

MINING — LABOUR

1993

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# No way out for dismissed miners

By DAN DHLAMINI

211

TWO Vaal Reef miners are up in arms against Anglo-American Corporation and the National Union of Mineworkers for what they call an unfair labour practice and misrepresentation

Tommy Mukhuba, an assistant safety officer who had been employed by Vaal Reefs for the past 23 years, claimed his dismissal was racially inspired.

The angry Mukhuba told City Press that his trouble started in July 1992 when he called his senior, Andrea Maritz, by his first name

"Another senior, Japie Kruger, took offense to me calling Maritz by his first name. We had earlier each donated R5 for tea in our department and Kruger threw my R5 back at me and said I should not join them in the tea-room," said Mukhuba.

Mukhuba said the next morning his senior raided his office during his absence and allegedly took R10 000, an ANC membership

card and five pocket record books

He said when he reported the matter to mine management, he was charged with making a false statement against his senior and was dismissed (~~HEA~~)

Mukhuba, a NUM member, said he went to the union for help but it was all in vain

Another NUM member, Peter Ramafolo, was also dismissed from work Ramafolo was injured underground while working for Vaal Reefs gold mine

He claimed that he was dismissed when he questioned the R1 448 cheque which the mine wanted to pay him for his injuries

He said the amount offered to him was too little compared to the permanent impairment to his hearing, a fractured finger, broken ribs, multiple wounds to the chest, legs and left thigh, following an explosion underground.

Ramafolo, who claimed he worked for Vaal Reefs for 18 years, told City Press that he was certain

his dismissal was prompted by his demand for injury compensation

Responding to the allegations levelled at Vaal Reefs, AAC spokesman James Duncan said Ramafolo was dismissed on November 24 1992 for being absent from work without permission

Ramafolo said his immediate seniors denied him the opportunity to present his case before mine management.

"Is this the reward for 18 years of loyal service? I am about to lose my house due to non-payment of my bond and my children are no longer attending school We are all starving due to this unfair labour practice The NUM could also not help me, what must I do?" asked desperate Ramafolo

An NUM spokesman said Mukhuba and Ramafolo had not followed the correct channels and had delayed their cases by not reporting them promptly to the union

He said the NUM would not pursue the matter

City Press 11/4/93

## Competition erodes miners' pay — NUM

ERICA JANKOWITZ

COAL miners were among the lowest paid workers in the country, with Gold Fields of SA's Greenside colliery paying as little as R466 a month, NUM president James Motlatsi said yesterday. *B/Day*

Speaking at the Eighth Pacific Rim Coal Conference held at Sun City, Motlatsi blamed "cutthroat economic and social competition between coal-producing countries" resulting from the glut of coal on the international market for the "gross exploitation of mineworkers". *30/6/93*

The "destructive competition" meant miners earned on average R1 300 a month and slept in single-sex hostels housing up to 16 men a room. *(211)*

Motlatsi suggested a workers' average salary would pay for only three nights' accommodation at Sun City, "or less if you have meals"

He said mining houses had been forced to mine only rich deposits, abandoning low grade reserves which were "lost to future generations"

There were two pressing needs for the future of coal mining safe working and decent living conditions for miners and mining to be conducted in such a way that future generations would "continue to benefit from the riches of the earth".

Motlatsi singled out Eskom's "cheap electricity fixation" as being particularly destructive. He said the policy had done nothing for economic development, but had led to "energy wastefulness"

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## Coal mines *B/Day 30/6/93*

Also, in both environmental and social terms, Eskom's policy had been expensive, Motlatsi said. About 80% of black households were not electrified, numerous workers had been retrenched and "poisoned water and polluted ground" had been left by Eskom developments.

He said Eskom's stated plan of further reducing costs over the next five years would have a serious effect on coal mines, which were forced to supply coal at "less than a third of the international price".

"SA, for all its poverty, unemployment and oppression, is rich in mineral resources and particularly rich in coal reserves. There is no reason why coal miners cannot be paid decent wages and have the

□ From Page 1

option of family housing — except for the greed and short-sightedness of the narrow band of white men who misrule our country and mismanage our economy."

He called for international co-operation to force coal consumers to pay a price for coal which would reflect "its true cost".

In his speech Motlatsi also criticised Bophuthatswana, the chosen venue of the conference. *(211) (15)*

He described the territory as a "police state" whose armed forces "constantly arrest, torture and kill trade unionists". He also said his union had been refused recognition in Bophuthatswana.

● See Page 3



Paul Heinemann, chairman and MD of the Price Forbes Group, has been elected president of the Insurance Institute of South Africa.

## 'How low can it go?'

Own Correspondents

SUN CITY — Coal miners were among the lowest paid workers in the country, with Gold Fields of SA's Greenside colliery paying as little as R466 a month, NUM president James Motlatsi said yesterday.

Speaking at the eighth Pacific Rim Coal Conference held at Sun City, Motlatsi blamed "cut-throat economic and social competition between coal-producing countries" as a result of the glut of coal on the international market, for the "gross exploitation of mineworkers".

There were two pressing needs for the future of coal mining: safe working and decent living conditions, and mining to be conducted "in such a way that future generations will continue to benefit."

Motlatsi singled out Eskom's "cheap electricity fixation" as being particularly destructive and wasteful. He said the policy had done nothing for economic, environmental or social development.

● The SA coal industry has to attack its costs if it is to compete in the current cut-throat exports market, Trans-Natal MD David Murray said.

(21) CT30/6/93

# Oppenheimer backs our view, says union

Star 29/6/93

By Paul Bell  
Labour Correspondent

(211)

Amgold chairman Nicky Oppenheimer makes a case for a better wage increase than the one being offered by the Chamber of Mines by anticipating a healthy performance for the gold-mining industry in the year ahead, say negotiators for the National Union of Mineworkers.

This is the argument NUM will take before a statutorily appointed conciliation board, which it hopes will meet on Thursday to continue wage negotiations with the Chamber.

NUM, seeking a 15 percent increase on gold mines, declared a dispute last week when the Chamber refused to budge beyond a 6 percent rise.

Brandishing a copy of Amgold's annual report, assistant general secretary Marcel Golding yesterday quoted Oppenheimer as saying the gold price had reached an all-time high of R39 000 per kilogram in May.

According to Golding, Oppen-

heimer continued "It is likely that this improvement in the price will be maintained, and the South African gold mining industry in particular should be able to look forward to a healthy performance in the year ahead."

Said Golding "In the present case, the facts are good. They are good for the mine bosses — and we believe they should be good for our members."

Producing charts showing the break-even points of 40 mines relative to the current price, he claimed not one mine could be considered marginal by the accepted standard — a profit/revenue ratio of 5 percent.

The owners were better off this year than last, said Golding. All NUM wanted was to restore the purchasing power of its members' wages to that of 1992.

NUM is also insisting it be granted an agency shop on the mines. This would involve the imposition of a levy on about 200 000 non-union workers.

# Mediation on the cards for NUM wage dispute

*Business Day 29/6/93*



NUM assistant general secretary Marcel Golding explains the union's position on wage negotiations with the Chamber of Mines at a news briefing held in Johannesburg yesterday.

Picture ROBERT BOTHA

THE NUM and the Chamber of Mines are expected at a conciliation board hearing on Thursday in a bid to settle the wage dispute declared last week.

NUM assistant general secretary Marcel Golding said the 6% wage offer from most gold mines was unacceptable against the the Rand gold price, which had reached its highest level so far.

Golding quoted Amgold chairman Nicholas Oppenheimer as saying "the all-time high price of R39 000 per kilogram" achieved in May should be maintained and SA's gold mining industry "should be able to look forward to a healthy performance in the year ahead".

Golding said the current gold price meant all gold mines were making a profit NUM's study of working costs excluding capex showed "not a single mine"

**ERICA JANKOWITZ**

was marginal (211)

The union aimed to secure better basic wage increases in light of these arguments and the fact that mineworkers' basic pay had fallen in real terms over the past three years.

"Historically, workers on mines which offer some form of profit share have managed to top up earnings by an average of 4%. If we could secure a double-digit basic wage increase in addition to this 4% supplement, we would be going some way to preventing further erosion of workers' buying power," he said.

The industry has argued that it cannot bank on a sustained high gold price, and that any improvement in the gold price is shared in proportion through bonus schemes on certain member mines.

Industry employers believe their priority is to restore international competitiveness SA has climbed from being one of the lowest-priced gold producers to being within the top four, but cannot afford to climb any higher. The industry also believes it should invest in capex and ensure future growth by examining development areas.

The chamber has offered 4,5% to 10,5% rises on coal mines in response to the NUM's average 30% demand. Golding called for a negotiating forum of producers, consumers and unions to set up an effective industrial energy policy.

## Wage dispute could drag on

ERICA JANKOWITZ

THE NUM application for a conciliation board hearing on its wage dispute with the Chamber of Mines will take time to process as the board has to be appointed by the Department of Manpower.

It is the first time the union has applied for a conciliation board since 1987 when a crippling strike ensued.

Employers feel a "cooling off period" would suit them best, but the early establishment of a board would probably be to the advantage of the union. (211)

The parties are scheduled to meet again next week to try to resolve the dispute. (11/28/93) Biday

"Expectations this year are very high. The rank and file think the gold price will have an immediate effect and, politically, hopes are sky high. They're putting pressure on their leaders to put up a fight this year," an Anglo American spokesman said. 28/6/93

He said Anglo had made its differentiated offer to show the union employers had "come to the end of the line".

