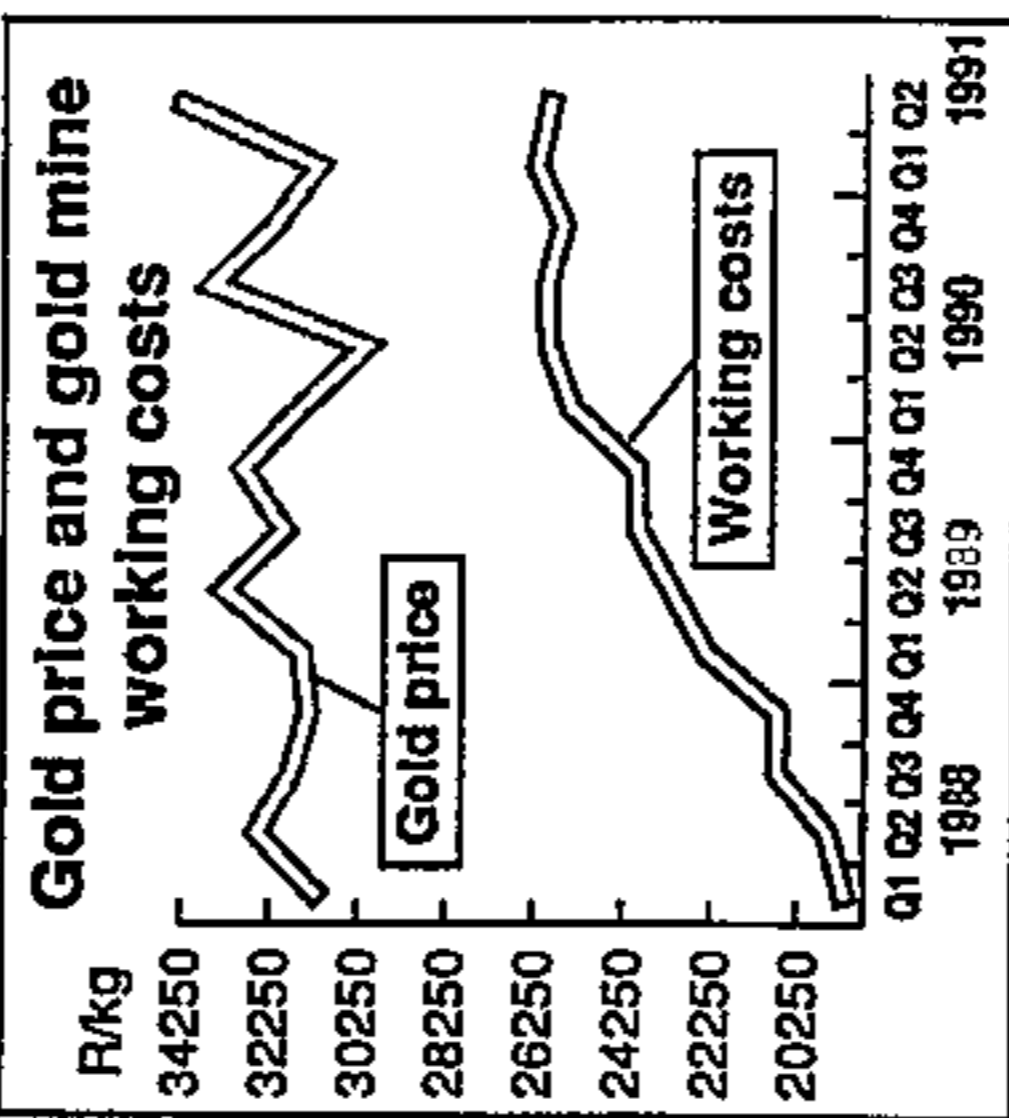
Edey Rogers analyst Gordon Gray said the industry "was not out of woods yet". Mines needed to strengthen cash reserves and remain wary of paying out shareholders in the coming quarters.

Another analyst echoed Gengold MD Gary Maude's concern that mines should spend the profits won during better times on development work underground.

Development was vital if mines were to have a flexibility to mine higher grade ore when conditions worsened again in the industry. As capital expenditure shrank 5,6% in the June quarter, some mines were in danger of compromising their medium-term future as reserves of payable ore dwindled without new reserves being opened up.

Madeyski said the new mining tax formula was helping only the most profitable mining operations. Poorer mines were paying more tax. In the quarter, the Receiver of Revenue received a 60% hike — R2,84m was paid out against R1,78m in the last quarter — in mining tax, reflecting both the improved profitability of the mines and the new formula.

Analysts said they were cautious bulls with regard to the short-term movement of the gold price



Graphic: FONIA KRISCH. Source: CoM & I-NET

LETTERS

MINING — LABOUR

1991

AUG. — DEC.

Bonuses linked to gold price

211

Mines, unions clinch historic deal on wages

Bl Day 1/8/91

THE National Union of Mineworkers (NUM) and the Chamber of Mines yesterday signed a wage, bonus, and social and trade union rights agreement for the coming year.

Details of the agreement were disclosed at the chamber's offices in Johannesburg.

Workers at most gold mines will receive an average 6% increase, a gold price-linked bonus of up to a maximum 7%, and performance-related bonuses whose details would have to be negotiated at individual mines.

A separate, more conventional, wage agreement has been reached for collieries, where increases will range from 6,5% to 19,1% depending on job category and location.

A sign of the possible magnitude of performance-related bonuses on the gold mines was provided by JCI last week when it announced that such bonuses for non-union members could add up to 12% to basic pay.

The agreement, which applies officially to NUM members at mines where the union is recognised and will in practice apply to the entire industry, is the first industry-wide wage agreement where bonus payments potentially represent the largest part of workers' increases.

It follows a similar agreement struck between the NUM and Ergo in mid-June.

The NUM reiterated that bonus agreements were a response to the gold mining industry's crisis. The union's national wage policy, to strive for high basic wage increases across the board, and to work towards eliminating wage differentials between mining groups, had been suspended only temporarily.

ALAN FINE

Chamber vice-president Bobby Godsell said the bonus system was "uncharted territory" for management and labour.

Gold Fields — whose mines are the most profitable — and Anglovaal's Harties also agreed with the NUM to a deal without a bonus component, but with higher basic increases of 6,5% in the more skilled job categories to 9% for unskilled miners.

NUM acting general secretary Marcel Golding said this would close the gap at basic wage level between these two groups and the others whose rates, especially at lower levels, are higher.

A separate agreement was signed with Rand Mines' struggling Harmony mine. It provides for a R25 monthly increase across the board. In addition, 15% of profits, if any, up to a maximum of R4m, will be shared among workers.

The gold price-linked bonus, payable quarterly, will be "triggered" by a R1 050 an ounce average gold price. At that level the bonus would be equal to 0,5% of earnings. It ranges upwards in six stages to R1 160 an ounce where the bonus would earn miners an extra 7% on basic pay.

Golding said the trigger level was based on the average gold price in the second quarter of 1991. The "trigger" price at each bonus level would rise by 2% a quarter to take partial account of inflation.

He said the NUM would immediately begin negotiations with the chamber on a basic framework for the performance bonus, after which talks would shift to mine level.

The agreement on "social conditions and

To Page 2

Wage deal

Bl Day 1/8/91

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From Page 1

trade union rights", among other things, improves the union's rights to access to the mines, and gives hostel dwellers greater participation in the management of their living conditions.

However, the parties were unable to agree on the right to strike. The NUM, said Golding, believed striking workers should have protection from dismissal.

Godsell said employers did not contest the freedom to strike. "But we are unable to agree on the measure, nature and degree of protection workers should be afforded. It has to be balanced with the enterprise's rights," he said.

Rights agreed upon included a doubling to four days of shaft stewards' time off for union training, a simpler process for implementing union subscription increases, improved visiting facilities for miners'

wives, agreement that an AIDS policy be negotiated among the parties, and improved access rights to mines for union officials.

An annexure sets out various basic labour relations rights to which the parties commit themselves, including the rights to freedom of association, to a healthy and safe workplace, to protection from unfair dismissal, to the development of skills and job opportunities, to orderly picketing, to relevant information disclosure.

It also includes various civil rights including those of peaceful assembly, freedom of expression, and privacy.

It sets out conditions for mine security activities, and for increased participation by residents in decision-making in hostels.

● Picture Page 3

Precedent-setting wage deals signed

By Shareen Singh 1/8/91

South Africa's biggest industries, mining and metal, yesterday signed precedent-setting agreements on wages and working conditions

In the mining industry, workers at four mining houses — Anglo American, Genmin, JCI and Rand Mines — are to receive profit-linked wage increases which include a basic 5 per cent increase and bonuses coupled to the gold price

This means that if the gold price increases to more than R1 050 an ounce, workers on these mines will receive a bonus of up to 7 per cent of their basic wage.

At Harmony mine, a profit-sharing scheme has been agreed on which will grant a basic increase of R25 for all workers. In addition, 15 per cent of profits up to a maximum of R4 million will be set aside for workers

Two other mining houses in the Chamber of Mines offered straight increases ranging from 6,5 per cent and 9 per cent, with no gold-price bonus

On coal mines, the National Union of Mineworkers (NUM) accepted increases ranging from 6,5 per cent to 19,1 per cent

A range of non-wage demands were also agreed on, including a statement of principles, rights and obligations underpinning industrial relations in the industry, together with guidelines governing worker participation in hostel affairs

The NUM pointed out that in accepting the agreement, it had taken account of the economic climate confronting the gold mining industry

Union president James

Mohlatsi said the agreement was not a favourable one with respect to wages, but it was significant in securing basic civil rights for mine-workers

NUM acting general-secretary Marcel Golding said these rights would ensure more effective union organisation, increase the union's membership and give hostel dwellers democratic participation on issues

Chamber of Mines spokesman Bobby Godsell expressed appreciation to the union for taking the industry's economic situation into account. This would enhance a better relationship between management and the union, he added

In another precedent-setting agreement, the Steel and Engineering Industries Federation (Seifsa) and several unions, including the National Union of Metalworkers (Numsa), secured wage increases of between 12 and 15 per cent.

Settlement was reached after four months of difficult negotiations and nine days of mediation

A significant aspect of the settlement was an agreement to set up two committees within the next 30 days, involving senior trade unionists and industrialists, to look into training and restructuring with the aim of promoting economic growth

If these committees operate favourably to all the parties involved, it could lead to an industry-wide summit.

Numsa spokesman Bernie Fanaroff said the agreement was a breakthrough because Seifsa was originally opposed to granting wage increases which matched the inflation rate.

Chamber of Mines, NUM sign wage deal

er 1/8/91

(211)

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) and the Chamber of Mines yesterday signed a wage, bonus, and social and trade union rights agreement for the coming year.

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A separate, more conventional, wage agreement has been reached for collieries, where increases will range from 6,5% to 19,1%, depending on job category and location

A sign of the possible magnitude of performance-related bonuses on the gold mines was provided by JCI last week when it announced that such bonuses for non-union members could add up to 12% of basic pay

The agreement, which applies officially to NUM members at mines where the union is recognised and will in practice apply to the entire industry, is the first industry-wide wage agreement where bonus payments potentially represent the largest part of workers' increases

● Sapa reports that the National Union of Metalworkers of South Africa hailed yesterday's metal industry wage agreement as a watershed development for its involvement in restructuring the country's key manufacturing sector

Mineworkers score a major victory

Sowetan

1/8/71

By IKE MOTSAPI

(211)

THE National Union of Mineworkers and the Chamber of Mines signed a historic wage agreement in Johannesburg yesterday.

Included in the package are comprehensive and innovative agreements covering conditions of service, upgraded recreational facilities, fringe benefits, death and funeral benefit schemes and free movement and operations by NUM members on the chamber's mines.

The agreement was signed by NUM president Mr James Motlatsi, secretary general Mr Marel Golding, the chamber's president, Mr Naas Steenkamp and vice-chairman Mr Bobby Godsell.

The agreement was reached after two months of intensive discussions between NUM and the chamber.

Tough negotiator takes over NUM leadership

South 118-718/91

THE man who has been appointed to step into the shoes of Cyril Ramaphosa as acting general-secretary of the giant National Union of Mineworkers, is a well-known champion of workers' rights.

Born in Johannesburg but reared and educated in Cape Town, Marcel Golding sacrificed an academic career and offers of scholarships to throw his weight in with the plight of workers.

"I could have been a lecturer and academic, but to me helping to improve the lot of the workers became a priority," Golding said.

The president of NUM, James Matlatsi, said the union's national executive committee had endorsed Ramaphosa's secondment to the ANC following his election as secretary-general.

During this secondment Golding would act as general secretary, Motlatsi said.

"I think the opportunity offers me enormous challenges," said Golding. "My task is daunting for several rea-



Last week the National Union of Mineworkers (NUM) announced that its assistant-general secretary had been appointed to the union's top post of general secretary.

MONO BADELA spoke to Marcel Golding (left):

sons. Our industry is experiencing a severe crisis because of the fall of the gold price. There have been substantial retrenchments. The challenge is to ensure — together with other union leadership and the workers — that the mining industry is restructured in such a way that job losses are minimised, adequate health and safety is guaranteed, and the mines are

expanded," Golding said. He said his other important task was to maintain the traditions of militancy in the union; to help in the development of worker control and to expand worker leadership so that workers eventually occupy the strategic positions in the union.

He said he would try to continue the good work started by Ramaphosa to

the best of his ability

"The 1987 miners, strike which lasted for 21 days was certainly one of the most important occasions in my short trade union life. For the first time in South Africa we took on the commanding heights of the country's economy — those were the 21 days that shook the Chamber

"I think it showed me in a clear way what will be required to address the industrial abuses, low wages and general exploitation and oppression of workers," he said.

Golding, 31, was educated in Cape Town's Alexander Sinton High School before graduating with a BA Social Science degree and thereafter obtained a BA Honours degree in African Studies.

Marcel was active in community politics and tutored and lectured sociology and economic history for a short spell at the University of Cape Town. He was bored and tried to get a job in trade union movement.

He joined the conservative Public Sector Union as a research officer but

was dismissed in 1984 with nine others when they unsuccessfully tried to challenge the status quo and democratised the union.

In 1984 he came to Johannesburg and was offered a job by the South African Labour Bulletin as a researcher-writer and wrote extensively about the plight of workers in the mining industry as well as workers in the public sector.

He joined NUM in September 1985. He soon became involved with the organisational work and became involved with strikes in the western areas and on the coal mines.

Golding was elected deputy general secretary of NUM during the 1987 national congress and was re-elected in 1989 and again this year. Golding is a tough negotiator and is presently leading the union's negotiating team with the Chamber of Mines.

He also plays a key role in Cosatu's negotiations for changes to the Labour Relations Act and is a member in Cosatu's Central Executive Committee.



Gold miners to get 6% increase

SHARON SOROUR
Labour Reporter

(211)

Aug 21/81

WORKERS at most gold mines will get a 6 percent wage increase and a gold-price linked bonus of up to 7 percent in an historic deal between the National Union of Mineworkers and the Chamber of Mines.

The agreement, signed in Johannesburg this week, is the first industry-wide wage agree-

ment where bonus payments potentially represent the largest part of workers' increases.

Workers will also receive performance-related bonuses which will be negotiated at individual mines, according to the Chamber of Mines.

A separate wage deal had been reached for collieries where increases ranged from 6.5 percent to 19.1 percent.

Making history at the helm of NUM

So what 2/1/91.

211

NEW National Union of Mineworkers chief Mr Marcel Golding brings with him a wealth of experience to lead South Africa's biggest union out of the depressed mining industry with minimum damage to workers.

Golding takes over NUM with its 307 000 members at a time of an historic deal struck with the major mining houses by which workers, for the first time, will have part of their pay linked to mine profits and their own productivity.

Appointed acting general secretary after Mr Cyril Ramaphosa quit the union executive to become a senior African National Congress official, Golding's challenge is to maintain the key role NUM has played in shaping the contemporary labour scene.

Politics

His political initiation dates back to the 1976 school uprisings when he attended the Alexander Cinton High School in Cape Town, where he campaigned for a Students' Representative Council and became its first chairman in 1977

Golding (31) was educated at the University of Cape Town, where he graduated with a Bachelor of Social Science degree and Bachelor of Arts Honours in South African Economic History

His concern for the plight of South African workers made him ditch an academic career for the trade union movement, and he joined the Public Servants League, a conservative public sector union, as research officer in 1982.

The honeymoon with the league did not last long and he was fired after a year when his bosses took offence in his efforts



"to democratise the union"

Golding's inspiration for trade union work stems from "the oppression and exploitation which confronts working people in South Africa who have extremely limited opportunities and job prospects and come from a debased education system".

The constant threat of job losses "means one has to do all possible to protect jobs and enhance their power".

Socialist

"The fact that a person is oppressed in South Africa and that we do not enjoy political rights means one has to do everything possible to enhance the power of workers and their organisations."

Although he holds strong socialist views, he is not a member of the South African Communist Party

In 1984 he moved to Johannesburg and joined the South African Labour Bulletin as researcher/writer. It was then he began to make an impact on the labour scene with an incisive series of articles on public sector unions and on the struggles of mineworkers.

Struggle

"At the time I was of the view that NUM was a growing organisation which was not taken seriously by the media and anyone else, and argued that NUM was going to be a key player in the struggles of mineworkers and in shaping the contemporary labour scene"

An accidental meeting with

Ramaphosa, while conducting research on NUM, landed him a job as editor of its newsletter in September 1985.

He did not foresee he would play a pivotal role in the development of the union

Referring to his predecessor, he said "Cyril is a close friend and comrade, we have a very warm friendship"

Increases

In an evaluation of the union, he said. "Since its inception NUM has been able to organise a mass organisation across a number of sectors in the mining industry in a relatively short space of time.

"Organising mineworkers was not an easy feat. The union organised against formidable restrictions in the mining industry, which has a captive labour force, housed in single-sex compounds and subject to a whole range of security measures."

Meanwhile the Chamber of Mines, representing the biggest employers, and NUM this week reached an agreement on wage increases and other conditions of employment

Profit

In a joint statement the Chamber and NUM said, as far as gold mines were concerned, four of the mining groups participating in this year's negotiations had presented offers incorporating profit sharing schemes

The two other participating mining houses had offered employees straight increases ranging from 6,5 percent at the upper level of their wage structures to nine percent at the lowest wage category

The profit-linked wage offer included a basic 5 percent in-

crease on group rates, with a R40 minimum increase on Anglo American and Gemmin mines and creates the opportunity for employees to receive bonuses coupled to the price of gold

In addition, employees may also become eligible for special performance bonuses which would be related to targets set at mine level

At Chamber collieries increases offered to NUM members ranged from 6,5 percent at the upper level of the wage categories to 19,1 percent at lower levels.

Wives

The parties had consequently agreed to

- * Increase paid educational leave for shaft stewards from two to four days a year,

- * A new method of membership verification,

- * A new way of processing union dues,

- * Improved facilities for visiting wives,

- * New guidelines governing the role of medical examinations with regard to employment;

- * A statement of principles, rights and obligations underpinning industrial relations in the mining industry together with guidelines governing worker participation in hostel affairs; and

- * Access for union officials to mine property and mine facilities

The Chamber and NUM had also agreed to continue negotiations regarding retrenchments, health and safety as well as new approaches to training, and retraining, Aids and the publication of both agreements and conditions of service outside the wage negotiations - Sapa

Mines deal a landmark

W/Mail 2/8-8/8/91
 Profit-sharing, gold price-linked bonuses and wage restraint — they're all part of a ground-breaking pay agreement negotiated on the mines, reports

~~1/11/91~~ DREW FORREST ~~2/11/91~~

THE National Union of Mineworkers and the Chamber of Mines have clinched a mould-breaking wage deal affecting half a million miners which takes account of the parlous state of the strategic gold-mining industry.

The package sets a precedent by providing for profit sharing on certain mines through a "gold-price bonus" of up to seven percent of the basic wage, paid if the gold price is higher than expected. Workers may also earn special performance bonuses linked to targets set at mine level. A framework for mine-level talks on these has still to be negotiated.

The deal also improves miners' social conditions and union rights — a key NUM thrust this year — putting the historically acrimonious relationship between mine management and unions on a new footing.

This is enshrined in an agreed statement of principles, rights and obligations underpinning labour relations in the mining industry.

For the first time, NUM will have "reasonable" access to all mines. Provision is made for the negotiation of full-time shaft stewards, while stewards will receive facilities and more paid time off for union training. New ways of verifying union membership and processing union stop-orders will be introduced.

Conditions for visits by miners' wives will be improved, and new guidelines will promote miners' participation in hostel affairs and the role of medical examinations in employment. The chamber has also agreed to negotiate an industry Aids policy.

On the stricken gold mines, the pay rises are the lowest NUM has negotiated, ranging from between 1,8 to 9,3 percent, an average of six percent. Anglo American, Genmin, JCI and Rand Mines have awarded a basic five percent plus the price bonuses on healthy mines, which kick in if gold exceeds R1 050 an ounce.

Gold Fields and Anglo Vaal's Hartebeesfontein rejected profit-sharing, instead granting straight increases of between 6,5 percent at the top and nine percent at the bottom.

Profit sharing applies only to the gold mines on chamber collieries. Flat-rate rises of between 19,1 percent and 6,5 percent were granted, also the lowest NUM has negotiated.

A different profit-sharing scheme will apply at Rand Mines' Harmony mine, which will pay a basic R25 increase plus 15 percent of any profits up to a maximum of R4-million.

At a press conference this week, chamber spokesman Bobby Godsell praised NUM for "taking account of the fundamental pressures on the gold mines", adding that the agreement "structured the relationship between management and the union in new and important ways".

750 000 come short as rises trail inflation

Falling profits trim black pay

3 Times (Business Times) 4/8/91. (211) ~~17/11/91~~

TRADE unions representing more than 750 000 workers this week accepted lower wage settlements than in recent years.

Most are below the inflation rate, which means that workers' standard of living will drop.

This reverses a trend in which real remuneration of unionised black workers has been rising while that of white employees has fallen

Economists say it was caused by falling profits induced by slack demand and the Reserve Bank's policy of keeping interest rates high (Business Times, July 28)

First

Chamber of Mines vice-president Bobby Godsell says the mines' historic settlement with the National Union of Mineworkers (NUM) "reflects the kinds of concerns both management and labour have in tough economic conditions about securing reasonable wage increases while being concerned about saving jobs"

Mr Godsell says "It is apparent that this economic reality is being seen by both parties in negotiations in other sectors — which augurs well for labour relations in SA"

Workers at most chamber gold

By CURT VON KEYSERLINGK and ADRIAN HERSCH

mines will get only a 5% basic increase plus a bonus-linked to the gold price up to a maximum of 7%

It is the first time a chamber- NUM settlement has been reached so early in the year

The increase is below the inflation figure of 15,2% — even if the maximum bonus is paid The gold price bonus range is between R1 050 an ounce and R1 160 an ounce

In addition, performance bonuses will be negotiated at some mines But Gold Fields mines and Anglovaal's Hartebeestfontein will not pay any bonuses Their wage increases will be between 6,5% and 9,0%

Colliery pay increases are between 6% and 19,1% and no bonus system will operate

In 1989 the NUM hoped to gain uniform pay rates for workers at all mines by this year It has not been achieved because pay is being more closely linked to profitability of individual mines

NUM press officer Jerry Majatladi stresses that this year's bonus on gold mines is a temporary adjustment to a crisis The original policy of uniform pay rates remains

The agreement covers about 410 000 unskilled and semi-skilled workers on gold and coal mines

At the time of writing employers and Numsa were meeting to resolve the two-week wage strike in the motor industry Numsa wants a

14,9% increase, which is below the inflation rate The employers offer 12,4%

Industry sources predict that if talks break down the current system of negotiating at national level will be abandoned in favour of plant agreements If this happens wage settlements will more closely reflect the profitability of the plants involved

A moderate wage agreement in the national textile industrial council is expected to be signed soon A source in the SA Clothing and Textile Workers Union acknowledges that wage demands will take account of the recession

Ballot

The agreement concluded between Seifsa and trade unions party to the metal industrial council is for a 12% increase for artisans and 15% for labourers Last year's increases were between 15% and 19%

The latest settlement came after four months of negotiations Last year it took longer

Seifsa executive director Brian Angus describes this year's agreement as "reasonable, given the general economic conditions and the needs of workers"

The National Union of Metalworkers of SA (Numsa), the largest union at the talks, held a strike ballot and

Seifsa a lock-out ballot

Numsa spokesman Bernie Fanaroff is not exactly unhappy with the settlement He says increases are about the inflation rate in some categories

Employers have realised that real wage cuts are not the solution to the industry's problems

Mr Fanaroff says the prospect of lock-out played no role in the union signing the agreement

Non-wage issues agreed on broad new ground and make economic sense for workers and employers

Unions and management have played a role in training apprentices But for the first time a joint committee will be concerned with training the unskilled

Another development is the setting up of a management-labour committee to consider job creation and protection of existing jobs

Mr Angus says "We have not considered job creation until now — no even among ourselves as employers We view the formation of the committee as a positive step"

The agreement affects about 350 000 workers

Sources say the parties may re-evaluate the cumbersome and costly way in which negotiations are structured

This year mediation was eventually used — for the first time The process was viewed positively and it is possible that next year's negotiations could be restructured to include aspects of mediation which facilitate speedier settlement

FM 9/8/91

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WAGE SETTLEMENTS

Going for gold

The profit-linked wage deal for gold mines struck between the National Union of Mineworkers (NUM) and the Chamber of Mines represents, in the words of a leading stockbroker, "the first major market-related wage agreement" with organised labour in SA FM 9/8/91

While it certainly reflects greater appreciation by miners of tough times and the parlous state of gold mining at current low prices, the jury is still out on whether it prefigures sweet reasonableness in industrial relations generally.

Recently the metal workers represented in Numsa accepted an only-just below inflation 12% to 15% increase in negotiations with Seifsa — down on last year's 15%-19%. This came after "extremely difficult" negotiations lasting four months plus nine days of mediation (it's taken longer in the past). Strike and lock-out ballots in anticipation of action were conducted, but a strike was averted in this sector.

However, the motor industry, in a severe downturn, has been hard hit by a two-week Numsa strike. As the FM went to press, the employers increased their offer by 15c an hour to R1,15 and agreed to a moratorium on retrenchments. The union response was awaited.

NUM spokesman Jerry Majatladi explains that in agreeing to an average 6% plus profit-linked bonus, the union "took into account the poor economic conditions of the gold division and, therefore, decided to settle for the current scheme." He added that productivity-linked agreements are *rejected on principle* by the NUM because of different productivity rates at different mines. The union had merely "suspended" its bargaining strategy, which is "to close gaps between the mining houses by quantum increases and basic minimums."

So Majatladi doubted that a NUM-type settlement would be "literally" followed by other Cosatu unions, mainly because gold is "unique" and its price is determined differently. Yet, again, the deal will serve to concentrate minds on exactly what improves output — and reflects recognition of common problems and objectives.

Signalled by a similar settlement at Ergo earlier on (*Current Affairs* June 21), the mining agreement marks a qualitative leap forward in industrial bargaining, with "potentially far-reaching positive implications for the economy as a whole," to quote stockbrokers Irish & Co/Econometrix.

The profit-linked package includes a basic 5% increase on group rates (with a R40 minimum increase on Anglo American and Genmin mines) and creates the opportunity

for employees to receive bonuses up to a maximum of 7% coupled to the gold price. In addition, employees may also become eligible for special performance bonuses which will be related to targets set at mine-level negotiations.

The bonus — payable each quarter and potentially the biggest chunk of the increase — comes into play at an average gold price of R1 059 an ounce. This would "trigger" a bonus of 0,5% of earnings. At a price of R1 073 the bonus rises to 1,5%, at R1 100 (3,2%), R1 125 (4,8%), R1 150 (6,5%), and from R1 160 an ounce the bonus reaches the maximum 7%.

"Members are glued to the TVs these days watching the gold price," says NUM's Majatladi. The trigger level was calculated from the average gold price in the second quarter of this year, according to the union.

If the gold price rises from R1 050/oz to R1 160 or more and productivity increases sufficiently, miners could get as much as 17% more than they did last year, according to Irish & Co. And since the bonus ceases at above R1 160, it implies that if the price were to increase strongly, the mining houses would still enjoy a big hike in profits. The trade-off would seem to be that, should the price fall, retrenchments will be somewhat more limited than over the past year.

Four of the mining groups party to the negotiations had presented offers incorporating profit-sharing schemes — Anglo, JCI, Genmin and Rand Mines (Blyvoor). Two others, Gold Fields and Anglovaal's Harties, offered straight increases (without bonuses) ranging from 6,5% at the upper wage level to 9% in the lowest category.

A different deal was done at Rand Mines' struggling Harmony. This provides a R25 a month across-the-board increase, plus 15% of any profits — up to a R4m maximum — to be set aside for workers. The first R1m of this would be shared out equally and after that divided according to basic wage levels.

On chamber collieries increases range from 6,5% to 19,1% at the unskilled level. No bonus system applies.

If the principles of the NUM-chamber agreement were to set a precedent for all industry it would have major benefits for the economy, explains Irish/Econometrix. It would reduce inflation, prevent unemployment increasing at its present rate and, being industry-related, would ensure that conditions in the demand and supply of labour are not distorted by across-the-board wage increases. The price system for goods and services would begin to reflect conditions in specific industries more appropriately.

But it is not certain that this kind of agreement can be replicated across industry. The metalworkers' deal, for instance, in conditions almost as weak as in gold mining, is "effectively" inflation index-linked and bears no relation to the poor state of fixed investment and growth in metalworking.

And unless government spending is properly controlled, wage restraint by the unions will not be enough to reduce inflation. ■

Consult us about safety on mines, demands union

By Abel Mushi

South Africa has the highest mine accident death rate in the world, and part of the solution lies in the full participation of mineworkers' unions in the determination of the local industry's general health and safety standards, says the National Union of Mineworkers.

The NUM was reacting to press reports on the launch of a mines safety campaign in Westonaria at the weekend.

Inspection

The report said Association of Mine Managers (AMM) president CS Scott had told about 500 mine managers and industry representatives at the launch of AMM's Safety at the Working Face campaign that the campaign did not include meetings with unions "at this stage".

NUM press secretary Jerry Majatladi stressed that inspection of working conditions at stope faces should not be the sole prerogative of the mine managements.

The local mining industry, he said, was more interested in making profits than in the

welfare of its workers, and did not involve unions in any issues of importance other than wage negotiations.

Mr Majatladi called on the Government to initiate a commission of inquiry into the general health and safety standards in local mines in order to upgrade these to internationally acceptable standards.

"The last commission of inquiry in the country on this issue was done 30 years ago and the present legislation on health and safety on the mines is not adequate," he said.

He said NUM, which is affiliated to the ANC-aligned Congress of South African Trade Unions, was at present pressuring mine managements falling under the Chamber of Mines to recognise NUM's health and safety stewards.

Although NUM was represented at the weekend safety meeting by its Westonaria regional health and safety co-ordinator, Zola Sontonga, it had only observer status.

The audience was told at the launch that research by the Chamber of Mines had shown that 87 percent of mining deaths in the country were caused by human error.

WAGES AND ECONOMIC GROWTH

FM 16/8/91



Slicing the pie — not pie in the sky

Targeting money supply growth is generally seen as a way of containing inflation. More precisely, it is a mechanism for restraining the rise in nominal demand.

"This is as much as governments can do," says Simpson McKie's Graham Boyd. "What they can't do, is determine what proportion of growth in nominal demand is the result of real growth in output — and how much is attributable to rising prices."

Put another way, policymakers may set one side of the equation, but the relative increase in components of the other side (rising productivity + rising prices) depends on factors outside their control. What is clear, though, is that for any given growth in nominal demand, the lower the rate of inflation the greater the rise in real demand.

This is why the tentative move to link pay rises to profits and/or productivity has much potential for real growth. Recent settlements between the Chamber of Mines and National Union of Mineworkers and, to a lesser extent, National Association of Automobile Manufacturers of SA and National Union of Metal Workers of SA (Numsa), established an important principle: that there is a connection between output and an increase in real income.

Once this is acknowledged, wages become flexible downwards (in real terms), which allows more scope for real productivity. The effect is fewer retrenchments, lower increases in unit labour costs and greater export competitiveness.

The mechanism for achieving the link is, of course, fraught with difficulties. This is illustrated by the different agreements.

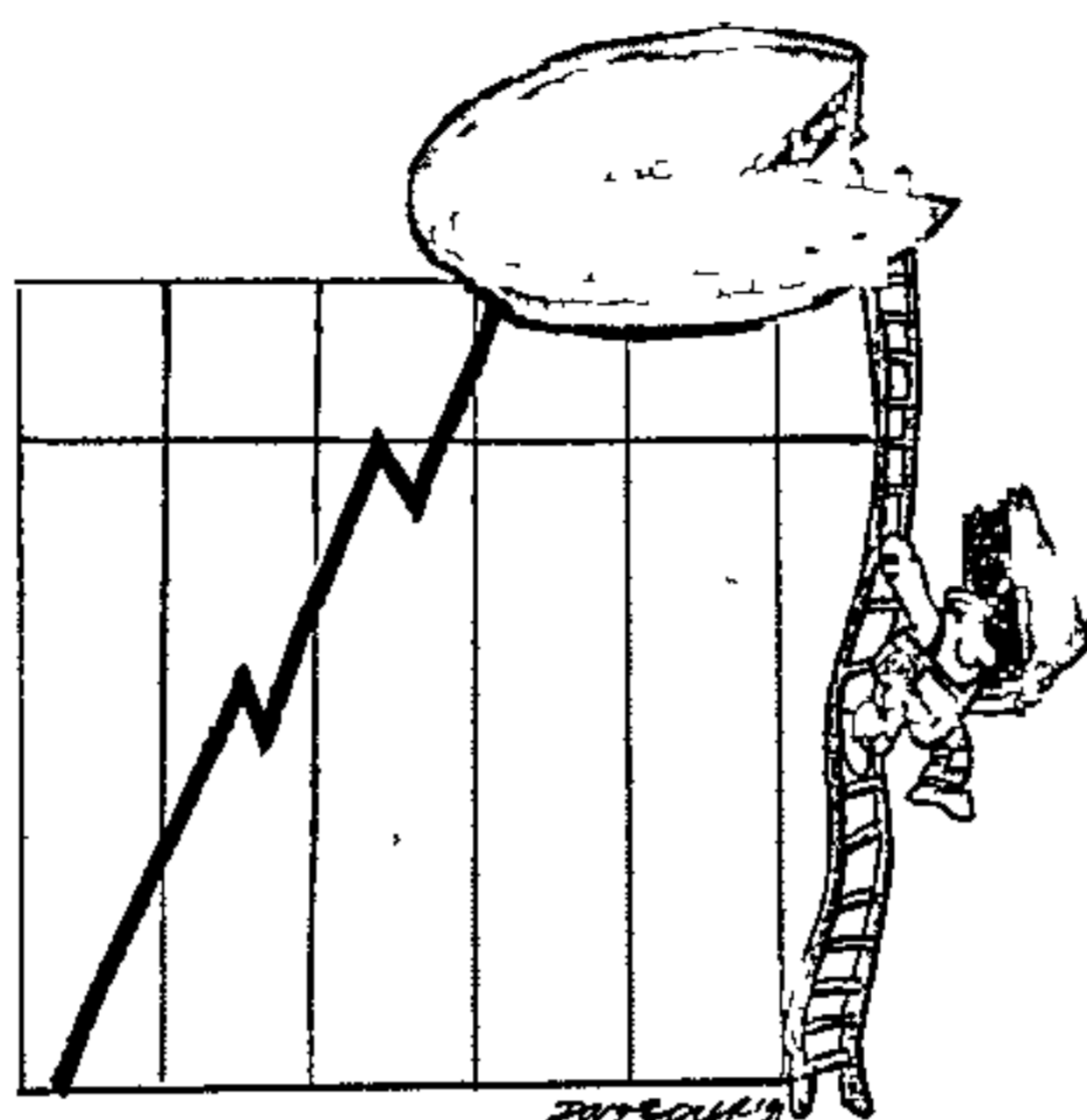
In the case of the metal workers, the agreement is that, provided certain productivity targets are attained, there is to be a moratorium on retrenchments. So little more than a principle has been established.

In the case of the gold mines, the price of the commodity provided a convenient peg for the settlement and the agreement could be better tailored to the needs of the situation.

Though productivity incentives are to be negotiated on individual mines, a major ingredient in the formula is the price of gold — for every R500/kg that the metal moves above a trigger of R33 750/kg, 1% is added to workers' basic increase of 5% for the year (The limit is an additional 7%).

"Significantly," says Chamber senior economist Francois Viruly, "the union has acknowledged the distinction between profitable mines and those in trouble" — the gold bonus applies only on mines where the ratio of profit to revenue is 5% or more.

But a range of problems has been revealed by an ILO survey of incentives, says Andrew Levy & Associates' Pat Stone. "Critics ar-



gue that output of modern industry doesn't depend only on the contribution of workers but on the capacity of machines and the organisational skills of management. The ILO found that factors that favour the use of incentive schemes in developing countries include the low degree of mechanisation that characterises the production process."

So far the concept has not been widely implemented.

In most EC countries, there is no explicit link between profit or productivity and wage settlements, says Matthias Boddenberg of the SA German Chamber of Commerce. "But all parties know the state of the economy. This sets the tone for negotiations."

In Japan, says US labour lawyer Bill Gould, profit-sharing takes place "theoretically, because of the large amount of compensation paid in the form of bonuses. But it is not at all clear that they are directly correlated to profitability."

In the US, he says, though the bonus phenomenon is increasing, the link between profit and bonuses "is even less clear." Nevertheless, research indicates there is a relationship between profit-sharing and productivity. "This isn't definitive or conclusive but there are a number of positive examples where productivity has been enhanced."

Whatever the problems, there is a strong case for exploring the potential of such agreements.

Difficulties may well be perceived rather than real. "There was a case in the US," says Gould, "when the rank and file of workers at Chrysler voted down profit sharing because of their suspicions, when in fact it would have benefited them."

Employers too have reservations which may be rooted in short-term decisions. Says Gould, "Corporations are more interested in sharing profits when there are none."

For such wage agreements to have macro-economic benefits, they would have to be

introduced widely and through both legs of the economic cycle. However, trade unions may prove tepid.

Says Numsa's Bernie Fanaroff, "We don't accept the link between productivity and low wages. To improve efficiency and competitiveness, a range of remedies is required, including training, reorganisation of production, more research and development."

Business, too, can only maximise the benefits if workers' skills improve. Says Steel & Engineering Industries Federation (Seifsa) chief economist Michael McDonald, "Our capital is enormously under-utilised. The main reason is lack of skilled labour."

He suggests that this is the point in the economic cycle when employers should be directing efforts into training. That they are not may be a short-termism.

Another perceived obstacle on the part of employers may be the need for full disclosure to unions — a principle accepted in EC countries. This effectively involves unions in management decision.

But if labour bodies and employers could overcome reservations about the system, they would benefit in a variety of ways, not least in a more efficient allocation of resources, says Econometrix's Azar Jammie.

In SA, blighted by inflation for the best part of two decades, such wage agreements would go a long way towards realising economic potential. ■

EXCHANGE CONTROL

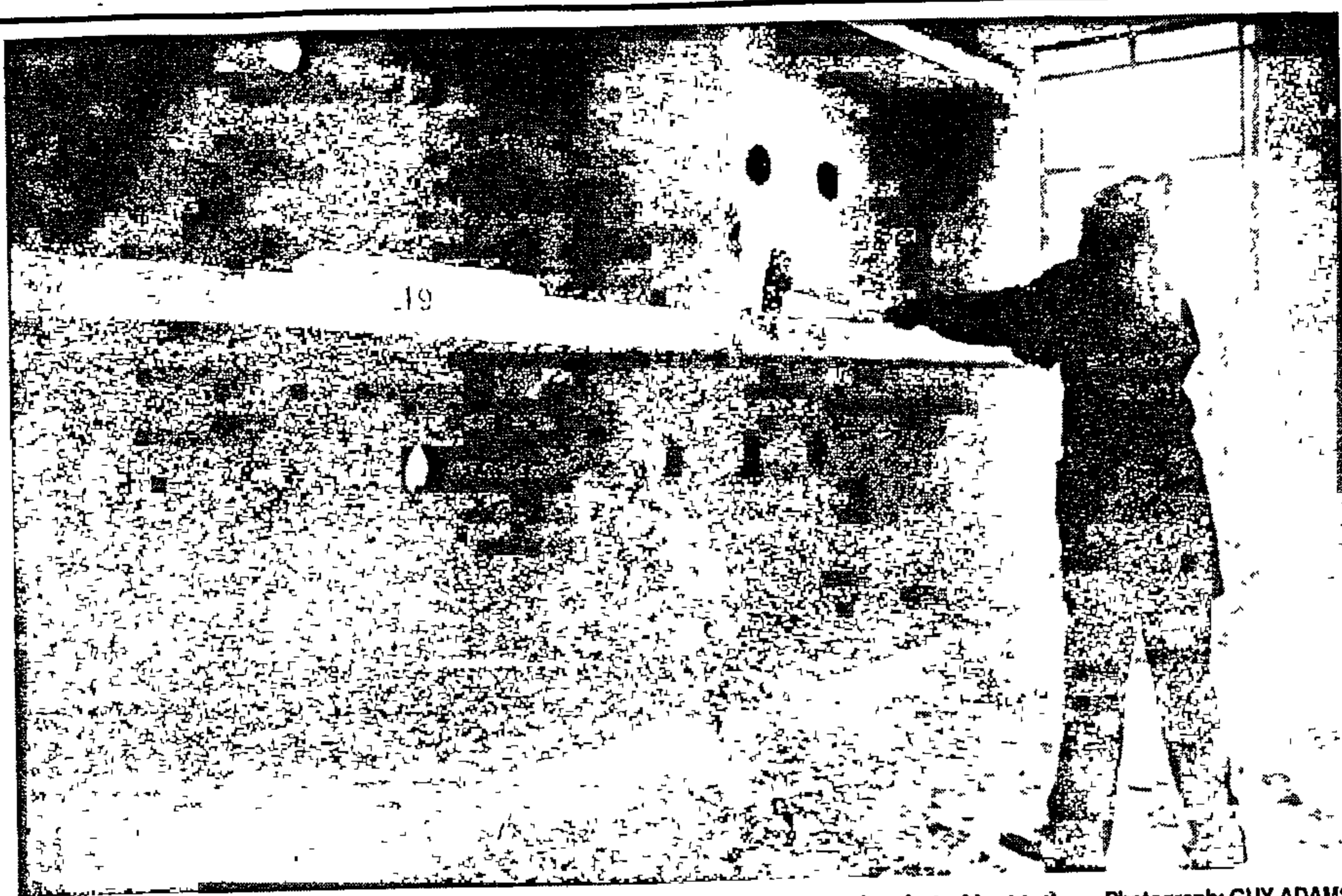
Softly, softly

The Reserve Bank aims to plug loopholes in foreign exchange regulations, enabling importers of computer software and other intellectual property to export funds illegally.

It is understood that some importers have over-invoiced when buying software abroad. Reserve Bank GM Foreign Exchange John Postmus says the Bank expects to devise an improved mechanism for controlling these imports within a few weeks.

Commercial banks have already been told that the Bank must be informed of foreign exchange requests from software importers before such transactions can be authorised. Frequent importers can apply for blanket foreign exchange approval, provided they supply documents to support the values attached to the products, says Postmus.

He acknowledges it is difficult for the Bank to verify the values importers attach to software products. One option is the use of independent valuers, similar to those used by the Bank to check declared values of other imported goods, like capital equipment.



For decades, men slept in these cold stone bunks. Now a hammer-blow ends a hated institution Photograph: GUY ADAMS

DUST clouds billow out from tiny, metal framed doorways, followed by the deafening blows of hundred-pound jack-hammers striking at hard concrete, shattering the silence of a deserted compound.

A few more blows will mean their last day of work, so the tired, sweaty workmen race against the clock to demolish one last remaining bunk in the City Deep single sex hostel.

Unknown to the workmen, they are making history. Their months of labour have ended a key symbol of the oppressive conditions in which the Johannesburg city council housed its migrant workers.

"These bunks were reinforced and wired into the walls for safety, making them both costly and very difficult to remove, but we keep in mind the comfort of our workers," says Ben Synman housing director of the Johannesburg City Council.

In just over one year, 912 built-in concrete bunks were knocked out of 38 dormitories of the council's 14 hostels on the Reef. The cost of the operation was R250 000, but meant more than a monetary loss.

By removing the bunks, a third of the original sleeping area per dormitory was lost. The original 24 concrete bunks per

A last blow of the hammer makes history

w/maail 16/8 - 22/8/91
 In just over a year, 912 of the hated concrete bunks in migrant hostels have been demolished, to be replaced by ordinary single beds. It's all part of a Johannesburg effort to upgrade the hostels, reports **BEATHUR BAKER**

dormitory were replaced by 10 single beds.

"The rest of the men have gradually been incorporated into existing vacant dormitories or moved to other hostels of their choice," says Synman.

Is the city council spearheading the improvement of hostels — the single source of accommodation for migrant workers — or is their campaign to improve them being done only to attract more migrants?

A visit to the three largest hostels for council workers, at Antea, City Deep and Selby, refuted many preconceived ideas about conditions in hostels.

The tiered layers of compressed living spaces are joined by a maze of endless corridors: this is the familiar face of hostels eve-

rywhere. Yet, these turned out to be clean and even comfortable.

The workers' neat — if cell-like — dormitories suggest the pride their occupants take in maintaining them. Starched white bedcovers embroidered in colourful, floral designs compete for attention.

The sparse contents of plastic bedside tables and improvised wall decorations above the beds create a tidy atmosphere, and reveal a little of each individual's personality in the carbon-copy rooms.

This is all the result of close co-operation between hostel-dwellers and the city council.

The council has taken up suggestions forwarded by house committees representing hostel residents from each of their 14 hostels on the Reef. It has, wherever possible, made budget provision for most requests for facilities in the hostels. This year the amount budgeted for hostels is R20 million.

At the Antea hostel in Langlaagte, for example, the newest facility is a gymnasium, with mirrored walls, exercise equipment and weights "as requested several months ago by the residents".

"Soccer was found to be the most popular sport with residents, but because the average age in our hostels is 44 years, some men too old to play prefer activities like the brass band or choirs," says Synman.

A GOLDING BEGINS FOR

While involved in the 1976 uprisings Marcel Golding realised it would take more than a student revolt to change the country. He decided to get a good education, and then to use his abilities to organise workers to fight for change. This week a City Press Special Correspondent looks at his phenomenal rise to power.

MARCEL Golding has just been elected to one of the most influential positions on South Africa's social, economic and political fronts.

At a youthful 31, Golding has just taken over the hot seat vacated by strongman Cyril Ramaphosa, the former National Union of Mineworkers general secretary recently elected to the top post of ANC secretary general.

Although he has only been an active trade unionist for seven years, Golding had his baptism of fire during the testing three-week strike in 1987 when South Africa's gold miners brought their industry to a standstill.

Today the union administered by Golding is Cosatu's second largest affiliate with a membership of over 269 000 (following behind Numsa's 273 000).

Given his age, how does he feel about the responsibility that goes with the job? "It is an enormous responsibility in the sense that I am continuing a task started by probably one of South Africa's best leaders, Cyril Ramaphosa," Golding says.

Born the son of a Cape Town doctor in 1960, he matriculated at Alexander Sinton in 1977 before achieving a BA degree in sociology and South African Economic History at the University of Cape Town. He later completed an Honours degree in African Studies.

He started working as a researcher at the Public Servants' League, a conservative public-sector trade union, but was fired after a year due to his attempts to democratise the union.

In 1984 Golding moved to Johannesburg where he worked as a researcher for the *SA Labour Bulletin* while studying part-time for an LLB degree through Unisa.

After meeting Ramaphosa during 1985 while writing a series of articles on the NUM, Golding was offered the post of editing the union's newsletter.

Drawn to the workers' lot

Two years later he was appointed assistant general secretary of the union.

Although Golding comes from a relatively privileged background, he has always been drawn to the lot of the worker.

"I was also a black South African and fundamental rights were denied me. This was humiliating. I started hating the apartheid system from the age of 11," he says.

While involved in the 1976 student uprisings Golding realised it would take more than a student uprising to change the country.

It would require the working classes, those affected by the adverse social conditions, to fight for change.

"I realised that the best way to do this would be to firstly get a basic, good education, and then to use my abilities to develop the organisational skills of workers."

While Golding sees the primary role of a trade union as fighting to improve the quality of life of its members, he does not believe this entails a trade union should be apolitical.

"Unions are not just there to focus on wages and working conditions. It is not just about material welfare, but also about social welfare."

However, he reckons the role of trade unions will probably change in a future South Africa.

The previous high-profile political role was due to the fact political movements were banned and there was no-one to fight their battles.

Although the unbanned political movements now take centre stage, unions continue to represent the interests of their members. They play watchdog over industrial malpractices and oppose the State when legislation affects workers negatively.

Golding also sees a central role for unions in the restructuring of the economy - not just as a chorus of protest while the government and employers sing the main tune. He believes unions have to become central players in the process.



LOOK AT YOURSELVES . . . What new NUM general secretary Marcel Golding wants to tell bosses who

"You do not hand the restructuring of the social order to political parties, the government and employers. I believe we have a central role to play here," he says. The focus, he adds, should be on the country's high level of poverty.

"We have the situation where the enormous human resources we have are underutilised. Our mineral resources are also not utilised properly."

"This has serious consequences for the people and the riches of our country. We must tackle the problem of poverty, and also the basic needs of the people such as education, healthcare and housing."

These basics have to be addressed to ensure the necessary stability for democracy to root in

"A policy of economic growth has to include the needs of the people, has to improve the quality of life and increase economic welfare so that everyone can benefit from a broader democracy."

While aware that democracy does not immediately lead to food, a home or prosperity for all, Golding says fundamental political rights like the vote gave one access to the institutions of power through which one can influence public policy.

"T- places,

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IS FOR NUM

endeavour. Sure, working people suffered, but so did the government," he says

Low growth and instability were linked

"The degree to which workers can exercise the widest possible range of civil rights, and to which they can democratically influence decisions in the circles of power without resorting to violence, is the degree to which you can create a culture and environment wherein people can influence public policy in an acceptable manner

"Where employers are going to deny us the right to strike, or suppress the strikes, they will meet with resistance"

He gives as a goal the example of France, where workers may not be fired, and Italy and Sweden where workers have the right to strike without fear of being fired

Later this year Golding will travel to France for an international trade union conference. Trade Union leaders like Arthur Scargill will also be present

"One can well argue that things are different there and that they have educated societies," he says

"Well, then we have to start tackling those problems. We do not have the necessary level of training. We do not have the necessary technological development

"But there is a reason for that. Apartheid is one. Secondly employers did not invest in research and development. Thirdly employers did not give or grant their workers the necessary training. It is only in recent years that they have realised how stupid some of their points of departure have been

"We are reaping the harvest of apartheid, and I expect that we will overcome this in a few weeks is unrealistic. It will take time

"People have to realise that our problems are not due to the workers. It is not their fault. It is not that they did not want to be educated and trained and developed. It was a social system which denied them these rights. Until recently we had job reservation where a black man could not, because of legislation, do certain jobs on the mines

"Employers have to look at themselves. They have always conveniently hid behind the government and said that legislation prevented them from giving their workers better opportunities. Large corporations like Anglo American always use this argument and we find it strange. Why was there no corporate disobedience and resistance to injustice?"

"We want to change this. We have a policy and interests for which we fight. We are prepared to test our principles and policy and to debate them publicly and to challenge the employers"

The NUM has just completed two months of negotiations with the Chamber of Mines which led to a low salary increase and a bonus coupled to productivity and the gold price

The fight will continue

Golding says it is part of a greater step forward. "For the first time we could also negotiate trade union rights for workers. Things like the right to associate freely, to meet, to strike, the right to take part in decision-making in hostels"

He says unions will also continue the fight to have employers open their books if, in lean times, they want unions to accept retrenchments and the lowering of wages

It is a mistake to believe unions were unsophisticated in their collective bargaining. "Go ask the Chamber of Mines if our arguments are at all unwarranted or not well considered. They may not agree with our arguments, but they are never just taken from thin air. They are well researched and well considered

"We do not believe managements can say they decide what is best. We believe trade unions have and can make constructive suggestions"

As a socialist, Golding believes in a charter of human rights and is not only interested in a formal democracy where one gets the right to vote every five years

He wants to see a system where workers will have the opportunity to also test the legislation affecting them through regular referendums

"Events in Eastern Europe have taught everyone that wants to learn and wants to think a valuable lesson. The State cannot control everything. You need strong independent civil organisations and movements to maintain the balance

"Perhaps I am too idealistic, but I am prepared to continue the search, together with working people, for a social order which enlarges the power of the underprivileged and oppressed

"I think it is healthy to constantly look for real democratic and meaningful ways to increase participation"



Secretary Marcel Golding wants to tell bosses who continually try to put the blame on workers.

These basics have to be addressed to ensure the necessary stability for democracy to root in

"A policy of economic growth has to include the needs of the people, has to improve the quality of life and increase economic welfare so that everyone can benefit from a broader democracy

While aware that democracy does not immediately lead to food, a home or prosperity for all, Golding says fundamental political rights like the vote gave one access to the institutions of power through which one can influence public policy

"Then one can channel the funds to the right places," he says

On the role unions can play in economic growth and development, Golding says the public often accused unions of irresponsible behaviour through high wage demands, support for sanctions, and strikes

But what they should realise is that the call for sanctions was in a specific context to exercise pressure on the government

"We believed it was a justified and necessary

Impala mines' strikers to resume work

THEO RAWANA

WORKERS at Impala Platinum mines near Rustenburg, where at least eight people have died in strike-related violence, will resume normal shifts today, says the NUM.

About 30 000 workers at Impala's mineral process plant Wildebeestfontein North mine, Wildebeestfontein South mine and Bafokeng North mine began working half days on Thursday.

NUM media officer Jerry Majatladi said yesterday management brought about 200 vigilantes to the mine on Thursday to attack mineworkers in an attempt to break the go-slow strike. Majatladi — who put the number of

striking workers at 55 000 — said the decision to resume normal working hours was taken to give negotiations a chance, and the union would be meeting the mine owner, Genmin, today.

Majatladi said the mineworkers embarked on the go-slow to back demands for a R20 across-the-board wage increase.

Mineworkers were also demanding a "sleep allowance" (for mineworkers who do not get the benefits of living in mine premises), recognition of the NUM, abolition of Bophuthatswana tax on workers' wages, an end to racial discrimination, the

dissolution of a workers' council as a forum for negotiations on behalf of workers, the resignations of indunas, review of management disciplinary procedures, and an end to alleged harassment by mine security, he added.

The NUM does not have legal recognition in Bophuthatswana, where the dispute is taking place.

Sapa reports that mine spokesman Laing Geldenhuys denied management instigated the weekend clashes.

A management statement said the eight deaths were a result of inter-group fight-

To Page 2

Impala ^{B/day} 19/8/91

ing at a compound hostel on Friday night. It said it appeared that some employees had wanted to go back to working normal shifts, while others still supported the go-slow.

Work was stopped completely at Wildebeestfontein North and South mines because of the potential of violence in the

workplace

"This decision was taken after consultations with employee representatives," said management.

Majatladi said the union had urged its workers to avoid confrontation, resume work today and give negotiations a chance.

From Page 1

White miners sign bonus, pay deal 211

VERA VON LIERES

MORE than 40 000 predominantly white members of the Council of Mining Unions (CMU) and three officials' associations have struck a wage deal modelled on the NUM-Chamber of Mines agreement signed at the end of July.

The deal covered artisans, qualified miners and officials. It was concluded late last week, a chamber spokesman said.

The agreement for most gold mines includes increases ranging from 4% to 6,5% plus two bonus schemes — one linked to the gold price and the other to "workplace efficiency". *B/day 20/8/91*

Two mining groups, believed to be Gold Fields and Anglovaal, will not participate in the bonus schemes. The same two opted out of a similar deal with the NUM.

ERPM and Harmony were excluded from the agreement "on the understanding that their particular financial circumstances called for separate negotiations".

Colliery employees are to receive increases ranging from 7,5% to 9%.

Last year, unions represented by the CMU received a 13,5% increase.

A chamber spokesman said the deal represented the need to contain costs while saving jobs in the mining industry.

The three officials' associations are the Mine Surface Officials' Association; the SA Technical Officials' Association; and the Underground Officials' Association.

NUM wins court order in bid to resolve wage dispute

STAR 21/8/91

Pretoria Correspondent 211

The National Union of Mineworkers has obtained a court order directing that a conciliation board be established to facilitate the wage dispute between union members and Iscor

The NUM launched an urgent application in the Pretoria Supreme Court yesterday against Iscor and the regional director of the Department of Manpower

Mr Justice de Klerk ruled unlawful the refusal or failure by the department to appoint a conciliation board as applied for by the NUM, and ordered the regional director to appoint such a board

In court papers, the NUM said annual wage negotiations began in April between the union and Iscor, but in spite of several meetings over three months, an agreement could not be reached and a dispute declared on July 8.

The NUM said it then applied for the establishment of a conciliation board in accordance with the Act, but was advised by the department that it had no jurisdiction in the matter and could not make such an appointment

In papers, the union expressed fear that "industrial unrest may break out as tension increased" unless a board was appointed

MARCEL GOLDING

FM 23/8/91

What's mine is ours

211

"Nationalise the mines" reads the framed poster hanging on the wall in Marcel Golding's office. The new secretary-general of the National Union of Mineworkers (NUM) gives a little laugh and shrugs when it's pointed out to him. He doesn't disavow the message but he doesn't shout "viva" either.

Nationalisation, he says, isn't a political bludgeon, but rather an economic measure that a future government may have to consider implementing as part of a broader economic programme to meet specific objectives. "I don't like the word nationalisation," he says, "I prefer public ownership."

Is he a socialist? "SA needs a radically new form of political economy. If that means I'm a socialist then yes, I'm a socialist."

With his slight build, granny glasses and black pigtail that curls its way down his back, it would be easy to dismiss the rather intense young man as a student leftist. But the mining industry knows better than to ignore Golding (31), who replaces Cyril Ramaphosa, now the ANC secretary-general.

"I don't let employers use my youth as an issue. I have to establish a presence quickly in negotiations and prove that I know what I'm talking about and have a mandate from the miners. Despite my youth, I will not be pushed around. The employers must deal with the issues based on their merit and they must deal with the union on its merits. We put ideas on the table to be contested, not dismissed as irrational or unworkable."

Golding is always careful to use the neutral word "employer" when talking about mine bosses. He speaks with the well-considered, yet rapid-fire style of a university academic, which is the career he jettisoned to move into the union movement.

The son of a Cape Town chiropractor and a housewife (he's not sure how he got a French first name and a Jewish surname), he became politicised in high school in 1976. At Cape Town University he earned a degree in sociology and followed it up with honours in African studies. "I had a promising academic career but I turned it down. I wanted to practise what I was thinking."

After a year as a researcher for the black Public Servants' League, he was fired. "I thought it should be much more critical of the State."

While working on a series on mining for the SA Labour Bulletin in 1985 — which predicted that NUM was a player to watch — Ramaphosa offered him a job editing the union's newsletter. In the wave of strikes that followed he became embroiled in negotiations. In 1987, a new post of deputy general secretary was created and he was elected.

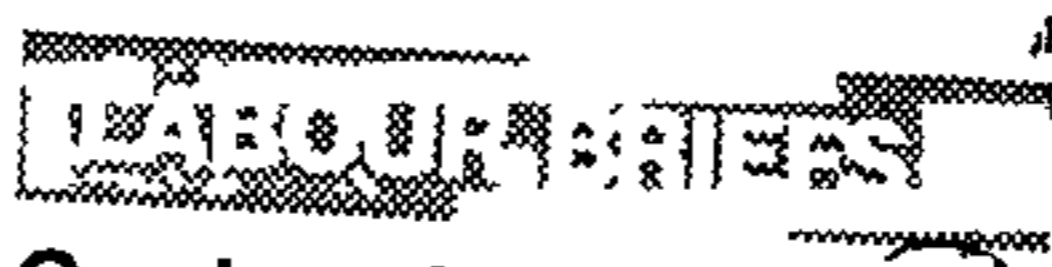
He flinches at the suggestion that he may harbour political aspirations. "A whole lot of



Golding 'I will not be pushed around'

coincidences" got him where he is. "I have no ambitions. I want to do the job to the best of my ability as requested by the workers."

Mine bosses are reserving judgment. Common wisdom is that Golding doesn't have Ramaphosa's statesmanship — but, he sweats the details. ■



Go-slows hamper platinum production

■ The National Union of Mineworkers' call for recognition in the homelands was given added weight this week when the union's president, James Motlatsi, addressed 40 000 striking workers at Rustenburg's Impala Platinum mines. (211) (215)

Genmin said this week that production at the four mines had been cut by half as a result of go-slows this week.

Workers are demanding a R20 across-the-board monthly increase.

Meanwhile, Goldfields' Doornfontein mine was hit by a strike involving 6 000 workers. The strike was sparked when mine security stopped workers from marching to management offices.

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25/8/91 (21)

Mine crisis talks

By DAWN BARKHUIZEN

CRISIS talks were continuing last night between National Union of Mineworkers officials and management at the Doornfontein Gold Mining Company over the future of at least 6,000 fired workers.

The miners were sacked from the Carletonville mine. Many were still on mine property yesterday.

Miners downed tools on Tuesday after being refused permission to hold a march on mine property.

NUM general secretary

Marcel Golding said mine officials would reinstate the men only if the NUM agreed to retrenchment.

A Goldfields statement said the strike was in protest against a company offer of alternative employment.

Thousands of miners fired after Doornfontein strike

8/Day 26/8/91
211

ABOUT 6 000 Doornfontein Gold Mining workers were dismissed on Friday after they failed to respond to an ultimatum to return to work, a mine spokesman said at the weekend.

Union sources said mine management and union representatives met on Friday, but could not give further details.

Talks continued through the weekend.

A mine spokesman said on Friday a work stoppage started last week Tuesday and all underground production had since stopped.

He said the apparent reason for the illegal strike was workers' resistance to "alternative employment one level lower than existing positions in order to avoid retrenchments".

Employees participating in the strike failed to respond to an ultimatum to return to work by their next normal shift, the spokes-

VERA VON LIERES

man said.

"As of Friday morning approximately 6 000 employees out of a total of about 7 000 have been dismissed."

Union spokesman Jerry Majatladi said last week mineworkers had been demoted from higher job categories to lower ones without union consultation.

Threat

Management dismissed 4 000 workers last Thursday after they failed to abide by a management ultimatum to return to work by Wednesday night.

Another threat to retrench the remaining workforce was issued later.

The mine spokesman said Doornfontein Gold Mining announced at the end of last year that the scale of its operations and

its manpower department were to be rationalised in an effort to avoid closure of the mine.

MATTHEW CURTIN reports Gold Fields said in November last year it intended to retrench 3 700 workers at Doornfontein and Venterspost, another of its marginal mines, as the mines battled rising costs and the weak gold price.

Management said most workers would be relocated at Kloof gold mine's new Leeudorn section and the group's developing platinum mine Northam.

Two fires which broke out underground at Doornfontein in December, killing one mineworker, brought mining to a halt for several weeks, and the mine struggled back into after-tax profits for the first time in more than a year in the June quarter this year.

Shares in Doornfontein have recovered from a low of 160c in February after production was halted, but are still well down from a high of 660c recorded a year ago, finishing 15c down at 280c on the JSE on Friday.

Sacked mine workers reinstated

ABOUT 5 500 Doornfontein Gold Mine workers will be immediately reinstated following an agreement between the NUM and the company announced yesterday.

The revised agreement was reached late on Monday night — just hours after the NUM rejected management's final offer on the reinstatement of the workers who were dismissed on Friday after they refused to end a three-day strike.

Gold Fields of SA spokesman Michael de Kock said yesterday the agreement covered details of future severance packages for the mine's 7 000 workforce.

Depending on the mine's profitability, the agreement provided for some workers to be employed at a lower level to avoid retrenchments.

"The dismissed workers will be reinstated and the first priority now is to get the mine back to full production within a number of days," De Kock said.

A NUM spokesman said the reinstated workers would report for the night shift last night.

He said the the parties agreed to establish a mechanism that would enable the union to monitor whether the company's selection criteria for retrenchments were

WILSON ZWANE

applied correctly. A committee consisting of two mine managers had been appointed to hear contentious cases the union took up.

In addition, workers who had chosen not to accept transfers within the company or alternative employment in Gold Fields would be entitled to a retrenchment package, he said. The spokesman said the fact that the union "got all workers reinstated without loss of benefits or penalty means we have been able to contain attempts at mass dismissals".

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28/8/91 Support 211

The NUM reserved the right to further pursue a number of details relating to severance benefits and the issue of demoting workers to avoid retrenchment.

He said the strike had also demonstrated that workers were not prepared to accept "unfair and unreasonable" labour practices and that the NUM enjoyed substantial support on the mine.

All underground production at the mine stopped last week after the miners were allegedly prevented from submitting their grievances to management.

Workers reinstated

Sowetan 28/8/91

ABOUT 6 000 striking National Union of Mineworkers members who were dismissed on Friday at Doornfontein Gold Mines in the western Transvaal have been reinstated, a company spokesman said yesterday.

In a bid to resolve the situation, a NUM delegation led by its general secretary, Mr Marcel Golding, held talks with management on Sunday.

The union rejected a company offer that miners enter into a retrenchment agreement as a precondition to their reinstatement.

The company said an apparent reason for the strike, was workers' resistance to "alternative employment one level lower than existing positions in order to avoid retrenchment".

Company spokesman Mr Michael de Kock said the dispute was resolved on Monday night.

De Kock said. "The union and the company signed a revised retrenchment agreement which covered the main issues of the illegal strike which were the severance package, and alternative employment lower than the existing position." - *Sowetan Correspondent*

Stuur 28/8/91
**Striking miners
get jobs back** 211

Staff Reporter

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Commenting on the resolution, Mr Golding said he was "happy".

"There will be no victimisation of our members after this strike," he added.

Star 28/8/91
**Striking miners
 get jobs back** (211)

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Boost for Jo'burg's small businessmen

Star 28/8/91
 By Michael Chester

Small business has hoisted its standard on a R10 million new flagship of its own to stake a claim among the giants of the retail trade in Johannesburg's city centre.

The launch was conducted yesterday by tobacco magnate Dr Anton Rupert to mark the 10th anniversary year of the Small Business Development Corporation, which he founded and has headed as chairman.

Dr Rupert saw the occasion as a landmark in the development of bridges to give the informal sector a new image and bring budding entrepreneurs from a cross-section of black and white society into the economic mainstream.

SBDC managing director Dr Ben Vosloo said the venture marked the boldest attempt yet by mini-businesses to seek a foothold in the heart of Johannesburg, which had always been

regarded as the preserve of Big Business.

Known as City Hive, it has been based at a three-storey complex cheek-by-jowl with the bustle of Eloff Street.

Dr Vosloo said the centre promised to provide entrepreneurs with their biggest challenge yet to prove themselves in the business world.

Huge market

It has been allocated one of the highest public profiles so far taken in a nationwide network of 35 industrial hives established by the SBDC in the past four years, whose combined sales are running at R600 million a year.

Terry McLaughlin, manager of SBDC finance and support services in the city, said the new hive provided business premises for between 200 and 250 budding entrepreneurs — making and selling items that ranged from Africana curios and furniture to high-fashion

dresses and advanced auto electronic components.

The next phase would be the creation of a huge fruit and vegetable market.

"It means an entirely new dimension in one-stop consumer services," he said. "We're especially excited about the chance of becoming a new shopping magnet to commuters — particularly the 100 000 office workers within strolling distance who go browsing in their breaks."

Dr Rupert told the annual meeting of the SBDC at City Hive last night that the mini-businesses created under the guidance and financial assistance of the corporation had already created as many as 300 000 new job opportunities.

He now recommends the launch of a special task force by the State and the private sector to aid programmes to alleviate the unemployment problem with more mini-business ventures.

Dr Vosloo said the corporation needed an injection of at least R750 million.

Dabber kill family dog, take...

NUM plans ballot at De Beers mines

Sowetan 30/8/91.

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MORE than 1 2000 National Mineworkers Union members are to participate in a strike ballot after the union rejected the 12.5 percent wage offer by the De Beers Mines, and continues to demand 15 percent across the board.

Results of the strike ballot should be known by the end of the week.

The company and NUM failed to reach an agreement after three Conciliatory Board meetings. De Beers increased its offer by 0.5 percent, after the union rejected its original proposal of 12 percent.

However, De Beers made a concession when it agreed to drop its insistence that productivity be linked to wage increases.

Marcel Golding, NUM's acting general

Own Correspondent

secretary, said De Beers was in a financial position to meet the union's demands. "Claims that they have financial difficulties are unacceptable. De Beers is expecting workers to take wage cuts, and drop in their standard of living, by not compensating for inflation," he said.

NUM had indicated to De Beers that it remained open to further negotiations, Golding said.

Andrew Lamont, De Beers spokesman, said the company believed that their offer was good - given the circumstances in the mining industry.

He said De Beers anticipated to reach an agreement with NUM fairly soon. "Further comment will follow after the outcome of the strike ballot," he said.

Homes for blacks in CP town

Star 30/8/91 (211)
Northern Transvaal Bureau

The Palabora Mining Company is going ahead with plans to house black employees in a "white" suburb of the town, despite threats from right-wing extremists

General manager George Deysel told The Star yesterday that the company's first consideration was the welfare of its employees. It was simply implementing a scheme which did not allow for discrimination, he said.

Applications from our employees for housing are

treated on merit. Naturally, we expect certain minimum living standards from all who make use of company houses," he added.

He said he expected that only a few black families would be settled in the Phalaborwa suburb.

Security arrangements would be made if employees were threatened.

In a white "referendum" conducted by the CP-controlled Phalaborwa Town Council last week, 1 280 voted against the mines move and 45 in favour.

The percentage poll was 19 percent.

The local leader of the Afrikaner Weerstandsbeweging, Fritz Meyer, said he was quite happy with the poll.

The National Party and the chamber of commerce in the town said the matter had been blown out of proportion and made a highly emotional issue. They reiterated their opposition to the town council's actions.

The ANC said it was disappointed with the referendum and would go ahead with a consumer boycott.

Mediation defuses disputes on mines

By FERAL HAJFAJEE

IN the past two weeks, almost 50 000 mineworkers have been involved in various forms of strike action around the country.

But much of the conflict has been successfully mediated, reflecting management and union concern at the plight of the industry.

At Impala Platinum's four mines near Rustenburg, full production was resumed on Monday pending wage negotiations between the National Union of Mineworkers (NUM) and Implats' management.

Go-slows and violence which saw eight miners killed, characterised the last two weeks of industrial action involving 40 000 workers at the mine.

The union is seeking full recognition by management. It has not yet been granted recognition because the mines are based in Bophuthatswana. It is demanding a R62 across-the-board increase.

At Goldfields' Doornfontein Mine last week 5 500 workers were dismissed and were reinstated early this week after intense negotiations between management and the NUM.

The mass dismissal came after workers went on strike last Tuesday when mine security and police prevented them from delivering a list of grievances to the mine manager's office.

Goldfields attempted to link reinstatement to workers' acceptance of a controversial clause in retrenchment agreements. Rejecting this, the NUM's Marcel Golding accused them of "trying to secure a cheap retrenchment by firing workers and not honouring a recent agreement between NUM and the

Chamber of Mines"

On Tuesday this week, the workers were reinstated after the offending clause was removed. A key feature of the agreement was the establishment of a body to monitor the company's application of retrenchment criteria.

At Namaqualand's Black Mountain mine about 1200 workers are on strike for wage increases. An NUM representative this week said workers at Black Mountain are "among the lowest-paid in the country".

Negotiations deadlocked last week around workers demands for a 20 per cent across-the-board increase. Workers are also demanding two weeks' paid compassionate leave, free transport to Transkei and Kuruman, where most the mines workers live, training and family housing.

Golding said there was a groundswell of resistance among mineworkers but opposed the view that it ran counter to the recent historic NUM-Chamber wage agreement. At the time NUM was hailed for its "pragmatic" stance when it negotiated productivity based increases for the first time.

He said strikes remained "a legitimate course of action for miners where management's action is unacceptable".

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with May 18 - 5/19/91

The town they are prepared to kill and die for

Star 31/8/91

(211) ~~1~~

HAZEL FRIEDMAN

PHALABORWA — The AWB is prepared to go to any lengths to preserve Phalaborwa as a whites-only enclave. But the black communities who live in surrounding townships are equally determined to assert their right to live where they choose.

The latest controversy has erupted over the decision by three of the town's mining companies to allocate housing to black employees in formerly whites-only suburbs.

The CP-controlled Phalaborwa Town Council held a referendum to "assess" white opinion. It jubilantly concluded on the basis of the results that "an overwhelming majority" of whites did not want to share their town with blacks.

But of the town's white population of 6 800, only 19,5 percent responded to the referendum. Of that number, 1 328 voted "no" to integrated suburbs and only 45 voted "yes".

Bloodshed

In response, the general manager of Palabora Mining Company (PMC), J G Deyzel, has issued a statement condemning the referendum and reaffirming the company's decision to provide housing to its employees on a non-discriminatory basis.

The AWB has threatened bloodshed if the first black occupation — due next month — goes ahead.

AWB member Dries Kruger explains "Blacks are 100 years behind us, they don't belong here, and if they do not leave our town, we will find ways to make them."

When asked to elaborate on these "ways" he says "We cannot reveal our plans. But you will see in future."

Another AWB member and self-proclaimed ex-Recce, "Koozie", is more specific about the organisation's so-called defence tactics. "We've got camps, about 10 km from



BLACKS DON'T BELONG HERE AWB member Dries Kruger and his wife Lettie

here Koevoet, ex-Scouts as well as guys from 32 Battalion."

The threats from the AWB become more sinister when viewed in the context of the ongoing racial conflict in the northern Transvaal town.

Since 1986, for example, there have been reports of Ku Klux Klan-style lynchings by armed rightwingers. There have also been grenade attacks, allegedly by Renamo and members of the SADF, on Namakgale township. Seven people were killed in one of these attacks, which sources say was organised from a secret training camp near the Mozambican border.

Yet on the surface Phalaborwa seems like any other dusty country town. It hasn't got much going for it in the way of excitement, apart from a highly concentrated industrial sector, a shopping mall and two "international" hotels. Paradoxically, both hotels are situated next to the CP information office run by the leader of the Phalaborwa AWB, Wenkomo, Fritz Meyer.

But the sinister side of Phalaborwa can be seen in the streets, which are dominated by khaki-clad commandos and posters proclaiming in Afrikaans "Keep our town white".

Some faces harden in

anger at the mention of the imminent arrival of black mining employees. Others become frightened, but not at the thought of their prospective neighbours. They are terrified of being branded traitors to the cause of "eie volk, eie land".

Says a Phalaborwa resident who has lived in the town for the last 20 years "The AWB are conducting a Mafia-style reign of terror and no one has the guts to stand up to them."

She prefers to remain anonymous, for fear of victimisation. Considering the outcome of the referendum, in which four-fifths of the town refused to take part, she is not alone.

Lack

Mrs de Witt, who abstained from voting in the referendum, explains "Look, I just want to mind my own business. I'm all for human kindness but there are white families who need the houses more than the blacks. Let them (blacks) stay where they are, they are happy there."

She could not be more mistaken. Parts of Namakgale township lack even the most basic amenities. There is a chronic housing shortage and most of the newly built homes are without

electricity. This is because Namakgale falls under the jurisdiction of the Lebowa government, which is experiencing a cash shortage.

The Phalaborwa branch of the ANC, together with church groups, the National Union of Mineworkers (NUM), the Construction and Allied Workers Union and black businessmen, have planned three forms of mass action in response to the referendum.

Firstly, a consumer boycott will commence early in September. Secondly, the NUM has organised a defiance campaign in which workers — regardless of seniority — will apply for all the vacant houses in Phalaborwa. Thirdly, the NUM has approached Lawyers for Human Rights (LHR) in Pretoria to question the legality of the referendum. In a letter addressed to Phalaborwa mayor Jan Grobbelaar, the LHR states "We are of the opinion that you are not empowered to exclude any race group from occupying premises in Phalaborwa." The mayor has yet to respond to the letter.

But the housing controversy is only the tip of the iceberg. For many years, the residents of Namakgale and surrounding townships have been dissatisfied with conditions at the mining companies. Foskor, one of the three mining companies embroiled in the housing controversy, refuses to officially recognise the NUM, despite the union's widespread support. Says ANC regional organiser Edward Mlon-dobozo "We suspect there are CP sympathisers in management."

Other worker grievances, as explained by Abel Nkosi, branch chairman of NUM, and Acksol Malatji, regional organiser, include PMC's grading system based on seniority for workers' housing allocations, as well as the ongoing backlog of houses for unskilled or semi-skilled employees.

While the Government adopts a laissez faire position towards the conflict, Phalaborwa festers in hatred and fear.

Blacks apply for houses despite threats by AWB

TWO more ^{Sowetan 3/9/91} black employees of Phalaborwa Mining Company have applied for houses in the town amid rising tension and threats by rightwingers to stop blacks from moving in.

This brings to three the number of employees who have applied for houses in the Conservative Party-controlled town over the past months.

PMC estate manager Mr Tonny Moore also disclosed yesterday that a coloured mechanic would this week move into a previously whites-only flat block.

The applications followed the desegregation of the company's housing policy.

~~84~~ (211) ~~211~~
Following the company's announcement of the new policy in July, the town council passed a resolution by five votes to three on July 30 calling on white residents to reject integration and defend "First World standards and good order".

An opinion poll by the council last month had a poll percentage under 20 percent. Of the 6 700 registered voters in the town, only 1 328 participated, 1 280 voting against blacks moving in.

The AWB interpreted the result as a mandate to stop blacks from moving into PMC houses and has threatened that "blood will flow" if attempts were made to disregard the poll outcome.

40 000 lose jobs in main sectors

• B1 Day 3/9/91

(21)

PRETORIA — More than 40 000 workers lost their jobs in SA's four main employment sectors earlier this year, Central Statistical Service (CSS) figures show.

Compared with previous CSS figures, the latest statistics show that unemployment has continued to accelerate B1 Day 3/9/91

In the three months to end-May the number of people employed in the mining and quarrying industry declined by 21 362 to 630 481.

Employment in the manufacturing sector fell by 10 300 to 1 430 000 in the four months to end-June, and construction industry jobs dropped by 5 300 to 391 000.

Even the relatively stable electricity industry shed 700 jobs in the four months to end-May.

This brought that sector's employment to 48 100.

The total number of jobs lost in the four sectors was 43 962.

The CSS's previous employment report, covering the period between December and the end of March, found that 23 000 jobs were lost in the four industries — just more than half the latest figures.

GERALD REILLY

During that period, 9 103 jobs were lost in the mining and quarrying industry and 8 300 in manufacturing.

In construction, 7 400 workers lost their jobs.

Employment in the electricity industry remained static.

Exports

Volkscas chief economist Adam Jacobs said there were no indications that the growing unemployment trend would slow down this year. Behind the trend was a weak domestic demand for consumer goods and tough international trading conditions which affected exports and the manufacturing industry in particular.

Corporate profits were down almost across the board.

Companies viewed labour as a prime target when looking for ways to reduce costs.

Jacobs said less than 10% of the 300 000 people who entered the job market each year actually found jobs in the formal sector.

Key to mining crisis is worker participation

by 3/19/91

211

NEWLY appointed NUM acting general secretary Marcel Golding has set worker participation in mine management as a central strategic objective for the union in the coming years, and as a necessary part of the industry's survival.

The gold mining industry and mining in general will remain a critical vehicle for the transitional process in SA for the next 20 or 30 years at least, Golding says.

"There remains an important future for gold as a major source of foreign exchange for SA in its process of economic transition," says Golding. "The industry has long been the backbone of SA's political economy. Recent problems reflect the fact that, internationally, gold has lost its value as a hedge against inflation and instability."

The future of the industry will depend on the gold price and the country's ability to develop and sustain a jewellery industry to absorb and add value to gold production coming out of SA. It will also depend on efforts to cut wastage and improve efficiency in mining, Golding argues.

Any mineral resource-based industry obviously has a defined life, he says. "We are not merely looking at the end of mining and the development of manufacturing. The empha-

sis should be on the integrated nature of one's economy with a view to developing beneficiated industry that can use raw materials to develop other manufactured commodities," Golding argues.

The crisis in the gold mining industry has resulted in employers believing the only solution lies in job and wage cuts, Golding says. Management has responded in a piecemeal fashion that has resulted in the loss of jobs.

"Government has shown no grasp of difficulties facing the industry or of the scale of consequences. The NUM believes a permanent mining commission with a charter and state funding is needed to direct the process of restructuring the industry."

The recent mining summit involving employers, government and unions provided a first step in that direction.

The NUM does not necessarily agree with the equation "higher paid workers, less jobs." Obviously, the goal is to achieve both the maximum number of jobs and the most efficient conditions of employment with the emphasis on development and training of workers, he says.

However, Golding argues little has been done to change the managerial

VERA VON LIERES



culture on the mines, the labour process and the organisation of work.

"To save jobs and develop more efficient mining enterprises one must take into account a broader framework of principles which include the training, retraining and development of workers. But efficiency cannot be at the expense of declining health and safety and conditions of employment."

"Competition on a global market and the need for cheap commodities does not necessarily mean low wages. It can mean a skilled, highly paid labour force able to produce commodities at low cost."

The crisis requires a comprehensive response at both national and mine level. And there must be full democratic participation by workers and union representatives in any reorganisation process. It requires greater participation of workers in the decision-making of mining operations and less wastage on the part of management, Golding says.

The union has not yet developed co-management structures in the mining industry. Co-management,

right to strike and the right to full disclosure of information, do not exist for miners. The present management prerogative also curtails the extent to which the union can involve itself in the production process, although this remains contested terrain, Golding says.

"Worker participation is the first stage to greater control over the labour process. Control over the utilisation of resources and investment decisions is possible depending on the rights that exist between the parties," he says.

Some employers have been far-sighted in their industrial relations and realise that unions are important and stable pillars in the relationship between labour and capital, Golding says. Others continue to use anti-union practices, Golding says.

"Once the union has greater independence and substantive rights to back that independence, we can begin with issues of participation and control over decision-making in enterprise."

Investment, training, development, research, job grading and pay levels should be collective bargaining issues which unions, as independent institutions, should be able to address with employers, says Golding.

□ GOLDING

says Golding, implies partnership, which is difficult when workers are housed in hostels and racial discrimination continues. In terms of the Occupational Diseases Act, for example, white workers received 13 times more than black workers for the same diseases.

Substantive rights, including the

LETTERS

Strikers' hot water and electricity cut

CAPE TOWN — Electricity and hot water supplies to the living quarters of more than 500 striking workers at the Black Mountain mine in Namaqualand were cut yesterday, a National Union of Mineworkers (NUM) spokesman said. (21)

Sapa reports power supplies to the mine-owned homes of coloured workers, and hot water at hostels for black workers, was switched off as a wage strike entered its tenth day, said a spokesman for the union's Springbok office. The mine is owned by Gold Fields SA.

VERA VON LIERES reports that a mine spokesman said yesterday just less than 50% of the mine's 1 000-strong semi-skilled and unskilled workforce downed tools after wage negotiations deadlocked recently.

He said workers were demanding an 18% across-the-board increase while the company offer ranged between 11,6% and 7,1%. Production was not affected, the spokesman said.

NUM acting general secretary Marcel Golding said last week workers were also demanding training and June 16 as a paid holiday

Dr van der Merwe said se-

More blacks seek 'white' mine homes

Star 3/9/91

(211)

Own Correspondent

Two more black employees of Palabora Mining Company have applied for houses in Phalaborwa amid rising tension and threats by right-wingers to stop blacks moving in.

This brings to three the number of employees who have applied for houses in the Conservative Party-controlled town in the past months.

PMC estate manager Tony Moore also disclosed yesterday that a coloured mechanic would move into a previously whites-only block of flats this week.

The applications followed

desegregation in the company's housing policy.

After the company's announcement of the new policy in July the town council passed a resolution by five votes to three on July 30 calling on white residents to reject integration and defend "First World standards and good order".

An opinion poll by the council last month had a poll of less than 20 percent. Of the 6 700 registered voters in the town, only 1 328 took part, 1 280 voting against blacks moving in.

The AWB interpreted the result as a mandate to stop blacks moving into PMC houses.

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Miners threaten to strike

Staff Reporter

Star 4/9/91

211

More than 90 percent of National Union of Mineworkers members at several De Beers mines voted yesterday to strike if a settlement on wage increases was not reached today

The union's acting general-secretary, Marcel Golding, said workers at Kleinsee, Geology, Finsch, Premier, Kimberley and Koffiefontein diamond mines supported the strike

He said the union was meeting De Beers today for more negotiations, but, should they fail to reach a settlement, a strike seemed imminent.

De Beers spokesman Andrew Lamont said his company was willing to continue negotiations if no settlement was reached

The strike ballot followed the NUM's rejection of De Beers' offer of a 12,5 percent increase. The union is demanding a 15 percent increase.

AS ANC president Mr Nelson Mandela engages in unlikely statesmanship in trying to save the lives of rightwingers, an opposite drama is building in Phalaborwa.

There, in the northeastern, sleepy town of about 6 700 whites, an ANC member who plans moving into town faces lynching by rightwingers intent on keeping the town white.

The ANC member, mine supervisor Mr Mackson Ngobeni (46), apparently intends to run the full rightwing gauntlet.

Durability

And so the durability of the current *roenadering* between opposing groups, as seen by the meeting of Mandela and Orde Boerevolk leader Mr Nic Strydom in Pretoria on Monday, may be put to the test sooner rather than later in Phalaborwa.

While everyone we spoke to, including Conservative Party members, town mayor Mr JH Grobelaar and Phalaborwa Mine Company spokesman Mr Tony Moore, all expressed hope that no violence would erupt, the AWB has said it will shed blood to stop Ngobeni from moving in.

It is a threat that cannot be dismissed lightly, considering the AWB's indiscriminate attack on blacks in Welgevonden, Ventersdorp, Louis Tricardt and Krugersdorp.

And so, what was once a sleepy town that only made the news as the hottest part of the country, may ex-

plode onto the front pages of newspapers showing rampant lynch mobs reminiscent of the film *Mississippi Burning*.

Ngobeni, bondholder of a house in Zone C, Namakgale, was a content man doing his job as assistant shift foreman, a senior position at PMC.

His house had been valued at R9 700 and he had been paying rent of R6,09 a month, excluding water and electricity.

PMC, a subsidiary of the British company RTZ, had since 1983 become an "equal opportunities" company that did not discriminate except in its housing policy, which was governed by legislation.

The company has houses for its black employees in Namakgale Township, about 12km from the town and for its white employees in town itself.

When State President FW de Klerk scrapped the Group Areas Act in June, PMC wasted no time in amending its housing policy.

Being the biggest single estate owner in town, with 1 160 stands out of the total 3 100 in town, PMC wasted no time in advising its employees that those who qualified in terms of their grades for town houses could apply.

Uncertainties

A notice dated July 19 to all employees tried to allay fears of white workers.