## Implats to axe 1 500 jobs to help cut costs

ANDY DUFFY

IMPALA Platinum (Implats) is to shed 1 500 staff over the next three months as part of an attempt to slash costs in response to depressed market conditions.

Chairman Mike McMahon said yesterday that the retrenchments, which are in addition to the 300 losses expected from the merger of its four mines into three, should help cut growth in working costs in the next financial year. *B/Dewy*

Although the company would improve on its 1992 results in figures due in August, McMahon said it had been hit by falling prices for platinum group metals (pgms).

The retrenchments would be spread across the Gencor-owned company, he added, and represented another stage in Implats's bid to rein in costs. *24/6/93*

The company had shed 7 000 jobs since September 1991 and the latest cuts would reduce its workforce to less than 40 000, McMahon said. *(211) (333)*

Implats was looking at other means of holding costs down, he added, and could not rule out further retrenchments. *(1400)*

"We're going for cost-efficiency to stay alive in the current market. These are things we are taking one step at a time," McMahon said.

The staff cuts were likely to lead to an initial charge of "several million". The full benefit would come through in the second half of next year. Labour costs account for about 55% of Implats' working costs. The target was zero growth in cost a kilogram.

The announcement of the cut, which comes two days after Implats unveiled plans to merge its Bafokeng South mine with its three other mines, follows a sharp decline in pgm returns. In the past 12 months, an improvement in the platinum price from an average \$366 to about \$380 has been offset by rhodium's fall from \$2 500 to \$850.

McMahon said he hoped the market was "bumping along the bottom".

Implats' rivals have also blamed falling prices for their troubles. This week Gold Fields of SA's Northam Platinum said it would need to take on new debt and was unlikely to pay a dividend next year.

□ To Page 2

## Implats

*B/Dewy 25/6/93*

□ From Page 1

Lonhro's Western Platinum, in which Implats has a 27% stake, lost 1 500 staff in closing its loss-making No 2 Shaft. Rustenberg Platinum closed its uneconomic Boschfontein shaft in March. *(211)*

Analysts cautioned that the rhodium effect should not be overestimated, particularly after the fall in the rand against the dollar. According to industry estimates, over the past six months the platinum price has risen 10%, in rand terms, and palladium 35%, while the fall in rhodium

rand prices has been limited to 38%.

Irish & Menell, Rosenberg analyst David Russell said the cuts were more attributable to the companies' attempts to bolster margins by the only means under their control — cost. *(1500)*

Whether production, rather than just staff, will be cut is moot. Sources suggest production might be trimmed. However, McMahon said this would involve cutting "several tens of thousands of people".



# NUM declares wage dispute

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) declared a dispute in its wage negotiations with the Chamber of Mines yesterday and will apply for a conciliation board hearing today — the first time this step has been taken since 1987, NUM assistant general secretary Mr Marcel Golding said

He referred to the chamber's final wage offers of 6% on most gold mines and between 4,8% and 10,5% on coal mines as "neither reasonable nor credible"

However, Anglo American has offered R45 a month — which translates into a 7,4% to 8% increase for the lowest categories — or 6%, whichever is the greater, and JCI R40 a month (about 7% for unskilled surface work-

ers) or 6%.

The union wants a 15% rise for workers on gold and about 30% for those on coal mines

Expressing its "disappointment" with NUM's action, the chamber said yesterday despite the recent gold price rise, the sector was "not out of the woods" and coal had been adversely affected by low prices

~~1407~~ (211) CT 25/6/93



**NOTICE 541 OF 1993****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A  
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant 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 United Mine 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, 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:* United Mine Workers Union of South Africa.

*Date on which application was lodged:* 21 April 1993.

*Interests and area in respect of which application is made:* Employees employed in the Mining Industry and the Quarrying Industry in the magisterial Districts of Kempton Park, Middelburg, Randfontein, Vryheid and Witbank.

For the purposes hereof—

**"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, and

**"Quarrying 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 for 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 for any other purpose,
- (iv) the transporting by the quarry itself of stone or sand or slate within the quarry area or from the quarry to the customer or to a rail-head,
- (v) the making of ready-mixed concrete, mortar and screed for the purpose of sale to customers, but excluding the making of such ready-mixed concrete by a contractor for his own use,

**KENNISGEWING 541 VAN 1993****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N  
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 United Mine Workers Union of South Africa. 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, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001)

**TABEL**

*Naam van vakvereniging:* United Mine Workers Union of South Africa

*Datum waarop aansoek ingedien is:* 21 April 1993

*Belange en gebied ten opsigte waarvan aansoek gedoen word:* Werknemers in diens van die Mynbedryf en die Steengroefbedryf in die landdrostdistrikte Kempton Park, Middelburg, Randfontein, Vryheid en Witbank

Vir die doeleindes hiervan beteken—

**"Mynbedryf"** die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraher, te proses, te affineer of te raffineer, en omvat dit die ondernemings, delfstowwe, sake, dienste en werksaamhede wat bykomstig is by of gepaard gaan met die Mynbedryf,

**"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, en

**"Steengroefbedryf"** 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 vir 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 vir 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 spoorwegeindpunt,
- (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,

(211) (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

Postal address of applicant P O Box 261136, Excom, 2023

Office address of applicant Seventh Floor, Budget House, 42 Church Street, Johannesburg

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) 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

**G. C. PAPPENFUS,**  
Assistant Industrial Registrar  
(25 June 1993)

**NOTICE 542 OF 1993**

**DEPARTMENT OF TRADE AND INDUSTRY**

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Automotive Chemical Products as set hereunder, has been mislaid

*Promissory note issued to Automotive Chemical Products*

Promissory Note No	Date of issue	Due date	Face value (R)
00003115	16 June 1992	1 April 1993	16 067

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the warrant voucher be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001  
(25 June 1993)

**NOTICE 543 OF 1993**  
**DEPARTMENT OF MANPOWER**  
LABOUR RELATIONS ACT, 1956

**APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION**

I, Hendrik Christiaan Slabbert, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Black Allied Workers Union (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, Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

(vi) die vervoer van klaarbeton na klante en die afvoer daarvan, en omvat dit die verrigting van alle werksaamhede wat gepaard gaan met of voortspruit uit die bedrywighede hierbo vermeld.

Posadres van applikant Posbus 261136, Excom, 2023.

Kantooradres van applikant Sewende Verdieping, Budget House, Kerkstraat 42, Johannesburg

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

**G. C. PAPPENFUS,**  
Assistentnywerheidsregistrator  
(25 Junie 1993)

**KENNISGEWING 542 VAN 1993**

**DEPARTEMENT VAN HANDEL EN NYWERHEID**

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Automotive Chemical Products soos hieronder uiteengesit, verlore geraak het

*Promesse uitgereik aan Automotive Chemical Products*

Promesse No	Uitreikingsdatum	Vervaldatum	Sigwaarde (R)
00003115	16 Junie 1992	1 April 1993	16 067

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.  
(25 Junie 1993)

**KENNISGEWING 543 VAN 1993**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Hendrik Christiaan Slabbert, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Black Allied Workers Union (South Africa). 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, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001)

# Sharing the good times

FM 25/6/93

211

Every year at this time a curious ritual is undertaken in Hollard Street. Taking the form of a complex negotiating dance, the principal actors are representatives of the National Union of Mineworkers (NUM) and officials of the Chamber of Mines representing the mining houses. The onlookers are shareholders and employees, stakeholders in the engine room of the economy — the gold mining industry.

It is time for the annual wage bargaining disco. And this year there are some interesting spillovers from the introduction last year of profit-sharing schemes. That was the first time employees at all levels on gold mines were introduced to the process of sharing in their own mine's success — or failure.

Profit sharing was introduced, says Anglo American Gold Division's Fanie Ernst, because it became essential to stop making annual wage awards substantially in excess of the inflation rate. That policy sought to reduce the yawning gap in earnings between white and black employees. Unfortunately, it also contributed significantly to the rapid demise of SA gold mines as the world's cheapest producers.

If there's one thing that's become clear in the past decade it is that SA is no longer the most efficient producer of gold. On the contrary, it has become among the most expensive — and the country's total annual production has declined with it. Hundreds of thousands of jobs have been lost, shafts have been closed and marginal mines are under the constant threat of closure.

Not all of this can be laid at the door of the industry's wages policy. It is certainly true, for example, that productivity is abysmally low. That may be as much a feature of antiquated management methods as it is of recalcitrant labour.

To compound matters, the mines — generally — have become progressively deeper, hotter and more prone to seismic disturbance. And, to cap it, the fabulous grades that left observers speechless with awe and envy are just about gone.

Profit sharing was introduced as a measure which mining executives hoped would help stop the rot. At Anglo American gold mines, for instance, 5% of profits on each mine are shared among employees.

But the employees' share can increase. It

depends on a trigger point, which is the average level of profits achieved by a specific gold mine over the preceding four quarters. If a mine's profits exceed its average, then all employees on that mine are entitled to share in its super-profits.

This share increases to the extent of 20% of those profits, divided among employees relative to their earnings — from the mine manager down. There is a limit, however: an employee's share of the profits cannot rise above a sum equal to 25% of his pensionable earnings.