"Clearly South Africa is going through a process of change," the notice said.

"To many of us this creates uncertainties and even

Drama in a sleepy town

Sowetan 19/9/91

Lynch mobs may form to keep blacks out of town

The resolution passed on July 30, highly insulting to blacks, read

"That the standard of service and all other standards set by and adhered to by the council shall be kept up and not be lowered to Third World standard,

"That the council will endeavour to do everything in its power to protect the community life and welfare of its residents, despite the political deception of the Government, which had assured the community that its own community life

fears. It must be known that Phalaborwa (PMC) supports these changes and asks all employees to exercise patience, tolerance and understanding as we move into the new era."

As soon as this notice was out, the town council of Phalaborwa, made up of five CP and four independent councillors, resolved to oppose the PMC move. The vote was five votes to three.

and residential quarters would not be affected, and

"That the residents of Phalaborwa consulted by way of a survey to determine whether they support the council in its opinion that occupation of properties by families of other races is not acceptable because an own community life, value of properties, First World standards and good order will be affected and lowered."

Ngobeni made his application, which was duly processed. He was allocated house No 5 on Knoppeidoring Street, Phalaborwa.

The council did a three-day opinion poll from August 22 to 24, in which residents were asked "Are you in favour of the occupation and inhabitation of properties in Phalaborwa by families of other races?"

Town clerk Mr Willy Fouche said the outcome was a less than 20 percent poll, with only 1 328 people out of the 6 700 registered voters taking part.

Of the respondents, an overwhelming majority of 1 280 voted against blacks moving in - they wanted their "First World standards" to be kept.

The outcome was controversial. The CP and AWB say the majority are against the move while other people say a 19 percent poll is no barometer

Others also argue that if the "silent majority" had been against the move, they would have taken part in the poll.

But for Ngobeni and PMC, the whole exercise was academic. The Group Areas Act was out and there was no legal basis on which the council could stop Ngobeni moving in.

Violence

The mayor, when asked yesterday what would be done with the outcome, said it had been communicated to all employers in the hope that they would heed residents' feelings. But he said the council could do nothing to stop PMC as it would be illegal to interfere.

He also said he hoped there would not be violence as his party did not support violence.

PMC was this week renovating Ngobeni's new house, which has air conditioning in all rooms and which will cost him a mere R16,35 a month, excluding water and electricity.

But the threats of rightwing violence are not being taken lightly, Moore said, and security will be provided for the family.

Perhaps Ngobeni should also approach his president, Mandela, and ask him to speak to Strydom, father of mass murderer Barend Strydom, about a reciprocal gesture.



Mine closes, unrest blamed

Sowetan 5/9/91

211

IMPALA Platinum has closed its Bafokeng North mine indefinitely as a result of unrest.

The unrest, combined with production disruptions at other mines, has reduced Impala's production from its Bophuthatswana mines by about 40 percent.

Management attributed the closing of the Bafokeng North operation to the tense situation there.

The mine said it was in the best interests of safety to close the mine while negotiations took place with worker representatives.

Wages

The 8 000 mine employees were told on Tuesday that the mine would shut down until management was assured that production would return to normal.

Impala said in a statement yesterday that, through acts of intimidation, work stoppages, go-slows and short shifts, production had fallen well below target.

Problems started at the mine more than a month ago as a result of faction disagreements and continued over wage disputes.

Negotiations with management will continue on Monday September 9. - Sapa.

Star 5/9/91
**Strike looms as
workers reject
De Beers offer**

By Shareen Singh

(211)

A wage strike by some 10 000 workers at De Beers diamond mines could be expected if management did not raise its wage offer, which was below the inflation rate, the National Union of Mineworkers said yesterday.

The union, after about eight hours of negotiations with management, rejected the company's improved pay offer.

De Beers spokesman Andrew Lamont said the company had offered a 0.5 percent increase in its wage offer, which would amount to a 13 percent increase for lower-grade workers.

"We have a reasonable offer on the table and we will keep on negotiating until we can get a successful settlement," he said.

NUM general secretary Marcel Golding said the union had no mandate to accept offers below the inflation rate.

De Beers was in a financial position to offer a decent wage, but had refused to take inflation into consideration.

A date for the next round of talks had not been finalised.

Mayekiso disputes claim that workers are overpaid

Stur 5/9/91
By Kaizer Nyatumba
Political Staff

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A top trade unionist yesterday disputed Sasol chairman J A Stegmann's claim that salaries paid to semi-skilled and unskilled workers in South Africa had priced the country out of the international market.

In his annual chairman's review, published in newspapers yesterday, Mr Stegmann said South Africa had priced itself out of competitive markets both in terms of its remuneration of semi-skilled and unskilled workers and in terms of the payment and average productivity of skilled workers.

"It is my view," Mr Stegmann said, "that in comparison with the newly industrialised nations, South Africa has succeeded in pricing itself out of the market in terms of its remuneration of workers

"Whatever the reasons for this state of affairs may be, it

has definitely impeded the global and domestic competitiveness of our economy. It has also contributed greatly to the high level of unemployment, which is perhaps our single most serious challenge for the future."

Moses Mayekiso, general-secretary of the National Union of Mineworkers — one of Cosatu's biggest affiliates — said Mr Stegmann's remarks were "surprising"

South African workers, Mr Mayekiso said, were among the worst paid in comparison to workers in Europe and other parts of the world. They were paid "slave wages", and it was capitalists' bad planning and the system of apartheid which had ruined the economy

"We would not expect that (comment) to come from an enlightened employer, because employers know clearly that the pittance they pay workers cannot affect the economy," Mr Mayekiso said.

In his review, Mr Stegmann said the problem could only be addressed by appropriate edu-

cational and training policies and by ensuring that the price of the most important of the country's resources, its human resource, properly reflected the relative scarcity or abundance of that resource.

The Sasol boss said the end of sanctions against South Africa was "at last in sight" and that most participants in the constitutional process would agree that a future economic policy should have as its main focus the achievement of an economic growth rate of at least 5 percent a year

This, he said, could be achieved only if full and open financial relations were restored with the outside world, including institutions such as the International Monetary Fund and the World Bank.

In the meantime, South Africans themselves would have to demonstrate their ability to bring "the persistent unrest" under control and to manage fiscal and monetary affairs in a manner which would inspire confidence in foreign investors.

Phalaborwa blacks wary of moving in

By Dirk Nel
Northern Transvaal
Bureau Sept 6 1971

PHALABORWA — Black employees of the Phalaborwa Mining Company who have been allocated housing in white areas in the town appear to be waiting for right-wing protests to blow over.

Yesterday, a house in Knoppiesdoorn Street, due to be occupied by the Ngobeni family, was still empty. Neighbours said they had no objections to the proposed move.

A senior mine official who lives in the suburb

said he had met the new family and thought they would fit in.

"Mr Ngobeni is a senior official, and actually earns a higher salary than my husband," his wife said. Threats by rightwingers to evict the family were "trivial, a lot of hot air".

Speculation that a coloured family was to move into a "whites only" block of flats this week appeared to be premature. They were evidently "not ready yet" for the move, a sympathetic neighbour said.

In both suburbs, right-

wing protesters are not directly affected as none of them lives near the accommodation allocated to the black families.

"The mine has done its homework well — it will not move people into a neighbourhood where they are likely to be beaten up," a shirtless miner said.

A colleague said: "We will not take any nonsense or noise around here from khaki-clad vigilantes who have no right to hang around All of us work shifts, and therefore need to get our sleep."

The mining company has refused to supply details about the families at the centre of the housing storm, or say when they will move in.

In a press statement last week, the management deplored a referendum held on the issue by the CP-controlled town council, and pointed out that the company was the largest ratepayer, and property owner in the town.

"The mine holds all the aces, and could bring down this shortsighted town council quite easily," said a Nationalist.

Star 9/9/91

Platinum mine to shut

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By Jabulani Sikhakhane

Trouble-plagued Barplats' Crocodile River platinum mine near Brits is to stop mining operations, barely a month after announcing a rescue deal by Impala Platinum, which is controlled by Gencor.

The planned rights issue to raise R300 million has also been postponed indefinitely, Barplats chairman and managing director of Impala, Michael MacMahon, said in a statement last night.

Mr. MacMahon said the decision had been necessitated by current lower platinum metal group prices and the

failure of Impala's application to the Receiver of Revenue to allow Impala to offset capital expenditure on the Crocodile River mine against its taxable profits.

The decision will result in a loss of 1 300 jobs, but management has said it would try to place as many as possible of the affected employees at other operations.

Barplats (formerly Lefkochrysos) launched by entrepreneur Lucas Pouroulis in 1987 and taken over by Rand Mines in 1988, has absorbed more than R1 billion without making any profit.

● Weak platinum price forces shutdown — Page 14

Barplats workers bitter, despondent over future

Star 10/9/91
211
Staff Reporter

Bitterness and fear of a bleak future were the first reactions of some of the estimated 1300 employees after they heard they would lose their jobs when the Barplats Crocodile River Platinum mine near Brits shuts down at the end of the month.

Barplats chairman Michael MacMahon said at the weekend that sharply lower platinum prices made it uneconomical to keep the mine operating.

The employees yesterday said they were bitter at being informed of the

closure only on Friday. They said three weeks notice was not sufficient time to find another job.

They were sceptical that the mine management would find them jobs, despite an undertaking to do so.

Barplats general manager Gert Ackerman said feelers had been put out to other mining groups regarding the possibility of employing the retrenched workers.

Alson Madlala (31) an assistant industrial relations officer, and father of two said he was pessimistic that he would find another job.

He said he had already approached three companies who had all turned him down.

Chris Mabolloane (33), a supervisor and father of two, and a Lesotho citizen, said the chances of him finding another job were slim.

He said he thought he had survived the storm after the Harmony Gold Fields mine closed down last year. Now it was certain he would not survive the second round.

Jacob Dikomang (56), an underground team leader, said chances were almost nil of him ever finding another job.

De Beers, NUM clinch wage deal

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THE NUM and De Beers
yesterday agreed on an
average 12% wage in-
crease for 9 700 workers
in the coming year,
thereby averting a
threatened strike

De Beers spokesman
André Lamont said the
agreement lifted the
monthly minimum rate
from R765 to R872 and
included improvements
to service increments

See 13/9/91
**Wage increase
averts strike** 211

A strike by 12 000 miners has been averted, with the National Union of Mineworkers and De Beers reaching a wage agreement yesterday. Workers will receive increases of between 10 per cent and 14 per cent. This will lift the minimum wage from R765 to R872 a month. A union spokesman said De Beers had initially wanted to link wage increases to productivity, but NUM had rejected this.

Winkelhaak workers return

VERA VON LIERES

MORE than 5 000 workers at Winkelhaak mine near Evander returned to work yesterday morning after ethnic clashes at the weekend left 19 people dead.

Gengold MD Gary Maude said yesterday the mine's more than 1 700 Zulu workers had all left.

Workers at the No 2 hostel started returning to work on Wednesday night and by yesterday morning the situation was back to normal, Maude said.

Workers at the No 1 hostel had reported for work on Wednesday.

Maude said NUM leaders

addressed workers at the No 2 hostel on Wednesday, urging them to return to work and reiterating the NUM's position that it welcomed Zulus in the union.

He said management would like to see Zulu workers back at the mine and the situation would be reviewed after about a week. (211)

The three-and-a-half day work stoppage, which started on Saturday, had affected the mine's monthly production by about 11,5%. This amounted to 110kg in lost gold production

16 die in mine hostel clashes

(21) CT 16/9/91

Own Correspondent

JOHANNESBURG — Sixteen people died in two clashes between miners at Winkelhaak gold mine near Evander at the weekend

Mine owner Genmin said yesterday that five people were killed and nine injured at the mine's No 2 hostel on Saturday morning

Ten died and 25 were injured in clashes at the No 1 hostel on Saturday afternoon

One of the injured later died in hospital

A Genmin spokesman said security personnel were attacked by employees as they searched for weapons yesterday morning, and had fired rubber bullets to defend themselves

Police yesterday maintained a large presence at the mine, which an SAP spokesman said was very tense

The spokesman said it was not known what had sparked the clashes

In other weekend unrest incidents two people were killed on Saturday night, one in Alexandra and the other in Thokoza

A man was hacked to death and three people wounded when Inkatha Freedom Party supporters were allegedly attacked by

panga-wielding residents of Johannesburg's Selby Hostel on Saturday afternoon, police said

The Inkatha supporters were returning from a demonstration outside the hotel where the peace accord was signed

A man, believed to be an Inkatha supporter, was stabbed and hacked to death by unidentified assailants near Westgate on the West Rand on Saturday

IFP blamed

Five people were hurled from moving trains in two separate incidents on Saturday afternoon. Two men were seriously injured after assailants threw them from a commuter train on the western outskirts of Johannesburg

Three people were hurled from a train in Soweto

Only one was injured. He claimed supporters of Inkatha were responsible for the attack, but police were unable to confirm the allegation

Police arrested 13 people for attempted murder yesterday after a gunman in their group shot and wounded a shopowner in the Bekkersdal township, west of Johannesburg

In Johannesburg yesterday morning six to eight armed youths attacked Mr Jerome Jooste.

One of the attackers tried to shoot him, but the pistol did not go off

On Saturday five men were injured when a handgrenade exploded on a roof of a private home in Daveyton, Benoni

At the Zulu hostel in Vosloorus, police recovered seven AK-47 rifles and 11 AK-47 magazines

At Inhlazani station, Soweto, about six men fired a number of rounds at a member of the SAP. They dispersed when the fire was returned

On Friday at Dube Hostel in Soweto shots were fired at police from a kombi. The police returned the fire

Later police found a body but it was not known if he died as a result of police action or the attackers

At Alexandra, Sandton, a police constable was attacked by eight men and cut on the back of his head. He was treated at the Alexandra clinic

Two men were later arrested in Jabavu, Soweto, an explosion caused about R20 000 damage to a house. The motive was unknown, police said — Sapa

Rossing to sack 700 as uranium slides

By Neil Behrmann

LONDON — Rossing Uranium's production will tumble this year and the mine will be forced to lay off around 700 workers.

RTZ, the major shareholder of Rossing, disclosed recently that production, which had already slid to 3 250 tons in 1991 from 4100 tons in 1990, would fall to only 2 500 tons next year.

"The uranium market is sick," said RTZ chairman Sir Derek Birkin. "Rossing sells its uranium on contract at prices above the free market quote of \$8,75 a pound.

Competitive

But the market is terribly competitive and prices in real inflation-adjusted terms are at their worst ever, said Robert Wilson, RTZ's chief executive.

RTZ holds 46,5 percent of the shares in Rossing Uranium.

Other major shareholders are Gencor, the IDC and the Namibian

government.

The depressed uranium market and contraction of Rossing would have a severe impact on the Namibian economy, said the directors, who were clearly unhappy about coming redundancies.

In 1990 Rossing injected R350 million into the Namibian economy in salaries and taxes.

Income tax

In 1989 mine sales accounted for 26 percent of Namibia's merchandise exports and contributed 10,7 percent of total GDP.

RTZ economists estimate that in the past four years, Rossing paid 35 percent of all income tax collected from the business sector.

There are huge stockpiles of industrial minerals such as titanium and zircon, but employees at Richards Bay have better prospects.

Production of the development, in which RTZ has a 50 percent stake, remains on target

Star 16/19/91

By 1992 Richards Bay, in which Gencor also has a stake, will be producing 1 million tons of slag a day, said Mr Wilson.

Meanwhile the global metals and minerals recession caused RTZ's pretax profits to slump by 40 percent to \$286 million in the first half of this year.

Turnover

Compared with the same period last year, turnover dipped 14 percent to \$2,3 billion, while net taxed profit fell 43 percent to \$154 million.

Pre-tax profit in the year to December 1990

totalled \$379 million, down from \$1,1 billion in 1989.

"As the world's biggest biggest raw-materials producer, RTZ cannot escape the consequences, if its customers are in the throes of recession," said Mr Wilson.

"There is no point in wringing our hands about circumstances beyond our control.

"While we can do little to avoid declining sales volumes and falling prices, we have intensified efforts to contain costs and improve efficiency."

In the first half of this year the giant mining

group, with interests in the US, Australia, Europe and South Africa laid off 7 000 workers, or 10 percent of its labour force.

There would be further cuts in the second half, Mr Wilson said.

North American operations, notably the US copper mine, experienced the worst fall.

Compared with the first half of 1990, lead prices are down by 29 percent, zinc by 26 percent, silver by 22 percent, copper and aluminium by 7 percent and gold by 5 percent.

"Precious metals are going nowhere," said Mr

Wilson. "Just look at the market."

Base metals had better prospects "But it is unlikely that there will be any early recovery in prices.

Reached nadir

"The recession in North America and the UK may have reached its nadir."

However, while some indicators seem promising, there are as yet few signs of recovery in the group's businesses

"Elsewhere, in Japan and Germany, the rate of economic growth could continue to ease," said Mr Wilson.

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Violence, closures cut Impala's output of platinum by 4%

MINE closures, wage disputes and strike-related violence in July, August and September lowered annual platinum production almost 4% at Impala Platinum, the world's second biggest producer

Interrupted production has not had much impact on the sinking platinum price, but the price of the metal could begin to rise if labour problems persist.

The anticipated loss in supply from Impala, which accounts for nearly 40% of world production, led to small, short-term gains in the world platinum price.

But they were not strong enough to counter the negative influences that have pushed the metal to its current level of \$348/oz, down 45% from a high of \$630/oz in 1987.

Impala's five platinum operations, all in Bophuthatswana, have suffered strikes and related violence since early July.

Clashes, allegedly between miners supporting the strikes and those opposing them, resulted in eight deaths on August 16 and a temporary closure of three mines

Analysts say the battle is likely to last a long time because it is deeper than the surface wage dispute and does not really involve Impala.

They say the trouble involves the National Union of Mineworkers (NUM), which is fighting with the Bophuthatswana government for representation in SA mining companies' operations in the homeland.

"The NUM is using Impala as the playing field in its fight with the government Impala is caught in the crossfire and isn't sure how to handle it," says Bruce Williamson, an analyst for brokers JD Anderson.

Impala says that, while it is doing its best to resolve the wage dispute, it cannot resolve the union dispute

"We can't make deals with the Bophuthatswana government and the NUM. All we can do is try to facilitate discussions between the two and hope that our employees are more concerned about their personal welfare than they are about politics," says Impala human resources manager Deon Groenewald

The NUM says the clashes have occurred because Impala is refusing its workers NUM representation, which, the union claims, the majority want.

"As a union that represents workers in SA, we have a responsibility to Impala workers who are coming under severe pressure from SA management," says spokesman Jerry Majatladi

But the homeland government says under no circumstances can a foreign union operate in its country.

"Impala is on Bop soil and so they have to comply with our rules," says Bophuthatswana Manpower Secretary Herbert Moloantoa "The politicisation of the labour scene cannot be tolerated here." — AP-DJ

B/Days

17/9/91 No deals

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is steel-making skills.
Fred Boshoff, who heads the
umbus project, said a detailed
ly would be made of the Mid-

Michael King, executive direc-
tor of Anglo American, said the
transaction was noteworthy as it
extended the partnership that un-

Hartebeestfontein mine ⁽²¹¹⁾ Star 17/19/91 considering more lay-offs

By Sven Lünsche

Anglovaal's largest gold producer, Hartebeestfontein, is considering more lay-offs, given the static rand gold price and escalating costs.

Chairman Basil Hersov says in the annual report that the prevailing gold price and higher costs will force the mine to focus operations on higher-grade areas and reduce the underground mining rate.

The mine plans to reduce underground tonnage by 5,4 percent to 2,84 million.

At these lower levels, "careful consideration is being given to a reduction in the labour complements", Mr Hersov says.

In the past year operating costs rose 14,3 percent and are

expected to rise further because of additional expenses in water-pumping costs incurred after the closure of Stilfontein mine.

Capex was limited to R29 million, substantially below the planned level of R48 million. In the current year capex is budgeted at R39 million.

Anglovaal's exploration company Middle Witwatersrand had a successful year, with earnings rising to a record R47 million.

Chairman Clive Menell says the major reason was interest received on funds from last year's R440 million rights offer.

In the current year expenditure on exploration, feasibility studies and the acquisition of mineral rights will be R21,1 million (R27,1 million).

Study shows migrant labour levels still high

Business Day Reporter

MIGRANT labour levels have remained high despite the scrapping of influx control five years ago, the SA Institute of Race Relations says.

In *Migrancy After Influx Control*, a new book published by the institute, author Ahmed Jooma says that in the mining industry "the number of migrants employed has fluctuated by less than 13% on each side of the 500 000 mark over the past five years".

One reason for the continued existence of the migrant labour system was the poor performance of the economy and its reduced capacity to replace cheap single-sex accommodation with family housing.

Jooma says the gold mines' declining profits have left fewer funds available for housing expenditure.

Although the industry is looking to house more skilled workers, including Africans, in family housing, most migrant labourers cannot afford even moderately priced formal housing.

Jooma adds that mining houses have a reduced capacity to provide housing for black workers because of the need to preserve capital for restructuring and for investment in future operations. This has been exacerbated by sanctions, the poor performance of the economy, and the low gold price.

In urban areas the demand for housing land far outstrips the proclamation of new land for township development.

"The extent to which migrants and their families are squatting is difficult to assess, although the fact that this option is chosen by them is beyond question," states Jooma.

He cites the example of miners in the Bekkersdal area on the West Rand, who have opted for informal housing in preference to hostel accommodation.

The report warns that an end to migrancy would have serious repercussions for neighbouring states and the homelands, which rely heavily on income from migrant labour.

...that platinum had been
...SA's reputation until
...respects acted illegally - Sapa

Unrest 'a lesser killer than crime'

POLICE say 22 000 people died violently in crime and traffic-related incidents in the 15 months to end-February this year, compared to 3 300 political or unrest-related deaths during the same period

Public perceptions were that political violence was tearing SA apart. However, violent crime and other factors killed far more people than unrest, police spokesman Lt-Col Johan Mostert said yesterday.

Crime in SA was at its highest level, and the SAP, trying to combat crime and

JONATHON REES

violence, was over-extended, he said.

"Even if we deployed our entire force on the Witwatersrand, how can 103 000 policemen control 5-million people?" Mostert asked.

SAP spokesman Col Frans Malherbe said no section of SA's population had reason to regard the police as an enemy.

The "new SA" was a myth. "What we need are new South Africans, bred and cultured to face the

future with confidence and to work towards peace and prosperity for all."

The National Institute for Crime Prevention and Rehabilitation of Offenders, quoting police statistics, said crime had risen 40% between 1989 and 1990. However, it was difficult to differentiate between political violence and criminal activity in a society where the two were so linked.

Police statistics released earlier this year showed a 29% increase in murders between 1989 (11 750) and 1990 (15 1090).

Zulus quit after weekend clashes at Winkelhaak mine

VERA VON LIERES

THE majority of Zulu workers at Winkelhaak mine near Evander — where 19 people died in two ethnic clashes at the weekend — had left the mine by yesterday, Gengold MD Gary Maude said.

Maude said most workers at the mine's No 1 hostel returned to work yesterday while workers at the No 2 hostel were expected to report for the night shift.

There was no production on Monday and Tuesday following the violence which erupted on Saturday.

NUM acting general secretary Marcel Golding said that although the situation was "still very tense" miners were expected to return to work today.

Maude said most of the mine's 1 700 Zulus (out of a total workforce of 7 500) had asked to go back home and by yesterday afternoon, only about 600 had not been paid off. No Zulus or any other miners were still armed after security searches since the weekend.

He said the Zulus had left because they had tired of the violence.

Mine security had filled three two-ton trucks with weapons confiscated during searches at the mine.

He added that the parties were working jointly to normalise the situation as soon as possible.

Reacting to the departure of the Zulu workers, Golding said last night that the NUM was not anti-Zulu. The union was committed to uniting workers irrespective of language. One of the main problems at the mine related to management's policy of recruiting workers from specific geographical areas, Golding said. The union was also concerned about management's tendency to use police and mine security in industrial relations disputes.

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Mine boss held for forgery

JOHANNESBURG — The sole director of a colliery at Leeuklip, near Witbank in the Eastern Transvaal, has appeared in the town's magistrate's court on counterfeiting charges involving about R50 000 in forged R50 notes

211 ET 19/9/91
Mr Johan Wessels, 46, was arrested after colliery workers told the police their wages had been paid with counterfeit notes

The case was postponed to September 27 and Mr Wessels was released on bail of R10 000 — Sapa

White patients chase blacks

from hospital

Star 19/9/91

By Carina le Grange

White patients in a Chamber of Mines' hospital ward on Tuesday night "chased away" a black patient admitted to the ward, a sister at the Rand Mutual Hospital told The Star yesterday.

The black patient had to be accommodated in another ward for the night. The chamber integrated the hospital earlier this year.

The senior general manager, Dr Daniel Pollnow, confirmed the incident.

The sister, who asked not to be named, said a similar event occurred a week ago and a month ago one of the white patients also assaulted a black sister.

She said black nurses were virtually running the hospital and did not expect this kind of behaviour.

Dr Pollnow said the behaviour of the patients was also not tolerated by

the Chamber of Mines. In future senior management staff would be called in to deal with similar events should they occur. The integration of the hospital would not be reversed, he said.

"Both times these black men were admitted it was after hours. The staff were perhaps not forceful enough to insist that the rights of the black patients were respected and they were admitted to the unskilled category wards."

Dr Pollnow said the cases were isolated and there had been many other black patients admitted to the skilled category wards — which are integrated — without incident. Senior management had "unambiguously told staff and patients what the hospital policy is".

With regard to the assault of the sister, he said she had laid a charge of assault with the police.

"The patient was removed from the hospital."

NUM calls for job ⁽²¹¹⁾ guarantees

CT 25/9/91

Own Correspondent

JOHANNESBURG —

The NUM has called for employment guarantees on gold mines to be one of the critical areas in talks with the Chamber of Mines over performance-related bonuses

The talks, arising out of the annual wage agreement concluded in July, are aimed at setting the framework for the bonus system, details of which are to be finalised on a decentralised basis for each mine

Chairman of the chamber's negotiating committee Bill Nairn said in a statement last night it was "heartening" that the NUM had said good progress was made in the course of talks

Talks are set to continue on Friday

Gold Fields fires 822

GOLD FIELDS of SA fired 822 workers at the Black Mountain mine in Namaqualand on Monday, ending a month-long pay strike. Most of the workers were sent back to Ciskei. Among those fired was NUM regional chairman Jackson Quite.

211 ~~822~~

The company could not be reached for comment.

H/Day 25/9/91

NUM seeks job guarantees

Biday 25/9/91
THE NUM has called for employment guarantees on gold mines to be one of the critical areas in talks with the Chamber of Mines over performance-related bonuses. The talks, arising out of the annual wage agreement concluded in July, are aimed at setting the framework for the bonus system, details of which are to be finalised on a decentralised basis for each mine.

NUM acting general secretary Marcel Golding told a news briefing yesterday that, while good progress had been made, the parties had failed to agree on critical areas tabled as principles by the NUM.

These included guarantees of no job losses resulting from improved efficiency, proper disclosure of financial information, and an equal distribution of the bonus among workers.

Golding said the union was demanding

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VERA VON LIERES

that workers should not be retrenched or downgraded as a result of new efficiencies which developed through the implementation of the scheme.

Golding said the chamber had adopted an "intransigent position" on the proposal, arguing that employers could not give an employment guarantee and that it was not their intention that workers would lose jobs due to improved performance.

The union disagreed with a chamber proposal that bonuses should not be paid unless the mine in question had achieved a profit to revenue ratio of at least 5%.

The parties failed to agree on the NUM position that all financial information relevant to the scheme be disclosed.

□ To Page 2

NUM

Biday 25/9/91
Agreement was also not reached on the NUM's proposal that any available bonus — up to R75 — should be shared equally among eligible workers regardless of job grade. The union wanted a differential, related to wage level, to apply only beyond that point.

The parties reached agreement in principle on the need for training. The union holds that a sustained improvement in productivity efficiency can be achieved only through the broader based training.

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The chairman of the chamber's negotiating committee, Bill Nairn, said in a statement last night it was "heartening" that the NUM had said good progress was made in the course of talks.

The reason for its contrary opinion being expressed in public was not clear, Nairn said.

Talks are set to continue on Friday.

Golding said yesterday the union hoped the chamber would seriously reconsider its view on the NUM proposals.

Fewer miners face the hatchet

8/Day 26/9/91

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MATTHEW CURTIN

THE number of mineworkers whose jobs are at risk on SA's gold mines has been reduced from 100 000 in June last year to just 30 000 at the end of June this year

The reduction has been possible due to effective cost-cutting measures undertaken by the industry, says the Chamber of Mines in its August newsletter. In that time the size of the industry's workforce has fallen by 57 000 mineworkers from 483 000 to 426 000.

Chamber economist Ivor Liebowitz says the percentage of the gold mines' workforce at risk has fallen from 22% in the June quarter last year to just 7% in the same quarter this year.

He said that at an average gold price of R32 695/kg, less than 5% or seven tons of the 143 tons of gold produced in the quarter was produced at a loss. This compared with 17% of gold output, about 25 tons, in the same period last year when the average gold price was R31 139/kg.

The cumulative labour and production improvements reflected the generally improved operating conditions which the gold mining industry experienced in the June quarter.

Liebowitz said that while the dollar gold price was trapped in a narrow range between \$350 and \$372 an ounce, the rand depreciated 6,6% against the dollar boosting the rand/dollar price of gold.

Working revenues improved and working costs were contained, increasing the average working profit in the quarter from less than R6 000/kg earlier in the year to R7 008/kg.

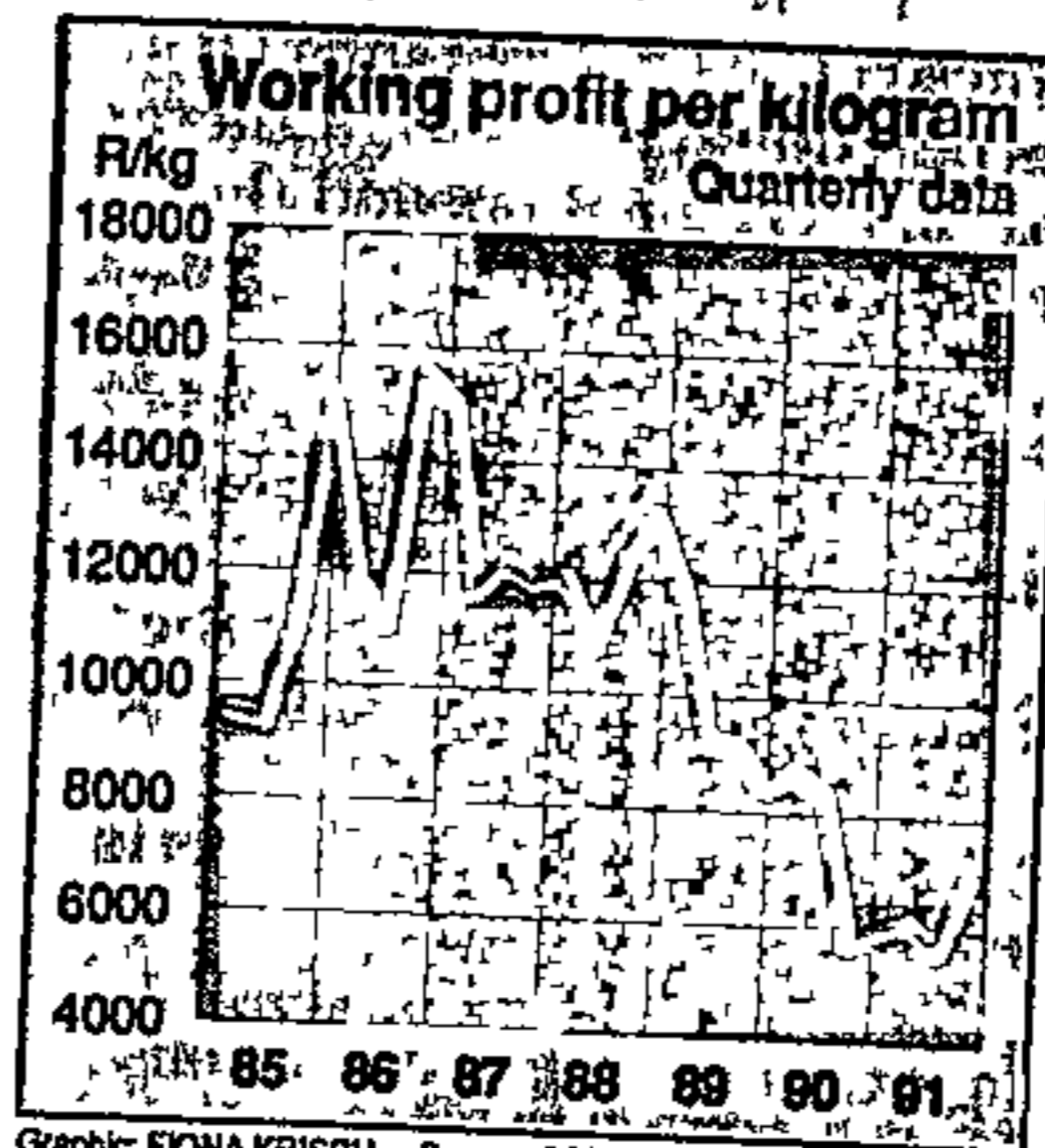
Working profits which had fallen to

18% of working revenue, their lowest level in 20 years, in the March quarter, recovered in the next three months to 21%, due to the fall in the rand's value.

Liebowitz says the fundamental conditions affecting the gold market are turning gradually in gold's favour. However, the gold price, hampered by the effect of forward sales of the metal, continues to perform poorly in dollar terms.

Gold supply is being increased by forward selling by producers keen to lock in higher prices for their output. Forward sales tend to cap any price rise because producers are encouraged to become active in the market whenever a price rally takes place.

SA producers sold 10% or 64 tons of gold production forward in 1990, against sharply higher forward sales from other producers. Research showed North American and Australian producers sold 356 tons and 201 tons forward, worth 77% and 83% of total production respectively.



Graphic: FIONA KRISCH Source: COM

17/9/92
B/P/W

Workers reject offer

AN OFFER of reinstatement was yesterday rejected by 377 strikers at base-metal mine Black Mountain in Namaqualand while 42 accepted the offer, a mine spokesman said.

NUM members at the mine, owned by Gold Fields of SA, have been on strike since the end of last month demanding an 18% wage increase.

The spokesman said management had extended to yesterday an ultimatum for the workers' return to work, failing which they would be dismissed.

(211)

Chamber and NUM clash

Sowetan 26/9/91

THE NATIONAL Union of Mineworkers and Chamber of Mines are at loggerheads over "critical issues" of the performance-related bonus scheme proposed by the union - but have reached agreement on training and safety.

The bonus scheme, initiated at this year's wage negotiations when the union accepted a five percent increase under chamber pressure, proposes performance-related increases, irrespective of whether individual mines make a profit and without job losses

At a Johannesburg Press briefing on Tuesday Num acting general secretary Mr Marcel Golding said that, while progress had been made on some issues, there were differences on key elements of the proposed

scheme

In its negotiations with the chamber, the union argued there had to be a moratorium on job losses in any efficiency drive

However, according to the union, the chamber refused to give its undertaking that jobs would be secure. At the same time, the chamber said it had no intention of retrenching workers

Of the key elements being contested by the chamber, Golding said, was the question of performance bonuses being paid at mines which were not profitable

He stressed the union was of the opinion that if workers achieved targets they should be rewarded, irrespective of the financial situation of the mine

Golding said the chamber was not

satisfied with the union demand that any bonus - up to R75 - be paid to all workers regardless of job category. He did, however, point out that bonuses could be related to job grades above the R75 level

The chamber had also agreed to union demands that health and safety measures be improved and that the life of mines be prolonged

The chairman of the chamber's negotiating team, Mr WA Nairn, said it was "heartening" that Num had said good progress had been made in the negotiations

However, he said the union's contrary opinions now expressed in public were unclear

Negotiations between the two parties are expected to continue tomorrow - Sapa

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Miners occupy Gemmin offices

By FERRAL HAFFAJEE
MINERS from Impala Platinum mines in Bophuthatswana, near Rustenburg, this week occupied the central Johannesburg offices of Gemmin over demands linked to protracted industrial conflict at the mining operation.

They are all members of the negotiating team which is informally aligned to the National Union of Mineworkers (NUM). Their occupation highlighted the demands for the speedy implementation of a wage agreement which will bring to an end almost two months of industrial strife at the four platinum mines. The agreement, which is on the brink

of being clinched, includes a wage increase in the region of 15 to 17,9 per cent and will be based on the June 1991 minimum scales.

If full production is maintained for the next three months, workers will receive an additional 0,58c a shift increase in January 1992.

Other conditions attached to the increase are that there will be no illegal industrial action during this period, no interference with mine management

and no interference with other employees.

Other facets of the agreement are that negotiations on bonuses will start during March and April 1992 and that workers will work extra time on request, at normal rates, to make up for lost production.

One of the most serious problems at the mine was management's implementation of wage increases prior to the conclusion of pay talks. Management

has agreed to a one-off payment back-dated to July 1 this year.

Although the National Union of Mineworkers has no organising rights in the homeland, strike action forced management's hand in setting up wage negotiation with a negotiating committee consisting of Num supporters.

The NUM has succeeded in negotiating increases between R35 and R128 higher than the wages negotiated for miners by the Bophuthatswana National Union of Mine Employees.

Early next week, the miners negotiating team will table a set of demands with Implats management.

The most important of these is the demand for organising rights and access facilities to be granted to the NUM.

Workers are also demanding the removal of the Bophuthatswana military camp near Implats.

Other work-related demands are production bonuses for underground workers, study leave, maternity leave, sick leave, study leave, a company medical scheme, mass meeting facilities

Gold mines cost-cutting drive pays dividends

Weekly Mail Reporter

LESS than seven percent of goldminers now risk losing their jobs — down from 22 percent in the second quarter of last year — partly as a result of a cost-cutting drive in the industry.

This means that some 30 000 miners were employed on mines at risk at the end of June, as against 100 000 at the

same time last year. Over the same period, the total work force fell from 483 000 000 to 426 000

The Chamber of Mines' latest newsletter traces "a marked improvement in the health" of the industry both to an improvement in working revenues and the containment of working cost increases to an "absolute minimum", as

the gold sector comes to grips with the cost crisis hitting profits in the past three years.

Although the dollar gold price had remained trapped within a narrow trading range, of between \$350 and \$372 an ounce, a 6,6 percent depreciation of the rand against the dollar had been a major factor in raising rand revenues.

W/Mail 21/91 - 3/10/91

(211)

BY FERRAL HAFFAJEE
WORKERS at Impala Platinum mines in Bophuthatswana allege that mine management is using the Bophuthatswana Defence Force to crack down on industrial action.

They point to a sophisticated defence force camp situated a stone's throw from the mines as evidence of this collaboration.

Earlier this month, mineworker Ezekial Seganeno was shot dead after a verbal confrontation with Bop soldiers, just a metre from mine property. A week later, workers were tear-gassed and beaten by soldiers at the funeral of Abel Linyekwane who had died in a mine accident.

In the same week Donald Moabi, 24, chairman of the mines action committee, was beaten by military police in the nearby township of Thlabane. He alleges that they followed him to Thlabane, pulled him from the taxi he was travelling in and beat him with R4 rifles. Another vehicle, with a registration plate of the Bophuthatswana Health Services, aided the military police to create an enclosure in which Moabi was beaten.

Moabi was told by his colleagues that the defence force had come to look for him at the hostel and "sell-

Bop soldiers controlling Impala's mines - NUM

outs" had told the police where he lived. Bystanders stoned the police and in the ensuing fracas, Moabi fled. He had just been discharged from the mine hospital when *The Weekly Mail* spoke to him.

The Weekly Mail also saw a car which had been shot at by soldiers. The car belongs to a mine marshal who was driving when it was shot at. Workers allege that soldiers have easy access to mine property. "They are always around when workers gather," said Moabi.

He recalled the work stoppage on September 4 where the army was present and a meeting in August, addressed by National Union of Mineworkers president James Moflatsi, at which the defence force surrounded the stadium with Hippos and monitored the proceedings by helicopter.

The killing of Seganeno is cloaked in controversy. Workers say the defence force arrived at Impala Platinum's Wildebeest North mine on September 9 with Hippos and Casspirs. They en-

tered the hostel, says NUM, and behaved in a very threatening way. During an argument, a soldier fired and shot Seganeno, killing him.

Implats management and the Bop Defence Force allege that the soldiers came to empty their rubbish at a nearby dump and then became involved in a confrontation with the workers.

Implats management said this week that Seganeno had not been killed on mine premises and the company therefore bore no liability for his death.

But NUM press officer Jerry Matjahladi said: "As mine management they have a responsibility to the miners."

Implats communications officer Laing Geldenhuis said Gemmin only leased the land and thus had no authority to deny anyone access to the mine.

Matjahladi said a defence force base so near to a mine and open access to a mine by soldiers "was ludicrous and unheard of anywhere in the world".

Implats also denies allegations that the defence force is used in instances of industrial action. But workers inter-

viewed this week are adamant that the base, just 800m from the mine where Seganeno was killed, was established mainly "to deal with the mines".

They point out that there is a police station in Phokeng, just 7km away.

The miners also experience problems at border gates when they go home. At Lehurutshe gate, if workers are identified as being from Impala Platinum mines, they are often beaten, harassed and told "you are a comrade, you curse Mangope and you are involved in anti-Bophuthatswana activity".

Impala Platinum's 45 000 workers are indeed mounting the most concerted opposition to the Bophuthatswana government. They spearhead the Congress of South African Trade Unions' anti-Bophuthatswana campaign aimed at curtailing South African government support of the Bop regime, and eventually re-incorporating the homeland into South Africa.

Workers at the mines will soon table the demand with Implats that they no longer want to pay Bophuthatswana's taxes and want to be covered by South African labour legislation. And NUM believes that Implats' management encourages the Bop defence force because it is wary of the foothold which the union is gaining on the mines.

NUM and Chamber hit problems in talks

W/Maw 27/9-3/10/91
By Ferial Haffajeb

TALKS between the National Union of Mineworkers and the Chamber of Mines on an industry framework for performance-related wage and bonus deals had hit snags which could spark industrial action, the NUM warned this week.

(211)
Arbitration and mediation might also be needed to resolve disputes, NUM acting general secretary Marcel Golding said at a media briefing.

This was despite the reaching of agreement on crucial issues, including training for less-skilled workers, the need for a fair wage structure and for the monitoring of health and safety standards to ensure the maintenance and improvement of standards, which could deteriorate in the face of a productivity drive.

Golding also said consensus had been reached in the talks on the need for worker involvement in performance-linked wage deals — although the chamber was trying to limit union involvement in mine-level negotiations.

The talks flow from the July national wage deal between the union and the chamber. They are aimed at agreeing to a set of principles for agreements to be negotiated at mine level.

Golding said, however, that the chamber remained "intransigent" in opposing a moratorium on retrenchments, disclosure of all information necessary to calculate mine productivity and equal profit-sharing for all workers.

Golding said that central to the historic profit-related wage deal concluded

with the chamber in June this year was the protection of jobs. In the face of the crisis facing the gold mining industry, the NUM estimated earlier this year that 200 000 workers could be retrenched by 1995.

For this reason, the union believed that "no worker should be retrenched or downgraded as a result of the scheme" Golding also said that all necessary information needed to determine productivity should be freely available.

In response, the chamber had offered to make relevant information available to the union through external auditors.

The union is also demanding that workers should receive their bonuses on reaching set targets, while employers believe that bonuses should not be paid if the mine has not become profitable.

"The sole criteria for paying bonuses must be the reaching of targets — otherwise what is the purpose of setting targets?" Golding said.

Another area of disagreement is the NUM's demand for "the equitable distribution of the rewards" The union is looking to the payment of a uniform initial bonus to all workers and for any further bonuses to be linked to wage differentials. The chamber will not accede to this demand.

Responding, the chamber said in a statement it was "heartened" that the NUM has said during the talks that good progress was being made.

Questioning the NUM's current "contrary position", it said it remained committed to concluding an agreement in good faith.



breathed into the blood-ironator machine that implicated him and it registered 0,23% — way above the legal limit of 0,08% A ruling is due today

Phalaborwa gets first black resident

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DAVE LOURENS

PHALABORWA's first black resident has moved into his new home in the CP-controlled town despite furious opposition from right-wingers.

Mine supervisor Mackson Ngobeni was allocated a house in white Phalaborwa by his employers, Palabora Mining Company (PMC), in accordance with the non-discriminatory company housing policy adopted after the scrapping of the Group Areas Act.

But the CP-controlled town council opposed the move, calling a referendum

on August 22 to gauge public sentiment.

Only 20% of the town's population bothered to vote, with 1 328 "no" votes against 45 "yes" votes

Although the council interpreted the results as a mandate to try to block Ngobeni's arrival, mayor Jan Grobbelaar said the council could do nothing as long as Ngobeni was within the law

PMC declared itself an "equal opportunities"

employer in 1983.

The only area of company policy in which discrimination was practised was in housing allocations, which were regulated by the Group Areas Act.

PMC, which owns 1 160 out of the 3 100 stands in Phalaborwa, approved Ngobeni's application after the Group Areas Act was repealed and allocated him a house in Knoppeldoring Street Two other black employees have since applied for houses in the town and a coloured mechanic is to move into a block of flats.

21 Dec 4/10/91



Black family moves in amid AWB threats



FEARLESS . . . Mackson Ngobeni and his wife, Gelly, who say they will not be intimidated

Picture: COBUS BODENSTEIN

By JOCELYN MAKER

A BLACK family moved into a white suburb of a right-wing town this week after their lawyers warned the AWB to stop its death threats and racist talk.

The threats against Phalabora Mining Company father of five, Mr Mackson Ngobeni, 46, and his wife Gelly, 42, have sparked a massive ANC consumer boycott which will begin in the mining town on Tuesday *S/Times 6/10/91*.

Legal Resources Centre lawyers informed Mr Fritz Meyer, leader of the AWB Wenkommando in Phalaborwa, that an urgent court interdict would be sought if he did not stop verbally harassing Mr Ngobeni.

Mr Meyer, who is also a spokesman for the CP, HNP, Phalaborwa Tuswag and Boerevryheidsbeweging, confirmed he had been asked not to infringe on the rights of Mr Ngobeni, but added that "nothing much would come of this"

"Mr Ngobeni's lawyers said the interdict would forbid me from going within a one-kilometre range of his house. In that case they will have to get an interdict against almost every citizen of Phalaborwa, because we do not want this family to live among whites.

"No matter what happens, he and his family are not safe. Every black man who moves into our town will leave us no choice — they all will become targets.

"Open war has been declared now that he has moved in and I can do nothing to stop people from harming them," he said.

Mr Meyer said "blood would flow" in the streets of the CP-controlled town if black families moved into houses allocated to them by the PMC.

Mr Ngobeni has been an assistant shift foreman at PMC for the past 20 years. He said his new home was like a dream come true.

"I was so happy when I was told we could move here. We lived in the Namakgale township, which meant I had to travel 43km to work and back every day.

"The people who make these threats and those who do not want us to live in our house do not know what kind of man I am. I am a Christian man who lives a religious, good life with my family.

"But I believe that no one will harm us; I believe in the goodness of mankind.

"My neighbours have been very friendly and I am sure no one will interfere with us."

He said his children had also settled down in their new home.

Mr Paul Clothier, a PMC spokesman, said yesterday his company would continue implementing its non-racial housing policy.

The spokesman for the local ANC branch and the Consumer Boycott Committee, Mr Ludwig Raklaba, said: "The boycott will go ahead and it will continue indefinitely.

"We have handed our demands over to the council, but they refuse to speak to us. The local Chamber of Commerce has also been informed," he said.

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Mine boss quits after clash

B1 Day 8/10/91
MATTHEW CURTIN

THE MANAGER of one of SA's richest gold mines, West Driefontein, had resigned after an altercation with a black mineworker, Gold Fields of SA and the National Union of Mineworkers (NUM) said yesterday

Gold Fields head of group public affairs Michael de Kock said an incident involving West Driefontein manager J S Brownrigg and Mazwi Dalasile occurred at the mine on August 1.

He said a charge of assault was laid against Brownrigg in terms of the mine's disciplinary procedures

After a full inquiry by senior management, "the alleged assault was not established", he said.

Brownrigg had since resigned.

NUM Carletonville regional organiser Godfrey Ntlakana said Dalasile, a truck driver, had driven out of the gold plant shortly before Brownrigg arrived to find the main gate had been left open.

A foreman suggested to Brownrigg that Dalasile had left the gate open. Brownrigg had approached Dalasile, an argument en-

sued, and then the incident took place. Ntlakana said the NUM had followed up the incident at mine level, but had received no response from Brownrigg's office to a letter asking him to make a formal apology. The union had then approached Gold Fields head office.

De Kock said Gold Fields had started an investigation and "disciplinary proceedings were in process" by the time an NUM fax arrived.

Replaced

Ntlakana said that in the meantime Dalasile had been given a final warning after a disciplinary hearing, a matter the union was in the process of taking up with Gold Fields head office.

Ntlakana claimed it was not the first incident of its kind involving Brownrigg. Brownrigg, manager at the mine since 1988, has been replaced by the manager at the Kloof gold mine, Sidney Kaddy.

MITED

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Peace secretariat to start its work soon

B1 Day 8/10/91
BILLY PADDOCK

THE interim peace secretariat, enabling the peace accord to be implemented at grassroots level, has been set up with representatives nominated by the three major parties.

A spokesman for the national peace committee yesterday said the Inkatha Freedom Party, the ANC alliance and the government alliance had all nominated their members and the secretariat could start operating within the week.

Inkatha has spokesman Sue Vos, Robert Conway and Ben Ngubane on its team, with the ANC nominating Cosatu member Jayendran Naidoo and Siphso Gcubashe. The government members are Justice Deputy Minister Danie Schutte and Justice chief director Theo Rudman.

The secretariat is to set up the regional and local dispute-settling and monitoring mechanisms.

The national peace committee overseeing the implementation of the peace accord hopes grassroots implementation will start within 10 days.

The only other national structure that has been set up is the peace committee and its executive committee.

The executive committee has Barlow Rand director John Hall as chairman, Methodist Church president Stanley Magoba as vice-chairman and two representatives each from the ANC, Inkatha and government.

The ANC representatives are Cosatu's John Copelyn and Sydney Mufamadi.

Inkatha is represented by National chairman Frank Mdlalose and Sue Vos with Defence Minister Roelf Meyer and Constitutional Development adviser Fanie van der Merwe government representatives.

The Commission of Inquiry into Violence and Intimidation is still to be set up. The Justice Department will name five judges to head it up. The other four members of the commission, to be nominated by the peace committee, are expected to be chosen within the next week when the executive committee meets for the first time.

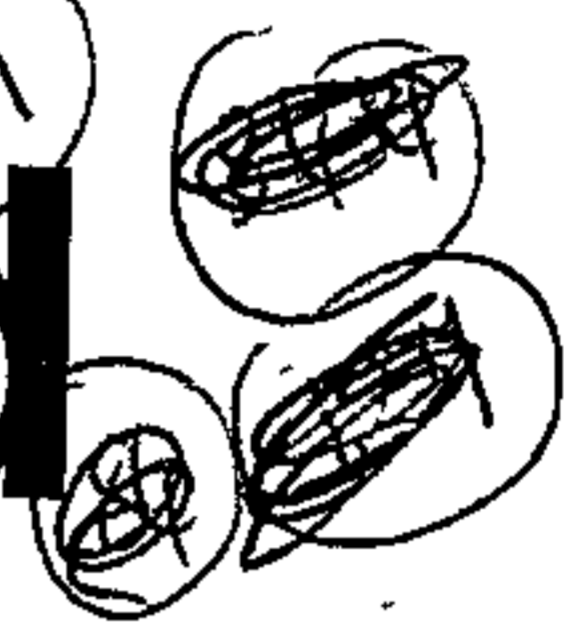
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Family in white area attacked

Sowetan 11/10/91

(521)

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The house of Phalaborwa Mining Company supervisor Mr Mackson Ngobeni, who became the town's first black resident last week amid threats by rightwingers, has been attacked

His house is now under 24-hour guard by company security. Police patrols pass at regular intervals, Ngobeni said

Ngobeni said the attack occurred at 4,05am on Sunday

"I heard glass shattering. When I went to investigate I found a brick in the dining-room where the window was shattered. There was no one nearby and I did not see who did it," he said

Ngobeni said he called the police and mining security, who responded speedily.

Company spokesman, Mr SH Rix, said the company was satisfied with security arrangements and said the incident was

By MATHATHA TSEDU

unfortunate but would not deter the company from carrying out its policy to deracialise housing for employees

Ngobeni (46), a father of four, said the family would not move out

"This is our home and we are not going anywhere. Many whites have also phoned to welcome me and some sent my family cakes and cards," he said

Ngobeni's intended move to Phalaborwa's white area raised the ire of the local AWB, which threatened that his "blood will flow"

AWB leader, Mr Fritz Meyer, was restricted by a Supreme Court order last week from harming Ngobeni. While pledging to honour the court order, he said the attacks would continue until Ngobeni moved out

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Home of black supervisor in 'white area' attacked

star 11/10/91
Own Correspondent

The house of Palabora Mining Company supervisor Mackson Ngobeni, who became the town's first black resident last week amid threats by right-wingers, has been attacked

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Mining industry heads for a critical gap in expertise

By Daw 17/10/91. (21)

MATTHEW CURTIN

THE growing shortfall of qualified and trained manpower together with the poor image of the mining industry is jeopardising the future of SA's mining industry, says SA Institute of Mining and Metallurgy (SAIMM) president Richard Beck.

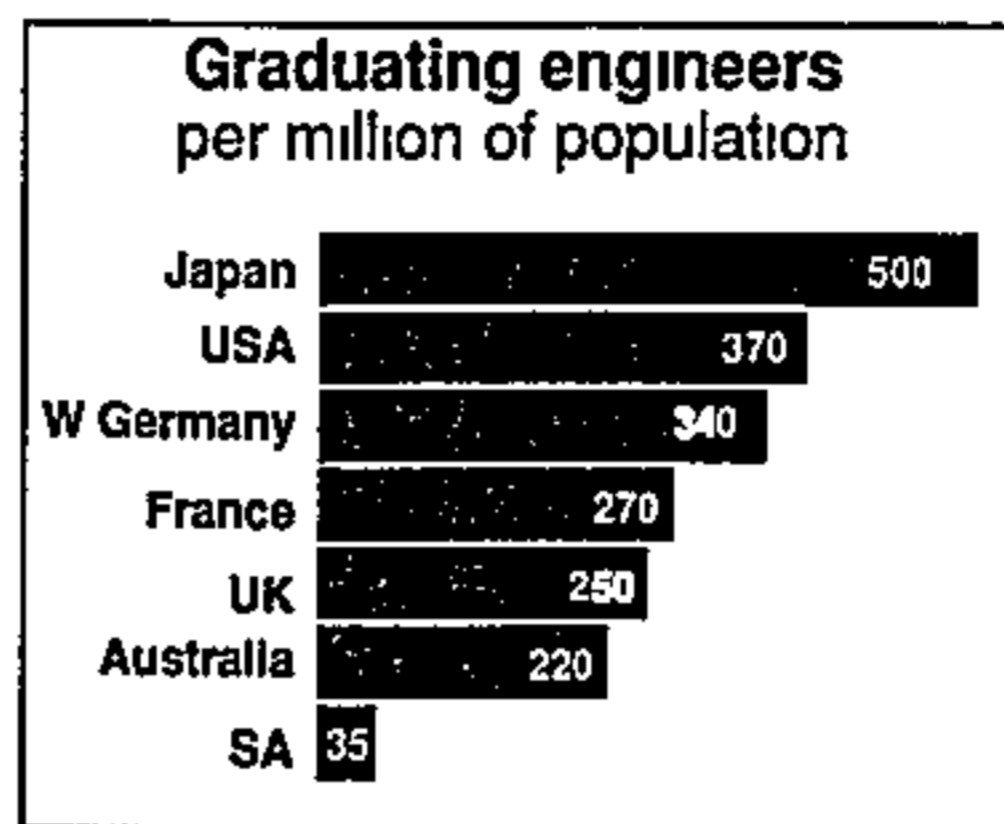
Writing in the September edition of the SAIMM Journal, Beck says that the mining engineer may become an endangered species, a development with grave implications for the health of the mining industry.

The industry contributed 12,5% of SA's GDP, against 7% in the US and less than 5% in Canada, Britain, former West Germany and France. In contrast, in 1990 SA produced 25 graduate engineers for every million people, while Japan produced 500, the US 370, West Germany 240, France 270 and Britain 250 (see graph).

Beck said the decline in the number of university courses for mining-related subjects in SA and overseas was alarming.

The fall has been attributed to the dwindling numbers of high school students taking maths and science in SA and overseas, the indifferent quality of most science teaching at high schools, and the image of mining companies as fairweather employers who sack employees during times of low metal prices.

In the US, low enrolments has caused seven out of 26 undergraduate programmes to be closed or curtailed. In England, three universities



Graphic: LEE EMERTON / Source: MINER 3

have closed all their mining-related departments, with two more to follow. Beck says SA has always drawn engineers from overseas to supplement the number of SA graduates.

In SA the lack of students taking science and engineering has reached crisis proportions, "largely due to the failure and inability of the country's divided education system to provide sufficient school-leavers with the necessary academic background and work skills to meet SA's man-power requirements".

Beck says that only 500 out of the 25 000 black students who gained university exemption in 1989 had taken maths as a subject.

He says SA produces only between 20% and 50% of the number of graduate engineers produced in countries like Japan, France, the US and Australia.

The number of mining and metallurgical engineering graduates from Wits and Pretoria universities has dropped by about 40% since an encouraging increase in the early '80s. "Education is a pipeline process,"

writes Beck.

"If people do not take up mineral-related disciplines now, there will be a shortage in four years' time when, it is hoped, a boom will occur again."

He says the Chamber of Mines and the SAIMM are trying to address the problem through their Phoenix programme, which aims to improve schools' science curricula as well as science teaching at school and university science teaching.

However, developing new mining technology requires more engineers, and "the mining industry is not well known for its support of university research".

Beck says parallel with concern at the fall in mining students is the perception that the industry has a "low-technology image".

He says advances elsewhere in engineering have outpaced those in mining technology, which, with the exceptions of long-wall and mechanised mining, are essentially the same as they have been for centuries.

The adoption of new methods like backfilling and hydropower is slow and hampered by research cutbacks because of the worsening financial state of the mines.

He says the popular image of mining as a despoiler of the environment with a poor safety record has persisted worldwide for hundreds of years.

Encouragingly, a recent chamber survey found such a view was not entrenched, with a growing proportion of mineworkers and black, though not white, students rating mining as a rewarding career.

Genmin closes mine after strike

GENMIN closed its Bophuthatswana-based Wildebeestfontein North platinum mine indefinitely yesterday as 16 000 mineworkers went on strike at two of the company's mines. (201) (200)

The company said the 16 000 workers, 95% of the workforce — at Wildebeestfontein North and Wildebeestfontein South were involved in industrial action

Yesterday there was no production at the two mines, which account for 50% of Impala's platinum output in Bophuthatswana. B1 Day 17/10/91

Impala's three other operations in the homeland, the Mineral Processes plant, Bafokeng North mine and Bafokeng South mine, had not been affected by the strike.

Genmin said the industrial action began on Tuesday afternoon with an underground sit-in by 7 000 Wildebeestfontein North mineworkers who prevented some supervisors from leaving the underground

THEO RAWANA

areas "After consultations with employee representatives and several appeals by management, employees began to come to surface at 9pm on Tuesday," management said (211)

The company said worker representatives told management the industrial action was linked to the dismissal of an employee last week

NUM spokesman Jerry Majatladi could not be reached for comment at the time of going to press

The decision to close Wildebeestfontein North was taken because the industrial action had created unsafe working conditions and resulted in loss of production

Employees at Wildebeestfontein South returned to work yesterday after discussions between employee representatives, Genmin said

Black mine wages outstrip inflation

(211) (18)

B Day 18/10/91

MATTHEW CURTIN

BLACK mineworkers on Anglo American's gold mines have seen their wages increase by a rate of 20% per person a year since 1970, nearly double the rate of increase in white wages and inflation, Anglo gold and uranium division chairman Clem Sunter said yesterday.

Sunter said Anglo's gold mines had gone some way already to meeting ANC president Nelson Mandela's "valid challenge" to the business community to find a constructive alternative to nationalisation. The nationalisation card was likely to be "cashed in" during the negotiation process as consensus emerged on economic policies.

However, Sunter said there was still a long way to go before the wealth and income gap between the haves and have-nots in SA was closed, but he wanted to dispel the impression that nothing had been done.

He pointed out that black wages had risen by a factor of 4,5 since 1970, black labour costs as a proportion of revenue had risen from 8% in 1970 to 14% in 1990. At the same time white labour costs had fallen from 15% to less than 13%, while dividend payouts had fallen from 24% to 7%.

In the same period, the number of

workers employed in the gold division had increased from 117 000 to 181 000.

Speaking at a presentation of Anglo's gold quarterly results, Sunter said black wages had risen from a low base in 1970, and wages still did not compare favourably with those in industry. A black novice surface worker earned R575 a month.

That was one reason why Anglo was keen to implement bonus schemes to supplement wages, tied to profits and productivity.

In the September quarter, the group's Ergo gold company, which was the first gold mining operation to introduce such a scheme, paid out R500 000 in profit bonuses, worth a 1% pay increase to workers.

Sunter said management power had consistently devolved through the gold division since 1970, while Anglo's merit-based manning programme was funding black students and promoting black workers. He said blacks made up 13% of the total number of certificated mineworkers.

With the promise of increasing jewellery demand likely to bolster prices, the prospects for growing employment on the gold mines existed.



Anglo American gold and uranium division chairman Clem Sunter with Lionel Hewitt in the background at the presentation of the company's gold quarterly results

Picture CATHERINE ROSS

Impala may close mine shafts permanently

Bl Day 18/10/91
IMPALA Platinum is considering closing down one or more shafts permanently at its Wildebeestfontein North mine in Bophuthatswana, as the combination of labour unrest and weak platinum prices have threatened the mine's profitability

Chairman Brian Gilbertson said yesterday recent disruptions had been "extremely costly", with a serious deterioration in the efficiency of operations

Mine owner Genmin announced the closure until further notice of the mine on Wednesday following a strike which began with an under-

MATTHEW CURTIN
and THEO RAWANA

ground sit-in at Wildebeestfontein North mine on Tuesday and built up to a stayaway by 16 000 workers at the mine and at Wildebeestfontein South

Impala shares closed 25c down yesterday at R53,50 on the JSE against the trend of generally stronger platinum board

The NUM said yesterday it suspected Impala intended to close the Wildebeestfontein North mine permanently, using this week's strike as an excuse

NUM media spokesman Jerry Majatladi said that worker representatives held talks with Impala yesterday afternoon, but management would not move on its stand to close the mine.

"They said they were prepared to close it for 14 days, but we doubt their sincerity. We suspect that they intend to close the mine permanently and dismiss the 7 000 workers who went on strike," Majatladi said

Gilbertson said this week's disruption in which striking workers prevented colleagues from returning to the surface was of grave concern.

Forging ahead in Genmin's world

B/day 23/10/91

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GENMIN, one of South Africa's largest mining houses, strives to give equal opportunities to all employees, says managing manager Desiré Corns.

"We try to create the a progressive occupational climate for all employees, including women, who form a large pool of our resource," she says

Of Genmin's more than 1 300 staff, 31% are women

Genmin encourages employees to combine their abilities and strengths to maintain high standards and to recognise their national responsibilities and those to their communities in order to obtain status in the economic, civil and political arena, she says

"We believe equal opportunities for women has an import part to play in the new SA"

Proof of this is the recent appointment of a woman as general manger of finance and administration at Impala Platinum Holdings. She also serves on the board of all the Impala Group companies.

Guidelines

Corns says a woman has been given the responsibility of having an input into the guidelines of the second largest producer of platinum in the Western world

"Career development opportunities within Genmin are unlimited for employees"

Corns says the female executive work force totals 3,2%, management 18% and the semor work force 54,2%.

"Taking into account the nature of Genmin's business — mining — these percentages are high"

Women head the group purchasing department, the technical services training and development department, strategy and intelligence department, finance and administration (Impala Platinum) and manning departments

All employees are given equal opportunities to develop by means of internal and external training and exposure.

One example of this is the inclusion of women on the teams involved in annual union negotiations, she says.

"Employees are not only trained for the benefit of the company as a matter of policy, they are also educated to enrich their personal lives

"Various training programmes cater for the needs of all employees, regardless of sex, race, religion or creed."

Mine bonus scheme pacts signed

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ALAN FINE

THE Chamber of Mines yesterday signed agreements with the NUM, the Council of Mining Unions and the three officials' associations setting out a framework for the gold mining industry's performance-related bonus scheme

The NUM acting general secretary Marcel Golding and chamber president Naas Steenkamp said schemes linking pay to cost containment and performance could remain a feature of the total remuneration package for many years.

The agreements describe the purpose of the scheme as "to improve efficiency by means of a performance bonus and improved training for workers ... (and) to contribute to ensuring the future viability of the mines, enhance employees' conditions of employment and improve safety"

The NUM agreement applies at all Anglo gold mines, 10 of Gengold's (excluding Oryx and Beatrix), Rand Mines' Bly-

vooruitzicht and JCI's Sir Albert Robinson Hospital. The CMU and officials' associations agreements apply at all Anglo, Gengold and JCI gold mines and at Blyvooruitzicht. The contents of the five agreements are similar. Neither Gold Fields nor Anglovaal are party to the scheme.

In terms of the agreements, 25% of total monthly benefits available would be distributed equally among the workforce — with a minimum of R25 each. Thereafter, the bonus would be distributed as a percentage of earnings. It would be limited to the extent of any net mining profit, and would not result in a mine making a loss because of bonus payments

The formula for calculating bonus payments would be negotiated separately at

To Page 2

Bonus scheme

each mine involved in the scheme

The agreements recognise that "thorough and broadly based training is critical for sustained improvements in production and efficiency" *Blow 2 3/10/91*

They say there shall be no retrenchments as a direct result of the scheme and that efficiency may not be achieved at the expense of health and safety.

Union and worker participation in the scheme and in improving workplace effi-

211 From Page 1

ciency is recognised as integral, and management commits itself to disclosure of all information required to monitor the scheme

Steenkamp said the negotiations had been a process of participative decision-making. Golding said the agreement was just the first step in changing employment relationships and the managerial culture

● See Page 10

Union chief in blazing house eludes killers

Sowetan 23/10/91

211

THE vice-chairman of the Lydenburg region of the National Union of Mineworkers is living in fear after his house was burnt down and attempts made on his life.

The union said a group of four white and four black men surrounded Mr Jackson Tsatsi's house at Penge Mine on October 13 and started shooting into his bedroom.

"Tsatsi managed to climb through the ceiling and survived the attack. He heard one of the white men telling the others they should leave as they had killed him.

"On their way out they poured petrol into the house and on his car and set them alight. He managed to get out while the

By DON SEOKANE

house was burning," NUM said

Lebowa police spokesman, Captain LM Tlomatsana, said police were aware of the incident.

He said police were alerted and they went to check the damage caused by the fire.

Tlomatsana said police could not continue with investigations until Tsatsi had laid a formal charge with the police.

"Police have asked him to come and open a formal charge so that probes can be started."

The transformation of the Transvaal from an impoverished, rural backwater began on a late summer's day in 1886 — when a prospector named George Harrison struck gold on a farm a few kilometres west of present-day Johannesburg. But although historians pinpoint Harrison's strike as the turning point in the history of the Southern African sub-continent, in 1886 his discovery was greeted without much fanfare. Harrison himself did not seem to be overly impressed by his strike. After staying just long enough to sell (for 10 pounds sterling) — his free "discoverer's claim", he moved on to the alluvial goldfields near Barberton in the Eastern Transvaal. How was he to know, anyway, that the claim he had virtually given away formed part of a Reef of gold that stretched more than 500km across the Witwatersrand? Even if he had known, there was little that he would have been able to do about it. The fact that the gold-bearing ore dipped ever deeper underground would have put the precious metal beyond his reach — indeed, beyond the reach of the majority of the thousands of ordinary prospectors who had invaded the Transvaal. Goldmining was about to enter a new era — one dominated by large-scale investment and a never-ending search for cheap labour, says DOUGIE OAKES.

Gold fever: the search for cheap labour

THE DISCOVERY of gold (and diamonds) in the last half of the 19th century did much to shape the policies of Southern Africa's white rulers

During the administration of Cape Prime Minister Cecil John Rhodes especially, concerted efforts were made to force Africans into wage labour

In this respect, Rhodes' Glen Grey Act (written into the Cape statutes in 1894) was a particularly vicious piece of legislation. In arguing that the only way to force Africans into the wage labour market was to deny them access to land, Rhodes proposed to:

- Limit the head of a family to just four morgen;
- Make the eldest son in the family the sole heir, and
- Tax all the other sons who could not prove they had been in bona fide employment (in other words, had been employed by a white person) for at least three months in a year.

The beauty of the scheme, according to Rhodes, was that a smaller landholding would reduce "uncontrolled squatting" and would ensure only one member of a family would be entitled to land. The other "poor children", he said, would be removed "out of their state of sloth and laziness" and would be given "some gentle stimulants to go forth and find something of the dignity of labour"

Whereas indigenous people in both British- and Boer-administered territories had previously been allowed to pay various taxes in cattle or other livestock, the rules were changed towards the end of the 19th century: with the authorities insisting only cash would be accepted, thousands of subsistence farmers were forced off their land and into the cities to earn money to pay the taxes.

Other taxes, besides Rhodes' Glen Grey Act, included.

● A hut tax, which levied each African family to the equivalent of R1 for every hut it owned, and

● A poll tax, which levied every man (both black and white) to the equivalent of R2 a year. Because black unskilled workers earned between five and 20 cents a day on the mines, it took them much longer to earn enough to pay this tax.

By 1890, 14 000 Africans were employed in the mines. By 1899, this figure had risen to 100 000. And yet, although the new laws were enormously successful in pushing Africans into wage labour, the mine owners were still not satisfied.

Migrant workers

Although the migrant worker system was not invented by the owners of the gold mines, they worked energetically to perfect the process

Even before the discovery of diamonds, young, single men left their homes every year for a few months to work as labourers for white farmers — to earn enough to pay their taxes or to buy guns.

Later, as the tax liabilities of many chiefdoms increased, even married men were forced to leave their homes and families in search of work. Although many subsistence farmers hated the idea of being migrant workers, they simply had no choice.

Mine owners, on the other hand, became avid supporters of the system — and not surprisingly. The fact that the migrant labour policy made it possible for them to feed one worker and not a whole family was a definite plus as far as they were concerned. The fact that they did not have to build houses, schools and hospitals for the migrants and their families saved them

the equivalent of millions of rands every year

Dangers on the road

At the start of the mines' migrant labour system, many African workers were robbed or murdered while travelling between their homes and the mine hostels

In the Orange Free State and the Transvaal white policemen often stopped workers on the better known paths and threatened them with jail if they did not pay a fine. The money they collected in this way usually went straight into their pockets

Some white confidence tricksters, passing themselves to be doctors, charged passing workers a shilling each for smallpox vaccinations

In 1894, the Chamber of Mines reported "it is in many places the custom of the police to forcibly stop any native found resting or sleeping on their farms

"If these natives are coming to the fields, and have no money in their possession they are compelled to work without payment for a few days before being allowed to proceed

Compounds

Most of the early compounds on the Reef were filthy and overcrowded wood-and-iron structures. Generally, each hut contained between 20 and 50 workers

Their sleeping quarters were primitive — consisting of concrete bunks built on top of one another. In many cases, the compounds were built with no windows or lights. Cracks in the walls had to be stuffed with rags to keep out the wind, and, often, the uncemented floors turned muddy when it rained.

The toilets consisted of a long bench with enough holes to seat 20 men at the same time. Washing also had to be done at a common tap. □

CP MPs involved in launch of giant white super-union

By DREW FORREST

TWO Conservative Party MPs were present at recent meetings to plan the launch of a giant "super-union" for white workers, *The Weekly Mail* has learnt.

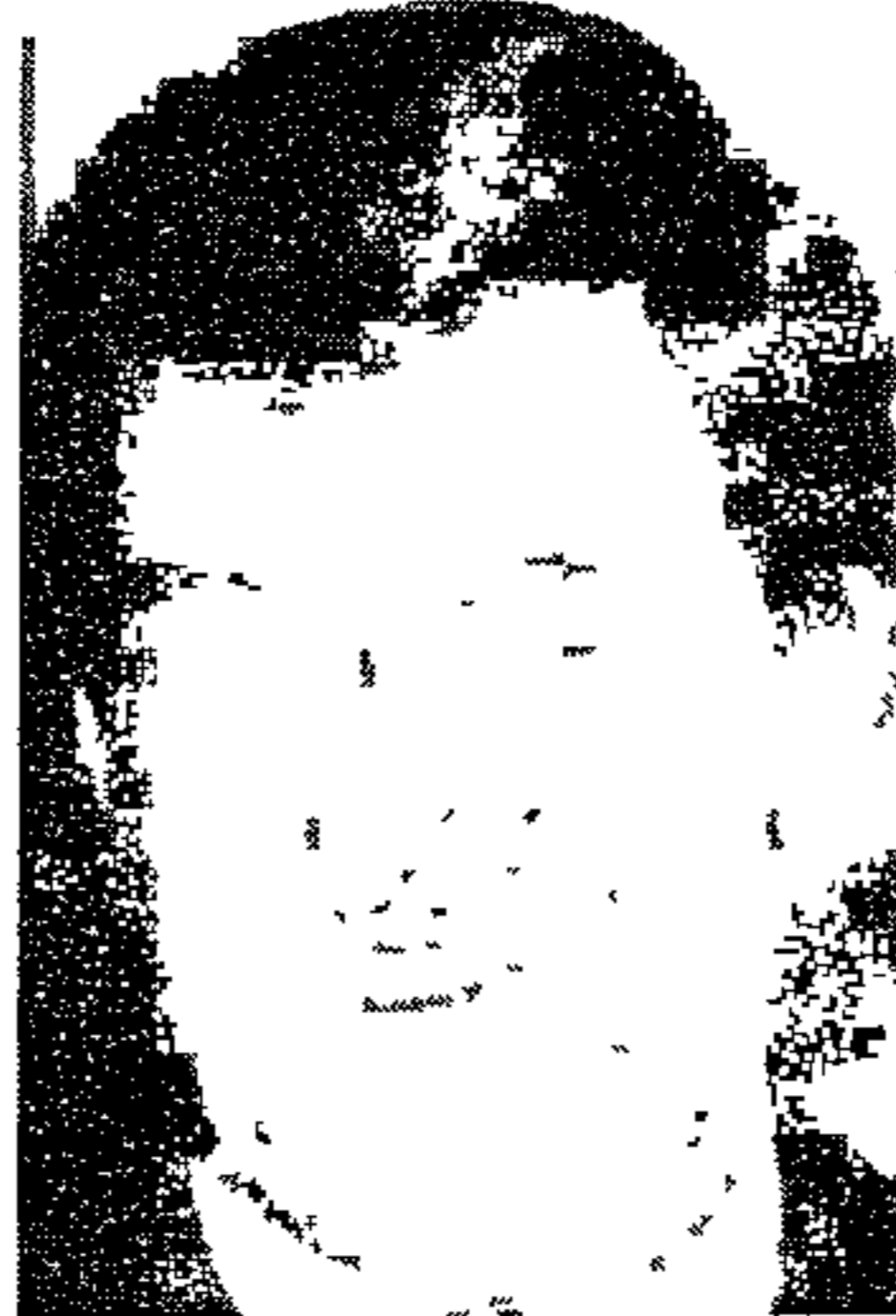
Sources say that in a bid to boost its extra-parliamentary muscle, the CP has stepped in to relaunch the super-union initiative, which has been paralysed for many months by squabbling between white worker organisations.

The unspoken agenda is collective action by skilled whites to block racial reforms in the workplace and society at large.

This week Peet Ungerer, general secretary of the whites-only Mine Workers' Union (MWU), announced that a giant right-wing general union would be launched early next year to fight the National Party government's "betrayal" of white workers.

A steering committee was set up at a meeting in Pretoria at the weekend, attended by the MWU and five other unions, to draw up guidelines for a merger.

Insiders said the talks were attended by fire-eating former MWU boss Arrie Paulus, now CP member of parliament for



Back to union affairs ... CP MP Arrie Paulus in his days as the boss of MWU

Carletonville, and Koos Botha, the party's MP for Wonderboom.

They claim that when asked why other right-wing organisations had not been invited, the MPs replied that this was a CP initiative.

Moves towards a super-union for whites had been stymied by a long-standing dispute between the MWU and the other major all-white union, the Yster en Staal Unie, over whether to form

a federation or a general union. As a largely apolitical organisation, Yster en Staal fears a general union under centralised leadership would serve as a cat's-paw for the political right.

It appears the CP and its MWU allies have now decided to push ahead without Yster en Staal. Yster en Staal spokesman Les Van Niekerk Venter confirmed this week his union had not attended the recent talks and would not join a merger.

There is some scepticism about whether the planned super-union will draw the 100 000 members Ungerer envisages. With the exception of the MWU, with 40 000 members, the unions represented at the recent talks are very small.

They include the 5 000-member Transnet Union of South Africa and the obscure Eastern Cape-based Witwerkersunie and Pretoria-based Blankewerknemers Unie, with fewer than 1 000 members each. Also present, sources say, was an official from one branch of the multiracial South African Association of Municipal Employees who had no mandate from his union.

Unions, employers welcome new deal

W/Mad 25/10 - 31/10/91. 211

THE National Union of Mineworkers has hailed the performance-related deal signed in the gold mining industry this week as a key step towards reshaping collective bargaining and securing a greater role for trade unions.

Employers consider the deal — which sets parameters for the negotiation of bonus schemes linked to performance and cost-containment at mine level — a victory for pragmatism in an industry afflicted by rising costs, falling grades and a sluggish gold price.

The Chamber of Mines described it as “an important development in the relationship between Chamber members and employee organisations”, in that it addressed the “issues of cost containment and workplace efficiency”.

But in some labour circles, the move is controversial. It represents a departure from the union’s official wage policy, which calls for a general rise in wages and a uniform rate for the job.

The agreement, signed by the NUM, the Chamber of Mines, the Council of Mining Unions and the three mine officials’ associations, covers 16 gold mines and a hospital.

On the employer side, it was clearly driven by the more “liberal” mining houses, Anglo American and Gen-

The gold mine performance-related deal signed this week between the more ‘liberal’ employers and unions gives labour a bigger voice in the industry

By FERIAL HAFFAJEE

min, which are seeking a more co-operative relationship with the labour movement.

Of the mines covered, five belong to Anglo and 10 to Gengold. Also covered are Rand Mines’ Blyvooruitzicht and JCI’s Sir Albert Robinson Mine Hospital. Anglovaal and Gold Fields refused to participate in the negotiations.

The agreed framework builds in key safeguards for workers. To spread the benefits, workers will share equally the first R25 or 25 percent of money available for bonuses, with the rest being disbursed according to basic earnings. Bonuses will be based on collective, not individual performance, and will be paid on the achievement of “realistic and achievable targets”.

Employers have also agreed that performance bonus schemes will not affect the union’s right to negotiate a “fair wage structure” at industry level, will not prejudice job security, that efficiencies will not be achieved at the

expense of health and safety, that there will be full disclosure of information so that workers and unions can monitor schemes, that workers will participate in monitoring and setting targets, and that mines will investigate how training can spur efficiency.

The union won a concession making provision for the monthly monitoring and disclosure of reportable and non-reportable injuries. In addition, each of the signatories has pledged to institute training programmes soon.

An outstanding bone of contention is whether bonuses will be paid if targets are reached on mines which makes a loss. The Chamber insisted that loss-making operations be exempted from payment.

Justifying the deal, an NUM statement expressed “firm preference for an authoritative national wage structure that sets similar wage levels for the same work”.

But it added: “In the present economic circumstances, with many mines facing greatly reduced profit margins, and under the present system of mine ownership and taxation, a single wage structure would mean unacceptably low wages on healthy mines.”

“The performance bonus scheme provides a separate mechanism for rewarding workers for improvements in operating efficiency.”

Pioneers the first white members of the National Union of Mineworkers. J C Vorster, on the left, signed up then resigned under right-wing pressure; but Louis Vosloo (back) and Willie van Staden are determined to stay with the union. Picture courtesy of the South African Labour Bulletin

White miners taunted, threatened by AWB members for joining NUM

By Shareen Singh

Two white miners have joined the National Union of Mineworkers in the right-wing town of Rustenburg. They say that as a result they are being harassed daily and called racist names.

"We have no more white friends. They don't visit us any more and call us terrorists, 'kaffir boetie' and other racist names," said Louis Vosloo and Willie van Staden, employees at the strife-torn Impala Wildebeestfontein platinum mine in Bophuthatswana.

Mr Vosloo said that about

three weeks ago a few AWB members arrived at his house and hurled abuse at him and his family, and last week some of his colleagues from the mine harassed him at his home.

Mr Vosloo's daughter who was at a high school in Rustenburg was also being harassed by fellow students, he said.

Some rightwingers had threatened to burn down Mr van Staden's house.

But the men were determined that these threats would not stop them from belonging to the union of their choice, unlike their colleague J C Vorster for

whom the intimidation was too much. Mr Vorster had also joined the NUM but resigned.

"I did not join the NUM to be a terrorist, like they accuse me," Mr van Staden said. "I joined the union to fight for human rights. For many years I saw different kinds of victimisation and intimidation of black workers and I can no longer be part of it."

"Some mine overseers hate blacks and use the shift supervisors to victimise and intimidate workers who have done nothing wrong. This is inhuman and something I cannot understand," he said.

Mr Vosloo, who is an underground miner, said when he started work at the Wildebeestfontein mine about two years ago, it was his first experience of working side by side with black miners.

"I soon learnt that they are just like me and have the same problems. We started talking and became friends. It hurt me to see them being treated as though they were animals."

He joined the NUM about two months ago as an active member and it was not long before he was elected by thousands of workers to join the committee.

"When we signed up with the

NUM, we were treated like kings," Mr Vosloo said.

"The workers cheered us. I feel relieved that I left the all-white Mine Workers Union which was full of promise but no action. Our doors are open to anyone irrespective of race."

"My conscience is clear because I am no longer associated with a racist structure."

"I feel proud to be in the NUM. In this union an injury to one is an injury to all and I know that if anything happened to me thousands of workers would rise in my defence," he said.

Mines threaten action over VAT stayaway

By Shareen Singh

Several mines under the Chamber of Mines have threatened "severe disciplinary action" against employees who stay away on November 4 and 5 without management's permission.

Warning letters were sent to employees this week. Workers at Anglo American head office have also been warned.

The National Union of Mineworkers said work-

ers did not have to seek permission to join a general strike called by Cosatu

By threatening disciplinary action, mining bosses were denying workers the right to protest.

"It also shows that they are siding with the Government on the VAT issue," the NUM said.

At a press conference in Johannesburg yesterday, Cosatu secretary-general Jay Naidoo said any disciplinary action against workers — excluding a "no work, no

pay" policy — would make the companies the focus of future action

Chamber of Mines spokesman Peter Bunkell said the chamber had not taken a position on whether workers who took part in the strike would be penalised or not. Individual mining houses were making their own decisions

● The Pretoria Chamber of Commerce and Trade has also said employers might adopt a "no work, no pay" attitude if workers stayed away.

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Star 31/10/91

No bonuses yet for miners

211
w/ Mail 1/11 - 7/11/91.
By DREW FORREST

NOT a cent has yet been paid to goldminers as a result of the price-linked bonus scheme agreed earlier this year between the Chamber of Mines and the National Union of Mineworkers.

This was revealed by the union last week after the signing of a deal setting national ground rules for productivity bargaining at mine-level in the gold industry.

The national pay contract concluded in July provided for a low basic increase and bonuses on certain profitable mines triggered by increases in the gold price.

However, NUM acting general secretary Marcel Golding said the scheme had not been implemented because of a dispute over the definition of a profitable mine — and specifically the chamber's insistence that the payment of mining royalties be taken into account.

In any event, he added, the gold price had failed to reach the required levels.

However, workers have benefited from a profit-sharing scheme at Rand Mines' Harmony Mine in the Free State, also agreed in the national negotiations.

The group's recent quarterly report revealed that R3,6-million had been paid out at Harmony, ERPM and Durban Deep.

Harmony is understood to have paid a R45 bonus in July, R21 in August and R55 plus a R1,8 percent increase in basic wages in September.

After a R21-million loss in the March quarter, the mine in the last quarter notched up an after-tax profit of R19-million. This was partly achieved by means of large-scale retrenchments.

Fund open to all miners

THE Chamber of Mines' legal victory to open a mining industry pension fund to employees of all races was a tangible demonstration of its commitment to non-racialism, the Chamber said yesterday (21)

Earlier, the Chief Justice rejected a petition by the Council of Mining Unions to appeal to the Appellate Division against a judgment by the Labour Appeal Court in favour of the Chamber

The Appellate Court's decision upholds a ruling by the Labour Appeal Court and the Industrial Court that the CMU's objection to the admission of blacks, Asians and coloureds as employee members of the Mine Employees' Pension Fund was an unfair labour practice

Chamber president T I Steenkamp said the ruling by the Chief Justice was an important and welcome event

Steenkamp said the practical effect of the Chief Justice's decision was that people of colour who occupied positions at a particular level and who had previously been excluded from joining the MEPF on the basis of race would now qualify for membership — Sapa

ANC policy on medicine

PRETORIA — An ANC government would incorporate major sections of the medical private sector into a national health service under government control, ANC health spokesman Dr Aslam Dassoo said yesterday

Dassoo told a Pharmaceutical Manufacturers' Association of SA conference that in reorganising health services the ANC would aim to provide health care through an improved and strengthened public service accountable to the communities it served

The public sector health service would attempt to attract staff and to absorb major sections of the private sector. It had to be accepted that the health care system in SA was an obscene perversion which needed replacing, not reforming, he said.