Since the scheme was first introduced last July, employees have strolled off with R66,2m, of which R32,4m was paid out to Freegold employees and R12,8m to those working at Elandsrand.

The NUM's acting general secretary Kgalema Motlanthe says the underlying rationale behind the union's acceptance of profit-sharing is complicated. Essentially, however, it boils down to an acceptance that profits

to give careful consideration to the matter. Stop-gap measures were needed because so many mines were under threat of closure."

This approach is not uniform, however. Of the mining groups, Anglo, Gencor and JCI have all instituted a form of profit-sharing. Gold Fields (GFSA) and Anglovaal have not. And the difference is material: the negotiation between NUM and the Chamber last year produced a wage award across the industry of about 5%, thereafter, NUM negotiated separate agreements relating to profit-sharing with three of the houses.

When it came to GFSA and Anglovaal, those negotiations took the form of an agreed increase in wages of about 6,5%. Asked why his group takes such a different view, GFSA deputy chairman Colin Fenton says "We believe in a similar wage for our employees in all our mines. We believe it's inherently wrong to pay at one level on a rich mine and another, lower, level on a poorer mine. The effect is to disadvantage some employees while enriching others."

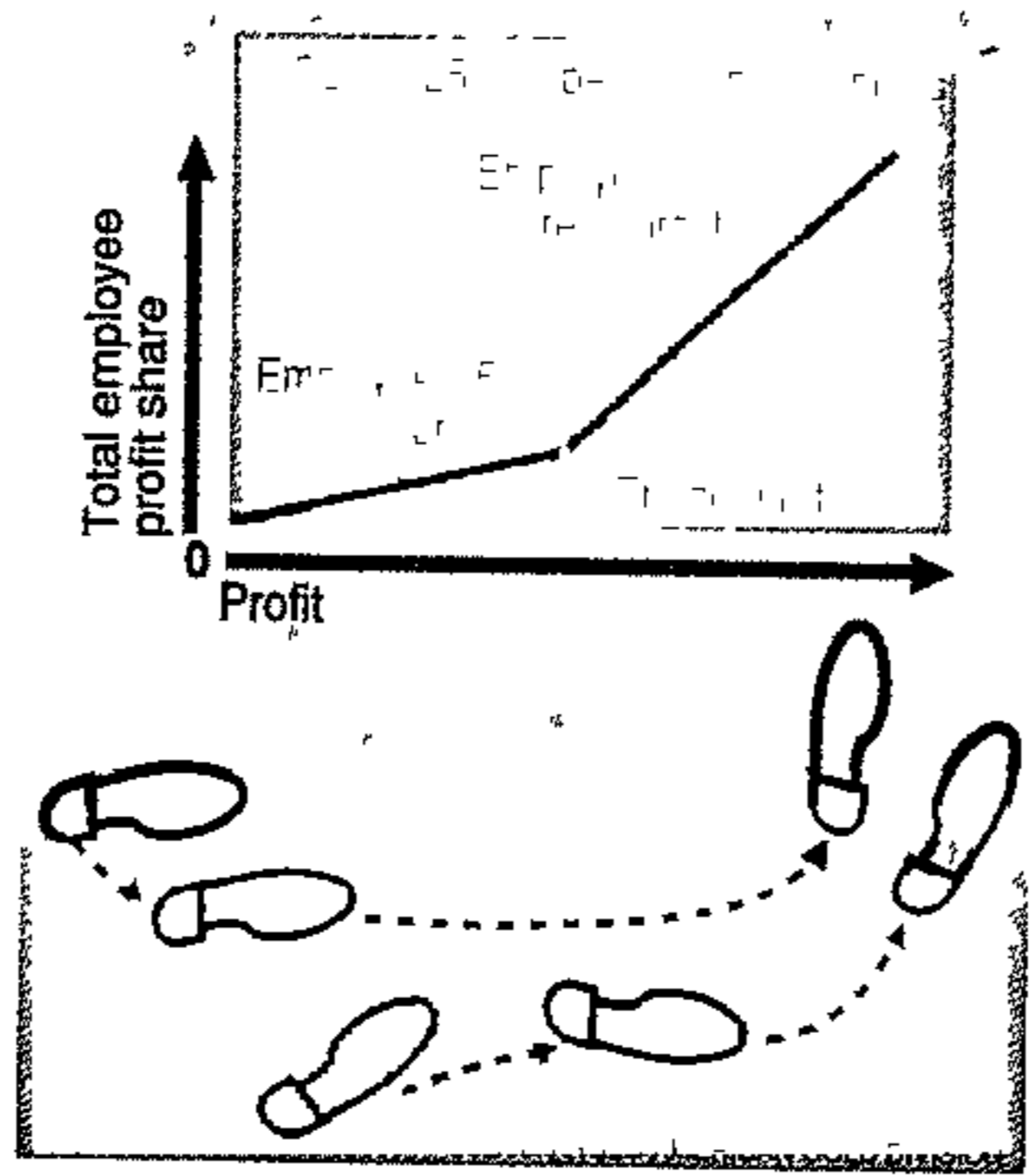
For shareholders, of course, the issue is whether the scheme works. There's no doubt about it, according to Elandsrand mine manager Ian Cockerill. "The really important thing," he says, "is that employees are suddenly aware of the financial health of their company. The need to produce profits in which they can share is well understood. In fact, it's become paramount. This is a win-win solution to our cost problems."

This time around, industry executives expect to be able to settle at around last year's 5% award, then rearrange elements of their profit-sharing schemes. NUM isn't so sanguine. Motlanthe says "We've accepted low wage increases for two years. The high inflation rate has whittled away some of the benefits we got in earlier years. It would be wrong for anyone to assume we'll simply go along quietly with mining house proposals."

As for GFSA and Anglovaal's position outside the main thrust of the negotiations, the general view of other mining houses, as expressed by one executive, seems to be that they "will continue with their policy for as long they can afford the premiums."

One thing comes clearly through the murk and fog of the negotiations: both sides are acutely aware of the imperative need to restore SA's competitive edge.

## Profit-sharing polka How Anglo distributes goodies



are necessary, that gold is a finite asset, and that jobs with a variation of wages are a whole lot better than fixed wages and fewer jobs. "The fall in the gold price," says Motlanthe, "was the catalyst which persuaded us

# NUM Star 25/6/93 declares dispute

By Paul Bell (211)  
Labour Correspondent

The National Union of Mineworkers has declared a dispute in its wage negotiations with the Chamber of Mines.

It will today apply for a Conciliation Board hearing under the Labour Relations Act.

NUM negotiators said yesterday they hoped the board would sit on Tuesday and that they would resume their negotiations with the chamber in the statutory forum.

The dispute comes after four weeks of negotiations, during which the chamber raised its offer on gold mines 1.5 percent, to 6 percent, and not at all on coal.

This is the first time since 1987, when the NUM went on strike for three weeks, that a dispute has been declared in both gold and coal.

Referring to the financial position of the mines, NUM assistant general secretary Marcel Golding said gold analysts had indicated that the price had stabilised at higher levels.

Workers could not accept a third year of effective wage cuts while the profitability of the mines had improved and some marginal mines had recovered.

NUM was also insisting that profit-sharing be accepted throughout the chamber, as an addition to the basic wage settlements.

# Dispute declared in mine wage talks

B/Day 25/6/93

THE NUM declared a dispute in its wage negotiations with the Chamber of Mines yesterday and will apply for a conciliation board hearing today — for the first time since 1987, NUM assistant general secretary Marcel Golding said yesterday.

That year was also the last year the union had a strike. (21)

He termed the chamber's final wage offers of 6% on most participating gold mines and between 4,8% and 10,5% on coal mines "neither reasonable nor credible".

However, differentiated offers were made by two mining houses Anglo American offered R45 a month — which translates into a 7,4%-8% increase for the lowest categories — or 6%, whichever was the greater. JCI offered R40 a month (about 7% for unskilled surface workers) or 6%.

Golding said the union understood the circumstances of marginal mines, but would not accept split offers from healthy mines. The union did not move on its 15% demand on gold and 30% on average on coal mines, arguing that in the past three years "prices have risen by 50% while wages have been increased by 12%".

The NUM also expressed disappointment at the chamber's refusal to extend profit-sharing on gold mines to Gold Fields and Anglovaal. "The chamber insists profit-sharing should be seen as part of the basic wage settlement and not as an addi-

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tional amount to compensate workers for three years of very low wage increases.

"We cannot accept 6% wage increases three years in a row. But we remain open to further negotiations if a revised offer is to be tabled," Golding said.

On coal, the union blamed Eskom's inept planning and drive to cut electricity prices for the "lowest wage offers since the NUM started to negotiate with the chamber 10 years ago" ~~(1983)~~

Golding said. "The dismissive attitude of the coal industry to mineworkers' demand for a living wage is unacceptable to the NUM and the dispute will be pursued with the utmost vigour."

A chamber statement expressed "disappointment" at the NUM's action in a year when the industry could "ill afford protracted negotiations" Despite the recent gold price rise, the sector was "not out of the woods" and coal had been adversely affected by low prices and "contracting demand in its three principal markets".

The chamber noted that substantial progress had been made on adult basic education, a social plan for downscaling and health and safety "The chamber remains intent on continuing to search for a realistic settlement in what are difficult times for the gold and coal mining industries"

## Two sectors employ more

211  
Biday 24/6/93  
GERALD REILLY

PRETORIA — The insurance and manufacturing industries are the only significant sectors showing employment growth, Central Statistical Service (CSS) figures released yesterday show.

At the end of the first quarter of this year, 70 684 workers were employed by insurance companies from 68 468 the same time last year.

Between September and December last year, employment in manufacturing increased by 7 300 to 1,39-million from the same four months the year before.

Banks and building societies employed 121 000 at the end of March compared with 124 644 a year before.

The total number of people employed by banks, building societies and insurance companies rose to 191 764 in the first quarter against 193 112 at end-March last year.

The figures also showed mining and quarrying shed nearly 20 000 workers to 576 236 in the four months to end-December last year. The construction sector lost 9 000 workers, bringing the force down to 357 000.

Economists said the marginal increase in insurance and manufacturing employment did not indicate a trend. Employment was likely to shrink over the rest of this year.

Other CSS figures released yesterday showed a marginal increase in expected wholesale trade sales in the three months to end-May.

In the three months, at constant 1990 prices, sales rose 0,7% to R26,91bn. At current prices, sales increased 8,9% to R35,748bn.

# Miners hit pay stalemate

THE NUM and the Chamber of Mines will meet today after a stalemate at wage negotiations yesterday

If higher offers were not forthcoming the union would declare a deadlock, said general secretary Kgalema Motlanthe. *Bl Day 24/6/93*

The chamber raised its offers on gold and coal mines by 0,5% yesterday. Offers now stand at 6% on most participating gold mines and 5% to 9% on coal mines.

The union did not revise its 15% demand on gold and an average 30% on coal mines.

Offers were made for increases on some of the marginal mines. Gengold's Buffelsfontein offered an unconditional 2% to be topped up with 4%, conditional on discussions leading to an agreement to improve productivity. This would put it in line with the 6%

ERICA JANKOWITZ

increase on the table for other gold mines

Other marginal mines, which attempted to negotiate separately, offered less. Leshe/Bracken proposed an unconditional 4,5% increase and invited the union to join its local bargaining forum. *(21)*

Grootvlei offered a 0,5% increase — between R2,50 and R8 a month.

Joel and Harmony did not table offers.

Motlanthe said the chamber had not moved on the issues of accumulated leave, an agency shop, time off for training or the monitoring of the agreement.

Adult education and health and safety were being discussed by working groups, which would report back



# Miners forced to sign away jobs, says agency

Argus Africa News Service

MAPUTO — Several thousand Mozambican miners at the Hartbeesfontein mine near Klerksdorp have been forced to sign papers saying they were voluntarily giving up their jobs, according to the official Mozambican news agency Aim

ARG 19/6/93  
The agency said the miners were forced to sign under threat that if they did not police would be called to end their strike

211  
About 3 700 Mozambicans have been striking in an attempt to get the mine management to provide protection against attacks by South African miners at the Anglovaal-owned mine. At least 17 miners, mostly Mozambicans, were

killed and about 80 injured in clashes on May 25

Mr Stan Mabizela of the ANC's international department attended a meeting at the mine on June 15 with Pedro Taimo, the Johannesburg representative of the Mozambican Labour Ministry, and representatives of Cosatu, to which NUM is affiliated, of Anglovaal and of Teba, the mine recruiting agency

The agency said Mr Mabizela was representing ANC president Mr Nelson Mandela, who was said to be shocked by the May 25 killings and to have said the ANC would not allow Mozambicans to be murdered on South African soil. He had recalled the assistance given to the ANC by Mozambique in the liberation struggle

**R**ECENT mining accidents have again focused attention on safety in the industry. This is as it should be. One fatality or one injury is simply one too many.

The industry is sometimes branded as having no regard for the safety of its workers and being driven only by profit. Nothing is further from the truth.

The SA mining industry is a world leader in safety. SA mining men have often helped other countries' mining industries in providing technological expertise and with rescue operations. This year the 25th International Congress on the Safety in Mines Research Organisations will be held in Pretoria.

What this illustrates is that mine safety is an international issue. The workforce operates in a confined space which usually has to be artificially ventilated. Poisonous blasting fumes have to be extracted. Dust must be suppressed. Methane gas — a common danger in coal mining but also found in some metal mines — has to be diluted by the ventilation system to safe levels and, in the event of high methane emissions, the gas has to be extracted before mining operations can begin. Coal dust, when mixed with air, can form a highly explosive atmosphere which has to be suppressed or made inert.

**C**losely linked to ventilation is the problem of heat flowing from surrounding rock into the mine workings. This is a particular problem in SA's deep gold and uranium mines where virgin rock temperatures often exceed 40°C. Cool air and chilled water are used in large quantities to ensure a safe thermal environment for the workforce.

The engineering infrastructure needed to achieve this is enormous. In gold mines, more than 10 tons of air and three tons of water have to be pumped underground for every ton of rock mined.

Rockfalls and rockbursts are the major hazards in SA gold mines. About 600-800km of tunnels are excavated every year, and 20km<sup>3</sup> of gold-bearing reef extracted annually to produce the 600 tons of gold which earn almost R19bn in foreign exchange.

Because of the great depth at which mining takes place, rockfalls

and rockbursts account for more than 50% of all gold mine fatalities. Rockbolts, hydraulic props, timber and concrete packs and destimed tallings material pumped underground to backfill mined-out areas, are used to combat these hazards.

The confined space in which mining operations take place and the limited access to underground workings also affect safety in several ways. Firstly, the operation of mining equipment in a confined space can result in accidents. Secondly, confined space makes mechanisation difficult and demands labour intensive operations which, in the event of accidents, can lead to multiple fatalities. Thirdly, the restricted access to working places often makes rescue operations difficult.

None of these hazards is unique to SA. What makes the SA situation more difficult is the depth at which mining takes place and its labour-intensive nature.

The industry's primary strategy to reduce hazards is to engineer them out of the mining environment. The development and application of mine-cooling methods has largely eliminated heat-related accidents despite the ever increasing depth of operations.

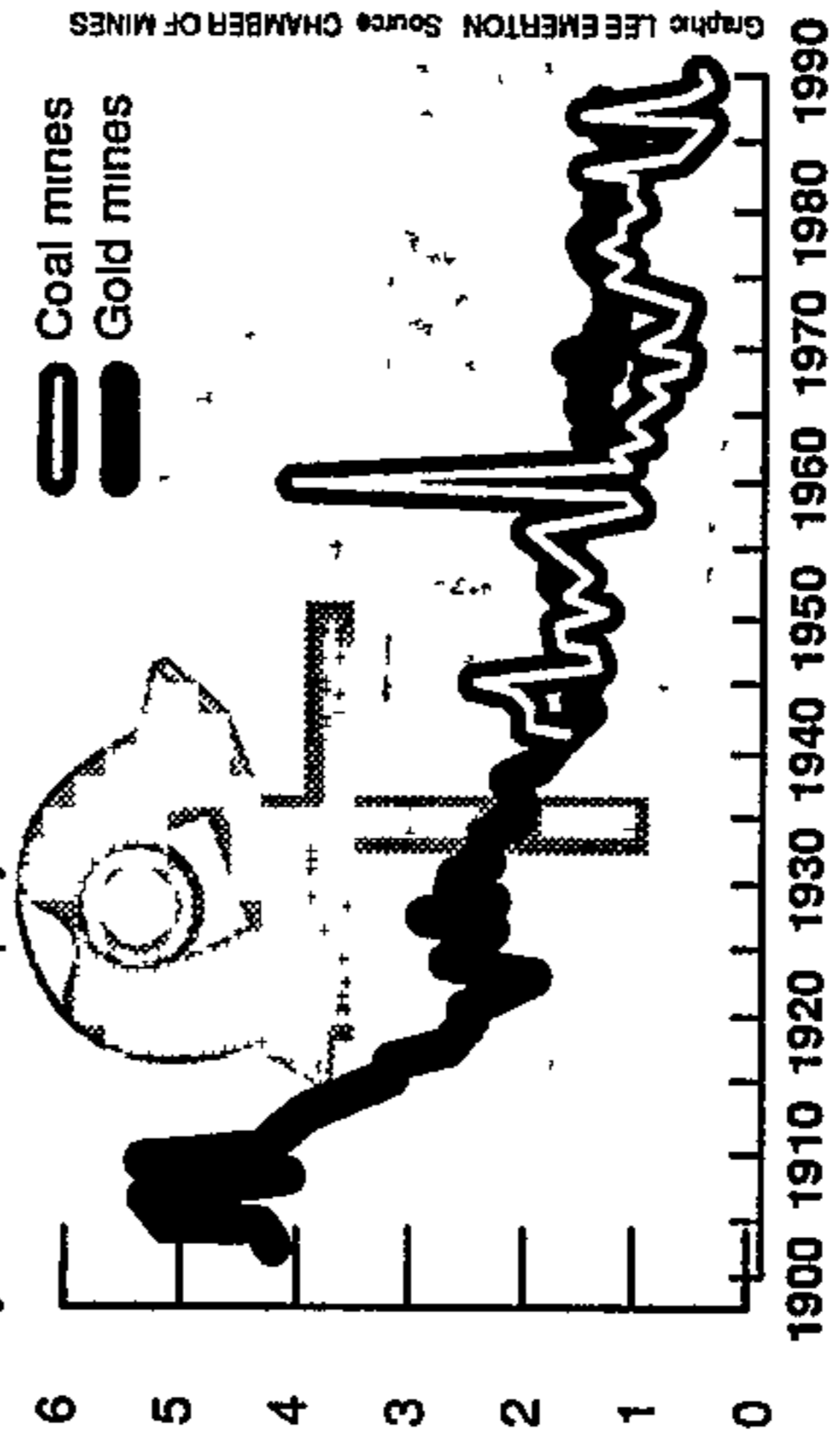
Where rockfalls and rockbursts are concerned, the layout of underground workings and the sequence of operations are critical factors. Advanced numerical models have been developed, locally and in collaboration with overseas specialists, to as-

# For mining houses worker safety is a deadly serious issue

B/Dwy 18/6/93

**HORST WAGNER**

**Fatality rates for coal and gold mines**  
Fatality rate/1000 employees in service



GRAPH BY LEE MERTON SOURCE: CHAMBER OF MINES

manner of this involvement. Each of the major mining houses represented in the Chamber of Mines has its own approach.