Dassoo, an executive member of the SA Health Workers' Congress, said the right to free health care should be legally entrenched in a future bill of rights and that there had to be a preferential allocation of resources to promote health care within the most vulnerable sectors of the community

The ANC would strive for a nonracial, single national health system for all. All health services would have to be the responsibility of a single authority

Viljoen challenges PAC

GOVERNMENT yesterday called on the PAC to clarify its position on the armed struggle

Constitutional Development Minister Gerrit Viljoen said the PAC's armed struggle was "cause for serious concern"

Viljoen was reacting to a claim by PAC Harare spokesman Victor Phama that the PAC's armed wing, the Azanian People's Liberation Army (Apla), was responsible for a weekend attack in Soweto that killed SAP member Martin van

Business Day Reporter

Wyk and injured his colleague M M Tuge

The PAC also claimed responsibility for killing two policemen at Katlehong on the East Rand recently

Viljoen said in reply to the attacks "Any organisation acknowledging responsibility for continuing armed action and for assassinations is very seriously imperiling its own involvement in genuine and peaceful negotiations"

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die ontvangs van die kontantgeld vir teaterproduksies, -opvoerings, -uitvoerings en -uitstallings hierbo vermeld, vir restaurantbesoeke en -spyseniering en vir die verkoop van drank, koeldranke, koffie en tee;

die ontwerp, inmeekaarsit, opstel, instel, instandhouding en/of herstel, en invoorraadneming en/of -houding van verhoogverligtings- en klanktoerusting;

die bou en instandhouding van teatergeboue, verskuifbare verhooginstallasies, elektriese installasies en toerusting deur elektrisiens, passers en draaiers, passers, skrynwerkers, loodgieters, verwers, lugversorgingstegnikusse en elektroniese tegnikusse,

en omvat dit ook administratiewe personeel vir personeelboekhouding, vir die aankope, verkoop en invoorraadneming van materiaal, toerusting en bybehore en vir vervoer;

en omvat dit voorts alle werksaamhede wat gepaard gaan met of voortspruit uit enige van voormelde bedrywighede soos deur TRUK voorgeskryf

Posadres van applikant Posbus 566, Arcadia, 0001

Kantooradres van applikant: Pretoriusstraat 320, Pretoria.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,

Nywerheidsregistrator.

(8 November 1991)

KENNISGEWING 1065 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Mining and Allied Workers Union of South Africa

Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

the receiving of the cash takings of theatrical productions, performances and exhibitions, referred to above, and of restaurant attendance and catering, and of the sale of liquor, cooldrinks, coffee and tea;

the design, assembling, erecting, focusing, maintaining and/or repairing, and stocking of stage lighting and sound equipment;

the building and maintenance of theatre buildings, movable stage installations, electrical installations and equipment by electricians, fitters and turners, fitters, carpenters, plumbers, painters, air-conditioning technicians and electronic technicians;

and also includes administrative staff for staff accounting, for buying, selling and stocking of material, equipment and accessories and for transport;

and further includes all operations incidental to or consequent on any of the aforesaid activities as prescribed by PACT

Postal address of applicant: P O. Box 566, Pretoria, 0001.

Office address of applicant: 320 Pretorius Street, Pretoria.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,

Industrial Registrar.

(8 November 1991)

NOTICE 1065 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Mining and Allied Workers Union of South Africa.

Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

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TABEL

Naam van vakvereniging Mining and Allied Workers Union of South Africa.

Datum waarop aansoek ingedien is 31 Julie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Mynbedryf die Steengroefbedryf, die klaar betonnywerheid en die bounywerheid in die landdrostdistrikte Piet Retief en Vryheid.

Vir die doeleindes hiervan word, bogenoemde bedrywe en nywerhede soos volg omskryf

"Mynbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraher, te prosesseer, te affineer of te raffineer, en dit omvat die ondernemings, delfstowwe, sake, dienste en werksaamhede wat bykomstig is by of gepaard gaan met die Mynbedryf;

"delfstof" beteken enige stof, hetsy in soliede, vloeibare of gasvorm wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies.

"Steengroefbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

(i) die uitgroef, ontginning en winning van klip en/of sand vir aggregraat of enige ander doel;

(ii) die uitgroef, ontginning of winning van leiklip;

(iii) die vergruising, sifting of ander prosesering van klip of sand vir aggregraat of enige ander doel,

(iv) die vervoer deur die steengroef self van klip of sand of leiklip binne die steengroefterrein of van die steengroef na die klant of na 'n spooreindpunt;

(v) die maak van klaarbeton, mortel en vlaklaagmateriaal met die doel om dit aan klante te verkoop, maar uitgesonderd die maak van sodanige klaarbeton deur 'n kontrakteur vir eie gebruik;

(vi) die vervoer van klaarbeton na klante en die afvoer daarvan;

en dit omvat die verrigting van alle werksaamhede wat gepaard gaan met of voortspruit uit die bedrywighede hierbo vermeld.

"Klaarbetonnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging van klaarbeton, die vervoer van klaarbeton na klante en die afvoer en pomp daarvan, en dit omvat werksaamhede wat gepaard gaan met die bedrywighede hierbo vermeld, maar dit omvat nie die gooi van beton *in situ* nie.

"Bounywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke (op die geaardheid van geboue) op te rig, te voltooi, op te knap, te herstel, in stand te hou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, waar die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke, en dit omvat alle werk wat daarin uitgevoer of verrig

TABLE

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Name of trade union. Mining and Allied Workers Union of South Africa

Date on which application was lodged 31 July 1991

Interests and area in respect of which application is made. All persons employed in the Mining Industry, the Quarry Industry, the Ready-Mixed Concrete Industry and the Building Industry in the Magisterial Districts of Piet Retief and Vryheid.

For the purposes hereof the above-mentioned industries are defined as follows:

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, minerals, enterprises, services and operations which are ancillary or incidental to the Mining Industry;

"mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth and includes all metals, hydrocarbons, precious stones and natural oils.

"Quarry Industry" means the industry in which employers and their employees are associated for—

(i) the quarrying, mining and winning of stone and/or sand for aggregate or any other purpose;

(ii) the quarrying, mining or winning of slate;

(iii) the crushing, screening or other processing of stone or sand for aggregate or any other purpose;

(iv) the self-transporting by the quarry of stone or sand or slate within the quarry area or from the quarry to the customer or to a railhead;

(v) the making of ready-mixed concrete, mortars and screeds for the purpose of sale to customers, but excluding the making of such ready-mixed concrete by a contractor for his own use,

(vi) the transporting of ready-mixed concrete to customers and the discharging thereof;

and includes the performance of all operations incidental to or consequent on the activities listed above.

"Ready-Mixed Concrete Industry" means the industry in which employers and their employees are associated for the manufacture of ready-mixed concrete, the transport of ready-mixed concrete to customers, and the discharge and pumping thereof, and includes operations incidental to the activities listed above but does not include the placing of concrete *in situ*.

"Building Industry" without in any way limiting the ordinary meaning of the expression, means the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings) and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, and includes all work

word deur persone wat betrokke is by ondervermelde bedrywighede of onderafdelings daarvan, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue asook die sloping van geboue.

(a) "Asfaltering", wat die volgende insluit Die bedekking van vloere of plat en/of skuins dakke, of die waterdigting of vogdigting van kelders of fondamente, hetsy met bereide roldakbedekking of asfaltvelle met geglasuurde of ongeglasuurde oppervlakke, hetsy met gebruikmaking van teer, macadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastiek of emulsieasfalt of -bitumen, wat óf warm óf koud aan sodanige dakke, vloere, kelders of fondamente aangewend word;

(b) "Messelwerk", wat die volgende insluit: Betonning en die aanbring van betonblokke, blaaie of-plate en glasstene, die beteeling van mure en vloere, voegvulling, plaveiwerk, mosaïekwerk, voorwerk met leie, met marmer en met komposisiemateriaal, roollêwerk, leierwerk en pandekking, bitumenwerk, asfaltering en beplating;

(c) *lakpolitoering*, wat politoering met 'n kwas of kussinkie en bespuiting met 'n komposisiesstof insluit,

(d) *beglasing*, wat die volgende insluit. Die sny en/of aanbring van alle soorte glas of dergelike produkte in die sponnings gevorm in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werk-saamhede wat daarmee gepaard gaan;

(e) *skrynwerk*, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rakkaste, kombuiskaste of ander kombuisvastetoehore wat by die gebou hoort as permanente deel daarvan,

(f) *ruit-in-lood-werk*, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklameligte (uitgesonderd elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

(g) *klipmesselwerk*, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstene en begraafplaasgedenktens van alle soorte, betonning en die aanbring of inbou van voorafgegiete en/of kunsklip of marmer, plaveiwerk, mosaïekwerk, prikking, muur- en vloerbeteeling, die bediening van klipwerkmasjinerie, uitgesonderd klippoleer-masjinerie, en die skerpmaak van klipmesselaars-gereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

(h) *metaalwerk*, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, metaaldeure, siernetaalwerk, metaalrame, metaaltrappe en boumetaalwerk tesame met die vervaardiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof; including excavations and the preparation of sites for buildings as well as the demolition of buildings:

(a) "Asphalting", which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations;

(b) "bricklaying", which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphalting and sheeting;

(c) *French polishing*, which includes polishing with a brush or pad and spraying with any composition;

(d) *glazing*, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto;

(e) *joinery*, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

(f) *lead light-making*, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

(g) *masonry*, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the persons making or preparing the article used,

(h) *metalwork*, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

(i) *verfwerk*, wat die volgende prosesse insluit: Versiering, emaljering, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjablonering, muurplakking, spuitskildering, waspolering, distempering, afwitting, kleurkalking en houtverduursaming, en wat ook insluit die verwydering van verf, skraping, die was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan,

(j) *pleisterwerk*, wat die volgende insluit: Modelleerwerk, modelmakery, vormmakery, die afwerking van gietsels volgens gietsvorme die maak en aanbring van gipsbordplafonne en veselpleister of ander komposiemateriaal, granoliet-, terrasso- en komposisievloering, komposisiemuurbedekking en -polering, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare toller en meerdoelige sny- en afwerkmasjiene, voorafgegiete of kunsklipwerk, muur- en vloerbetëling, plaver- en mosaiekwerk, plaatgaaswerk, akoestiekspuitwerk en alle prosesse wat gepaard gaan met die voltooiing van plafonne en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

(k) *loodgieterswerk*, wat die volgende insluit: Loodlaswerk, gasaanlêwerk, sanitêre en huisingenieurswerk, rioollêwerk, kalfaatwerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, die installering van brandvoorkomingstoerusting en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

(l) *winkel-, kantoor- en bankuitrustingwerk*, wat die volgende insluit: Die vervaardiging en/of aanbring van winkelfronte, vensterafkortings, uitstalkaste, toonbanke, skerms en binnenshuise los en vaste toebehore;

(m) *staalwapening*, wat die volgende insluit: Die maak en oprigting van beskisting en toesighouding oor die buig, plasing en vassit in die regte posisie van staal en beton;

(n) *staalkonstruksie*, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaalsuile, lêers, staalbalke, of metaal in enige ander vorm wat deel uitmaak van 'n gebou of bouwerk,

(o) *houtwerk*, wat die volgende insluit: Timmerwerk, houtbewerking, masjinerie, draaiwerk, houtsnijwerk, die aanbring van golfyster-, asbesteel-, dakspaan- en ander dakbedekkings, klan- en akoestiekmetaal, kurk- en asbesisolasië, houtlatwerk, komposisieplafonne en muurbedekking, die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies en ander bevoering, met inbegrip van bevoering met hout, kurk en rubber (en die skuur daarvan met skuurpapier, kurktapytstof en enige klas of soort lino-leum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie

Posadres van applikant Suite 6, Northview-gebou, Markstraat 206, Vryheid, 3100.

(i) *painting*, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paper-hanging, spraying, wax-polishing, distemping, lime and colour washing, and woodwork preservation, and which also includes paint removal, scraping, the washing and cleaning of painted or distemped walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

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(j) *plastering*, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, and flexible cutting and finishing machines, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

(k) *plumbing*, which includes lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire-prevention equipment and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

(l) *shop, office and bank fitting*, which includes the manufacture, and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;

(m) *steel reinforcing*, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete,

(n) *steel construction*, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure,

(o) *woodworking*, which includes carpentry, wood-working, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring including wood, cork and rubber, and the sandpapering of same, cork carpeting and any class or kind of lino-leum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used

Postal address of applicant Suite 6, Northview Building, 206 Market Street, Vryheid, 3100

Kantooradres van applikant: Suite 6, Northviewgebou, Markstraat 206, Vryheid.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(8 November 1991)

KENNISGEWING 1067 VAN 1991

(Verw No C14/2/2/3/2/4114/18)

VERGOEDINGSAAVBOD INGEVOLGE ARTIKEL 10 (2) VAN DIE ONTEIENINGSWET, 1975 (WET 63 VAN 1975), VIR ANDER ONROERENDE GOED AS 'N REG WAT ONTEIEN IS

Aan:

Candella Estates Burial Ground.

1. Die ondergenoemde eiendom is deur die Behuisingsontwikkelingsraad Administrasie: Raad van Afgevaardigdes op 26 Mei 1989 deur die onteieningskennisgewings wat in die *Staatskoerant* en plaaslike koerante ingevolge artikel 7 (5) van die Onteieningswet, 1975 gepubliseer is, onteien.

2 Die totale bedrag van R2 601,50 (twee duisend seshonderd en een rand en vyftig sent) word u hierby ingevolge artikel 12 (1) (a) en (2) van die Onteieningswet, 1975 (Wet 63 of 1975), aangebied as vergoeding vir die volgende onroerende goed wat kragtens artikel 7 (5) van die Onteieningswet, 1975 (Wet 63 van 1975), ten behoeve van die Behuisingsontwikkelingsraad onteien is en waarvan die eiendomsreg op 26 Mei 1989 op die Raad oorgegaan het:

Rem. of 55 of P of O of Cato Manor No. 812 gelee die stad Durban, administratiewe distrik Natal, grootte 473 m²

3 Ingevolge die bepalinge van artikel 10 (5) (b) van die Onteieningswet, 1975, word u aandag daarop gevestig dat hierdie vergoedingsaanbod kragtens die bepalinge van artikel 10 (5) (a) van gemelde Wet as deur u aanvaar beskou sal word indien 'n aansoek om die vasstelling van die vergoedingsbedrag nie binne agt maande (of sodanige langer tydperk as wat deur die Minister bepaal word) vanaf die datum van die vergoedingsaanbod deur u by 'n vergoedingshof of 'n afdeling van die Hooggeregshof wat jurisdiksie het, ingedien word nie, tensy voor die verstryking van bedoelde tydperk ooreengekom is om die geskil aangaande die bedrag van die vergoeding na arbitrasie te verwys of om sodanige bedrag deur 'n vergoedingshof te laat vasstel

Office address of applicant: Suite 6, Northview Building, 206 Market Street, Vryheid. (211)

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

D. W. JAMES,
Industrial Registrar.
(8 November 1991)

NOTICE 1067 OF 1991

(Ref. No. C14/2/2/3/2/4114/18)

OFFER OF COMPENSATION IN TERMS OF SECTION 10 (2) OF THE EXPROPRIATION ACT, 1975 (ACT 63 OF 1975) FOR IMMOVABLE PROPERTY OTHER THAN A RIGHT

To:

Candella Estates Burial Ground.

1. The below mentioned property was expropriated by the Housing Development Board on 26 May 1989 *vide* notices of expropriation published in the *Government Gazette* and local newspapers in terms of section 7 (5) of Expropriation Act, 1975.

2. The total amount of R2 601,50 (two thousand six hundred and one rand and fifty cents) is hereby offered as compensation in terms of section 12 (1) (a) and (2) of the Expropriation Act, 1975 (Act 63 of 1975), for the following immovable property expropriated on 26 May 1989 in terms of section 7 (5) of the said Act on behalf of the Housing Development Board on which date the ownership of the expropriated property, vested in the Board

Rem. of 55 of P of O of Cato Manor No. 812 situate in the City of Durban, Administrative District of Natal, in extent 473 m².

3 In terms of section 10 (5) (b) of the said Act, your attention is invited to the fact that the offer of compensation shall, in terms of Section 10 (5) (a) of the said Act, be deemed to have been accepted by you if an application for the determination of the compensation is not made, to a compensation court or division of the Supreme Court with jurisdiction within eight months (or such longer period as the Minister may allow) from the date of the offer of compensation, unless it has prior to the expiration of this period, been agreed to submit the dispute regarding the amount of compensation to arbitration or have the compensation determined by a compensation court.



CASHING IN . . . Waiting in blistering heat for the R100 bonus that left some Vaal Reef workers in the dark.

■ PICI GIDEON NHLAPO

R100 handout puzzles some

By DERRICK LUTHAYI
 R10-million profit target, based on accumulated cost savings and improved gold production, which boosted the one-year-old bonus scheme

Although workers were happy to earn the extra money, they complained that they did not know exactly how it came about that they received this mid-month windfall of R100 each

Problems faced by management in putting the "team jackpot" into effect showed the communication gap which still bedevils the South African mining industry. General manager Nap Meyer said the team jack-

pot was designed to focus worker attention on key activities in the company

"A sluggish economy, lacklustre gold price, shortage of skills and rising inflation all add up to an uncertain economic environment for both Vaal Reefs and the country in general

"Relatively speaking, the gold mining industry's profitability record is a poor one. Previous increases in wages and salaries, coupled with inadequate motivation and resultant poor productivity, have contributed to the rising costs being experienced by the industry.

"As a result of a concerted effort since October last year to reduce costs below budget and increase gold production above the target - the objectives of the jackpot - the company was able to reward each of its employees with an after-tax bonus," said Meyer

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Workers reject union

Own Correspondent

THE South African Iron, Steel and Allied Industries Union has rejected a proposal to form a "huge white trade union" as called for by the white Mine Workers Union. *Sowetan*

Mr Len van Niekerk-Venter, a spokesman for SAISAIU, said the Mine Workers Union had no mandate from workers to form a new super trade union. *11/11/91*

He said a white trade union that favoured one party over another was unacceptable.

Van Niekerk-Venter said the Mineworkers Union had received no support from the 23 other white trade unions.

The proposal enjoyed little support among Conservative Party

6 000

211

miners

mediate

Sowetan 12/11/91

THE District Commissioner of Police in Rustenburg, Colonel Piet Henning, said about 6 000 Bophuthatswana miners who had gathered at a taxi rank on Sunday night had left by yesterday.

Henning said the miners were taken by bus to the Impala Stadium in Bophuthatswana for negotiations between them and the managements of the three mines of the Impala group. No incidents were reported.

He said workers' dissatisfaction arose from problems with the managements of Wildebees, Bafokeng and Impala mines over wage disputes and the arrest of workers accused of murder and arson after fighting at Wildebees Mine. - Sapa.

By Helen Grange
Pretoria Bureau



Union, mine management both cry foul

Welkom's President Steyn (211) Freegold mine embodies a bitter irony. While being the world's biggest gold producer, it has become a cauldron of violence.

Political, tribal, worker/management and racial conflict has, over the years, resulted in a spiral of brutal killings and increasingly endangered working conditions at the mine.

And as clashes erupted to claim another 70 lives in the week beginning last Sunday, so animosity between the main players involved — Anglo American Corporation and the National Union of Mineworkers — has deepened.

Although tribalism has not been mentioned either by the NUM or Anglo, workers interviewed by The Star last

week indicated that current differences among miners ran along tribal lines.

Basotho migrants could not understand why the predominantly Xhosa-speaking miners supporting the anti-VAT strike insisted they should not work.

The NUM has, however, laid the blame squarely in the court of "management puppets" whom they say pre-

cipitated an attack on strike supporters. A management-biased mine security contingent then stepped in and added to the death toll.

Whatever the catalyst for the current rash of violence at President Steyn, it is clear that tensions are manifold.

Only in August, a shaft had to be closed because of violent clashes between black and white miners.

Right-wing-oriented white miners were frequently accusing black miners of intimidating whites and of provoking conflict through political sloganeering. Conflict also grew over what the NUM said were discriminatory hoisting practices.

Although rules have been tightened to prevent racial discrimination, President Steyn is still far from enjoy-

ing racial harmony.

The economic upshot of the frequent disruptions at the mine is an enormous loss of production and, ultimately, as was witnessed yesterday, a drop in Freegold's share price. (At midday, the shares fell R1 to R24)

With the Standing Commission on Public Violence and Intimidation taking control of investigations into the conflict, there is hope that the causes of the clashes will be pinpointed and addressed.

Mine's policy blamed for arson

By Dirk Nel
N Transvaal Bureau 211

PHALABORWA — The Afrikaner Weerstandsbeweging has blamed the Palaborwa Mining Company's mixed housing policy for the burning of a black employee's luxury car

The AWB said the company settled black families in white suburbs against the will of the townspeople

Police are investigating charges of arson and malicious damage to property after mine foreman Tennyson Pilusa's

car was gutted early yesterday.

Local AWB leader Fritz Meyer said he was not surprised

"Regrettably, there will be many more such incidents if the mining company persists with its provocative action"

"I have tried to persuade our people not to act irresponsibly while moves to impose the new South Africa on us go ahead, but they feel threatened, and will not accept integrated residential areas and schools," he said

Referring to an opinion poll on mixed housing, organised earlier this year by the Phalaborwa Town Council, Mr Meyer said the mining company had to note that 96 percent of those who voted were against the idea

Mr Pilusa said he moved into Phalaborwa from Namakgale Township on October 15. Three other black families had also settled there and all were on good terms with their neighbours.

No comment could be obtained from the mining company

Claims of third force behind President Steyn violence

4 000 miners sent home

By Zingisa Mkhuma
Mike Siluma and
Montshwa Moroke (211)

Star 12/11/91

President Steyn Gold Mine management last night began sending home thousands of miners in an effort to stem the violence that by yesterday had claimed nearly 70 lives and injured up to 180.

At a press conference in Johannesburg, Anglo American's regional manager for the Free State Jan Rossouw said between 4 000 and 5 000 miners were being sent home "to cool off" after the "curtailing" of operations at the No 2 and No 4 shafts.

They would not be paid during their absence from work. Those suspected of involvement in the violence would face a disciplinary hearing.

When The Star visited the Ernest Oppenheimer Hospital in Welkom late yesterday, six survivors of the violence were fighting for their lives.

The situation at the Welkom mine was described by management as tense.

The NUM and Anglo have given different versions of the conflict.

The NUM, seeing the hand of agents provocateurs behind the violence, said it held management responsible for the safety of workers.

NUM general-secretary Marcel Golding told a media conference that the union's information was that there were forces on the mine trying to fan ethnic conflict.

Divisions

"We cannot yet give a detailed account of events over the weekend, but we have been informed that among the dead and injured are non-President Steyn employees. This raises the question of the role of the 'third force'. It also raises the question of what Anglo American has done to prevent non-mine employees entering mine premises.

"It seems to us that agents provocateurs and others are trying to sow divisions on the mine. Our union has never supported the use of violence in pursuit of its objectives and Anglo's holier-than-thou attitude is unacceptable..."

Mr Golding said the NUM, while taking into account that the migrant labour and hostel system might have played a part in providing a climate conducive to the violence, would support a full inquiry into the violence

Reacting to the NUM's allegations of a third force, Mr Rossouw confirmed that of the dead and injured, two were not mine employees. He refused to elaborate, saying the matter was in the hands of the Standing Commission on Violence and Intimidation set up in terms of the National Peace Accord.

Management gave the following breakdown:

● Friday November 9: NUM leaders invited to "assist in normalising the situation". Room search conducted and weapons, including firearms, removed. NUM leaders held discussions with workers. Situation tense amid strong police and mine security personnel presence.

● Saturday November 10: Fighting at No 2 and No 4 shafts claims 29 lives

● Sunday November 11. Mining operations curtailed at both shafts and employees sent home for a period. Police and mine security personnel maintain strong presence.

More leave tense mine

Sowetan 13
MORE miners at the President Steyn gold mine in Welkom were sent home for a few days in an effort to stop the violence

This brings to between 5 000 and 6 000 the number

11 91
By IKE MOTSAPI
of miners sent home since the outbreak of violence nine days ago

So far 71 people have been killed and more than

(211)
180 injured during tribal faction-fighting at the mine since November 3

Anglo American spokesman Mr Barry Avery said the remaining miners were "just a handful and are maintaining essential services" at the mine.

Shaft No 4 at the mine has been temporarily closed

Cosatu to blame for violence - FW

211
Sowetan
13/11/91

TEL AVIV - President FW de Klerk has blamed the violence at President Steyn Mine in Welkom on Cosatu and the National Union of Mineworkers.

In a stinging attack on the two organisations, he claimed that last week's two-day strike against Value Added Tax had sparked widespread intimidation

De Klerk, who leaves for Taiwan today, told a news conference that "a radical trade union" had unilaterally called the strike which had had nothing to do with employer-employee relations

Clearly referring to Cosatu, he said the strike did not have the support of most workers.

"Black-on-black"

His information was that the mine violence had started when Sotho-speaking workers wanting to go on shift clashed with a trade union, led by Xhosa miners, which insisted they should not.

"It is a sad event which took place," De Klerk said "I commiserate with the families of those who died or were hurt."

He said in this case "black-on-black" killings.

"I have no pleasure in saying this, it doesn't ex-

onerate anybody But it is an important factor."

Explaining what the Government was doing about the violence, he said mechanisms were in place to prevent violence through negotiation and dialogue and create a new atmosphere.

The police capacity to deal with the violence - including the addition of 10 000 police and 10 000 more civilian administrative employees this year - had also been improved.

Volatile

No government could guarantee that there would be no violent outbreaks. "It is a volatile situation and we are doing our level best," he said.

There was a line and, if the situation in South Africa reached it, the Government would not refrain from taking further steps.

Such measures, which he first mentioned last Friday, would "unfortunately bring negative aspects to the negotiating process. So we would like to try and avoid them," he said.

When word first came of the mine killing, it spread quickly through De Klerk's delegation in Israel with officials hurriedly telephoning home to ascertain the details and its extent.

FIN

Union protests as mine death toll rises to 76 (21)

By Helen Grange
Pretoria Bureau

The death toll resulting from violent clashes at Welkom's President Steyn gold mine has risen to 76, police said yesterday.

Between 4 000 and 5 000 workers from No 2 shaft had cleared their hostels and gone home to "cool down", according to Anglo American.

The National Union of Mineworkers has claimed that its officials were forced to leave the mine premises and protested at what it said was "Anglo's arrogant attitude towards union representatives".

The union has also claimed that Anglo had presented an ultimatum to miners from No 2 shaft demanding that they return to work by tomorrow or face dismissal.

Anglo stated yesterday that workers from No 2 shaft would be recalled to work from today. The atmosphere at No 4 shaft was tense and negotiations between management and worker representatives were continuing in an effort to resume production.

Anglo and the NUM were continuing to prepare evidence yesterday for an investigation into the violence.

The Standing Commission on Public Violence and Intimidation has been requested by Anglo

to investigate the matter, although by yesterday chairman Mr Justice Goldstone had not yet decided on action to be taken.

The NUM has agreed to co-operate with the commission, and has stated that the conflict began when anti-VAT protesters returning from a rally were attacked by team leaders. Mine security, it said, then acted partially, in favour of the attackers.

Yesterday the NUM contended that agents provocateurs appeared to have been involved in the clashes. Its claim that two victims of the violence were not mine employees was confirmed by Anglo yesterday.

Anglo has stuck by its original statement that the initial outbreak was caused by anti-VAT protesters attacking miners wanting to report for duty. The corporation refrained from offering reasons for the second and third outbreaks.

NUM secretary-general Marcel Golding said the union would be in touch with Mr Justice Goldstone. Anglo has already sent a letter to the commission.

The Azanian People's Organisation yesterday issued a statement in Pietersburg laying the blame for the mine deaths at the feet of the Government and "the system".

Unionists hit back at De Klerk

211
~~2011~~
Sowetan
14/11/91

THE National Union of Mineworkers and Cosatu have lashed back at President FW de Klerk, who on Tuesday accused the two organisations of being responsible for violence at Welkom's President Steyn Mine

It was an act of "extreme cynicism" for De Klerk to sit in Israel and pass judgment on a situation which was the direct result of intransigence by the Government and employers - and to reach conclusions before his own commission of inquiry had investigated the causes of the conflict, the NUM said

It said this violated the spirit of the Peace Accord which De Klerk himself had signed

The NUM further accused De Klerk of trying to make political capital out of the tragedy - which claimed up to 76 miners' lives since the first outbreak

"The State President should make the effort to inform himself properly about what steps we had taken to resolve the conflict on the mines, as well as the conduct of management

"Maybe then he would not have been so quick to judge," the NUM said.

De Klerk referred on Tuesday to "a trade union movement which had unilaterally called a strike . which had brought about widespread intimidation"

Unionists slam FW over 'undignified' remarks

B10 am 14/11/91

211
~~1011~~

VERA VON LIERES

COSATU and the NUM yesterday attacked President F W de Klerk over his "undignified" remarks made on Tuesday in Israel that last week's anti-VAT stayaway sparked the violence at Welkom's President Steyn mine in which 76 miners died

Cosatu general secretary Jay Naidoo and NUM acting general secretary Marcel Golding slated De Klerk's comments as "undignified and an insult to the miners and their families who have been killed and injured in the horrific violence at President Steyn mine during the last 10 days"

They said it was "an act of extreme cynicism" for De Klerk to sit in Israel and judge a situation which was the direct result of government and employer intransigence

De Klerk said earlier this week the violence came about "because, unilaterally, and with regard to a matter which had nothing to do with employer-employee relationships, a radical trade union called out a

strike"

The trade union leaders told a news briefing De Klerk should have informed himself properly about steps taken by Cosatu and the NUM to resolve the conflict on the mines and the conduct of mine management

"Maybe, then, he would not have been so quick to judge," they said

De Klerk should have asked questions about why non-mine workers were involved in the fighting at President Steyn and he should also probe management's handling of the stayaway after agreements were reached with workers

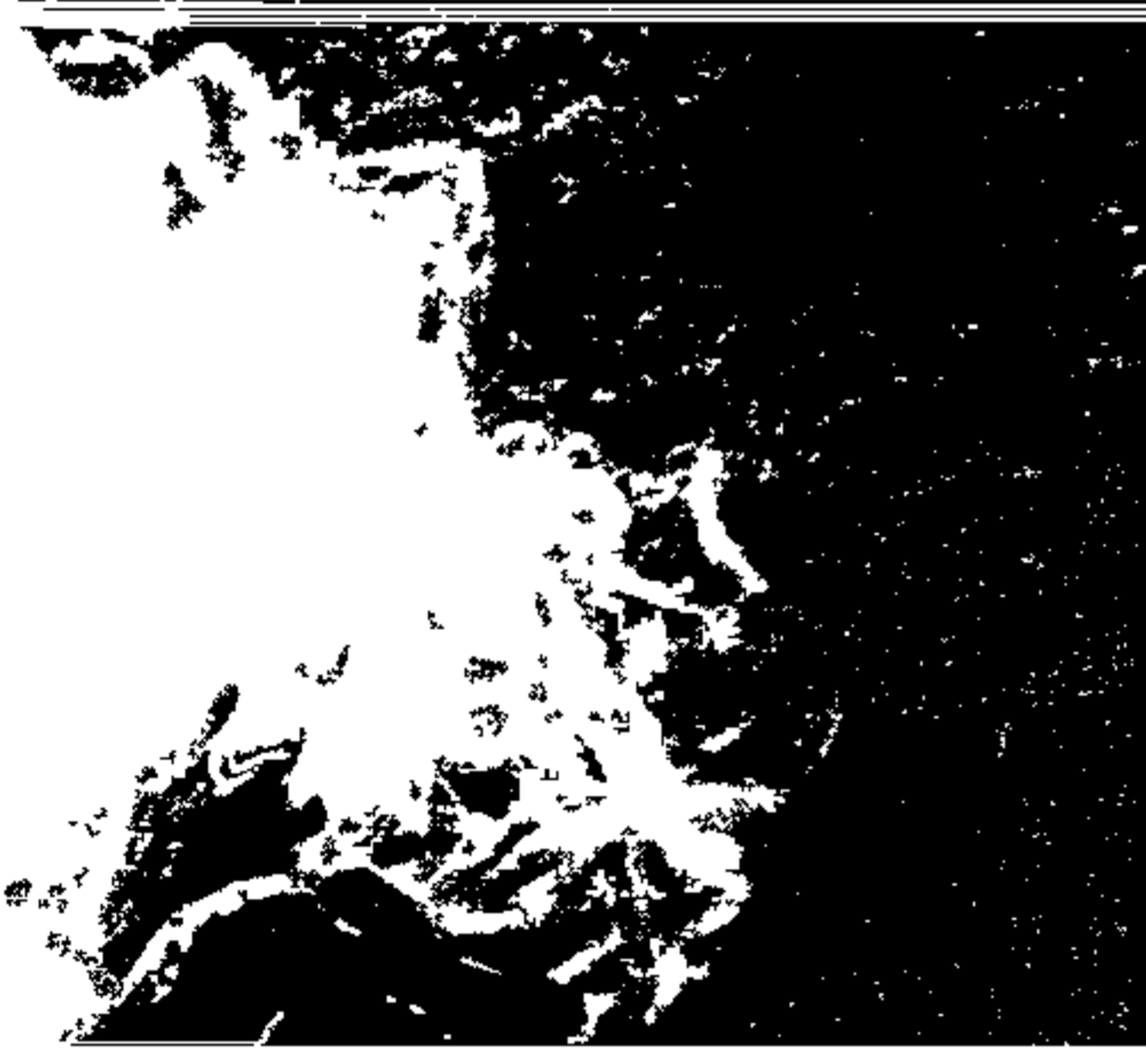
De Klerk had chosen to make "political capital" out of the tragedy

Sapa reports Anglo American spokesman James Duncan said yesterday the situation at President Steyn mine No 2 shaft hostel remained calm throughout the night and some employees returned to work yesterday morning

that leads

8M
 was passed to
 frame of an old
 a moment after
 in the chair,
 falling to the
 hands
 against the
 he stumbled
 wiped the spit-
 the corners of
 doctor's" turn to
 generous por-
 and stuffed
 Pulling deep on
 us "This isn't
 try golfsticks

(a type of mandrax tablet imported from India.)
 Suddenly, the bottle neck cracked — "It got too hot," explained the "doctor". Calloused, hands held what was left of the smoking glass funnel and dragged the last from it.
 Western Coloured Township, an old working-class area known for its gang fights in the 1960s, now enjoys a newfound notoriety as the mandrax capital of the Transvaal.
 The township is poverty-stricken and unemployment is rife; young men give their address as the street corner where they talk big and throw dice. Becoming a mandrax dealer is an easy



8M
 heart rate, respi-
 co-ordination
 speaking coher-
 Subjectively, it
 self-confidence
 as an aphro-
 inhibitions
 old user living
 describes
 "It makes you
 the same time
 around you so
 is working so
 to every ques-

tion" Another user says the high produces "a mind at high speed with a body that won't keep up".
 Of course, there is a price that every user must pay. In addition to the trauma of the kick, the high is commonly accompanied by headaches, a hacking cough from lung irritation, and severe stomach damage leading to loss of appetite and vomiting.
 For habitual consumers, the price is even higher, as tolerance can build up quickly, and the physical effects become much more pronounced. One

to 'Die Kas'

w/mail 15/11-21/11/91
 way to make a living
 Groen and Knoppie are dealers in the township, they estimate there are two dealers on every street. Competition is tough, says Knoppie, but if you have supplies when stocks are low, "you can make a fortune".
 "People from the whole of Johannesburg know they can easily score in Die Kas. Indians and whites buy the most, they buy up to 30 tablets at a time."
 Groen was a member of the Fast Guns gang and is currently awaiting trial for murder. He says he also carries 162 convictions — including armed robbery, dealing in mandrax

8M
 and murder — "on his shoulders".
 Slightly built, shirtless and riding a bicycle, Knoppie looks more like a truant boy than a dealer. But the many notes he kept pulling out of his pocket and the speed with which he fetched a tablet on request, proved his claim.
 While the pipe-up was going, a younger man, dressed like an American rap artist, came to fetch a packet of perhaps 30 tablets from Knoppie. He was one of the "runners", selling the mandrax on the street for Knoppie. Runners are usually paid small amounts and work mainly to feed their own mandrax habit.

The runner is last in line in the drax network. Syndicates in the trade and are the primary buyers. They are said to get their supplies from India or "deepest Africa". They sell to makweras (suppliers) who sell it to dealers like Knoppie.
 The dealers and runners have to fight to protect their turf from interlopers. They are the most vulnerable to arrest. Sometimes the makweras will put up bail for dealers and runners and support families if they are arrested.
 While the pipe was smoked in a little yard, the women of the township went about their chores and children stuck their heads around the kitchen door. The men claim women prefer them to smoke "drink". "Drink makes you violent, buttons you just sleep," one said.



and where it stops nobody knows

w/mail 15/11-21/11/91
 mother said her addicted son "had a constant, racking cough and was painfully thin. His face was gaunt, his skin sallow, and he had a haunted look in his eyes. I could always tell when had been smoking 'buttons' as these symptoms became more obvious".
 Habitual use also depresses the body's immune system to the point that, like Aids sufferers, users become vulnerable to "opportunistic" diseases. Pneumonia is common, and one case was reported of a 17-year-old girl with emphysema. Medical

research also shows that mandrax may cause cancer of the stomach.
 The addictive power of methaqualone is formidable. One man who admitted to smoking between 10 and 20 tablets a day, said "It changes your priorities. Not your friends, your money, your furniture, nothing is more important than getting your hands on some more."
 What is it that drives some users to take mandrax again and again, to the point that it controls their lives?
 "That is the \$64 000 question,"

8M
 Photos BLAKE OWENS
 says Sanca's Dr Silvan de Miranda "If we discover what this X-factor is, then we can help potential users discover a biological tendency to addiction, so they can make a more informed decision about whether to become involved with mandrax, or any substance for that matter".
 For Lawrence, in Soweto, the issue is not quite so complicated. "If you smoke only twice a week, say Wednesday and Saturday, it's no problem. But if you smoke every day, it's too much. You can't stop."

Mine and workers share R10 million

THERE were scenes of jubilation when miners at Vaal Reefs Mine were each awarded R100 productivity bonuses this week.

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Ms Theresa Erasmus, communications officer for Anglo-American Corporation, said "The mine is able to do this because productivity and cost containment targets have been met by mine management and employees."

Sowetan 15/11/91
"Employees made sure that they would not forfeit their bonuses by reporting for duty during last week's work stayaway on Monday and Tuesday"

Arson: Racists are suspected

Sowetan
15/11/91 By DON SEOKANE

211

ONE of three blacks living in a house belonging to Phalaborwa Mining Company had his luxury German car burnt beyond repair in what is believed to be a racist attack.

Mr Tennyson Pilusa, of Grosvenor Street, Phalaborwa, said he was awoken about 1am on Monday morning by a ringing phone. No one responded when he picked it up.

"I could not get to sleep and I later saw flames flickering outside and on probing found that my car was burning," he said.

Pilusa, an assistant foreman at PMC, said his car was burnt beyond repair.

Police spokesman Captain Cas Jones confirmed the incident and said investigations were continuing. No arrests have been made yet.

Rightwingers in the town have in the past voiced anger at the two mining houses, PMC and Foskor, for allocating company-owned houses in the town to black employees.

Another PMC employee, Mr Mackson Ngobeni, had his house attacked with a brick soon after he moved in a month ago.

PMC spokesmen were not available for comment yesterday.

Anglo to divide workers by tribes

211

MINERS at the troubled President Steyn mine in Welkom are going to be housed ethnically in a bid to prevent further conflict amongst them, officials of NUM alleged yesterday.

Mr Jerry Majatladi, Press officer of NUM, said in a statement that management of Anglo American, the owners of the mine, told the union after two days of intense talks that mineworkers "will be housed ethnically as a means of solving this conflict situation with immediate effect."

Workers will be given no choice but to obey this arrangement. Those who did not accept the new arrangements will be dismissed with immediate effect.

By IKE MOTSAPI

"Management also told us in future they will be prepared to deal with tribal representatives, NUM branch and shaft committees and to liaise with the regional office

Presence

"We were told that NUM officials from head office in Johannesburg had to leave the mine premises without delay as their presence was no longer desirable," he added.

Anglo's spokesman, Ms Theresa Erasmus, said: "The Press statement issued by NUM in Welkom is quite inaccurate and is not

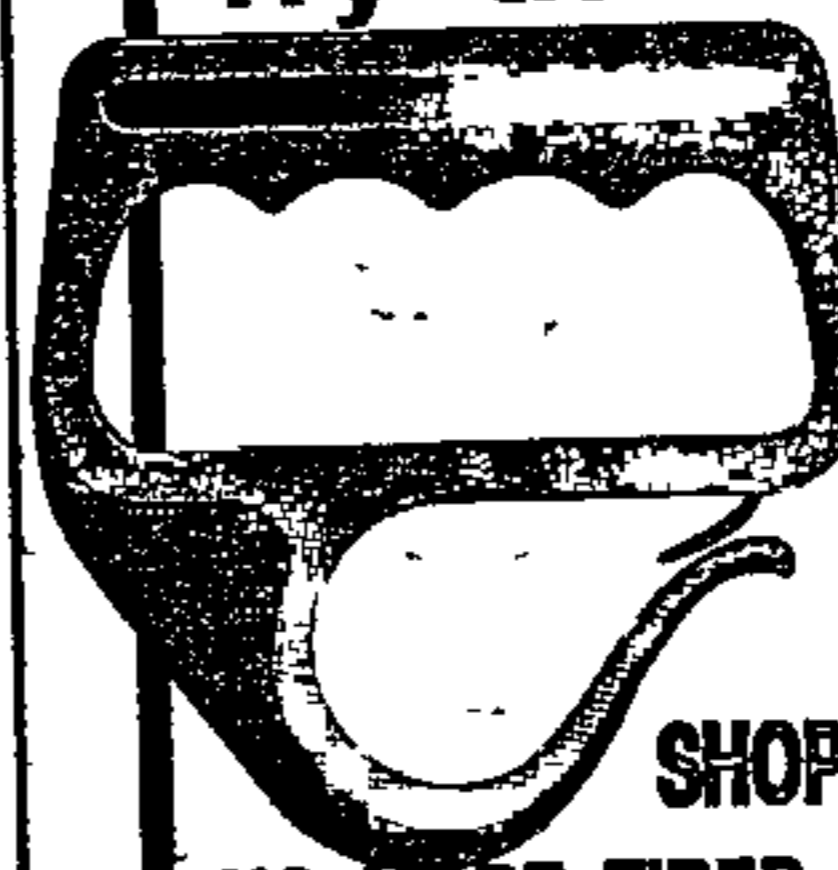
helpful in current circumstances" She declined to comment further.

Majatladi further alleged that NUM members were threatened with security action while attempting to query "these deci-

sions" and were thus forced to leave the mine.

"We believe that enforced ethnic housing of mineworkers is a recipe for tribal antagonism that would lead to more violent confrontation

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SEND BACK TO: BLUE YELLOW GREEN

Major sectors cut 112 000 jobs

GERALD REILLY

PRETORIA — Almost 112 000 jobs were lost in the mining, quarrying, manufacturing and construction industries and Eskom in the 12 months to end-August, latest Central Statistical Service figures show. *B (Day 15/11/91)*

The mining industry shed almost 49 000 workers during the period. The total number of people employed in the industry at the end of August was 637 581.

The next biggest loss was in manufacturing, where 33 300 jobs disappeared, reducing total employment to 1 425 922.

In construction 26 000 jobs were cut, reducing the workforce to 378 900. Eskom's staff numbers fell 3 200 to 47 700.

The same trend was apparent in the wholesale and retail trade and in the motor trade and hotel industries.

Total job loss in the four sectors amounted to almost 11 000 between June last year and end-June this year, when the total number of jobs was almost 735 000.

Retail trade employment dropped 5 136 to 361 845, wholesale trade personnel numbers fell 1 782 to 210 415, hotel worker figures lost 2 702 to 45 197, and in the motor trade, 1 270 jobs were lost, bringing the total down to 117 392.

Welkom mine violence goes on in war of words

wlmal *211* *15/11-21/11/91*

By FERIAH HAFFAJEE

WELKOM's President Steyn goldmine, where 76 miners died and scores were injured in the past two weeks, has become the subject of a fierce war of words.

President FW de Klerk this week launched a scathing attack on the Congress of South African Trade Unions from Israel, blaming the federation for the violence. This prompted an equally sharp retort from Cosatu general secretary Jay Naidoo. National Union of Mineworkers sources accused the Basotho Congress Party of stoking Basotho nationalism with anti-strike lobbying, saying that the resulting tension played a major role in the violence. And the stormy week also saw the usually amicable relationship between Anglo and NUM in smthereens.