In the light of recent disasters and serious accidents, it has to be asked whether the industry is making real progress in improving mine safety. If a long-term view is taken then the answer is a clear yes as is evident from safety statistics (See graph). However, a disconcerting factor is that the rate of improvement has slowed down in recent years and, in coal mining, the safety situation has, in fact, deteriorated. No simple answer can be given for this trend.

Gas explosions have been the major hazard in coal mines in the past 10 years. This requires urgent attention by mining authorities, mine operators and workers.

On gold mines, rockbursts and rockfalls continue to be the major hazard despite improvements in mine design and support systems. One reason is that mining conditions have become more difficult.

Is a zero fatality and injury rate achievable? On individual mines, zero fatality rates have been achieved. A number of mines have worked without fatal accidents for many years.

However, in the short term, the only way to stop all fatalities is to stop mining. The consequences, of such a decision would obviously be far-reaching in terms of employment and foreign exchange earnings. In the case of coal mining, SA's electricity generation infrastructure is almost exclusively coal-based.

To stop mining is therefore no solution. The solution lies rather in continued efforts to improve mining technologies, to enhance management systems including worker participation and to develop a better trained and educated workforce.

Against this background the Chamber of Mines had no difficulty in supporting the call by the unions at the mining summit for the establishment of a commission of inquiry into health and safety. The industry believes that an independent inquiry can make an important contribution to the safety debate and establish once and for all whether there are inadequacies in our country's mine safety legislation.

Wagner is a senior GM at the Chamber of Mines.

derground support, self-contained self-rescuers for use in the event of fires and explosions, the provisions of rescue-bays and the introduction of warning systems. Development of rockburst warning systems, although receiving considerable attention, is still in its early stages.

The third major strategy is safety management. The major area of dispute is that of employee involvement in safety management. While there is general agreement that worker participation in safety matters is important, disagreement centres on the

management of deep areas of deep level mining engineering such as hoisting and underground transport have been good.

The second strategy in combating mining dangers is to protect the workers in the event of accidents. There are many forms of protection ranging from types of clothing, un-

assist with mine design and the planning of mining operations. Backfill systems are still under development, and when introduced on a large scale should significantly reduce rockfalls and rockbursts in deep mines.

Advances in other areas of deep level mining engineering such as hoisting and underground transport have been good.

The second strategy in combating mining dangers is to protect the workers in the event of accidents. There are many forms of protection ranging from types of clothing, un-

## Mine negotiations at crucial stage

TOMORROW and Thursday would be "crunch" days for the Chamber of Mines/NUM 1993 wage negotiations, NUM assistant general secretary Marcel Golding said yesterday. (211)

The chamber is expected to respond comprehensively to all the unions' demands and to table offers for the loss-making mines - Grootvlei/Marievale

**ERICA JANKOWITZ**

and Buffelsfontein. Proposed wage freezes on these mines have been rejected by the NUM.

On Friday the chamber remained static on its 4,5% gold and 4% to 8% coal wage offers while the NUM moved slightly on coal. The union said the wide range of salaries at collieries meant

the demand represented a 20% to 144% range of increases. Its demand on gold mines, of between 15% and 22%, was not revised.

After the union's initial demand of a "clean wage increase" for all workers it moved to a lower monetary increase plus profit-sharing at all mines. At present Anglovaal and Gold Fields mines do not participate in any form of "surplus sharing scheme". JCI's scheme is aimed at rewarding cost containment rather than profitability. (144)

Golding said the union had dropped its holiday leave allowance demand, but had tabled a health and safety agreement proposal.

# Profit-sharing deal is key to mine wage talks

B/Dey 17/16/93

(21D)

WHEN the annual wage talks between the NUM and the Chamber of Mines resume next week, profit-sharing arrangements will be high on the agenda.

The present wage agreement expires at the end of the month, and the union and employers are optimistic that a new one will be signed before this.

Last year, the process was held up by about four months because of complex negotiations concerning differentiated profit sharing on participating gold mines. The agreement was finally signed only in December.

For the past two years, very low basic wage increases have been supplemented by what the NUM refers to as "surplus sharing schemes".

Anglo American, Gengold and Randgold operate profit sharing while JCI mines — without a significant union presence — have implemented a cost-containment bonus scheme. However, Gold Fields and Anglovaal have not implemented any such schemes on their mines. Last year they agreed to an extra 1% basic wage increase, below what

most workers have received on the other mines in profit share.

According to the chamber's annual report, "employees on participating mines received bonus payments of up to 18% of basic wages" from 1992 schemes. And this year, with the higher gold price, bonus payments are expected to be more than this.

But the benefit of profit sharing runs deeper than placing only a monetary value on the benefits. According to Anglo American, workers have had to learn about basic business principles to understand the complexities of profit sharing.

Anglo holds quarterly report-back meetings at which company results are presented and explained to workers, who now understand capital expenditure and the relationship between working costs and profits.

Anglo maintains shrinkage at its Ergo reclamation project has been largely stamped out. Before the introduction of the scheme, about 10kg of gold was lost to the company every month.

However, once the scheme was in place, workers were told that the disappearance of this large quantity of

## ERICA JANKOWITZ

gold had a direct effect on their pay packets: reduced production meant reduced pay.

As a result, two workers were pointed out to management as being responsible for shrinkage and, after the usual disciplinary proceedings, were dismissed. Shrinkage has since been kept to a minimum.

Anglo management believes profit sharing, although introduced as a short-term strategy to get over a difficult period on gold mines, is here to stay because of its marked effect on motivation and productivity.

In his chairman's report, Amgold's Nicholas Oppenheimer says "Many thousands of employees in the gold mining industry are now receiving a share of the profits which their efforts helped to generate."

Obviously the mining houses also benefit from such schemes. They have no control over the selling cost of their product and therefore cannot pass any cost increases on to the consumer. And as the gold price fluctu-

ates markedly, they cannot accurately project the future price.

Therefore schemes which allow for flexibility on wages really help mines contain costs. Wages and employee benefits make up more than 54% of operating costs. Any increase in wages, no matter how low, can therefore make a massive difference to profitability.

This year, the NUM is pushing hard for an increased share of profits and the extension of schemes to cover all chamber member mines. However, industry speculation is that the two non-participants are unlikely to yield.

Gold Fields has refused to answer any questions on profit sharing, saying current wage negotiations prohibit it from stating its views. Anglovaal takes a similar view.

But why should they be so opposed to the introduction of productivity bargaining in the light of its obvious success in other groups? Observers put it down to a less co-operative management style and a far smaller NUM presence on their mines.

At negotiations, the NUM tabled its usual long shopping list of proposals which industry sources describe

as "consistently interesting and challenging". The list ranges from high cost items to those representing minimal cash outlay.

Some have been agreed — such as adult basic education and the establishment of a health and safety committee. A working group is to be established to examine the NUM's "social plan for restructuring" proposal designed to delay and mitigate the effects of cutbacks.

Both sides have since moved only marginally on their wage proposals. At close of session last week the chamber had offered 5% on gold mines and 4.5%-8.5% on collieries in response to the union's 15%-22% and 20%-144% respectively.

Industry sources say they had expected the union to drop its demand to a more realistic level — 10% or less — by the time negotiations ended last week.

That would have meant the chamber had something to respond to at the resumption of talks on Tuesday. The union stuck to its guns.

But both sides are expected to shift their positions this week in an effort to finalise an agreement by month-end.

## Mineworkers hit out at FW

JOHANNESBURG —  
The (211) all-white  
Mineworkers' Union yes-  
terday accused Presi-  
dent F W de Klerk of be-  
ing confrontational after  
he said that industrial  
action by the right-wing  
would backfire

The union said they  
"deeply regretted" the  
attitude of the State  
President and the  
government

CT 16/6/83  
"We would like to  
assure him that when  
the white worker de-  
cides to embark on in-  
dustrial action, it will  
make Cosatu's strikes  
and stayaways look like  
a walk in the park," the  
union said — Sapa

## NEWS IN BRIEF

*8/Day*  
**11 000 jobs lost**

JOB losses at Chamber of Mines-affiliated gold mines stood at nearly 11 000 in the six months from October 1992 to March 1993, latest chamber statistics show.