De Klerk said the seeds of the violence were sown in last week's VAT strike. A "radical trade union called out a strike which was marked by evidence and rumour of widespread intimidation".

Vollyng right back, Cosatu branded FW's attack "undignified", saying it was reminiscent of "the sort of finger-wagging arrogance we had come to expect from PW Botha".

Suggesting that De Klerk should have come home if he was so concerned, Cosatu also accused the state president of trying to "divert attention away from the resounding vote of no-confidence his government had received in the general strike of last week".

Meanwhile, NUM president James Motlatsi issued a stern warning to the Lesotho government, instructing them to stop meddling in South Africa's labour affairs. Motlatsi was reacting to a statement from the Lesotho government which blamed the union for the

deaths at President Steyn, in which many Basotho miners were killed.

NUM sources this week suggested that the violence on the mine was linked to organising efforts by the Basotho Congress Party. Members of this party had instigated Basotho miners not to take part in the strike as it was "a South African issue", it was rumoured.

Anglo American also said that last week's pre-strike violence started when Basotho miners were prevented from going on shift by Xhosa workers who supported the VAT strike.

But Motlatsi denied any allegations of ethnic conflict. NUM instead blamed "agents provocateurs and the third force" for the violence. The union said that the bodies of non-miners had been found on the mine. Anglo's Clem Sunter admitted that the bodies of unidentified miners had been found. He suggested that they may have been visitors at the mine.

Then NUM this week accused Anglo-American of "forceably separating workers into accommodation along ethnic lines, despite the opposition of workers to this arrangement".

NUM also alleges that its negotiators were this week ordered off mine premises and told that management would only deal with "tribal representatives".

Ironically, a code of conduct which NUM and Anglo have been planning for the past year is a stone's throw away from being signed, according to NUM acting general secretary Marcel Golding.

Golding said NUM would shortly meet Mr Justice Goldstone, who heads the Standing Commission on Violence and Intimidation. The commission, which is linked to the National Peace Accord, is to investigate the causes of the violence at President Steyn mine.

Recognition at the heart of Implats dispute

By DREW FORREST

15/11 - 21/11/91

IMPALA PLATINUM has lost two weeks' production since July this year as a result of repeated labour dissidence at the Bophuthatswana-based operation, Genmin revealed this week.

At the time of writing, this week's strike—involving 35 000 workers at the four mines—appeared to be winding down. Genmin reported that 80 percent of black employees had reported for work at Bafokeng North and Wildebeest North and South, although the stayaway remained total at Bafokeng South.

But the pattern of unrest is bound to continue. The underlying issue is the recognition of the National Union of Mineworkers, which management

says Bophuthatswana labour law prevents it from granting

Other demands flow from a Bop crackdown on the NUM and previous unrest. Workers are calling for the reinstatement of 255 strikers dismissed on October 14 and not reinstated on appeal. They are also protesting against the detention of 14 workers last week under Bophuthatswana's Internal Security Act.

At a press conference this week, the NUM said it had organised 30 000 of the 42 000 Impala workers and had won de facto recognition through a workers' committee controlled by its members.

There are clear signs that the Congress of South African Trade

Unions is using Implats as a battering ram to break Bop's resistance to South African unions. The trouble at the mining operation erupted shortly after the breakdown of talks between Cosatu and a Bop Cabinet committee. Cosatu regional secretary Donisie Khumalo has warned that the federation aims to make the legislation unworkable by intensifying its organising drive in the homeland.

Genmin is among a group of large companies—also including South African Breweries and AECI—known to have been holding talks with the Bop authorities on the newly promulgated Industrial Relations Act, which tightens clamps on foreign unions and Bop companies dealing

with them. The Act has yet to be implemented.

On the recognition issue, Genmin's Tom Ferreira said the company believed the NUM should take the first step by applying to the Bop government for a dispensation. As the appeals procedure had been exhausted, Impala regarded the disputed dismissals as a closed issue, he said.

●Eighty-two workers at Gengold's Buffelstontein gold mine were arrested "for their participation in (last week's) general strike", the NUM has said in a statement.

Sapa reports that the miners appeared in the Klerksdorp Magistrate's Court this week on charges of intimidation.

KENNISGEWING 1089 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956**

Hierby word vir algemene inligting bekendgemaak dat die African Miners and Allied Workers' Union met ingang van 7 November 1991 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van persone in diens as algemene mynwerkers wat nie in besit van skietsertifikate is nie, in mynbedryf soos hieronder omskryf, in landdrostdistrikte Die Kaap, Durban, Fochville, Johannesburg, Kimberley, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Roodepoort, Swart-ruggens en Westonaria en in die provinsie die Oranje-Vrystaat

"Mynbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraheer, te prosesseer, te affineer of te raffineer (op voorwaarde dat sodanige prosessering of affinerings of raffinering van delfstowwe die prosessering van sierdiamante uitsluit), en dit omvat die werksaamhede wat voortspruit uit of gepaard gaan met sodanige aktiwiteite

"Delfstof" beteken enige stof, het sy in soliede, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies

Vir die doeleindes hiervan omvat Mynbedryf nie die volgende nie

(i) Persone in diens in die volgende poste in bovermelde landdrostdistrikte as bogrondse mynbeamptes in enige afdeling in die mynbedryf, naamlik klerklike, metallurgiese, ingenieurs-, hospitaal- en algemene administratiewe personeel van enige myn met inbegrip van mynhoofkantoorpersoneel) wat maandelikse salarisse ontvang en wie se pligte hoofsaaklik die pligte behels wat gewoonlik deur werknemers in daardie beroepe verrig word ongeag die spesifieke posbenaming wat die werkgewer van tyd tot tyd aan die poste gee

Afdeling

- 1 Alle Afdelings
- 2 Administratiewe en Finansies
- 3 Tekenkantoor (Ingenieurs-, Geologies, Beplannings-, Opmeet-)

NOTICE 1089 OF 1991**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956**

211

It is hereby notified for general information that the African Miners and Allied Workers' Union has with effect from 7 November 1991 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of persons employed as general mineworkers who are not in possession of blasting certificates in the Mining Industry, as defined below, in the Magisterial Districts of Durban, Fochville, Johannesburg, Kimberley, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Roodepoort, Swart-ruggens, The Cape and the Orange Free State.

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals (provided such processing or refining of minerals excludes the processing of gem diamonds), and includes those operations which are consequent on or incidental to such activities

"Mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth and includes all metals, hydrocarbons, precious stones and natural oils.

For the purposes hereof the expression "employees" excludes:

(i) Persons employed in the following posts in the above-mentioned Magisterial Districts as mine surface officials in any department in the mining industry, i.e. clerical metallurgical, engineering, hospital and general administrative staff of any mine (including mine head office staff) who are in receipt of monthly salaries and whose duties consist mainly of those normally performed by employees in those occupations, irrespective of the particular designation allocated to the posts by the employer from time to time

Pos

- Klerk, Senior Klerk, Klerk spesiale graad, Leerlingbeampte, Tikster/Sekretaresse
- Rekenmeester, Assistentrekenmeester, Assistentvoorraadrekenpligtige, Ontleder, Senior Boekhouassistent, Administratiewe Assistent, Tydkantoorassistent, Senior Tydkantoorassistent, Klerklike Assistent, Voorraadboekhouassistent, Ouditeur, Assistentouditeur, Interne Ouditeur, Begrotingskontroleur, Kostekontroleur, Datavasleggingsondervorman, Assistentafdelingshoof, Administrasiebeampte, Assistentbegrotingsbeampte, Begrotingsbeampte, Datavasleggingsoperateur, Datavoorbewerkingsoperateur, Senior Datavoorbewerkingsoperateur, Hoofmasjienoperateur, Sleutelstasieoperateur, Senior Sleutelstasieoperateur, Telefoonoperateur, Teleksoperateur, Terminusoperateur, Betaalmeester, Assistentbetaalmeester, Kassierbetaalmeester, Junior Programmeerder, Stelselprogrammeerder, Kwekelingprogrammeerder, Assistentstatistikus, Skagstatistikus, Superintendent, Boekhouopsiener, Rekenaarbewerkingsopsiener, Datavasleggingsopsiener, Datavoorbewerkingsopsiener, Dataverwerkingsopsiener, Senior Sleutelstasieopsiener, Drukafdelingsopsiener, Bandbibliotekaris, Loonbeampte, Tydkantooroppasser, Assistentloonbeampte, Assistenttydkantooroppasser, Administratiewe Kwekeling, Sekretariele Kwekeling
- Tekenaar, Tekenaarster, Assistenttekenaar, Assistenttekenaarster, Ontwerptekenaar, Ontwerptekenaarster, Junior Tekenaar, Junior Tekenaarster, Leiertekenaar, Leidertekenaarster, Leerlingtekenaar, Senior Tekenaar, Tegnikustekenaar, Kwekelingtekenaar, Kwekelingtekenaarster, Tekenbeampte, Natrekker

Afdeling	Pos
14 Voorraad	Voorraadassistent, Voorraadboekhouassistent, Voorraadkontroleur, Voorraadrekenaar-datakontroleur, Uitreiker, Hoofuitreiker, Springstofuitreiker, Lontuitreiker, Voorraaduitreiker, Subvoorraaduitreiker, Magasynoppasser, Magasynmeester, Hoof-I M S -ontvanger, Voorraadontvanger, Skagmagasynopsigter, Depotmagasynmeester, Senior Assistentmagasynmeester, Senior Assistentrekeningemagasynmeester, Voorraadekspediteur, Voorraadterreinwagter, Besuinigingsvoorraadopsiener, Weegbrugopsiener
15 Opleiding en Keuring	Administratiewe Assistentbeampste, Vakleerlingopleidingsbeampste, Aanlegtoetsbeampste, Senior Aanlegtoetsbeampste, Metallurgiese Opleidings- en Beheerbeampste, Tegnieese Opleidingsbeampste, Assistent Tegnieese Opleidingsbeampste, Senior Tegnieese Opleidingsassistent, Assistenthoofkwekelingopleier, Boggrondse Opleidingsopsiener, Vakleerlingopleier, Assistent Tegnieese Opleier, Metallurgiese Opleier, Senior Tegnieese Opleier, Senior Metallurgiese Opleier
Department	Post
1 All Departments	Clerk, Senior Clerk, Special Grade Clerk, Learner Official, Typist/Secretary
2 Administrative and Finance	Accountant, Assistant Accountant, Assistant Stores Accountant, Analyst, Senior Accounts Assistant, Administrative Assistant, Time Office Assistant, Senior Time Office Assistant, Clerical Assistant, Store Account's Assistant, Auditor, Assistant Auditor, Internal Auditor, Budget Controller, Cost Controller, Data Capture Chargehand, Assistant Department Head, Administration Officer, Assistant Budget Officer, Budget Officer, Data Capture Operator, Data Preparation Operator, Senior Data Preparation Operator, Head Machine Operator, Key Station Operator, Senior Key Station Operator, Telephone Operator, Telex Operator, Terminal Operator, Paymaster, Assistant Paymaster, Cashier Paymaster, Junior Programmer, Systems Programmer, Trainee Programmer, Assistant Statistician, Shaft Statistician, Superintendent, Accounts Supervisor, Computer Operation Supervisor, Data Capture Supervisor, Data Preparation Supervisor, Data Processing Supervisor, Senior Key Station Supervisor, Print Department Supervisor, Tape Librarian, Timekeeper, Time Office Keeper, Assistant Time Keeper, Assistant Time Office Keeper, Administrative Trainee, Secretarial Trainee
3 Drawing Office (Engineering, Geological, Planning, Survey)	Draughtsman, Draughtswomen, Assistant Draughtsman, Assistant Draughtswoman, Design Draughtsman, Design Draughtswomen, Junior Draughtsman, Junior Draughtswoman, Leading Hand Draughtsman, Leading Hand Draughtswoman, Learner Draughtsman, Senior Draughtsman, Technician Draughtsman, Trainee Draughtsman, Trainee Draughtswomen, Drawing Officer, Tracer
4 Engineering	Operation and Research Analyst, Engineering Assistant, Senior Boiler Attendant, Water Plant Attendant, Assistant Chief Electrician, Clerk of Works, Mimic Controller, Rail Traffic Controller, Assistant Engineer, Junior Engineer, Trainee Engineer, Mine Estimator, Assistant Mine Estimator, Leading Hand Estimator, Senior Estimator, Engineering Foreman, Foreman in Mechanic's Trade, Outside Foreman, Outside Foreman in Mechanic's Trade, Township Model Maker, Surface—not in Mechanic's Trade—Model Maker, Transport Officer, Assistant Transport Officer, Rail Transport Superintendent, Salvage Yard Superintendent, Apprentice Supervisor, Compound Maintenance Supervisor, Drill Equipment Supervisor, Loco Shift Supervisor, Relining Supervisor, Sewage Plant Supervisor, Transport Supervisor, Foreman Technician, Instrument Technician, Senior Instrument Technician, Junior Instrument Technician, Winding Engine Driver
5 Hostel/Compound	Learner Hostel Assistant, Assistant Manager, Licensed Assistant Manager, Personnel Officer, Bar Supervisor, Beer Garden Supervisor, Crusher Supervisor, Chief Supervisor, Senior Supervisor, Liquor Outlet Supervisor, Senior Liquor Outlet Supervisor, Maintenance Supervisor, Recreation Supervisor, Personnel Supervisor, Hostels Supervisor, Personnel Trainee, Hostels Trainee, Accountant, Charge Nurse, Dietician, Assistant Hospital Secretary, Health Inspector, Assistant Health Inspector, Assistant Laboratory Technician, Laboratory Technician, Senior Laboratory Technician, Male Nurse, Male Nurse Qualified, Male Nurse Unqualified, Matron, Assistant Matron, Medical Technologist, Occupational Therapist, Senior Occupational Therapist, Health Officer, Assistant Health Officer, Hospital Administration Officer, Hospital Building Maintenance Officer, Hygiene Officer, Rehabilitation Officer, Sanitation Officer, Pharmacist, Physiotherapist, Radiographer, Sister, Nursing Sister, Senior Sister, Specialist Sister, Teaching Sister, Theatre Sister, Statistician, Storekeeper, Assistant Hospital Superintendent, Assistant Medical Station Superintendent, Plant Maintenance Superintendent, Floor Supervisor, Hospital Domestic Supervisor
6 Metallurgy	Amalgamator, Chief Amalgamator, Amalgamator/Smelter, Assistant Amalgamator/Smelter, Chief Amalgamator/Smelter, Analyst, Chemical Analyst, Assistant Chief Analyst, Senior Analyst, Technician Analyst, Assayer, Certificated Assayer, Assistant Chief Assayer, Senior Technician Assayer, Uncertificated Assayer, Laboratory Assistant, Learner Laboratory Assistant, Senior Laboratory Assistant, Technical Assistant, Chemist, Certificated Chemist, Assistant Chief Chemist, Senior Chemist, Uncertificated Chemist, Foreman, Departmental Foreman, Departmental Shift Foreman, Plant Foreman, Shift Foreman, Assistant Laboratory Technician, Senior Laboratory Technician, Laboratory Technician, Section Leader, Shift Leader, Pupil Metallurgist, Grade Officer, Grade Control Officer, Metallurgical Research Officer, Acid Plant Official, Learner Acid Plant Official, Reduction Official, Learner Reduction Official, Uranium Official, Learner Uranium Official, Technical Official, Smelter, Assistant Smelter, Chief Assistant Smelter, Department Shift Supervisor, Plant Supervisor, Shift Supervisor, Slimes Dam Supervisor

Department	Post
7 Personnel	Manpower Assistant, Personnel Assistant, Public Relations Assistant, Personnel Officer, Departmental Personnel Officer, Assistant Chief Personnel Officer, Industrial Relations Officer, Assistant Industrial Relations Officer, Labour Officer, Assistant Public Relations Officer, Records Officer, Personnel Trainee, Social Worker, Personnel Superintendent
8 Services—Domestic	
8 1 Accommodation	Caretaker, Boarding House Supervisor, Single Quarters Supervisor, Assistant Single Quarters Supervisor, Hostel Administrator
8 2 Canteen and catering	Canteen Assistant, Caterer, Industrial Caterer, Mess Caterer, Catering Manager, Single Quarters Chef, Housekeeper, Canteen Supervisor, Central Kitchen Catering Supervisor
8 3 Club	Golf Club Greenkeeper, Assistant Manager, Assistant Recreation Club Manager, Golf Club Secretary, Sports Club Supervisor, Recreation Clubs Superintendent, Swimmingbaths Superintendent
8 4 Estates and townships	Estates Officer, Mine Effluent Officer, Township Officer, Township Supervisor
8 5 Farm	Farm Assistant, Junior Farm Assistant, Manager, Assistant Manager
8 6 Gardens	Gardens Supervisor, Gardener, Assistant Gardener, Head Gardener, Senior Gardener, Groundsman Assistant Groundsman, Group Mines Garden Superintendent, Horticulturist, Chief Horticulturist
8 7 Housing	Clerk of Works, Housing Inspector, Superintendent of Housing
9 Recreation	Group Recreation Assistant, Recreation Officer, Assistant Recreation Officer
10 Services—Environmental Control/ Ventilation	Microscopist, Learner Microscopist
11 Services—Survey	Model Maker
11 1 Television	Producer, Technician
12 Services—Various	Analyst, Transport Radio Controller
13 Economy Engineer	Diamond Drill Foreman, Surface Foreman, Hair Stylist, Lamp-room Attendant, Dump Vegetation Officer, Salvage Officer, Operations Research Observer, Salvage Yard Chargehand, Brickyard Superintendent, Diamond Drill Supervisor, Dump Supervisor, Group Slimes Dam Supervisor, Lamp-room Supervisor, Salvage Supervisor, Salvage Yard Supervisor, Telemetry System Supervisor, Timber and Brickyard Supervisor, Timberyard Supervisor, Surface Official General, Technical Auditor
14 Stores	Stores Assistant, Stores Accounts Assistant, Stores Controller, Stores Computer Data Controller, Issuer, Chief Issuer, Explosives Issuer, Fuse Issuer, Stores Issuer, Sub-stores Issuer, Magazine Attendant, Magazine Master, Head I M S Receiver, Stores Receiver, Shaft Storeman, Depot Storekeeper, Senior Assistant Storekeeper, Senior Assistant Accounts Storekeeper, Stores Expediter, Stores Yardsman, Economy Stores Supervisor, Weighbridge Supervisor
15 Training and Selection	Administrative Assistant Officer, Apprentice Training Officer, Aptitude Testing Officer, Senior Aptitude Testing Officer, Metallurgical Training and Control Officer, Technical Training Officer, Assistant Technical Training Officer, Senior Technical Training Assistant, Assistant Chief Trainee Trainer, Surface Training Supervisor, Apprentice Trainer, Assistant Technical Trainer, Metallurgical Trainer, Senior Technical Trainer, Senior Metallurgical Trainer

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(ii) Werknemers in diens as grofsmede, grofsmid-boormakers (bogronds), grofsmidboorwerkers (ondergronds), grofsmidboorslypers, gietstukafwerkers, brandmeesters (bogronds), brandweermanne (bogronds), passers en dieselpassers, oondwerkers (gietry), instrumentmeganikusse, masjienwerkers (uitgesonderd houtwerk), motorwerktuigkundiges en dieselwerktuigkundiges; modelmakers, pypwerkers, spoorlêers, loodgieters, pomppassers, takelaars, tou- en draadlassers, trektouervoerwerkers (nie by reduksiewerkevervoer nie) indien onder ingenieursafdeling, skakelbordbedieners, draaiers, wenaspassers en wenasvervoerders, rubbervoeringwerkers en plaatwerkers, ingenieursnutsmanne en ingenieurswerkers

(iii) Werknemers in diens as afbouers, mynontsluiters, algemene mynwerkers wat in besit is van skietserifikate, nagskofskoonmakers, vroegbeginners, skagen konstruksietimmermanne, bankwagters, skagwagters, lampmanne, lontuitreikers, wenasoprigters, mynhoopwerkers en diamantbooroperateurs

(iv) Persone in diens as elektrisiens (met inbegrip van algemene elektrisiens), ankerwikkelaars, kabellassers, lynwagters en draadwerkers

(ii) Employees employed as blacksmiths, blacksmith drill makers (surface), blacksmith drill workers (underground), blacksmith drill sharpeners, casting dressers, fire masters (surface), fire servicemen (surface), fitters and diesel fitters, furnacemen (foundry), instrument mechanics, machinists (other than woodworking), motor mechanics and diesel mechanics, patternmakers, pipe fitters, platelayers, plumbers, pumpfitters, riggers, rope and wire splicers, rope haulage men (not on reduction works haulage) if under engineering department, switchboard attendants, turners, winchfitters and winch transporters, rubber liners and plate layers, engineering handymen and engineering operatives

(iii) Employees employed as stopers, mine developers, general mineworkers who are in possession of blasting certificates, nightshift cleaners, early starters, shaft and construction timbermen, banksmen, shaft guards, lampsmen, fuse issuers, winch erectors, mine-dump workers and diamond drillers

(iv) Persons employed as electricians (including general electricians), armature winders, cable jointers, linesmen and wiremen

(v) Persone in diens as mynkaptens, opmeters, monsternemers, stofinspekteurs, ventilasieamptenare, studieafdelingamptenare, skofbase, skofvoormanne, skagtimmermanne, OK M ondergrondse personeel, ondergrondse arbeidskontroleurs, leerlingbeampes, ondergrondse ingenieurs, voorman ondergrondse passers, ondergrondse voormantakelaars, voorman ondergrondse elektrisiens, ondergrondse mediese superintendente, ondergrondse veiligheidsbeampes, mynbestuurders en geoloë.

(15 November 1991)

KENNISGEWING 1090 VAN 1991

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN ONDERWYS EN KULTUUR

Ooreenkomstig die voorskrifte van die Staatspresident soos vervat in Goewermentskennisgewing No R 989 van 30 April 1987 word hierby bekend gemaak dat die Minister van Onderwys en Kultuur Volksraad kragtens artikel 28 (2) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet No 110 van 1983), Kennisgewing 449 van 26 Junie 1987 soos gewysig deur Kennisgewing 699 van 7 Oktober 1988, Kennisgewing 1470 van 8 Desember 1989, Kennisgewing 813 van 28 September 1990 en Goewermentskennisgewing No R. 2296 van 28 September 1990 met ingang van 18 November 1991 gewysig het deur in Bylae 1 van gemelde Kennisgewing die naam Louis van der Watt met die naam Philippus Johannes Cornelis Nel te vervang en die naam Gerald Aubrey Hosking met die naam Rudi Erwin Redinger te vervang

(15 November 1991)

KENNISGEWING 1091 VAN 1991

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN GESONDHEIDSDIENSTE EN WELSYN

Ooreenkomstig die voorskrifte van die Staatspresident soos vervat in Goewermentskennisgewing No R 989 van 30 April 1987, word hierby bekend gemaak dat die Minister van Gesondheidsdienste en Welsyn Volksraad kragtens artikel 28 (2) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet No 110 van 1983)—

(a) Kennisgewing 1469 van 8 Desember 1989 soos gewysig deur Kennisgewing 814 vanaf 28 September 1990 vir sover hulle op haar betrekking het, herroep het, en

(b) die bevoegdhede, werksaamhede en pligte wat ingevolge 'n wet of andersins aan haar toegewys is ten opsigte van aangeleenthede genoem in Bylae 2 hierby met ingang van 18 November 1991 opgedra het aan die Ministeriele Verteenwoordigers van die Volksraad genoem in kolom 1 van Bylae 1 hierby vir uitvoering in die gebied in kolom 2 van daardie Bylae beskryf

(v) Persons employed as mine captains, surveyors, samplers, dust inspectors, ventilation officials, study department officials, shift bosses, shift foremen, shaft timbermen, cmc underground staff, underground labour controllers, learner officials, underground engineers, foremen underground fitters, underground foremen riggers, foremen underground electricians, underground medical superintendents, underground safety officers, mine managers and geologists

(15 November 1991)

NOTICE 1090 OF 1991

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF EDUCATION AND CULTURE

In accordance with the directions of the Sate President as contained in Government Notice No. R. 989 of 30 April 1987, it is hereby notified that the Minister of Education and Culture House of Assembly has under section 28 (2) of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1983), amended with effect from 18 November 1991 Schedule 1 of Notice 449 of 26 June 1987 as amended by Notice 699 of 7 October 1988, Notice 1470 of 8 December 1989, Notice 813 of 28 September 1990 and Government Notice No R 2296 of 28 September 1990 by the substitution for the name Louis van der Watt of the name Philippus Johannes Cornelis Nel and for the name Gerald Aubrey Hosking of the name Rudi Erwin Redinger

(15 November 1991)

NOTICE 1091 OF 1991

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF HEALTH SERVICES AND WELFARE

In accordance with the directions of the State President as contained in Government Notice No R 989 of 30 April 1991 it is hereby notified that the Minister of Health Services and Welfare House of Assembly has under section 28 (2) of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1983)—

(a) repealed Notice 1469 of 8 December 1989 as amended by Notice 814 of 28 September 1990 in so far as they are applicable to her; and

(b) assigned the powers, functions and duties entrusted to her in terms of any law or otherwise in respect of matters named in Schedule 2 hereto, to the Ministerial Representatives of the House of Assembly listed in column 1 of Schedule 1 hereto for execution in the areas described in column 2 of that Schedule, with effect from 18 November 1991

Mines still use baas language

By **MONWABISI (21)**
NOMADOLO

"NDABA kalo baphathi yena thola masikalo kalo tee nalo kofi lo yena phakelwa lapa kitshin manje, lo myuwan mhlobo yena azi setshiwa pakati kalo kitshin..." read a letter from the catering manager of a mine hostel

Translated into English, it reads "Due to management receiving complaints regarding the tea and coffee presently being served, new products will be tested in the kitchen."

This letter was addressed to the Unisel miners in Welkom by the hostel's kitchen manager.

The interesting thing about the letter is the language in which it was written - Fanakalo.

Fanakalo is still widely

used in mines, despite attempts to introduce English as a medium of communication

City Press recently toured St Helena and Unisel gold mines in Welkom. According to our guide, it was difficult to replace Fanakalo, which is about 100 years old, as the medium of communication on the mines.

The "language" has become deeply entrenched in functional communication in the mines over the years. It is used between white officials and the majority of black miners.

The diverse ethnic groups, mainly migrants, are to a large extent still dependent on the language.

St Helena, with a workforce of 6 000, is one of the few mines that have

introduced up to 14 weeks of literacy programmes

David Mochadibane, a literacy trainer at the mine, said that languages such as Xhosa and Sotho were taught, but added that "survival English" was equally important.

"Survival English" is a basic course to enable miners to converse in a few simple words and phrases

However, underground team leaders were given preference on the course

The advent of Fanakalo came with the mineral revolution and industrialisation in the latter part of the 19th century

The discovery of gold on the Witwatersrand and diamonds in Kimberley drew a massive labour army from the "black reserves" and from neigh-

bouring states

Linguistic diversity became a problem in the mines between the unskilled black mineworkers and their skilled white counterparts, who came from Britain, Australia, America and Europe.

Professor Mzilikazi Kumalo, head of African Languages at Wits University, said the dephasing of Fanakalo was welcome, and had to be encouraged

Kumalo said Fanakalo was a "corrupted form of Nguni", using mis-shaped words

"Fanakalo is more Zulu-based than Afrikaans in structure," he said

This lingua franca started in the mines and working areas of Natal, Kumalo said

Truck farmers in high heels

CLIPPER 17/11/91

BY LULAMA LUTI

DIMINUTIVE Thoko Sibande from Bethal is pregnant, but she is anxious to "get it over with" and get back to the controls of the monster she has been operating.

Her job is driving a G16 grader, almost twice the size of a normal refuse removal truck, at the Syferfontein coal mine near Kinross, and she is anxious to graduate to a huge dragline - the "walking monster" used to extract underground coal.

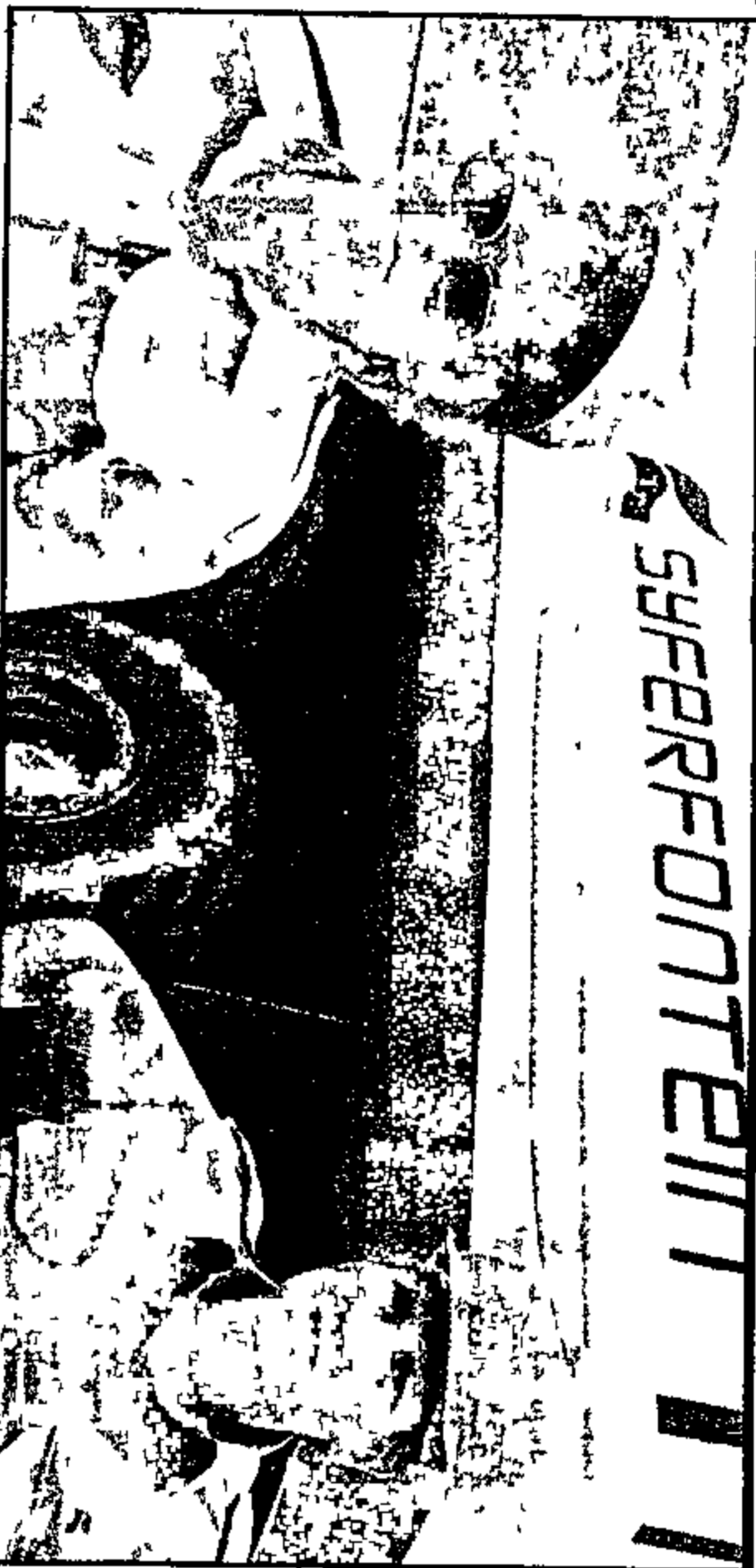
It is the biggest mining machine in Africa and it only stops working when it has to be serviced. It weighs a staggering 4 240 tons and costs about R100-million. There are only two in the country.

Sibande, who has been trained to operate at least two kinds of trucks, is one of about 40 women who are well on their way to making history. They are poised to take the predominantly male mining industry by storm.

At present, 25-year-old Marinda Bekker from Witbank is well on her way to being the first woman in Africa - if not in the world - to take control of this giant.

For the first time in the history of mining in South Africa, not only are these women being trained to operate haul trucks, which they do well, but also they have also been granted special exemption from the Mines and Works Act to allow them to work shifts.

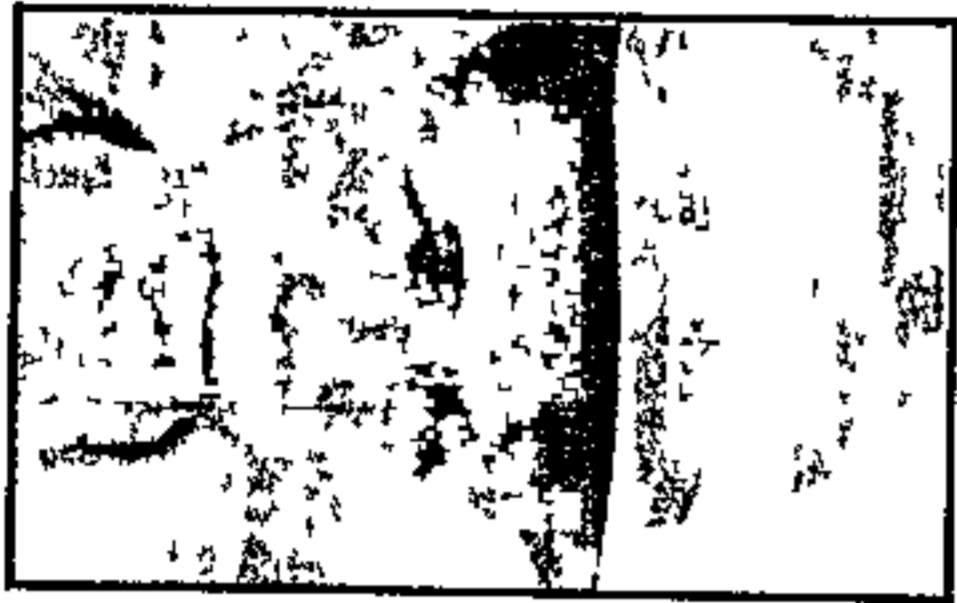
"It's a breakthrough for women. We are grateful for the opportunity to prove that we can do it," said Bekker.



THE RIGHT STUFF ... Nelmarie le Roux, left, and Hettie Viljoen, both drive "heavies".



GRADER GIRL ... Thoko Sibande wants to drive the "walking monster". ■ PICS: EVANS MBOVENI



TOUGH COOKIE ... Wilhemina Mostert.

What did you say about women drivers?

BY LULAMA LUTI

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"It's a breakthrough for women. We are grateful for the opportunity to prove that we can do it," said Bekker as she explained how the dragline worked.

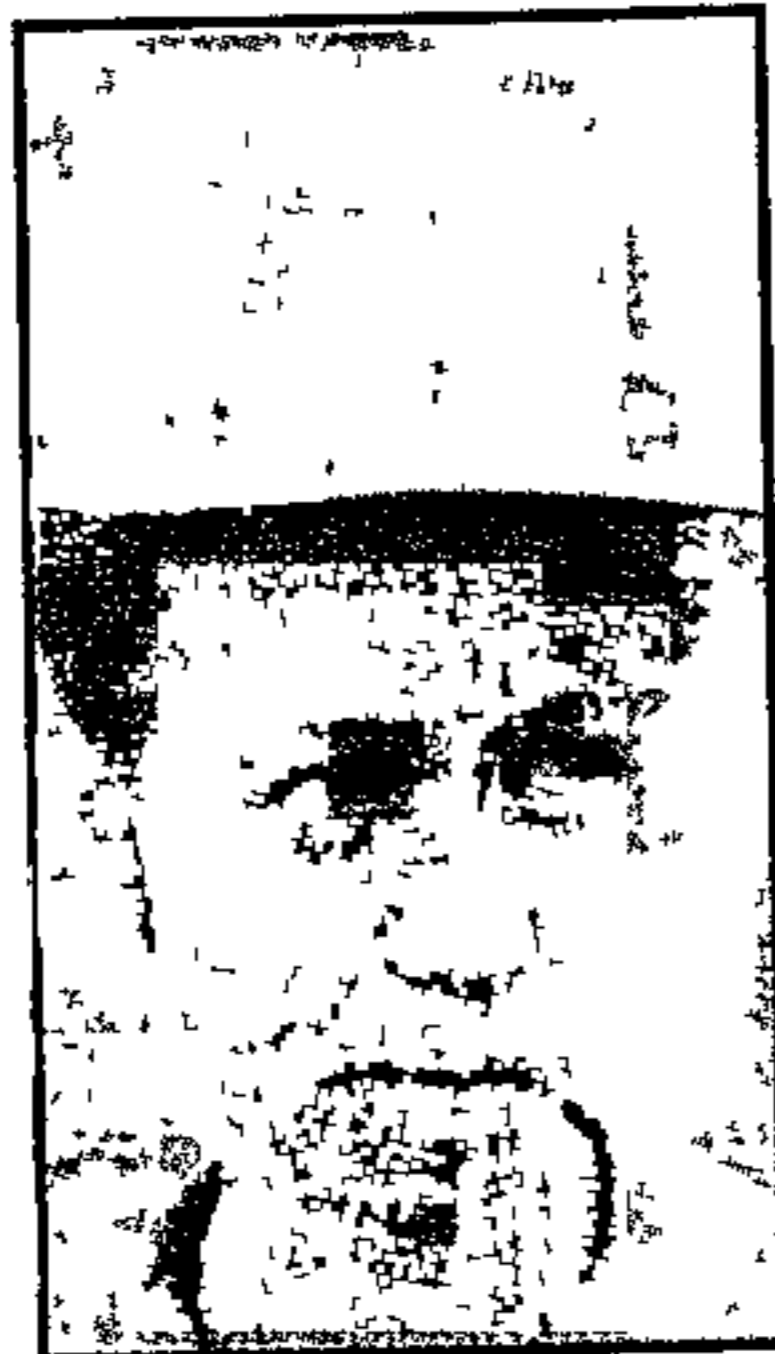
"It is used mainly to remove the top layers of earth which are anything between 20 and 30 metres deep, before we can reach the underground coal," she said.

What does it take to become a part of this awesome task?

"The minimum educational qualification for trainee operators is Std 8. Once chosen, they have to write an aptitude test and their ability to handle the trucks is assessed," ex-



THE RIGHT STUFF ... Nelmarie le Roux, left, and Hettie Viljoen, both drive "heavies".



TOUGH COOKIE ... Wilhemina Mostert.

What did you say about women drivers?

plained pit-manager Trevor Davids.

"Those suitable have to undergo an extensive training programme based on a points system. If they pass they are introduced to the vehicles they will take over," he added.

According to Davids there was no discrimination at the mine.

The last word goes to Sibande who said that even her teacher husband did not mind her taking on those monstrous machines - "as long as the money keeps pouring in"

Bail battle continues

By DAN DHLAMINI

The battle for the freedom of 82 National Union of Mineworkers (NUM) members, facing intimidation charges after last week's anti-VAT sit-down, rages on despite a Klerksdorp magistrate's turning down their bail application this week.

As a test case, advocate J Rautenbach, instructed by Motala, brought a bail application for one of the 82 accused, Jimmy Mbulawa, 38. Mbulawa is vice-chairman of the Buffelsfontein branch of the NUM. Magistrate JD De Beer turned down the application on grounds that Mbulawa could lose his job at the mine. It was possible, he said, that Mbulawa might skip bail and intimidate State witnesses.

Motala told City Press after the application for bail was turned down that the 82 were going to appeal against De Beer's judgment.

Chaos erupted at the Klerksdorp Magistrate's Court as hundreds of NUM members and ANC supporters who attended the bail application hearing were thrown out of the courtroom. The chanting spectators brought traffic outside the court building to a halt as they toy-toyed down the streets, escorted by armed policemen.

After being granted a Supreme Court order on Sunday night he was able to see the 82 accused at

Hartbeestfontein police cells, 40 km from Stilfontein, where they were arrested.

NUM members who attended the hearing of Jimmy Mbulawa's bail application. Mbulwa and 81 others face charges of intimidation.

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NUM Bop victory: 17 released

By DAN DHLAMINI and
THEMBA KHUMALO

THE National Union of Mineworkers (NUM) this week scored a major victory against Bophuthatswana authorities, when the homeland's Supreme Court judge ordered the immediate release from detention of 17 of its members. (10)

The Minister of Law and Order and the Commissioner of Police have been ordered to pay costs.

More than 100 Impala Platinum shaft stewards were arrested following the October 15 underground sit-in against the dismissal of one of their colleagues. (11)

Eighty-one more workers are still in detention.

Although the strike by 40 000 miners at the Rustenburg Platinum Mines has been resolved, animosity between the Bop authorities and the NUM is far from over. (10)

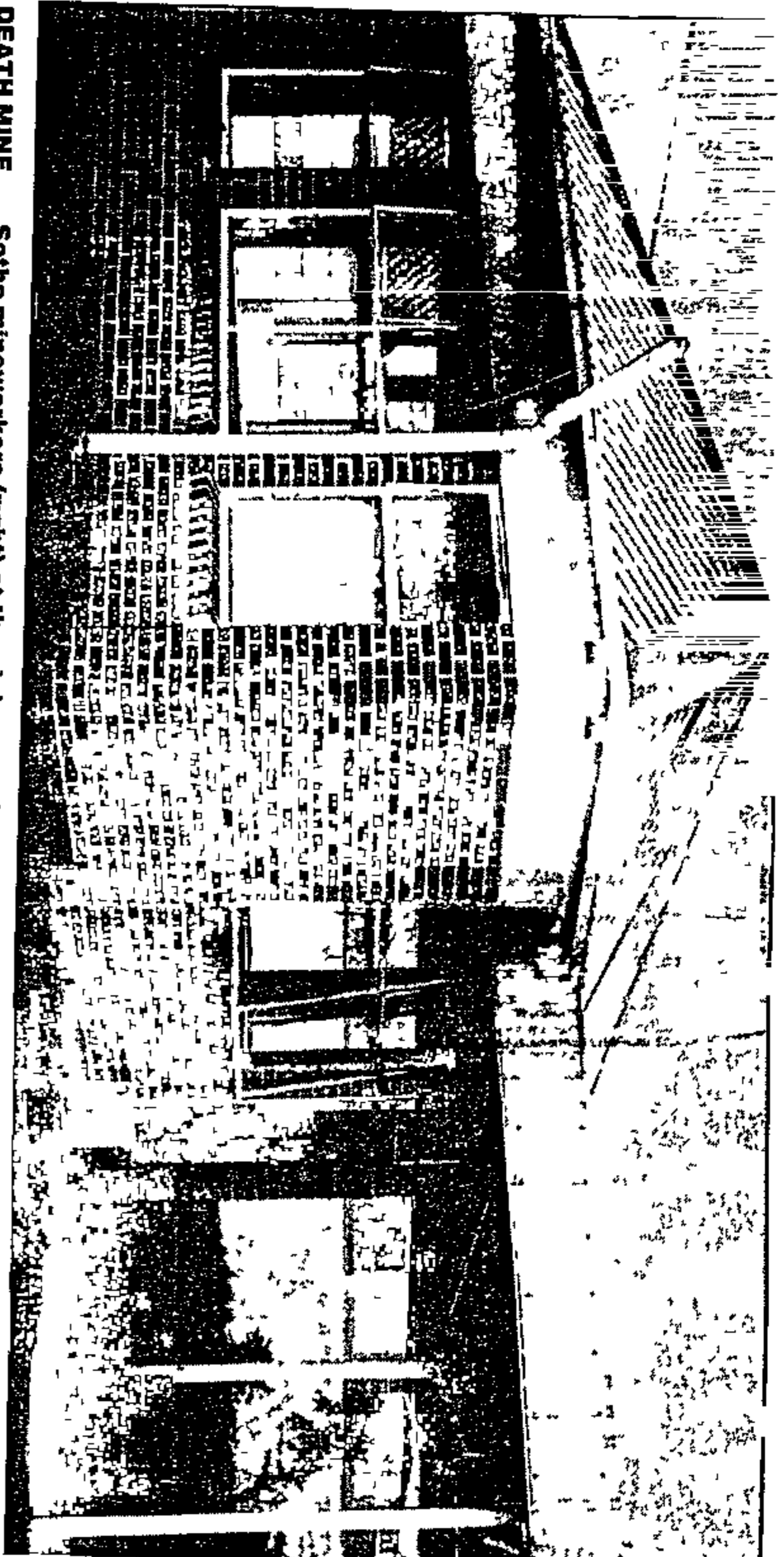
Miners have been caught in the middle of a tug-of-war between the two parties. (11)

The ongoing cold war between NUM and Bop authorities resurfaced more viciously two weeks ago, at the time of the VAT stayaway, when Bop police detained the 100 shaft stewards. (11)

According to union sources and independent observers, the success of the stayaway in the region incensed Bop authorities.

Acting NUM general-secretary, Marcel Golding, said his union's membership at Bop mines was well over 80 percent and growing by the day. (11)

Political comment and newsbills by K Sibya, headlines and sub-editing by S James, both of 2 Herb Street, Johannesburg.



DEATH MINE . . . Sotho mineworkers (right) at the violence-ridden No 4 shaft say they are living in fear of their lives. The NUM's damaged offices (above) at the President Steyn mine.



Aftermath of bloody clashes

By MONWABISI NOMADLO

THE hated system of ethnic hostel segregation will be reconsidered at Anglo American's President Steyn mine in Welkom, the scene of violent clashes in the past two weeks, a mine spokesman said.

AAC spokesman Berry Ivory said this was the "only" option management was considering to end the mine violence that has claimed the lives of 76 miners and left more than 150 injured.

However, Ivory could not explain how hostel dwellers living in separate hostels would stop any confrontation and conflict — and not

in fact promote it. He added that as a precautionary measure, the mine security assisted by the SAP would intensify their patrols and presence in the hostels.

The mine management has asked the Standing Commission on Violence and Intimidation, headed by Justice RJ Goldstone, to investigate the causes of the violence.

A war of words erupted this week with accusations and counter-accusations between NUM/Cosatu the government and Anglo American.

President FW de Klerk, in a scathing attack while in Israel,

blamed the violence on a "radical trade union" that had unilaterally called a stayaway, which had nothing to do with the employer-employee relations.

Cosatu and NUM said De Klerk's accusations were "undignified" and an insult to the miners and their families.

NUM and Cosatu said De Klerk should probe what two non-mine workers killed in the mine violence were doing on the mine.

However, Ivory said the two men were visiting friends on the mine. He could not categorically state whom the men were visiting and where they come from.

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There have also been allegations of Lesotho Government involvement in the violence.

It was alleged in reports that Basotho workers were instructed to disregard the strike as it was a South African issue. Cosatu and NUM warned the Lesotho Government against poking its nose in South African affairs.

Last Monday, 6 000 miners were sent home from the violence-plagued No 4 shaft for a "cooling-off period".

Despite calls by the management for the miners to return to work, there was no response as the hostel remained deserted when

City Press visited the mine yesterday. The No 2 shaft remained tense as workers were changing their shifts.

Most of the workers at the No 4 shaft hostels were Xhosa speaking.

Sothos interviewed near and in the hostel expressed fear against returning to the hostels immediately.

One miner, who refused to be named, said most Sothos were staying in the nearby predominantly Sotho-speaking Thabong location.

Hostels damaged extensively in the violence were still being repaired this week.

Picture: SIPHIVE MHLAMBI

Mine's malaise linked to Bop's problems

Spencer 18/11/91

THE STRIKE which has crippled operations at Bophuthatswana's Impala platinum mines — involving between 35 000 and 40 000 workers — serves as a reminder that, despite the homeland government's swift suppression of open dissent, opposition to President Lucas Mangope's authority is far from defeated.

After months of resistance to the idea in the face of mounting agitation, Mr Mangope's government has released 27 of the 100 political prisoners. But at least 23 of those still in captivity remain on hunger strike, demanding their freedom.

In addition, Mr Mangope is involved in a long-running legal dispute over the chieftancy of the Bafokeng tribe, on whose land most of Impala's lease area is situated

It is, however, the turmoil at the Impala mines, which, by thrusting workers to the cutting edge of anti-government action and placing Impala management in a cleft stick, has provided the most poignant indication that the suppression of opposition will not succeed — or that it can only do so at great cost to the Bophuthatswana government and Impala.

Although the initial disturbances at the mining complex north of Rustenburg related to wage and disciplinary issues, indications are that their root cause was Impala's lack of effective industrial relations mechanisms to resolve conflict

Central to this is management's reluctance to recognise the National Union of Mine-workers for fear of violating the territory's labour laws, tight-

Impala platinum mines, which recently suffered another labour disruption, is unlikely to normalise its labour relations until the Bophuthatswana authorities or the National Union of Mineworkers backs down on the contentious issue of the territory's sovereignty, writes **MIKE SILUMA**.

ened recently to keep South African-based trade unions out.

This has led to a farcical situation where Impala has negotiated wages and other shop-floor issues with a workers' committee whose followers are NUM members, and which is openly linked to NUM head of-

face

Impala spokesman Tom Ferrera would only say that the company's understanding was that the NUM intended to "regain its position in Bophuthatswana". "Until the NUM does so, our hands are tied. If the NUM applied for registration in Bophuthatswana and it was refused, we might consider doing something about it," he said

The NUM sees the matter differently. Acting general secretary Marcel Golding said: "The reality is that Bophuthatswana is a homeland, recognised only by South Africa as an independent country. That should be clear to Impala Management must say if it accepts the balkanisation of South Africa.


"The NUM represents the majority of workers at Impala, and management is living in a

tool's paradise if it thinks it can continue avoiding dealing with the NUM for long.

What should be of particular concern to Impala management is that their mines are unlikely to enjoy peaceful industrial relations with their employees without the problem's political basis being sorted out.

The question of recognition has now become enmeshed with the demand for the reincorporation of all the homelands into South Africa, endorsed by the Patriotic Front conference last month. Add to this the fact that most of Impala's employees come from the Bafokeng area — a hotbed of anti-Mangope activity — and it becomes clear that Impala will soon have to ask itself whether fence-sitting on the issue will be worth the cost in the long run. □

Released detainees still on ^{Soweto} 19/11/91 the run

SEVERAL recently released Bophuthatswana detainees are reported to be on the run, fearing possible re-detention, the National Union of Mineworkers charged yesterday. (211) 

NUM spokesman Mr Jerry Majatladi said Friday's Mmabatho Supreme Court order for the release of about 17 Impala Platinum Mines employees was "not the end of the matter".

Miners

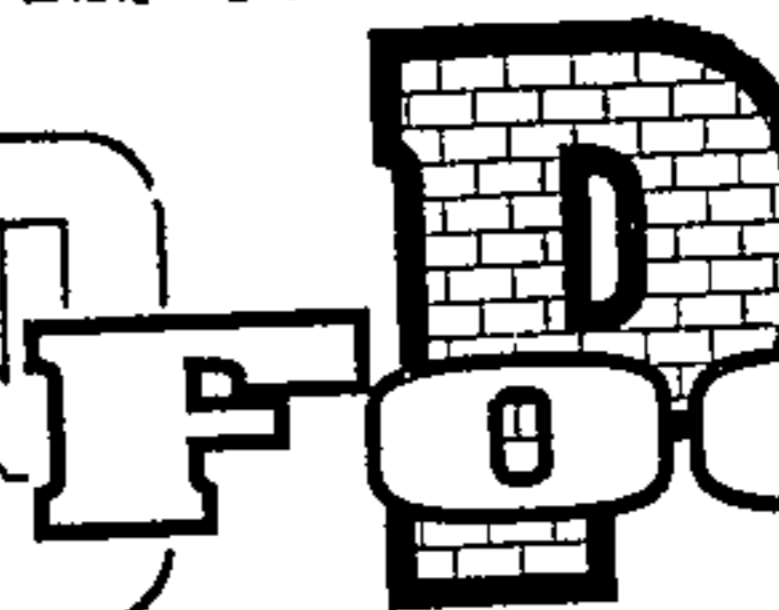
He said many of the miners feared the homeland's police would use other clauses in the security legislation to take them back into custody.

He said the ex-detainees claimed they had been tortured while in custody. The victims had reportedly been taken to medical doctors to obtain affidavits, and were expected to lay charges of assault against the police.

"We do not see the Supreme Court order as ultimate victory," he said, "because there is an ongoing onslaught against those miners constituting our structures."

Comment from the homeland authorities was not immediately forthcoming. - Sapa

SOWETAN
Building the Nation



Impala to phase out hostels

Sowetan 21/11/91

211

By JOSHUA RABOROKO

A MAJOR housing project in the pipeline for Impala Platinum Mine is to construct 270 housing units for its employees at Tlhabane near Rustenburg before the end of the year.

Employees will have the opportunity to buy or rent the houses, the managing director Mr Michael McMahon, said at a ceremony where an employee was handed the keys to his new home.

For Mr Thomas Khunou, his wife Pauline and their three children, it was a dream come true when the keys were handed to them.

Khunou (73) who started work at Impala mine complex in 1979, said it was one of the greatest moments of his life to swop his small dwelling with its corrugated roof for a spanking new home.

"For my entire family the Parabloc home has been a godsend. I have no words to express my gratitude for the first decent place I have owned in the course of my whole life."

His home was offered at no cost on condition that he makes it available as a show house. This

would enable his fellow employees to familiarise themselves with this type of housing unit. Parabloc is the term used to describe the construction method used.

McMahon said it was the company's objective to move away from the migratory labour system whereby people were accommodated in hostels away from their families.

Instead, he added, Impala wanted to place employees in a position to acquire their own family accommodation by means of home ownership schemes. The idea was to move as fast as possible in order to achieve this objective by the end of the century.

One of the biggest constraints facing the company is the availability and affordability of land. He said that, despite these constraints, they had taken a leadership role in acquiring land by enlisting the help of the Government, housing companies and building societies.

Bop adds 35% to defence budget

B(02)22/11/91

BOPHUTHATSWANA has increased its defence budget by 35% or R34,5m this year.

The homeland's defence force will now have a total of R132m to spend, according to a recent Bophuthatswana government publication.

The defence budget represents about 4,5% of the homeland's public spending. By comparison, the SADF's share of SA's Budget fell from 13,5% last year to 11% this year.

Bophuthatswana's parliament approved the increase because it felt "the money is well spent .. and is used to buy national security and a future for our nation", the defence force's publication Nkwe said.

During the past year Bophuthatswana spent more than R55m on building military bases and other defence-linked construction projects.

Last Saturday the new R8,5m Bafokeng base — close to Impala Platinum's mines — was opened. Another base at Odi, near Winterveld, is still under construction.

Chief of staff for communication operations Col Ludwig Schulze denied that the location of the Bafokeng base was related to mine unrest.

A third base near Thaba Nchu, costing R4,5m, is near completion and will be opened this month. A fourth, R8m base, at Taung, is

LINDEN BIRNS

planned

Schulze declined to state the Bophuthatswana Defence Force's (BDF) personnel strength but said it was less than 5 000 and ideally suited for the tasks it had to perform.

The BDF, he said, had reduced its reliance on the SADF for training and logistical support and was fulfilling more of these functions itself.

Although troops are given standard basic training in military discipline and infantry weapons handling, the focus of BDF activities were on humanitarian aid, he said.

Bophuthatswana Air Force chief Brig Tinus Janse van Rensburg said the nature of BDF ground activity dictated to a large extent the BAF's role. For this reason the BAF had built up a small but formidable fleet of helicopters, two-seater trainers and very short take-off and landing (VSTOL) transporter aircraft.

A large percentage of BAF operations were in a community support role, such as casualty evacuations, airlifting supplies and search-and-rescue operations during natural disasters such as floods.

The BAF will move from Mafikeng to its R9m base at the Mmabatho International Airport once construction has been completed next year.



Transvaal Supreme Court judge Mr Justice P J van der Walt was yesterday named as SA's first ombudsman by Justice Minister Kobie Coetsee. The post involves investigating complaints lodged against public officials — especially in matters involving public funds. Picture ROBERT BOTHA

NUM man alleges Mangope 'bribe'

B(10)22/11/91

BOPHUTHATSWANA President Lucas Mangope ordered the arrest of an NUM official after "bribe" of R20 000 for information on union activities at Impala Platinum (Implats) mines had been turned down, it was claimed this week.

Isaac Mayoyo, a senior NUM shop steward at Implats' Bafokeng North Mine, said in Johannesburg this week Mangope asked him at a meeting earlier this month to inform on the union.

"I refused to become a spy. After my refusal, Mangope seized my book of life and ordered the police to arrest me and charge me with (.) the murder of 13 miners at Bafokeng North Mine and sabotage of businesses owned by Bophuthatswana

WILSON ZWANE

MPs at Bafokeng South," he said.

A Bophuthatswana information department spokesman dismissed the allegation of the bribe as "naive propaganda" but did not rule out the possibility a meeting took place.

Mayoyo said he and another NUM shop steward at Implats Bafokeng North Mine fled the homeland after his release last Thursday.

Charges of assault would be laid against the Bophuthatswana security police, Mayoyo said, adding he was considering taking action against Bafokeng North manpower manager Tommy Coetsee for handing him over to the security police.

NUM media officer Jerry Majatladi said Genmin was aligning itself with Bophuthatswana authorities in repressing democratic trade unions in the homeland.

Implats owner Genmin yesterday denied Mayoyo was handed over to the Bophuthatswana police by mine management.

Genmin spokesman Deanna Ireland said. "After Bafokeng North GM Robbie Drummond had been assaulted by miners on October 28, the matter was reported to the Bophuthatswana police for investigation. Mayoyo was informed of the development and he indicated he was prepared to assist the police in their investigations."

Mangope tried to bribe me ⁽²¹¹⁾ unionist

By PAUL STOBER

A KEY union official alleged this week that Bophuthatswana President Lucas Mangope personally offered him a bribe of R20 000 to spy for him. Isaac Mayoyo said when he refused to do so, he was brutally tortured. *W/Week 22/11-28/11/91.*

Mayoyo is a key figure in the rapid growth of the National Union of Mineworkers at the Impala Platinum Mines (Implats) complex. Taxes from the mine are the lifeblood of the homeland.

In a sworn statement Mayoyo said: "On November 7 I was handed over to the Bophuthatswana security police by Tommy Coetzee, the manager of manpower at Impala." He said he had gone to Coetzee to represent a worker who faced disciplinary action; instead, he found two security policemen who were instructed by Coetzee to arrest him.

Mayoyo alleged he was taken to the Phokeng police station, where he was told several criminal charges would be laid against him, including the murder of 13 miners killed during faction fighting at the Bafokeng North Mine, a part of the Implats complex.

Mayoyo said he was later taken to Mangope's office in a private car by four security policemen, including Security Branch detective Shuffel Seemisi. "There we found the president in the company of Law and Order Minister Nchimane Sekgwe and two other cabinet ministers whose names I cannot remember."

Mayoyo said Mangope questioned him about a boycott of three shops owned by members of the Bophuthatswana parliament at Luka, a village near the mine. The shops had been boycotted since late August because of complaints by workers about how they were treated in the shops.

"He instructed me to go back to my committee and tell them he wanted the boycott discontinued within two weeks. When I told him I could not do that, he threatened to instruct the security police to lock me up and proceed with the charges."

Mangope then conferred privately with his ministers and came back with his alleged bribe, Mayoyo said. "He offered me R20 000 if I would become a loyal informer of the Bophuthatswana police about the activities of NUM, the Congress of South African Trade Unions, the African National Congress and the Bafokeng Tribe Action Committee.

"I would also have to inform him on the movements of Rocky Malebane-



Isaac Mayoyo

Photo: WILLIAM MATLALA
Metsing, leader of the 1988 coup in the homeland and a member of the ANC national executive.

"When I refused the bribe or to be his informer, Mangope became aggressive and accused me of trying to overthrow his government by bringing NUM, Cosatu and the ANC into his country. He then ordered that my personal documents be confiscated and that I should be locked up."

Mayoyo told *The Weekly Mail* that the next morning he was taken to the old Phokeng police station, "where the torture equipment is kept".

He described how his head was covered with a bag and he was pushed into a bath of water. He said that eight security police, including Seemise, beat him with batons and that a 30cm baton was pushed up his anus "until it lifted my intestines". He was then put on a machine "like a merry-go-round and spun until I was dizzy".

Despite his agreeing to identify a colleague who had been detained the same day and writing two pages about why he had joined the union, the police continued torturing him, he said. "As they beat me, they kept on saying I must spy for them."

Mayoyo was detained until last Thursday, when an application was made on his behalf by the NUM and his detention was declared illegal by the Bophuthatswana Supreme Court. He was released with 17 others, at least 10 of whom allege that they were tortured while detained.

Mayoyo said he intends laying charges against the Bophuthatswana police and Coetzee.

No one at Mangope's office was available to comment on the allegations as all senior staff members were in Thaba 'Nchu attending the funeral of a minister's wife.

Vital labour judgment soon

S/Times 24/11/91

211

THE Appellate Division is expected to hand down judgment in the next few weeks on a vital point of law which could affect all unions and employers

At the centre of the dispute between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Co (Ergo) is whether an employer can negotiate behind a union's back and deal directly with its employees

Deadlock

Both parties agreed that workers could use a lawful strike to soften management up during collective bargaining. But there was a dispute over whether a strike in 1987 was lawful or not

The NUM and Ergo signed a recognition agreement in 1984 which said the

By CATHY STAGG

union was the sole collective bargaining agent

During 1987, when wage negotiations became deadlocked, a conciliation board failed to resolve the matter. An overwhelming majority of union members voted to strike

Ergo wanted to avoid the strike, particularly a sit-in, because industrial action in previous years had led to damage to the plant. So it sent its employees a letter setting out its last offer — which included back-dating the increase to June 1

Of more than 12 000 workers, 70 — including five union members — accepted the offer. But the strike went ahead.

And so did the sit-in. The company obtained an urgent interdict, but the

workers ignored the court order, the police were called and used teargas to clear the plant. The strike continued

The company issued an ultimatum — return to work or be fired. By August 28 virtually all the workers were back on the job

The issue which led to court action was that strikers and non-strikers were treated differently. Strikers' increases were effective from August 28, non-strikers' from June 1.

The NUM claimed this was an unfair labour practice, took the matter to the Industrial Court and won. But on appeal, the result went the other way

Finally the Appeal Court was asked to make a ruling because, it was said in argument, the Labour Relations Act did not give clear enough guidelines

Attack

A full bench of five judges was asked to draw the line between what was fair and what was unfair.

Mr Martin Brassey, for the union, said that to bypass the union — even after deadlock — was to attack the collective bargaining structure itself.

The recognition agreement was designed to ensure industrial peace. And instead of breaching its terms, the company should have cancelled the agreement or dismissed workers, he said.

But Mr John Myburgh SC, for Ergo, said dismissal was the last weapon employers should use in the present economic climate.

The strike was unlawful, Ergo claimed, because the NUM had bargained in bad faith — it had never intended to reach agreement

Judgment was reserved.

Num wins appeal against Ergo case

Sowetan 28/11/91

(211) ~~113~~

THE National Union of Mine Workers has succeeded in its appeal to the Appeal Court in Bloemfontein against a decision of the Labour Appeal Court in favour of East Rand Gold and Uranium Company

The Labour Appeal Court had held that the practice of Ergo to refuse to implement agreed wage increases retrospectively to those employees who embarked on a legal strike in furtherance of the 1987 wage dispute did not constitute an unfair labour practice.

The Labour Appeal Court overturned a decision of the In-

dustrial Court which had found that Ergo's failure to implement the wage increases retrospective to June 1 1987 to the employees on a legal strike constituted an unfair labour practice

The Industrial Court had ordered Ergo to pay such employees an amount equivalent to the wages foregone over the period, in relation to the wages of the workers who did not strike and who received their increases

Yesterday Mr Justice Goldstone found, on a balance of probabilities, that the impasse between the union and Ergo was not the direct result of bad faith

bargaining by NUM

In that regard the offer by NUM to go to arbitration and the concession made by Mr LJ Gatherer, manager of manpower at Ergo, in relation thereto were crucial

Mr Justice Goldstone said the conclusion to the opposite effect reached by Mr Justice de Klerk, in the Labour Appeal Court, therefore could not be upheld

Mr Justice Botha, Mr Justice Smalberger, Mr Justice Milne and Mr Justice Preiss (acting judge of appeal) concurred

Counsel for Ergo had submitted that their client's conduct

was in no way destructive of collective bargaining, since that had ceased on impasse

The strike was part of that process and no less a meeting of August 16, 1987 called by Ergo. Then there were further successful negotiations at the beginning of September 1987, which led to the agreement of September 9, 1987

He said that, in finding that Ergo committed an unfair labour practice by negotiating directly with its employees, he did not wish to be understood as condoning the conduct of NUM during the negotiations - *Sapa*

SA-Russia mining link-up likely

Business Staff

(211) (100) ARG 25/11/91

JOHANNESBURG — Recent trade agreements between South Africa and the Soviet Union appear to be extending into deeper business relations, with at least one mining house confirming discussions with the Soviets on potential co-operation in gold mining.

The issue of co-operation between the two nations came under the spotlight when a Soviet banking official, Mr Alexander Borzunov, said the gold industry was obsolete and needed imported technology and equipment.

"Since the Soviet Union is suffering from a severe shortage of hard currency, this import could be secured through foreign loans and direct investments," he said earlier this month.

Mr Borzunov said the Soviet Union was discussing Western investment in the gold industry.

South African mining houses, which were streets ahead internationally in wealth and expertise, could be the logical helpmates to the Soviet Union's beleaguered industry and severe shortage of hard currency.

Barry Lund, manager of Gengold's New Gold Projects, said that Gengold representatives had an exchange of technical visits with Soviet personnel last year — and that communication would be ongoing.

"The Soviet Union is a mining country with a good mining history, and South Africa is the same," Mr Lund said. There was "very good potential" for co-operation in the gold mining area.

"There is obviously some technical synergy between the two countries," said Mr Lund. While no definite agreements had been reached, the communication was continuing.

2 miners end hunger strike

TWO of the 83 detained miners who have been on a hunger strike for 10 days at Klerksdorp Prison started eating yesterday.

According to Department of Correctional Services spokesman Warrant Officer Rudy Potgieter they began to eat yesterday morning.

Potgieter said the other 81 miners, who began their "fast to death" with their two colleagues on November 16 are still refusing to

eat. ~~eat~~

Among them is the National Union of Mineworkers' Buffelsfontein branch vice-chairman, Mr Jim Mbulawa. ~~eat~~

The miners are protesting against their continued detention, according to Mr Jerry Majatladi, the union's Press officer.

He said the detained miners were demanding

bail or release.

Their bail application was refused by a Klerksdorp magistrate on November 18. (211)

The miners, members of NUM, were arrested on November 15 after allegedly intimidating 103 workers at the Buffelsfontein gold mine Vaal Reefs during the national general strike against Value Added Tax on November 4 and 5 this year.

3 injured as teargas disrupts Ermelo party

STAR 27/11/91

By Bronwyn Wilkinson

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Revellers at a company Christmas party in Ermelo left the hall in tears and terror when teargas poured from a sabotaged air-conditioning system.

A seven-month-old baby and two women were admitted to hospital after the party turned to pandemonium in the latest episode of racial hatred in the eastern Transvaal town.

A source close to Ermelo Mines said the trouble started when the company applied to have the annual bash at the town's civic centre.

"Ermelo Mines has always fought for its nonracial policy," he said. But, knowing the issue was probably a sensitive one, management decided to apply for permission to allow black employees to a function on council property," he said.

After several delays, a

court order was granted on November 12, to the effect that the party could go ahead and blacks would be welcome

"But black staff decided not to attend the party because they had been threatened and intimidated and they said they did not want to be the cause of any embarrassment or trouble."

Company staff who prepared the hall on Friday night found nails in their car tyres.

Also that evening, several shops and homes had slogans such as "landsverraier" (traitor) painted on the walls.

By the time guests arrived at the hall on Saturday night, a crowd of protesters had gathered outside.

Eastern Transvaal police liaison officer Major Schalk Pienaar said the crowd of about 50 held placards "expressing their dissatisfaction at the multiracial party being held there".

He confirmed that no

black guests had arrived.

Major Pienaar said the crowd was addressed by Conservative Party MP for Ermelo, Moolman Mentz, who asked them not to disrupt the party. The crowd promised Mr Mentz the protest would be peaceful.

"Then, at about 7.20, the caterer asked for the airconditioning to be switched on to keep the food cool," he said.

"The next thing I knew, it was pandemonium," he said.

A baby lying near an airconditioning unit started struggling and crying

"There were several elderly people in the hall and one woman who had recently had an operation injured herself again," he said.

Two women and the baby were taken to hospital, but were later discharged.

Police are investigating a charge of assault with intent to do grievous bodily harm. No arrests have been made.

VERA VON LIERES

Mine takes steps to assist a return to work

MANAGEMENT at the President Steyn gold mine in Welkom was yesterday involved in talks with about 1,200 miners to effect a return-to-work by the night shift following the latest outbreak of violence at the mine, Anglo American said.

About half the workforce at the mine's No 4 shaft hostel returned to work on Monday night and yesterday morning and the mine was calm, Anglo spokesman James Duncan said.

About 1 200 hostel resi-

dents had by yesterday been moved to a hostel at another mine as an interim measure to ensure their safety, he added. These workers had not yet returned to work

Talks between head office management, NUM representatives and other employee representatives aimed at finding a permanent solution to the problems at the hostel were adjourned on Monday, but

were scheduled to continue late yesterday.

NUM acting general secretary Marcel Golding said the union raised several issues at Monday's talks, which would be pursued at mine level. These included the question of a living-out allowance for miners to enable them to choose where they wanted to live, and the stepping up of mine security

Eight miners were killed and 17 admitted to hospital in renewed unrest at the mine's No 4 hostel in the early hours of Monday morning.

Anglo announced an in-

tensive investigation into the causes of the latest outbreak of violence which brought to 84 the death toll on the mine in recent weeks
blauy 27/11/91

Sapa reports the committee established to hold an inquiry into the causes of the violence at the mine will hold its first meeting on Friday.

Chairman of the Commission of Inquiry into Public Violence and Intimidation, Mr Justice R J Goldstone, said in a statement released in Pretoria yesterday the meeting would be held in the auditorium of the Welkom traffic department.

The committee conducting the inquiry was established by the commission.

DOLEX
station which indicated

Court ruling on Ergo's wage offer likely to clip employers'

6/19/91

28/11/91

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ALAN FINLAND
VERA VON LIERES

IN A finding which could significantly swing the balance of collective bargaining power away from employers and towards unions, the Appeal Court ruled yesterday it was an unfair labour practice for management to offer a preferential deal directly to individual union members to induce them not to strike.

The case arose from a 1987 wage dispute between the East Rand Gold and Uranium Company (Ergo) and the NUM. On the first day of the strike, August 12, Ergo distributed a letter to employees offering to backdate the wage offer to June 1

provided they undertook not to embark upon or support any industrial action over the matters in dispute. Seventy workers accepted this offer. Employees who did choose to strike (about 300 eventually) would not have the wage increases eventually agreed upon backdated.

Following the end of the strike on August 28, a wage agreement was reached. However, the NUM did not accept Ergo's refusal to backdate the agreed increases to June 1. Part of the agreement, therefore, was that the fairness of Ergo's action would be referred for adjudication to the

Industrial Court

The Industrial Court found that Ergo's conduct fell within the definition of an unfair labour practice in that it might have had the effect that "the relationship between employer or employee is or may be detrimentally affected thereby".

The Labour Appeal Court subsequently overturned this judgment, ruling in favour of Ergo. However, Mr Justice Goldstone yesterday reversed this finding.

Mr Justice Goldstone accepted the argument by counsel for the NUM that it was "subversive of collective bargaining" for the employer to "treat directly" with members of a recognised union. This would "usually, if not invariably, have a detrimental effect upon the union and its members... and could, in the long run, be detrimental also to the employer itself".

The judge said an employer should not be forbidden from unilaterally implementing an offer already made if and when it was reached in bargaining. However, he added "Unilateral action

Court ruling

6/19/91

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From Page 1

and it may be that direct negotiation would not be unfair".

However, "whatever bad faith bargaining the NUM was guilty of, the evidence does not establish that it was present or relevant at the point of impasse". He said there was no evidence to suggest that bad faith bargaining by the NUM caused Ergo to consider that further negotiations would serve no purpose.

Mr Justice Goldstone stressed his find-

ing did not mean he condoned the conduct of the NUM during negotiations, which gave Ergo "every reason to have felt frustrated and aggrieved". Management had given evidence that NUM negotiator Marcel Golding had been disparaging of members of management and had launched scathing personal attacks.

The Industrial Court ruling that strikers receive an amount equivalent to the back-pay forgone was reinstated.

Wings

... means no more than that the employer may unilaterally implement changes in wages or conditions of employment no more favourable than those offered prior to impasse. If the employer wishes to negotiate further, he remains bound to do that only with the collective bargaining agent, that is, the union.

The judge said this applied where the union had bargained in good faith. "Where an impasse is reached because of bad faith bargaining, the position may be different

To Page 2

5 500 jobs at gold mine's new shaft

Staff Reporter

Anglo American's gold division is to open a R1,1 billion mine shaft near Odendaalsrus tomorrow, creating jobs for about 5 500 people.

The corporation announced that Freddie's No 1 Shaft Project was scheduled to be producing 180 000 tons of ore a month by 1998, and this could be extended to 280 000.

The shaft, which had an estimated life-span of 28 years, would contribute about 10 tons of gold to Freegold's annual production.

Anglo said a cornerstone of the planned high-productivity levels at No 1 Shaft was employee involvement.

Rationalisation

This would be encouraged by the use of "gold rooms" at stope entrances for employee discussion of issues such as safety, production, daily targets and tasks, absenteeism and general problems.

Freddie's currently employs 1 750 people, 400 of whom have been redeployed from Freegold's other shafts as part of the company's rationalisation process.

The new shaft will exploit the north-eastern portion of Anglo's lease area. The ground contains about 34,5 million tons of low-grade ore, some of it lying almost 2 km below the surface.

Semi-mechanised mining had been identified as the most economical means of extracting the ore at Freddie's, Anglo said, and a multishift stoping operation would "improve asset utilisation".

SPOT OF REALITY IN A PLAGUE OF STRIKES

S (Times (BSS) 1/12/91)

211

By ADRIAN HERSCH

LABOUR relations this year will be remembered for a high strike rate, huge job losses — and a dramatic re- turn of the stayaway. But 1991 will also be remembered as the year in which bonus and productivity agreements in the mining industry were reached.

These agreements marked the first acceptance by black trade unions of the need to take responsibility for reviving flagging sectors of the economy.

The year was also characterised by modest wage arrangements in other sectors, signalling a more realistic approach by organised labour.

There are widely differing views on whether there will be more stayaways linked to political issues.

Pat Stone, a senior consultant for Andrew Levy & Associates (ALA), believes stayaways could be on the way out.

Labour consultant Mike Beaumont says the action could remain part of the South African scene.

ALA estimates that about 3.8-million mandays will be lost to work-related strike action in 1991 compared with last year's 4-million.

Most mandays were lost in the automobile sector (27%) followed by transport (13%) and mining (12%).

About 68% of all mandays lost are related to pay demands.

Action

As many as 100 000 jobs may have been lost this year. Most were in mining, where about 40 000 jobs were lost, and the metal industry, which shed about 25 000 positions.

Not surprisingly it was these two giant sectors, covering more than 750 000 workers, which set the scene for wage increases based on economic reality.

The Chamber of Mines and the National Union of Mineworkers (NUM) reached agreements for both gold and coal mines relatively quickly — without the traditional declaration of a dispute.

Most gold-mining houses settled at a basic 6% increase, plus a bonus linked to the gold price.

In addition, productivity payments are provided for at some gold mines.

The chamber-NUM increase for collieries ranged between 6% and 19% — the lowest the union has ever negotiated. There were no productivity or bonus provisions.

De Beers and the NUM settled for a 12.5% increase. The union rejected a productivity offer, saying the situation was different to the crisis in gold.

The national metal industrial council agreement increases were between 12% and 15%.

The National Union of Metalworkers of SA (Numsa) held a strike ballot and Setisa a lock out ballot, both gaining a vote in favour.

But industrial action, given conditions in the industry, was never really an option this year. The balloting had more to do with posturing.

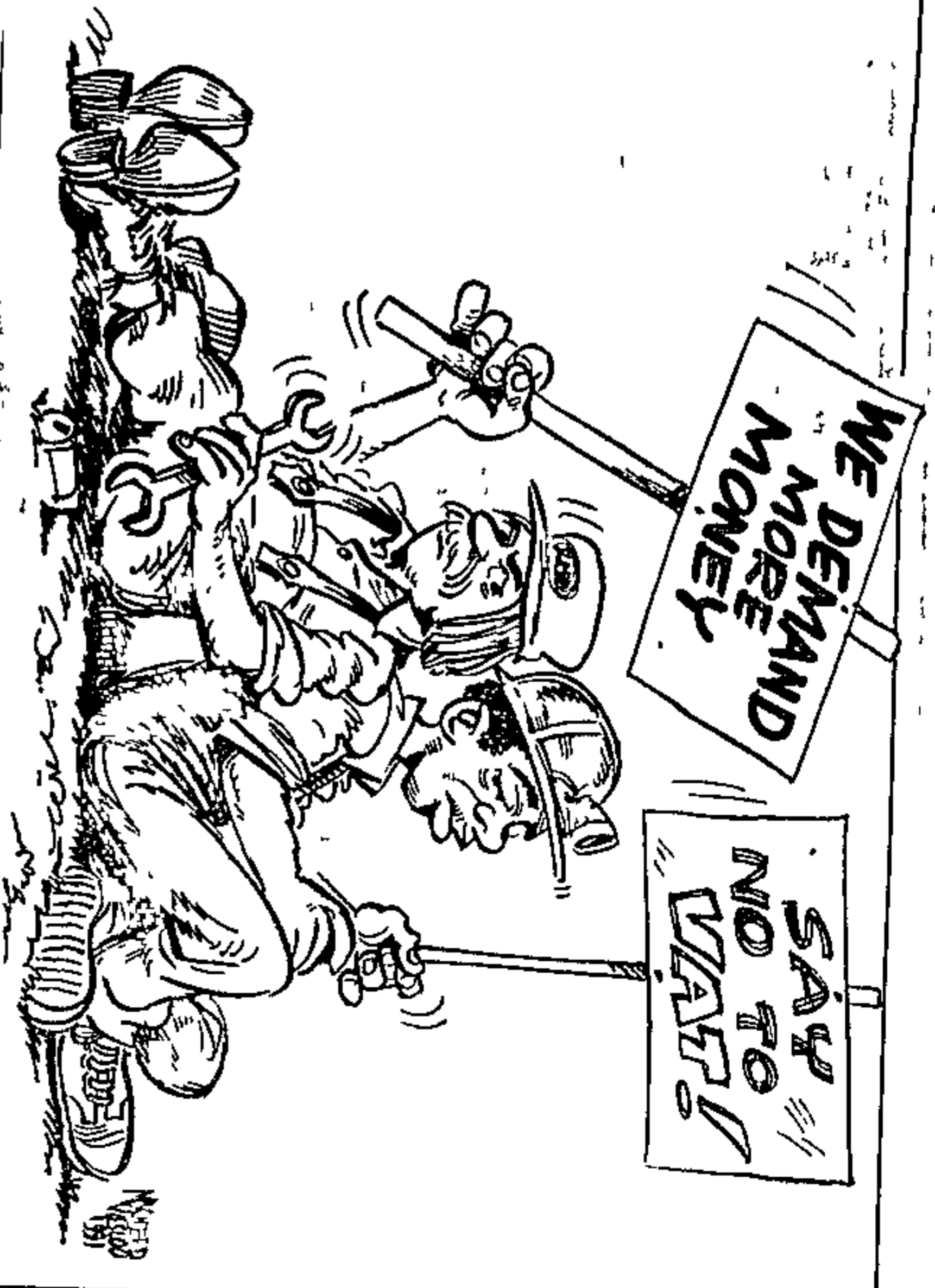
Metal and mining have a long tradition of centralised bargaining.

According to Mr Stone, there is a growing ten-

dency to this type of negotiation in other sectors and could account for increased strike action there.

The move to centralised bargaining about issues ranging from wages to a national provident fund, has the potential to pull large numbers of workers into national industrial action.

This factor, says Mr Stone, is the key reason why a high strike rate is likely to continue next year.



36 fasters in hospital

THIRTY-SIX of the 83 members of the National Union of Mineworkers who have been on a hunger strike for the past 18 days have been admitted to hospital

Tshepong Hospital superintendent Dr Bernard Vos said 22 hunger strikers had been admitted there while 14 others were being treated at Klerksdorp Hospital

He said none of the hunger strikers was in a critical condition

"They are admitted to hospital once they have lost about 15 percent of their body weight," Vos told *Sowetan* yesterday.

NUM spokesman Mr Jerry Majatladi said the 36 were transferred from the Klerksdorp Prison to the nearby

Tshepong and Klerksdopr hospitals on Tuesday last week

He said. "Our 36 members have been on a hunger strike since November 15 1991 after being refused bail during their court appearance on the same day"

Last week the Prisons Department announced that two of the 81 NUM members had started eating This was denied by Majatladi

The 83 miners, who are employed at Buffelsfontein Gold Mine in Vaal Reefs in the Western Transvaal, were arrested on November 14 for allegedly intimidating 103 workers during the anti-VAT strike on November 4 and 5

They appeared in court the next day and were refused bail by a Klerksdorp magistrate

Isacor
fires
3 350
striking
miners

211
1/23

Sowetan 5/12/91
MORE than 3 300 strikers at Iscor's Durnacol Colliery in northern Natal have been dismissed.

Only 150 miners returned to work yesterday morning following an ultimatum to the National Union of Mineworkers earlier this week - which warned that the 3 500 workers on strike would be dismissed if they did not return to work.

Dispute

The strike began four weeks ago after a wage dispute. Iscor said Durnacol was a marginal mine and losses caused by the strike had become unacceptable.

The colliery would employ other workers soon.

Sapa.

VERA VON LIERES

MORE than 3 300 striking miners at Iscor's Durban Navigation Colliery (Durnacol) were dismissed yesterday after they failed to heed an ultimatum to return to work, Iscor said. Only about 150 workers had reported for work.

NUM official Kgalema Motlanthe said almost the entire 3 500-strong workforce had been dismissed after embarking on a legal wage strike on November 4.

He said union officials and management met on Tuesday to try to reach settlement. A union proposal for mediation — the second since talks deadlocked — and an undertaking to persuade workers to return to work by Monday was turned down.

The Iscor spokesman said the strike

Iscor sacks 3 300 striking coal miners

started after workers refused a wage increase offer of between 10% and 14%, implemented at the beginning of July. Durnacol was a marginal mine and losses sustained due to strike action had become untenable, he said. *Monday 5/12/91*

Management's position throughout had been to preserve jobs, rather than "accede to unrealistic wage demands. All other Iscor workers, unionised or not, accepted the increases which are considered a fair median in the mining industry".

Iscor said the mine would employ new workers "as soon as possible".



Jammed . . . Fox Street was blocked by buses carrying thousands of protesting mineworkers.

Pictures. Etienne Rothbart

Peace chief steps in as 2 500 miners flock into Jo'burg CBD

By Bronwyn Wilkinson and Monica Oosterbroek

A potentially volatile protest by about 2 500 miners in central Johannesburg yesterday was defused when Cosatu called in National Peace Commission chairman John Hall

Mr Hall said Cosatu officials told him there was trouble at the Fox Street offices of Gold Fields, and asked for his help in negotiations between Gold Fields management and National Union of Mineworkers delegates

"The Peace Accord says people must obey the law, and if they want to protest, they must get permission. These protesters did not get permission, which put the police in a difficult situation," said Mr Hall

He said he had reminded Cosatu delegates that the organisation had signed the Peace Accord

"An offer has now been made to meet people at the mine and hopefully the situation will be defused," he said

In a statement to Sapa, the Doornfontein Gold Mining Company reported yesterday that all underground production had ceased at the mine, near Carletonville, after the dismissal of most of its 5 800-strong workforce

Surrounded

The dismissals resulted from an illegal strike and subsequent failure to respond to an ultimatum to return to work.

The strike resulted from disciplinary action taken against some miners involved the November 4 and 5 anti-VAT stayaway

An NUM spokesman said mine management had given the striking miners an ultimatum to return to work by 11 am yesterday or face dismissal

The miners did not return

to work and about 25 busloads of them drove to Fox Street yesterday. They were surrounded by about 500 policemen. A section of the street was cordoned off and Casspirs were parked at each side.

Riot police guarded the doors of the buses with rifles at the ready to prevent miners getting off

Miners wearing union T-shirts rocked the buses from inside, chanting songs and toy-toying

Police allowed NUM and Cosatu officials into the Gold Fields building to meet management

The NUM proposed the extension of the ultimatum to today and asked for the opportunity to persuade workers to return to work.

Management agreed to meet an NUM delegation at the mine at 9 am today.

At about 4.30 pm, union representatives went from bus to bus asking the miners to leave peacefully



Airline grievances . . . protesters were prevented from leaving the buses for several hours by armed police with rifles at the ready.

८१ ७/१२/९१
**Iscor miners
dismissed**

JOHANNESBURG —
About 3 000 NUM mem-
bers yesterday left Is-
cor's Durban Navigation
Colliery (Durnacol) in
northern Natal after
they were dismissed for
rejecting an ultimatum
to return to work, an Is-
cor spokesman said

A NUM official said at
least 1 500 miners were
paid off and bussed out
of the mine.



3 000 dismissed miners leave Durnacol colliery

ABOUT 3 000 NUM members left Iscor's Durban Navigation Colliery (Durnacol) in northern Natal yesterday after they were dismissed by management for rejecting an ultimatum to return to work, an Iscor spokesman said.

At least 500 miners remained on the mine premises and production at the mine continued.

The Iscor spokesman said employing a new workforce would start only next week. He said not all miners had been informed of the dismissals and management was still communicating with workers.

NUM official Kgalema Motlanthe said yesterday at least 1 500 miners were paid off and bused out of the mine. The union's lawyers would approach the company asking it to give preference to dismissed workers when they started employing a new workforce, Motlanthe added.

The workers were dismissed after they failed to heed an ultimatum to return to work earlier this week. More than 3 000 coalminers embarked on a legal strike on

VERA VON LIERES

November 4, demanding above-inflation rate increases.

The company offered wage increases of between 10% and 14%, implemented at the beginning of July.

Meanwhile, Doornfontein gold mine management and NUM representatives held talks yesterday believed to centre on the reinstatement of 5 800 workers dismissed from the mine on Wednesday.

Motlanthe said management was last night awaiting a written "proposal" from the union guaranteeing steps would be taken to avoid a repeat of illegal strikes. Talks were expected to continue last night.

Doornfontein owners Gold Fields of SA said earlier this week workers were fired after they embarked on illegal strike action starting with the night shift on Monday and rejected an ultimatum to return by Wednesday morning.

The NUM said workers were protesting against the dismissal of at least 50 miners after last month's anti-VAT stayaway

6/12-12/12/91
Gold Field's Vat
protest sequel 211

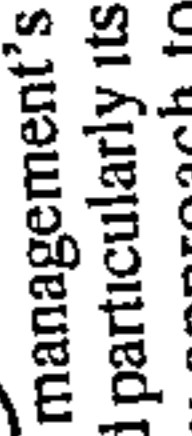
■ Gold Fields' Doornfontein gold mine fired most of its 5 800 unskilled and semi-skilled workforce after an "illegal" strike this week.