The chamber said the loss of 10 633 jobs in that period was in addition to the 140 000 jobs lost in the industry over the past six years which the chamber disclosed this week. (211)

A chamber spokesman said member gold mines employed 367 720 workers at the end of March, which means about 165 000 jobs have been permanently lost to the sector. In 1987, they employed 535 000

# Anglovaal sacks strikers from Sheba

81 Day 11/6/93  
ABOUT 700 workers at Anglovaal's Eastern Transvaal Consolidated Mines Ltd Sheba mine were dismissed yesterday during industrial action called to demand the reinstatement of an injured worker, the NUM said (211) (211)

However, an Anglovaal spokesman said that of the approximately 620 workers who had been dismissed, about 480 had left the

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mine. The balance had been re-employed.

NUM assistant general secretary Marcel Golding said the industrial action had started on June 4. About 90% of the mine's workforce was involved and had been dismissed by management in a "very arro-

To Page 2

## Anglovaal 81 Day 11/6/93

giant, provocative and unnecessary" move. He said the union had attempted to intervene and suggested the two parties enter mediation. The union had also suggested arbitration on the issue of the individual employee, whose dismissal after injury had triggered the strike. (211)

He said the dismissed workers had indicated their willingness to return to work, but management had begun to evict them from the mine's hostel. (213)

From Page 1

Anglovaal said the workers, who had started an illegal strike last Thursday, were given the choice of returning to work or facing dismissal. Those who did not heed the ultimatum were given the option of re-employment if they reported for duty by Tuesday, he said.

Those who had not complied with these conditions had been dismissed. However, discussions were continuing with worker representatives, he said.

**mine 'blackmail' claim**

THE Mineworkers' Union (MWU) claims the Chamber of Mines tried to "blackmail" it by trying to enforce Sunday work on mines as a prerequisite on its 4% salary increase offer **bus. day**

According to union spokesman Krappies Cronje, the chamber was also trying to get agreement on union members working on statutory public holidays **11/6/93**

The union has refused to consider extending the working week to include Sundays or statutory holidays **(211) (133)**



### NUM wage talks *B/Day*

NEITHER the NUM nor the Chamber of Mines moved on their wage positions during negotiations yesterday and, on paper, would appear to be far from reaching settlement *11/6/93*

The chamber has offered 5% increases on member gold mines and 4,5% to 8,5% on coal. The union's demand is 15% to 22% on gold and 20% to 144% on coal

Their next round of talks is scheduled for June 22 *(211)*

# NUM gains *Star 11/16/93* half percent

## wage rises

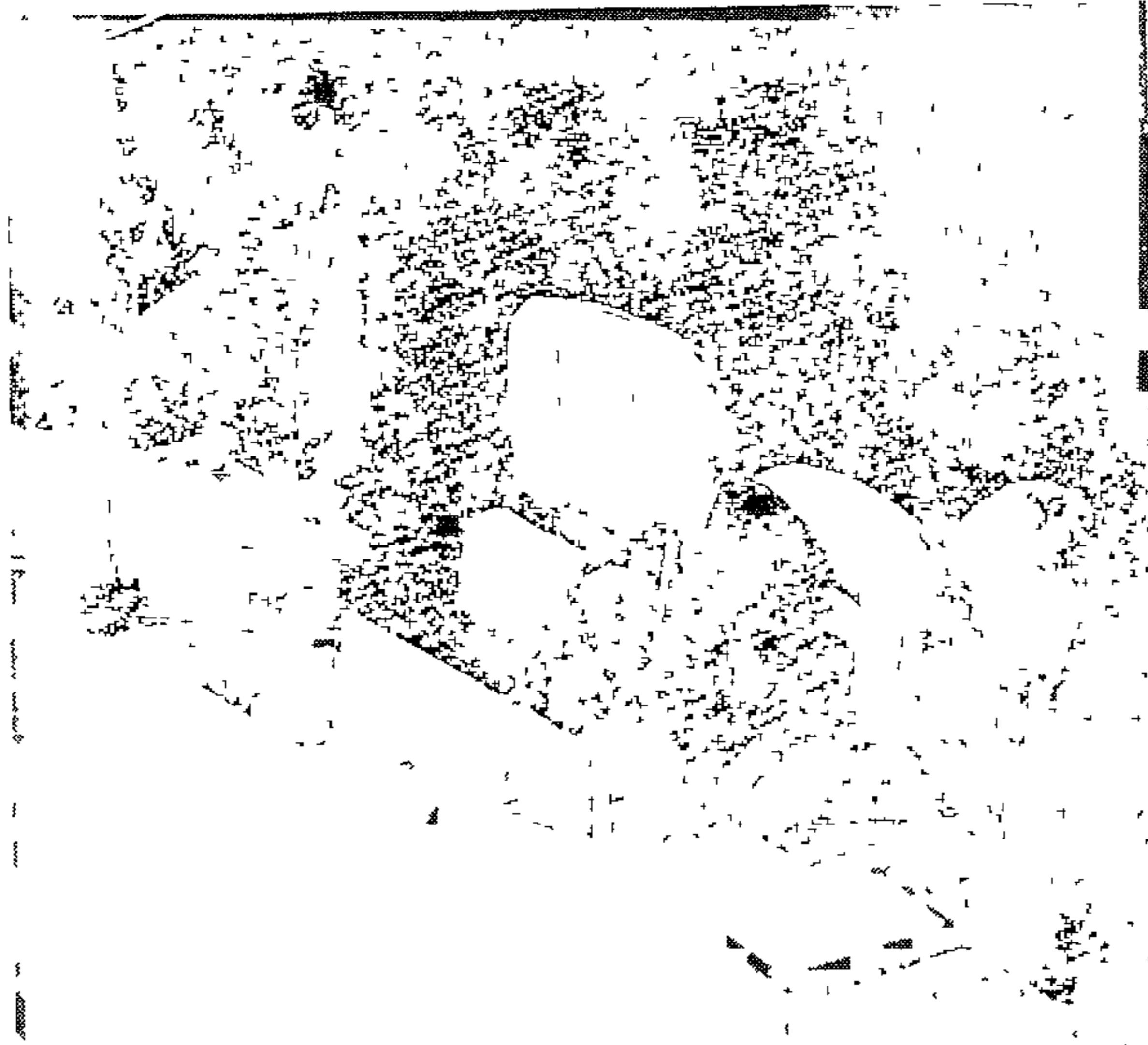
By Paul Bell 211  
Labour Correspondent

An additional half percent is all the National Union of Mineworkers has to show for its second round of wage negotiations with the Chamber of Mines, which ended yesterday.

The chamber has upped its offer for gold mines to 5 percent, and is offering between 4 and 6 percent for coal mines. NUM assistant general-secretary Marcel Golding said the union had rejected these offers and urged the chamber to make "credible" offers before discussions could continue.

There is no offer from Buffelsfontein and Grootvlei, and conditional offers from Harmony, Leslie, Bracken and Durban Deep. The union rejected the conditions, demanding unequivocal offers.

The NUM has meanwhile dropped its demands for a death benefit scheme and holiday leave allowances.



Chamber of Mines outgoing president Bobby Godsell addresses the chamber's AGM in Johannesburg yesterday. With him, from left, are chamber executive committee member Kennedy Maxwell, President F W de Klerk and chamber CE Tom Main. Picture ROBERT BOTHA

## 'Sound labour relations buttress mining sector'

Buss. Day 9/6/93

CHAMBER of Mines outgoing president Bobby Godsell said an essential aspect of the mining sector's ability to withstand the economic challenges of present-day SA was the achievement of constructive, co-operative labour relations.

He told the chamber's AGM yesterday unions had settled wage negotiations over the past two years "in a spirit that has at least limited job loss" (211)

According to the chamber's annual report, negotiations last year resulted in a 5% increase in wages at gold mines and 7,34%-15,86% increases at coal mines. Four of the chamber's member groups also agreed to the implementation of gold price or cost-containment bonus schemes.

President F W de Klerk told the meeting profit-sharing schemes linked to productivity represented a "laudable breakthrough that would greatly contribute to still better teamwork in the future".

The NUM is aiming to get all groups to agree to the implementation of a single scheme for the industry. Such a scheme should provide for the disbursement to employees of up to 20% of a profit pool defined at company level according to company-level formulae. At present only the Anglo American profit-sharing agreement complies with this ideal. (212)

It should also guarantee employment security, health and safety standards, disclosure of information, monitoring, training and employee participation.

Godsell said mining houses would need

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to "obtain the flexibility to reshape work organisation around new technologies and economic realities". This had been achieved by, in some instances, new forms of remuneration packages linked to cost containment or profit-sharing. Other companies had introduced a seven-day working week.

"This industry (as all others) will only survive and prosper if it is able to innovate and adapt," Godsell said. (213)

The NUM and Chamber of Mines meet today for the next round of wage negotiations against this backdrop.

The chamber is expected to table offers for the loss-making mines and respond to all the union's demands. The chamber's offer stands at 4,5% for gold mines and 4%-8% on coal mines against the NUM's demands of 15%-22% on gold and 20%-144% on coal mines.

Meanwhile, the chamber has decided to change its financial year end to November because of wage negotiations. Godsell said it was disruptive for a newly elected president to find his feet during what was often a difficult and protracted process.

As a result, current office bearers would retain their positions until November 8 when new chamber president, Anglovaal's Jurie Geldenhuys, would replace Godsell.

The two elected vice-presidents — Gold Fields of SA's Alan Munro and Randgold's John Turner — would also take up their positions in November.

# Gold mining job attrition reaches 140 000 in six years

Business Day 16/10/88

ABOUT 140 000 jobs had been lost in the gold mining industry in the past six years, Chamber of Mines president Bobby Godsell told the chamber's annual meeting in Johannesburg yesterday.

He said the industry's real profits had halved, dividend payments had decreased sharply and contributions to state coffers had fallen dramatically.

Gold prices had fallen in 1987 money terms by 45% to the equivalent of R31 500/kg today from R56 700/kg six years ago. Real current prices of about R39 000/kg did not make up for the fall

JONO WATERS

over the past few years, he added.

However, there was cause for optimism in the recent surge in gold prices which would help ease the pain experienced by the industry over the past decade.

Godsell believed gold's supply and demand fundamentals, increasing inflationary fears and currency turmoil suggested a stronger gold price in the medium term.

"Jewellery fabrication exceeded new production and scrap supply by a margin of 700 tons. Under these circumstances price appreciation seems inevitable." He added jewellery fabrication had increased

by 13% a year over the past 10 years.

He called on government to scrap resource taxes, mineral levies and royalties and tax the industry only on profit.

Special notice should be taken of the long lead time in generating returns on mining investment. This merited special tax concessions such as accelerated capital write-off provisions.

"In areas of tax, company law, research and technology, regulation, education, health, housing, safety and labour rela-

tions, we must create the framework in which shareholders, managers and employees can turn SA's mineral resources into realised wealth."

Johannesburg Consolidated Investment (JCI) director Kennedy Maxwell said high local labour costs had undermined efforts to develop a globally competitive gold jewellery export industry.

Maxwell, who is also chairman of JCI's gold and uranium division, said a few smaller jewellers were actively seeking niches in overseas markets. Aside from these, however, there appeared to be little

enthusiasm among manufacturers to find and establish such opportunities abroad.

This was not only because of the difficulty and expense of establishing outlets, but more importantly because the cost of SA labour in the jewellery manufacturing business was high compared with the southeast Asian nations and Italy.

Maxwell said large foreign manufacturers had, from time to time, looked at establishing operations in SA but had stayed away because of the high cost of labour and concerns over political and social stability.

● See Pages 3 and 7

Godsell

# 140 000 jobs lost on gold mines

Star 9/16/93

(21)

By Derek Tommey

Bobby Godsell, president of the Chamber of Mines, expressed optimism about the outlook for gold at the chamber's annual meeting in Johannesburg yesterday.

He said "Whether or not the recent increases are maintained, the fundamentals of supply and demand, the resurgence of both inflationary fears and currency uncertainty suggest a stronger gold price in the medium term."

This was cause for optimism about the indus-

try which had "suffered the pain of this difficult decade"

Some 140 000 jobs had been lost in the gold mining industry in the past six years, profits had been halved in real terms, tax receipts had dropped sharply and dividend payments had declined

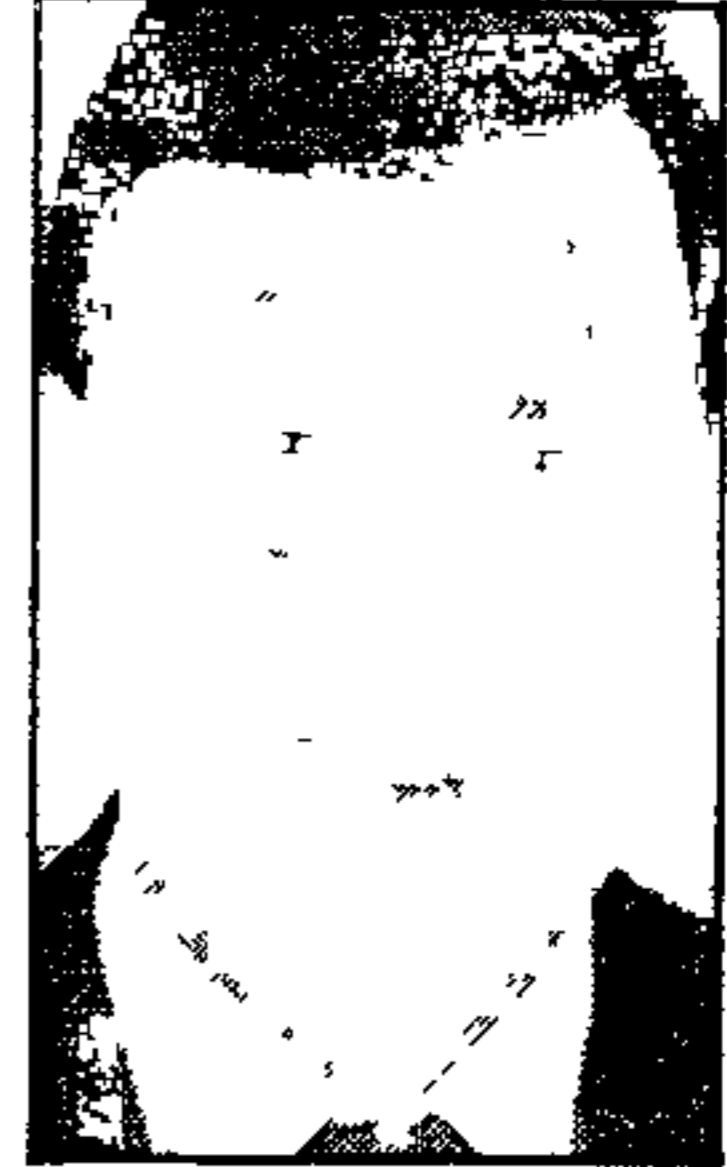
The mining industry could make a major contribution to the economy in the years ahead. But to do this it needed an enabling environment

This required political progress, social stability, a market-friendly economic environment, con-

structive and co-operative labour relations and industry-appropriate regulation.

Significant progress had been made in numerous key areas, but South Africa also urgently needed a broadly acceptable set of transitional arrangements

These would include the key principles of a new constitution, an election open to all adult South Africans — to be followed by a government of national unity. Also needed was an end to crime and violence and a return to stability in the schools.



Jurie Geldenhuys, general manager, mines, Anglovaal . . . elected new Chamber of Mines president.

# Coal mine job losses feared

THE downward spiral in coal export prices could lead to more job losses this year, the industry warned yesterday.

Coal exporters Amcoal, Randcoal and Gold Fields of SA said that the collapse in spot prices and competition from the Pacific Rim and South America would force the SA industry to cut costs.

Though more than 80% of SA's exported coal is sold on fixed contract prices, the fall in spot prices to their lowest level for six years would drag contract prices down when the contracts came up for renewal later this year. This could threaten the viability of several mines, the companies added, and would lead to the widespread rationalisation of surviving operations.

The companies were unable to name threatened mines, nor say how many jobs could be lost. The Chamber of Mines said 5%-6% of the 46 000-strong workforce

Buss. Day 8/16/93  
ANDY DUFFY  
(2 300-2 800 jobs) could go, but industry sources said the number would almost certainly be far higher.

"Everybody's looking at where they can save labour," said Randcoal MD Rick Mohring. "The pressure on prices will have to be countered with increased productivity."

Amcoal chairman David Rankin added that the falling spot price was hitting the whole industry, and that it "could not sustain current price levels".

Gold Fields coal chairman John Hopwood said the company was planning to shunt staff to other operations, though he refused to give numbers.

The closure in March of Amcoal's Vryheid Coronation Colliery in Natal led to

□ To Page 2

## Job losses

about 2 000 job cuts. This was followed by the announcement that Trans-Natal had put its Delmas colliery on a single shift, which was likely to affect the mine's 430 staff. Trans-Natal MD Dave Murray was not available for comment.

Exports account for a major proportion of SA coal earnings, but prices for steam coal — which forms 90% of SA's exported coal production — have been hit by sluggish economic performance in Europe and the Far East and the emergence of low-cost producers in Indonesia, Venezuela and Colombia. Contracts let earlier this year are thought to have averaged around \$29 a ton, down 7% on the previous year. Spot

prices have averaged around \$25/t, though industry sources say the actual average is now \$20/t. One director said. "It's coming to the point where people will just stop selling coal."

European customers have already said they want the gap between spot and contract prices narrowed in anticipation of contract price negotiations.

Chamber of Mines coal economist Roger Baxter said demand was likely to show some recovery in the latter part of next year. But Edey Rogers mining analyst Keith Bright said that even when demand did pick up, SA exporters' costs would still be above those of the new entrants.

□ From Page 1

Star 8/16/93

# Mining wage talks set to resume

By Paul Bell  
Labour Correspondent

~~Star~~  
211

Wage negotiations between the Chamber of Mines and the National Union of Mineworkers resume tomorrow following significant first-round concessions by the union. The NUM remains determined, however, to secure a double-figure settlement for its members.

The concessions, offered at

last week's round, include a reduction of the minimum monthly wage demand for underground coal miners from R1 000 to R850. For gold miners, the union has reduced its demand from 20 to 15 percent but seeks the imposition of an industry-wide profit-sharing agreement.

NUM negotiator Dr Martin Nicol described the union's concessions as "large moves signalling the union's

desire to reach a settlement before the end of the month." The traditional implementation date of mine wage increases is July 1.