The strikers were protesting against disciplinary action which followed workers' participation in last month's VAT stayaway, the company said in a statement. Demands included the return of dismissed stayaway participants.

More than 2 000 of the miners were yesterday prevented by police from staging a demonstration outside GFSA's Johannesburg city centre headquarters.

As workers were sat in buses for three hours, the Congress of South African Trade Unions urged national peace commission chairman John Hall to intervene.

Appellate decision boosts bargaining



211
12/41

WJM cut 6/12 - 12/12/41

By FERIAI HAFFAJEE
LAST week's Appellate Division judgment in the dispute between the National Union of Mineworkers and Anglo American's East Rand Gold and Uranium Company (Ergo) has been hailed as one of the most important this year and a "healthy and significant" boost for collective bargaining.

"It is an explicit recognition of collective bargaining," said Paul Benjamin, NUM attorney.

Added Pat Stone, of Andrew Levy and Associates: "It establishes in law that management cannot bypass a recognised bargaining unit, and emphasises that the bargaining relationship does not break down during a

strike or when negotiations reach an impasse".

The judgment would encourage employers to show respect for the bargaining forum, he said. In the AD, Mr Justice Goldstone ruled that Ergo's offer of a better deal to individual workers, as an inducement not to strike, was an unfair labour practice.

He accepted the NUM's argument that "Ergo's action was subversive of the collective bargaining relationship".

During deadlocked wage negotiations in 1987, the company sent letters to individual workers offering to backdate their wage increases if they did not take part in industrial action

related to the wage dispute. Seventy workers took up the company's offer, and when the dispute and strike was settled four weeks later, the company tried to implement the offer. The preferential offer was ruled unfair by the industrial court — a ruling later reversed by the Labour Appeal Court.

Ruling on the NUM's subsequent appeal, Goldstone found that where a recognised union took part in a bargaining forum, it was unfair for employers to seek deals with individual workers.

Benjamin commented that an additional significance of the judgment was that it reversed the "increasing trend in the Labour Appeal Court to

tilt the playing field in management's favour". The LAC, and particularly its narrow common-law approach to labour disputes, has been a longstanding bugbear of the labour movement.

Mr Justice Goldstone also followed recent practice in the Industrial Court by not awarding costs to the winning party. The practice aims to encourage parties to bring labour cases to court, by removing the risk of carrying both sides' costs if they lose.

It was also the first time the Appellate Division had dealt with a labour case on the merits, Benjamin said. Previously, it had only had exercised review powers over labour cases.

Iscor to employ 3 000 after dismissals

VERA VON LIERES

ISCOR will start employing a new workforce at its Durnacol mine in northern Natal this week after the dismissal of about 3 000 miners who refused to comply with an ultimatum to return to work, a company spokesman said on Friday.

The spokesman said about 500 miners, who responded to the ultimatum last week, were keeping the mine running. The mine was also relying strongly on its white workforce.

Only limited production was going on at the mine, although it was too

early to determine losses caused by the four-week strike by more than 3 000 NUM members.

The miners embarked on a legal wage strike on November 4, demanding above-inflation increases against the company offer of increases ranging between 10% and 14%.

NUM acting general secretary Marcel Golding said yesterday the union would meet management today to negotiate a settlement for the dismissed workers.

9/12/77
6/1/78

(211)

Doornfontein management stands by firings

LENGTHY negotiations between Doornfontein gold mine management and the NUM ended inconclusively last week with the company standing by its dismissal of about 5 800 miners earlier in the week

Gold Fields said discussions with the NUM, after Wednesday's firing of most of its unskilled and semi-skilled workforce, "yielded no satisfactory conclusion"

VERA VON LIERES

and the dismissals of the miners stood

The workers were fired after they embarked on an illegal strike last Monday and rejected an ultimatum to return to work by Wednesday morning. The strike was sparked by the dismissal of 38 miners after last month's anti-VAT stayaway, the NUM said

NUM acting general secretary Marcel Golding said yesterday that despite a number of proposals made by the union at renewed talks on Saturday, the company appeared intent on dismissing the workers

The NUM proposed that concrete procedures be followed in future should there be "any potential threat" of illegal industrial action and that the case of the 38 workers be taken to arbitration.

Gold Fields said the precarious financial position of the mine had been made untenable by three unlaw-

ful strikes in almost as many months

An illegal work stoppage for nearly two weeks led to a loss in September

Since then another illegal stayaway had further eroded the mine's financial position and the current stoppage would do substantial further damage, Gold Fields said

"This leads us to the conclusion that, if the company is to succeed and continue to operate underground workings, it needs to rely on a workforce which can contribute towards the achievement of this goal"

Gold Fields firm on dismissals

VERA VON LIERES

DOORNFONTEIN gold mine was recruiting a new workforce and had applied to the Supreme Court for an order to evict about 5 800 dismissed workers, Gold Fields said yesterday.

However, NUM acting general secretary Marcel Golding said the union would contest the lawfulness of the eviction order, if granted.

Golding said the application would be heard in the Pretoria Supreme Court on Friday. He said the union had also made an application to the Industrial Court to contest the fairness of the dismissals of the 5 800 early last week.

Workers were fired after they embarked on an illegal strike last Monday and rejected an ultimatum to return to work on Wednesday. The strike was sparked by the dismissal of 38 workers following the anti-VAT stayaway early last month.

Gold Fields said yesterday accommodation occupied by the fired workers was needed to accommodate a new workforce.

The company said recruitment was in progress and once the dismissed employees had been lawfully evicted it would be possible to accommodate new employees.

The illegal strike, which was the third in

almost as many months, had led management to conclude that if the mine was to have a future, it needed reliable workers.

Golding said management had failed to accept several union proposals aimed at effecting a return to work of the dismissed workers. Management had not come up with concrete counter-proposals.

The union proposals included procedures to remedy any contemplated irregular industrial action and taking the case of the 38 dismissed workers to arbitration.

In another development, management at Iscor's Durnacol mine in the northern Natal on Monday rejected union proposals on the re-employment of about 3 000 miners, the NUM said. The workers were dismissed after failing to comply with an ultimatum last week to return to work after a legal wage strike. Golding said the company intended to selectively re-employ about 2 000 workers.

He said the company was using a lawful strike to effect a retrenchment.

Workers were willing to return to the mine and the union had proposed mediation in a bid to resolve the deadlock.

Strikes blamed as thousands of miners fired

STAR 11/12/91

(211)

Staff Reporter (DB)

Nearly 9 000 workers from Durnacoal coal mine in Newcastle and Goldfields' Doornfontein gold mine in Carletonville have been dismissed, National Union of Mineworkers general-secretary Marcel Golding announced yesterday.

At a press briefing in Johannesburg, Mr Golding said 3 034 workers had been dismissed by Iscor-owned Durnacoal and 5 800 by Goldfields.

He said the companies had rejected "every single proposal" the NUM had made and instead had threatened to evict the workers from the hostels through a court interdict which he said the union would contest on Friday.

"The companies' intentions are to dismiss the entire workforce and re-employ about 2 000. We have called for the rein-

statement of the entire workforce and we will contest the validity of each and every dismissal in the industrial court," he said.

In a statement last night, Goldfields said a recent illegal strike had put Doornfontein gold mine's future at stake

Illegal

After the dismissal of the majority of its unskilled and semi-skilled workforce early last week, and after inconclusive talks with the NUM, the company required a new workforce.

"The recent illegal strike, which was the third such strike in almost as many months, has led to the conclusion that if the mine is to have a future and continue to operate underground workings, it needs to rely on a workforce which will contribute towards the achievement of this goal.

"In order to get production back to normal

and retain 7 000 job opportunities, management has decided to employ a new workforce," the company said.

Durnacoal management fired workers, who were on strike, after they failed to comply with an ultimatum to return to work last week.

● The 4 000 striking workers at Anglo American's Highveld Steel Corporation at Witbank have defied an ultimatum by management to return to work or face dismissal.

According to an Anglo American spokesman, the workers continued their illegal strike yesterday in defiance of a court interdict obtained by the company at the weekend.

In terms of the court order they were supposed to go back to work on Monday. National Union of Metalworkers regional secretary Frank Bushielo said the union had heard about the court order only on Monday morning.

STAR 13/12/91

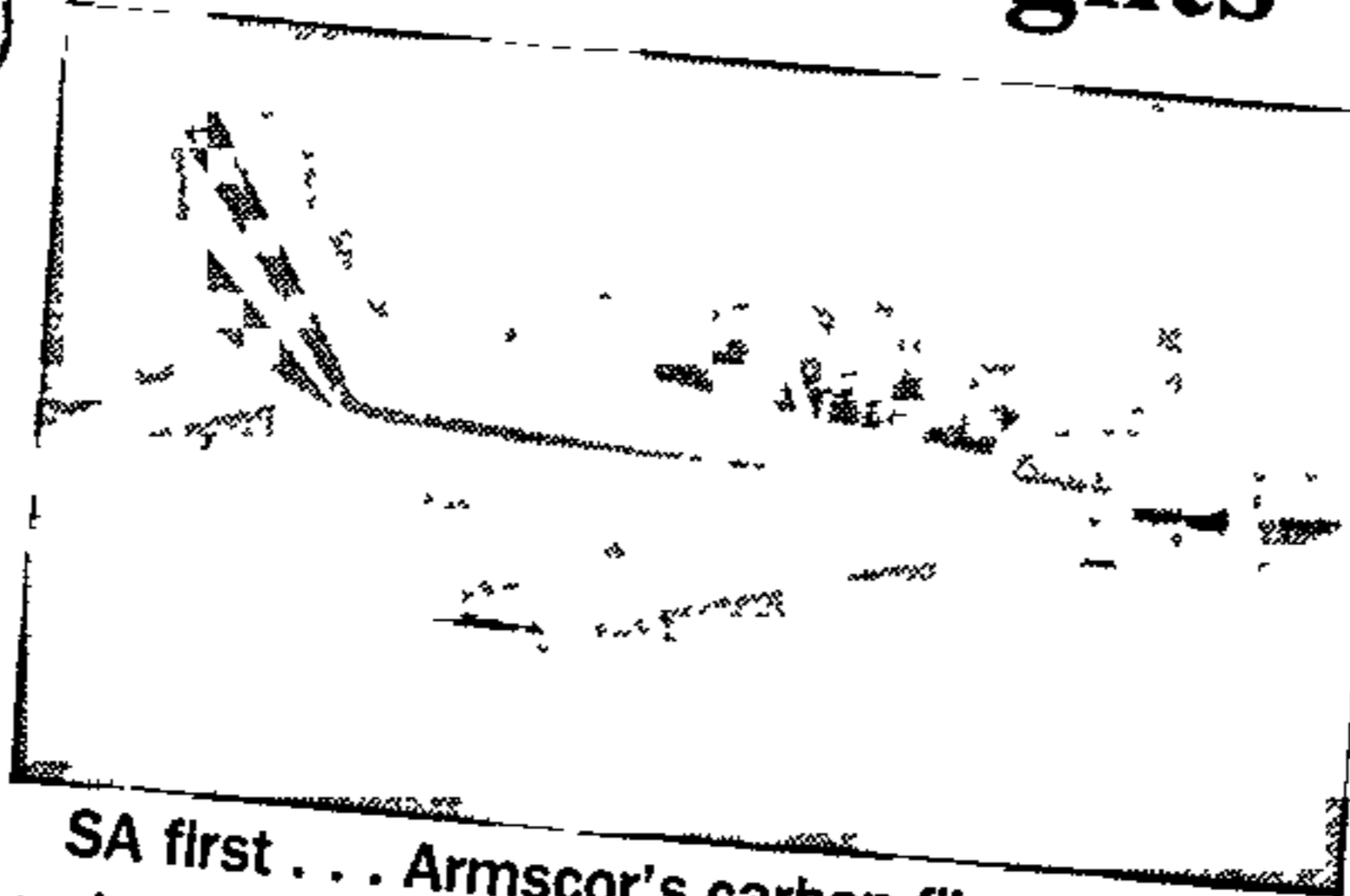
Armcor reaches new heights

By Helen Grange

Armcor yesterday unveiled a technological breakthrough in the form of a carbon fibre two-seater fixed wing aircraft — the first of its kind to be made in SA

The aircraft is the result of a project launched by Armcor and the Council for Scientific and Industrial Research to develop sophisticated composite materials which will have major technological advantages for SA

Composite material refers to the application and binding of fibre in



SA first . . . Armcor's carbon fibre aircraft.

such a way that particularly high ratios of strength to mass are attained. Besides this advantage over steel and aluminium, the material is also rust-resistant

The project was begun in 1986 as a result of a mutual commitment of the SA Defence Force and Armcor to making provision for future technological requirements

Retrenched miner lives on the edge

By Thabo Leshilo

Gladman Nqwiliso fears the prospect of waking up one day to find that he and his family are without a roof over their heads

The father of three young children is one of about 60 residents of Khuma township, Stilfontein, who live under the threat of losing their homes because of the closure of the Stilfontein Gold Mine

The former catering worker now depends on a monthly unemployment benefit payout of R724 and has to pay a monthly bond of R850 on his 5½-roomed house

Mr Nqwiliso, like many others, blames Genmin, owners of the Stilfontein mine, for his predicament, saying Genmin should have foreseen the demise of the mine and not "encouraged" him to buy the house. The mine should pay his bond.

Gengold managing director Gary Maude denied the company had encouraged the miners to buy houses even though it had been aware the mine would close

"There is no way anybody could have known the price (of gold) would fall," he said

So far, 2 600 miners have been retrenched.

Two more of Sharpeville Six to be released today

By Shirley Goodgate

Court by Mr Acting Justice Human

Two members of the "Six", Dimiso and Khumalo, were released in July this year after sentences of the five men and one woman were commuted to terms of imprisonment ranging from 18 to 25 years

Mr Khumalo, who planned to pick up Mr Mokoena at Leeuhof Prison this morning, said the prisoner was being freed on his birthday

"On the one hand, two more of the Sharpeville Six are being released, but, on the other, two are still sitting in jail."

Prizes for a poster

Calling all young Star readers . . . you can win super cash prizes up to R200 in our new Peace Poster Competition

If you are between six and 14 years old and can draw, even just a little, don't miss out on your chance to top up your piggy bank.

All you have to do is design and colour a poster aimed at promoting the cause of peace in South Africa

Think you would like to give it a try? Full details are in the Saturday Star's Weekend section tomorrow

Y S T A R
M U D A
with
ring
Soar

w/m a/j 13/12 - 18/12/91

Doornfontein digs in

■ Goldfields is digging in its heels after last week's dismissal of 5 800 Doornfontein gold mine workers and will soon start recruiting a new workforce. Today it will seek a supreme court interdict to evict dismissed workers from mine hostels.

The company cited the volatile situation at the mine as the reason for its decision; the mine has been subject to three strikes in almost as many months. (21)

"Every week of lost underground production means a loss of revenue of approximately R7-million to Doornfontein," said management this week.

National Union of Mineworkers acting general-secretary Marcel Golding said the union would con-

test the eviction notices if they were granted. NUM had also made an application to the industrial court on the fairness of last week's dismissals.

Retrenched miner lives on the edge

By Thabo Leshilo

Gladman Nqwiliso fears the prospect of waking up one day to find that he and his family are without a roof over their heads

(211)
The father of three young children is one of about 60 residents of Khuma township, Stilfontein, who live under the threat of losing their homes because of the closure of the Stilfontein Gold Mine.

The former catering worker now depends on a monthly unemployment benefit payout of R724 and has to pay a monthly bond of R850 on his 5½-roomed house.

Mr Nqwiliso, like many others, blames Genmin, owners of the Stilfontein mine, for his predicament, saying Genmin should have foreseen the demise of the mine and not "encouraged" him to buy the house. The mine should pay his bond.

Gengold managing director Gary Maude denied the company had encouraged the miners to buy houses even though it had been aware the mine would close.

"There is no way anybody could have known the price (of gold) would fall," he said.

So far, 2 600 miners have been retrenched.

Victory for mine women

~~25th~~
S. Times 15/12/91
THE Mine Surface Officials Association won an 18-year battle when the Chamber of Mines was ordered to remove sex discrimination from salary and leave conditions.

This means larger Christmas pay packets and better leave conditions for many women on gold and coal mines.

In a statement yesterday, the association, which has been campaigning since 1973, said it had reached a settlement with the chamber, three years after referring the dispute to the Industrial Court. 211 ~~411~~

NUM application turned down

VERA VON LIERES

THE Industrial Court on Friday dismissed an urgent NUM application for the temporary reinstatement of more than 4 000 workers fired two weeks ago at Doornfontein gold mining company, a Gold Fields of SA spokesman said yesterday

The application was dismissed with costs on the grounds that there was no urgency in the matter, the spokesman said

And in another development, the Pretoria Supreme Court on Friday granted the company a provisional order allowing it to evict dismissed workers. In terms of the order, the workers and the union will be given an opportunity on Wednesday to show cause why it should not be made final, the spokesman said

NUM acting general secretary Marcel Golding could not be reached

for comment yesterday

Workers were dismissed after they embarked on an illegal strike two weeks ago

Doornfontein announced last week it had applied to the Supreme Court for an order evicting the dismissed workers who were occupying mine territory. It said accommodation occupied by the fired workers was needed to accommodate a new workforce. The illegal strike had led management to conclude that if the mine was to have a future, it needed a reliable workforce.

Golding said management had failed to accept several union proposals aimed at effecting a return to work of the dismissed workers



JAMES MOTLATSI . . .
president of NUM

Mineral wealth is in white hands - NUM

211
~~210~~

Southern 17/12/91

By IKE MOTSAPI

SOUTHERN Africa is rich in mineral resources but this wealth is not reflected in the standard of living of the masses, according to a top National Union of Mineworkers official

Mr James Motlatsi, president of NUM, was addressing members of the Southern African Miners Federation in Kadoma, Zimbabwe last week

Zimbabwe's president, Mr Robert Mugabe, and his Minister of Mines and also president of Associated Miners of Zimbabwe, Mr Jeffrey Mutandare, were in

attendance

Motlatsi said the wealth has in general not gone to the people of Southern Africa but has been transferred to the "colonial elites in the region and, in greater quantity, to the rich countries, who pay us less and less in real terms for our hard-won minerals"

He said "Mining is controlled by only a few gigantic companies, many of whom can be traced back to the racist companies from the last century

"The most important company in the region is the South African Anglo American/De Beers group, which alone controls probably more than half of the regional mineral production"

Motlatsi said the mining operations needed to return to the "pre-capitalist mining industry's role where mining provided the raw material to make useful items that will increase the living conditions of the masses"

"We must start transforming our minerals into

manufactured products for the local market and for export. If we do this we will create jobs and earn foreign currency to import what we cannot produce yet

"We need to join together in a Southern African block that goes beyond the borders imposed upon us by the colonialists

"We need to organise workers in all the mines and refineries across the region to enable them to combat the constant attacks on their wages and working conditions"

Mine hospital sold

The Mines Benefit Society (MBS), which provides care for 47,000 workers and their families in the gold and platinum mining industries, has sold the MBS hospital, office block and nurses home complex in Joubert Park, Johannesburg. The MBS plans to vacate the 226-bed hospital in early 1994. MBS general manager Brian Cook said a new hospital was being planned.

2/11
5 Star 79/12/91

NEWS IN BRIEF

(211)

Gold mine evicts 4 000

A PROVISIONAL order allowing Doornfontein gold mining company to evict more than 4 000 dismissed workers from the mine was yesterday confirmed in the Pretoria Supreme Court, a Gold Fields of SA spokesman said.

The spokesman said the majority of dismissed employees had left the mine by Tuesday night.

19/12/19
S/Devg



Lead-free petrol costs more, but is better for the environment

56
APR 11/12/91

Motoring Reporter

MOTORISTS will have to dig deeper in their pockets to pay for the lead-free fuel that will inevitably have to become the standard here — but it's worth it from the environmental point of view, a motor industry executive believes

The National Energy Council announced recently that South Africa may be getting unleaded fuel, possibly in 1995

"The main reasons for introducing lead-free fuel to the world, and now South Africa, are not only the damage caused to the environment by lead emissions from car exhausts (carbon monoxide) into the air but also increased lead concentrates in the soil and water tables," says Brian McKenzie, sales and marketing director of Morganite Consumer Products, distributors of Liqui Moly engine performance products in South Africa

"Another reason was the opportunity to introduce the exhaust catalyst which reduces carbon monoxide further as well as hydrocarbons (known to cause deformity and cancer in humans) and nitrogen oxides"

Cars designed for unleaded fuel are equipped with catalytic converters which form part of the exhaust system. The catalyst converts these toxic gases into harmless products like carbon dioxide, water and nitrogen

According to recent tests conducted in Europe, lead concentrates in the air are much lower than before

The amount of lead and the use of special components such as ethers, most commonly known as MTBE (methyl-tert-butyl-ether) and alcohols in fuel determines the octane rating and the higher the rating, the higher the performance

Car engines used here are designed to use leaded fuel and, even with the introduction of unleaded fuel, the leaded version will be available for some time as happened in the United States and Europe

"Unleaded fuel with the same octane number can be used in local engines without damaging them or affecting the performance of the vehicle," he said

Only in the case of some older cars, without hardened seats for the exhaust valves, will unleaded fuel not be suitable since the lead, in a manner of speaking, "lubricates" these hot valves

"Spark plugs and exhaust systems, however, will enjoy a longer life as the corrosive effects of the scavengers present in leaded fuel will have been removed," Mr McKenzie added

Engines designed for unleaded fuel which consequently have a lower octane number, have until recently been less powerful. However, European and Japanese motoring manufacturers have built engines in such a way that there is virtually no difference in performance



FIREBUG: Excuse us — we're only the fire brigade! What looks like a cross between a beach buggy and a golf cart is actually Britain's smallest fire engine. This tiny two-seater has been purpose-built for the narrow streets in the picturesque fishing villages of Looe and Polperro, in Cornwall, southwest England. The machine is called the Mule (multipurpose light engine) and has a top speed of 38km/h. It is fully equipped with ladders, hoses, pumps and breathing apparatus and was built for the fire service at Cornwall County fire brigade workshops. Until now, firefighters have had to carry all necessary equipment along the narrow streets

New breed of sales reps wanted to halt motor industry job-hopping

Motoring Reporter

ABOUT a third of all the new vehicle sales representatives employed in the South African retail motor industry will leave their jobs within the next 12 months, a motor industry recruitment leader has forecast

And as a result, industry retailers are actively looking for a new breed of sales representatives to combat the "merry-go-round of job-hopping" prevalent among many motor dealerships

"A totally new type of salesperson needs to be recruited if the motor industry is not to suffer from this non-stop job-swapping," says Mr Bob Young, managing director of Syringa Recruitment Services, the country's only specialist motor industry recruitment agency.

"There are an estimated 2 500 people employed as new vehicle sales executives. Our forecast is that about 850 of them will leave their positions

ing salespeople who have had no previous experience in the motor industry

"Many dealers and recruitment consultancies are trawling in the same waters that have been trawled before, so they are merely employing other people's failures," Mr Young says. "What the industry needs is good, fresh, enthusiastic people"

Syringa, on behalf of several motor industry clients, is head-hunting for already successful sales representatives from other industries who are prepared to make the change

"Many traditional car sales people fear prospecting for clients. They are often passive, just waiting for people to come into the showroom. Since businesses are the major buyers of vehicles, the motor industry should be employing people who have sold successfully in the corporate environment"

But the change is already happening. Syringa has

BMW pioneered the concept of bringing new blood into the motor retail industry several years ago through the highly successful sales trainee programmes, said BMW marketing director Mr John Jessup. These programmes had been run on an annual basis

"For the past few years we have entrusted the role of recruiting such trainees and the general recruitment of our dealer staff to Syringa, who have proved that a professional approach to the recruitment process dramatically reduces staff turnover in the dealerships"

He said that over a monitored period of two years "an exceptionally high percentage" of staff recruited by Syringa were still in the BMW dealer network. As a result, BMW was recommending Syringa's Fast Start training system to its dealers. Before starting their jobs, the candidates undergo an intensive four-week motor industry fa-

Durnacol agrees to re-employ workers

(21) VERA VON LIERES

AFTER protracted mediation, management at Iscor's Durnacol mine in northern Natal and the NUM reached agreement this week on the reinstatement of more than 3 000 workers. *BID say*

NUM acting general-secretary Marcel Golding said yesterday the agreement would mean the reinstatement of all 3 034 workers dismissed at the mine. However, at least 400 of the reinstated workers would be retrenched by next month.

Earlier this week Iscor said it would re-employ about 2 000 workers at the mine.

An Iscor spokesman said the NUM and Durnacol management had asked workers to return to work as soon as possible.

Golding said the union simultaneously negotiated a retrenchment procedure in respect of sections of the mine forced to close because of the four-week strike.

He said 400 of the reinstated workers would be retrenched by January 15 and a further 419 thereafter if the parties failed to find an alternative. *19/12/91*

All the workers would be compensated with a minimum of four weeks' pay, eight shifts' pay for the first year of service, and 16 shifts' pay for the second year of service, Golding said. "In effect, no worker has been dismissed for participating in the legal strike at the mine."

Golding said the parties agreed a code of conduct would be negotiated once workers returned. The company had agreed to restore union recognition at the mine, which was expected to be fully operational by the end of next week.

The workers were dismissed after failing to comply with an ultimatum to return to work after a legal wage strike.

The union demanded wage increases

□ To Page 2

Durnacol *BID say 19/12/91*

above the inflation rate while the company offered increases of between 10% and 14%. An Iscor spokesman said the wage increase — which was implemented on July 1 — was regarded as a fair median in the mining industry, particularly as Durnacol was a marginal mine, over complement. The NUM has accepted the management wage offer.

Iscor said at the time management had

(21) ~~21~~ □ From Page 1

no option but to dismiss workers who had not returned to work as the losses sustained by Durnacol as a result of the strike had become untenable.

Mine management indicated that former employees would be given preference in the selection of a new workforce but they were not prepared to employ more workers than the mine needed to operate efficiently and profitably.

RAND MINES

Sword of Damocles

FM 20/12/91

Activities: Mining house with interests in coal, gold, platinum and property

Control: Barlow Rand 74,4%

Chairman: D T Watt

Capital structure: 14,9m ords Market capitalisation R1,1bn

Share market: Price R74 Yields 4% on dividend, 22,7% on earnings, p e ratio, 4,4, cover, 5,6 12-month high, R80, low, R55 Trading volume last quarter, 66 000 shares

Year to Sept 30	'88	'89	'90*	'91
Investments				
Book value	371	242	221	196
Market value	611	507	506	302
Turnover (Rm)	957	1368	1694	1776
Attributable profit (Rm)	165	216	223	250
Earnings (c)	1 467	1 929	1 569	1 679
Dividends (c)	450	560	560	300
Net worth (R)	88,1	97,6	101,6	55,3

*Restated

Shareholders and employees — those that escaped retrenchment — will be glad to see the back of 1991, in which the house went through what can only be described as a kind of corporate Armageddon

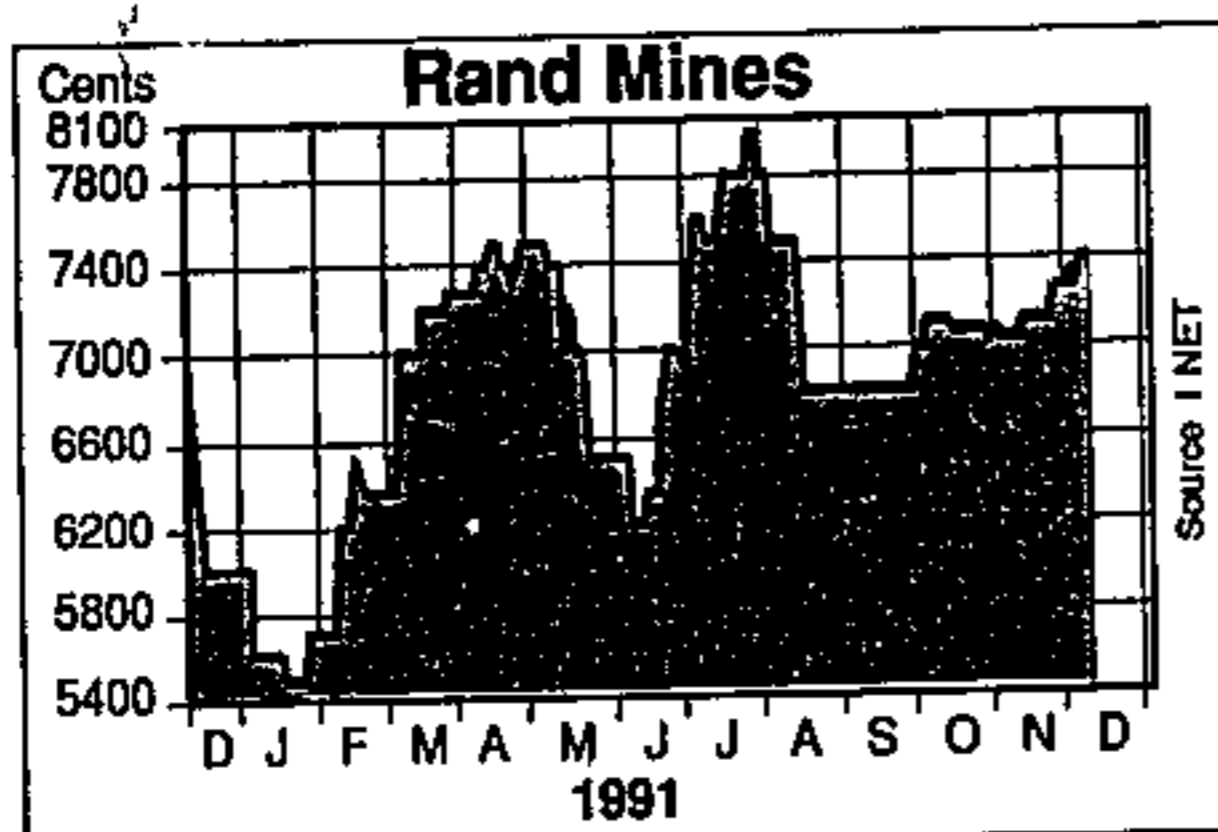
Rand Mines has survived the final battle but at times the blood flowed knee-deep out of Corner House into Fox Street Lay-offs and disposal of operations cut the total work force to 52 000 from 70 000 the previous year Management, administrative and exploration staff were chopped by 25% to 493

Radical surgery was needed to cope with debt that reached R312m in the wake of the mothballing of Barbrook and the debacle at Barplats Lotzaba Forests was sold for a profit of R39,2m; a further R33,7m attributable profit came from the sale of 7% of the holding in Witbank Colliery

In addition, much of the share investment portfolio has been sold off to realise R73m, giving profits of R29,7m, while Vansa Vanadium's vanadium operation was sold for R17,3m

Chairman Damocles "Dammy" Watt says group debt was down to R87m by September 30 and will be eliminated in the first half of this financial year following the sale of chrome operations for about R100m

Investors shared the pain through a collapse in the share price to a 12-month low of R55; from which it has recovered surprising-



Rand Mines' Watt
debt will be eliminated

ly well, and a 46% slash in the dividend.

The question is, where does the house go from here? Watt answers fairly bluntly, pointing out that Rand Mines is now a coal mining house, that attributable profits for 1992 are expected to drop slightly (despite Witbank Colliery chairman Allen Sealey's expectation of real earnings growth and a higher dividend), and the year will be one of adjusting to the traumatic rationalisation.

That adds up to a mediocre short-term outlook and medium-term prospects fall into the same category The drastic remedial action means the worst is behind Rand Mines and, with debt out of the way, things can only get better But recovery will be a slow process and Rand Mines' reputation among investors has been severely tarnished by the Barplats failure

Apart from coal, Rand Mines is left with 76% stake of Rand Mines Properties (RMP), minority interests in its four operating marginal gold mines, 45% of Barplats and exploration projects

Barplats is mothballed, RMP expects lower earnings this year and, while the gold mines are at least holding their own, at current gold prices they contribute far more in management fees than the paltry R2,7m in profits kicked in last year

Mining houses prefer to grow through developing grass-roots projects and, failing that, through acquisition On either score it is difficult to see where Rand Mines' future growth will come from, apart from the expected slow and steady increase from Witbank Colliery Gold exploration projects are marginal in the extreme compared with those held by other houses while Rand Mines does not have the financial resources for meaningful acquisitions

Given this situation and the economic climate, it appears building up cash reserves to

strengthen the balance sheet will be a priority, so investors cannot expect swift recovery in the dividend Watt says the dividend will be increased this year but not to previous levels, which will be reached only when the house can afford it All in all the share looks fully valued to expensive

Brendan Ryan

Extremists force family into hiding

Times 22/12/91
By CHARLES LEONARD

A WHITE miner and his family will spend Christmas in hiding after being hounded from their home by right-wingers

Mr Vossie Vosloo, who joined the Cosatu-affiliated National Union of Mine-workers this year, fled his home in Rustenburg with his family recently after receiving death threats

"Some right-wing organisations have put a price on my head," he

claims (211) (211) Mr Vosloo, his wife, Ann, and children, Pieter, 16, and Rosemary, 14, are staying at a hideout in Johannesburg (211)

Mr Vosloo lost his job at the strike-ridden Impala platinum mine in Bophuthatswana after being detained by the homeland's security police. He had travelled to Mmabatho

during a strike to try to secure the release of several detained NUM members, and was held for 24 hours

"They warned me that I would be detained if I ever set foot on their territory again," Mr Vosloo said this week.

"That was about five weeks ago. At the same time we started getting death threats from right-wingers and our children

were being abused at school. The union decided it was safest for me to get out of Rustenburg. They have been paying for our accommodation and our food here.

"We have received several visits from union, ANC and SACP people interested in us as people and to offer us help. Last Sunday a family came all the way from Soweto to visit us."

Back to work

UNDERGROUND production at Doornfontein gold mine, halted since the dismissal of 4 000 strikers, is likely to resume this week

But output will be limited while the recruitment of workers continues, says Gold Fields of SA spokesman Mar-

ian Brower *SI Times (S.A.S)*

"It is difficult to say when production will be back in full swing It depends on the new workers and how soon we get back to the full complement." *22/12/91*

About 4 000 semi-skilled and unskilled workers were dismissed after ignoring an ultimatum to return to work. They had been involved in an unlawful strike.

Surface production, involving the mine-dump operation, was not affected.

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Compromise contributes to upbeat year for mining

B/Dewy 27/12/91

211

VERA VON LIERES
and MATTHEW CURTIN

IN THE latest Chamber of Mines newsletter, National Union of Mineworkers (NUM) acting general secretary Marcel Golding, chamber president Naas Steenkamp and other mining union representatives are photographed, looking pleased as punch, after signing the gold mining industry productivity agreement

They were right to be pleased. The low wage increase boosts the gold mines' ability to contain costs, keeps them in business and saves jobs. Retrenchments in 1991 have fallen far short of dire predictions in February that 40 000 to 200 000 jobs were on the line.

The agreement and the year's wage negotiations were handled with a minimum of acrimony by both sides, as the NUM temporarily jettisoned its long-held aversion to profit-related and less-than-inflation pay increases.

While managers have described the deal as a "benchmark agreement", there remains the problem of making agreements signed in Johannesburg head offices effective 2 000m below the surface of the Free State.

Chamber of Mines GM (industrial relations services) Adrian du Plessis believes a crucial development was the recognition by trade unions that the future of the industry depended on "the ability to contain costs and improve workplace efficiencies".

"By proposing to link the level of wage increase to improvements in these areas, unions have been party to defining a new bargaining vocabulary," Du Plessis says.

"The agreements this year have demonstrated the flexibility of the parties to forge these kinds of deals out of the adversity of the industry, which will undoubtedly stand us well in the time to come."

He says the parties began a tripartite process — such as is standard in industry in many European countries — in which government, organised labour and management representa-

tives will discuss through four working groups ways to secure the future viability of the gold mining industry.

However, the NUM is more circumspect on the importance of the agreement. Golding says the settlement related only to the gold mining industry and was a particular response to the crisis conditions faced by the sector. On the union's part, its national wage policy has been suspended only temporarily.

He says "The union is concerned that at mine level there is no practical implementation of the agreement reached."

Employers' conduct over November 4 and 5 — particularly those insisting on taking punitive action against workers who heeded the anti-VAT stayaway call — brought into question their commitment to respecting workers' rights to participate in peaceful protest. This suggests employers' approach has not changed radically, and mass dismissals remain part of employers' weapons in dealing with legitimate union activities, he says.

Sceptical

Golding says the union has secured basic safeguards in the performance-related bonus schemes which include improvements in health and safety, job security, greater participation in the setting of targets and disclosure of information.

The dispute at Doornfontein may reflect much of what Golding says. Gold Fields has gone ahead with the dismissal of the majority of the workforce, which embarked on an illegal strike at the marginal gold mine. Doornfontein is battling to stay in the black, and the latest dispute smacks of a communication breakdown between workers and management at the very least.

The white union federation, the Council of Mining Unions, is sceptical that progress was made in 1991. Chairman Ben Nicholson says pro-

duction workers have borne the brunt of cost cuts, while head offices have barely been affected. Tripartite working groups (comprising employers, unions and the state) are yet to get off the ground, and he doubts management will sustain its cost containment drive and related bonuses once the gold price recovers.

Anglo American Corporation executive director (public affairs and industrial relations) Bobby Godsell says the year was difficult and encouraging. The cost/price squeeze necessitated retrenchments and a contraction of mining activity and campaigns related to the process of political transition — such as the VAT stayaway — hit production and led to violence in some cases.

"All in all there has been a change in gear in the relationship between employers and unions which will hopefully be consolidated in 1992."

Genmin human resources senior manager David Grunewald is also more cautious, saying it was a year in which relations with the NUM reached "greater maturity". "The earlier gamesmanship disappeared, and both sides focused on the problems at hand. . . management has a greater realisation that unions are part of the solution, not part of the problem" on the mines.

The issue which has done most to breach the gap between lower level management and workers is safety. The kernel of the Association of Mine Managers, NUM and Government Mining Engineers' campaign to tackle falls of ground accidents on gold mines this year was its focus on communicating safety issues from office level to team leaders underground.

Teams from several mines have examined the management system at Gengold's Beatrix gold mine near Welkom. There a safety drive coupled with an adult education programme has not only cut accident rates, but also eradicated labour unrest and improved the mine's productivity well above industry averages.

It will be some time before such progress affects every gold mine.

Impala's labour troubles remain

R/DCM 30/12/91

MATTHEW CURTIN

LABOUR unrest at Impala Platinum's mines in Bophuthatswana has dominated labour relations in the SA platinum industry in 1991.

But the spate of disruptions to production at Impala's four mines has had its own logic, and other mines in the group and those in the JCI fold have been spared any unrest of note in the year.

Genmin human resources senior manager David Grunewald said at the weekend that industrial relations at Impala had "their own peculiar chemistry", inextricably linked to politics in the homeland.

He said the situation was one over which management had no control, in the same way as employers were powerless in the face of stayaways in SA. Political awareness was growing in Bophuthatswana, but the evolution of labour relations in the homeland had not kept pace with change in SA.

He noted that the mines were in the Phokeng area of the homeland, and the resident Bafokeng tribe had a long standing enmity with the government of Lucas Mangope.

New labour legislation, passed by the homeland parliament, but yet to be implemented, precludes employers from recognising SA-based unions such as the National Union of Mineworkers (NUM). Industrial action, nominally over pay, increases and protests at dismissals at the mine by workers representing NUM has taken place in context of the union's and Cosatu's drive for government, and thereby employers, to recognise SA unions.

Impala MD Mike McMahon said the mines had lost more than two weeks production in 1991. That amounted to about R85m in lost platinum group metal and nickel revenue, or 43 000 ounces in lost platinum pro-

duction

He said that this month industrial relations had improved at the mines, but were not back to normal, with above average absenteeism about 1% of the 50 000 strong workforce.

In contrast, industrial relations on Rustenburg Platinum's mines have been good this year, with no reports of the unrest at Impala spilling over to the neighbouring operations.

A Rusplat spokesman said at the weekend that the company had "taken note of the developments which apparently led to the disruptions at Impala, but we have no indication that similar developments may transpire at Rustenburg".

He attributed Rusplat's good record to "sound human relations practices", made up of good communication between all staff and training programmes such as a "know your company course".

Last year, Lebowa Platinum (Leplat) bore the brunt of labour unrest in the sector, twice dismissing workers organised by the NUM at its Atok mine, and then replacing them with a smaller contract labour force.

It is understood the mine is behind schedule in reaching its current 70 000-ton-a-month production target, as management has had to recruit and train new workers. A Leplat spokesman said they were continuously reviewing their contract labour policy.

One analyst said at the weekend that Leplat reached the 70 000 ton target in November, but would be hard pressed to sustain it as working costs were soaring.

NUM acting general secretary Marcel Golding was unavailable for comment at the weekend.

The need for whites to resist II

Squatters must go, says mine hostel's owner

31/12/91
211

VERA VON LIERES

ABOUT 700 squatters due to be evicted this week from Durban Roodepoort Deep gold mine's A hostel had appealed to government for a reprieve, a spokesman for the group said yesterday

However, a Durban Deep spokesman said the mine needed the accommodation for its own employees and their families and had told squatters it would stand by an eviction order awarded by the Supreme Court

Vuhndlela United Community of SA president Eric Ntshigela said his organisation — established in 1989 as a result of mass demolition of shacks in the PWV area — was acting on behalf of squatters and had asked for the deadline to be extended to January 31

Intervene

It had appealed to Local Government and National Housing Minister Leon Wessels, Justice Minister Kobie Coetsee and Law and Order Minister Hernus Kriel to intervene in postponing the eviction

The squatters — among them a small percentage of miners — had to leave the mine premises by January 2 in terms of the court order granted to the company on December 4, Ntshigela said. He said the organisation was only informed of the eviction date two weeks before Christmas and had been unable to make arrange-

ments to help people due to be evicted

The Durban Deep spokesman said the squatters "took it upon themselves to occupy the hostel when a Mr Jack Morebudi approached the mine about a year ago to purchase the hostel" The sale had not materialised

The building had been extensively vandalised and numerous attempts by the mine management to solve the problem had failed. Overcrowding and unhygienic conditions had left management with no alternative but to approach the court for relief, the spokesman said

"Management is prepared to provide transport for A hostel occupants and their belongings to within a radius of a 100km in order to facilitate a smooth evacuation"

The judge had asked the mine to defer eviction until the beginning of January because of the approaching Christmas season, the spokesman said. Although management had been asked for a further deferment it had indicated to the squatters that it would stand by the court order

"The mine intends to repair the damage and convert the hostel into married accommodation for its own employees as soon as it is practically possible"

Ntshigela said possible options available to squatters included accommodation in Nigel and in Pootjie, near Lenasia.

Incidence of flu declines

SUSAN RUSSELL

THE number of South Africans falling prey to winter ailments, such as colds and flu, is declining, a survey has found *31/12/91*

The four-year study by consumer research company Research Surveys has monitored the use and awareness of a comprehensive range of cold and flu remedies among 800 black and 800 white women over the age of 18 in major metropolitan areas *31/12/91*

Research Surveys director Binky Kellas said the incidence of colds and flu among white respondents had decreased from 58% in 1988 to 51% in 1991. While the incidence of winter ailments was generally higher among black respondents, there had also been a decline in this group

"In 1988 about 66% of black female respondents suffered from winter related illnesses, compared with 55% in 1991"

Generally the winter of 1991 was not severe and "it is hypothesised that the severity of the symptoms of the ailments was lower"

TO THE EDITOR
PARROT PUBLISHING LTD
CALLS COST R6 PER MINUTE
BDJJC