The chamber, Nicol said, was still offering increases of less than half the rate of inflation, which the NUM would not be able to accept. Prices had risen by 50 percent over the past three years, while miners' wages had risen only 12 percent, he said.

## Trans-Natal cuts jobs

*Business Day*  
JONO WATERS

TRANS-Natal Coal Corporation is to cut its Delmas colliery workforce by 450 following a reduction in production *7/6/93*

Senior manager Johan Kriek did not know how many employees would be retrenched as the coal producer was trying to place them elsewhere in the Gencor group. Saleable output of 3-million tons would be cut by 23% because of a slump in local demand. Kriek said the colliery had been making losses as a result of reduced margins.

MD Dave Murray said alternatives had been explored, without success. The colliery will operate on a single shift basis *(2/11)*

In the six months ended December 1992 Trans-Natal reported a 7% drop in domestic demand to 2,7-million tons. Inland sales in the year ended June 1992 declined by 5% to 5,4-million tons. Inland revenue amounted to 17% of its income from coal *(2/11)*



**NUM, Anglovaal meet**

B11097 7/6/92

THE NUM and Anglovaal management discussed the situation at Hartebeestfontein mine on Friday following fighting two weeks ago which resulted in 17 deaths. (213)

NUM assistant general secretary Marcel Golding said the 3 700 Mozambican miners, who were not permitted to work because of the tense atmosphere on the mine were not receiving wages. (211)

The NUM proposed a code of conduct for the mine, he said.

BIDAN 7/6/92

**Mine wage talks (21)**

THE NUM revised its wage demand for coal miners to a minimum of R750 and R850 for surface and underground workers respectively in the fourth round of wage talks with the Chamber of Mines on Friday. On Wednesday the chamber is expected to respond to 11 of the union's demands.



## Movement in mining wage negotiations

THE NUM and the Chamber of Mines revised their positions yesterday in the third round of their wage negotiations

(211)  
The chamber offered 4,5% on gold mines — up 0,5% — and about 5% on coal, 1% above their opening offer

On marginal mines, the chamber's offer was unchanged as individual mines needed to negotiate specific ways of funding additional costs

NUM assistant general secretary Marcel Golding said the union rejected this as most of the loss-making

Business Day 8/4/1993  
ERICA JANKOWITZ

mines had proposed a wage freeze

The NUM revised its opening demand of a R900 and R1 000 minimum wage for surface and underground workers by R100. This represented about a 15% to 17% increase

Golding said the parties had agreed to establish working parties to consider the proposed amendment of the recognition agreement to cover other job categories

The parties are scheduled to resume wage negotiations today

## LABOUR NEWS IN BRIEF

~~21~~ (21) ~~25~~  
**NUM, Chamber of Mines start pay talks**

ANNUAL wage negotiations between the Chamber of Mines and the 200 000-strong National Union of Mineworkers began in Johannesburg this week

ARG 29/5/93  
The union is demanding a 20 percent increase on gold mines and a R900 to R1 000 basic wage for coalminers. The Chamber offered a four percent increase for coal and gold miners.

Describing the opening round as "tense", union assistant secretary-general Marcel Golding said the chamber had not honoured some agreements from last year which could be an indication of the attitude it would adopt this year.

**NEWS** Historic Press briefing held in Parliament ●

## Row erupts between 2 unions

By Ike Motsapi

A ROW has erupted between two rival unions over the recruitment of members at the mines and is threatening to turn into a violent confrontation ~~(1124)~~ ~~(1130)~~

The general secretary of the Black Allied Mining and Construction Workers Union, (BAMCU), Mr Monwabisi Vika, yesterday warned the National Union of Mineworkers to stop harassing and intimidating its

### ■ Recruitment of members at mines may turn violent:

members *Sewetani* *28/5/93*

He said Bamcwu workers were also subjected to harassment by "unruly and undisciplined" members of political and civic organisations *(211)*

He called on all Bamcwu members to defend themselves *(213)*

Num media spokesman Mr Jerry Majatladi dismissed Vika's threats and said they were unfounded

He said Bamcwu was a "dying

horse" that had no constituency

He said he doubted whether Bamcwu had a "reasonable membership to keep them going as a trade union"

Vika said "We hereby sound a warning to mines and employers in the Northern Cape region that our 3 000 members have sharpened their resolve to take the struggle to greater heights and will do so with renewed vigour"

## LABOUR

# Gold's rise won't affect wage talks

211

WMA 25/5-3/6/93

By Ferial Haffajee

THE rocketing gold price will not change the National Union of Mineworkers' (NUM) bargaining strategy.

But it will strengthen the union's hand and help it push for a bigger wage increase, says NUM assistant general secretary Marcel Golding. "Gold mines are still in serious trouble," he said, adding that the metal's price needed to show a "long and sustained increase".

Industry negotiations between mining unions and the Chamber of Mines got under way this week. They cover 400 000 workers, half of whom belong to the NUM.

Golding said: "The higher gold price puts us in a better position." The NUM is looking for a double-digit, inflation-busting increase this year. The union will seek to augment the profit-sharing agreements it has with a number of mining houses.

In addition, it has also tabled a number of innovative non-wage demands. Broadly, the NUM is seeking a R900 minimum wage for surface workers and R1 000 a month for underground miners and for basic increases ranging between 20 and 25 percent.

Workers should get an annual service increase — a minimum of 0,5 percent — plus full holiday pay. The NUM is pushing for employers to bump up pension contributions to 11,75 percent of the monthly wage to bring its members into line with pension contributions made to white miners.

A spate of mining accidents in the past fortnight in which more than 60 workers have been killed will fuel the union's demand for permanent health insurance.

This will provide a life-long pension — equal to the miners' wage at the time of the accidents and adjusted for inflation — to indigent miners. The pension should be transferable to miners' widows.

The union is also demanding that employers pick up the full tab for assurance and benefit schemes. These demands are part of the NUM's proposed safety net for indigent and retrenched workers.

Also part of this theme is the union's call for an increase in the Income Security Agreement from six to 12 months.

It also provides that workers not be demoted by more than two grades in the interests of job flexibility. "This is to avoid all injured workers becoming just cleaners," said the NUM this week. Five percent of a mine's workforce should be disabled workers who have been injured on the job.

In one of the most recession-tainted demands, the union asks that any downscaling or change in a mine's activities (such as the introduction of Sunday work) be negotiated and a "social plan" be drawn up.

Such a plan would encompass a reasonable notice period, fair procedures for selecting workers for retrenchment and two weeks' severance pay for every year of service.

Workers should also receive retrenchment counselling which would include exploring other employment opportunities.

Training demands cover calls for an industry-wide demand for workplace based literacy and numeracy schemes. The union also wants officials to be given five days' paid leave for union training courses and 15 days' training time for shaft-stewards.

The chamber has tabled a wage offer of four percent on gold and coal mines. Negotiations ran into an early storm this week when the chamber noted its intention to respond to only some of the union's demands.

These are adult basic education, the social plan proposals and service increments. The parties have also set up a working group on health and safety.

The union's demand for an agency shop — a type of closed shop — will generate sharp debate.

A kerfuffle was narrowly averted when nine mines announced their intention to hold their negotiations outside of the chamber, but were persuaded by the NUM to use the central negotiating forum.

"As times get hard, each mine wants to cut its own deal. This is not acceptable to the NUM which aims to preserve and protect hard-won standards across the industry," said the union.

NEWS FW says swoop was a normal police action

# Cops charge PAC men

By Themba Molefe, Ismail Lagardien and Sapa

Hernus Kriel expected to explain Tuesday's crackdown:

FOUR of the 73 Pan Africanist Congress leaders arrested on Tuesday had been charged with illegal possession of ammunition, Police Commissioner General Johan van der Merwe said last night.

Speaking on SABC's *Agenda* programme, Van der Merwe also said five members of the PAC's national executive council were still in custody.

He said of the 73, 19 had been released by last night. Meanwhile, a special debate among negotiators at the World Trade Centre tonight will decide the future of the talks following the police crackdown. The session of the 26-party negotiat-

ing council is expected to hear an explanation by Law and Order Minister Mr Hernus Kriel after Government negotiators had denied any prior knowledge of the PAC raid.

The meeting coincides with PAC president Mr Clarence Makwetu's announcement yesterday that the organisation would not continue to participate in the talks until 73 PAC members, including seven national leaders, had been released and the "regime" had been apologised publicly for its actions. Addressing a Press conference in Johannesburg, Makwetu also demanded the return of confiscated PAC property. Makwetu said the PAC national ex-



Claim — management won't integrate ethnic groups:

By Ike Motsapi and Sapa

SEVEN miners were killed and 60 injured when faction fighting erupted at Hartbeesfontein Gold Mine in the Western Transvaal on Tuesday night.

Of the 60 injured, seven are being treated at the Rand Mutual Hospital in Johannesburg and in a serious condition. Another 46 of the injured are being treated at the Hartbeesfontein Medical Station in Sulfontein.

Western Transvaal police spokesman Captain Fred Wilhelmus said yesterday the fighting broke out on Tuesday night. He said police were still trying to establish the cause of the fight between

# Faction fighting claims seven lives

Shangaans and Xhosas battle it out

Shangaans and Xhosas

The management of Anglovaal, who own the mine, was locked in a meeting yesterday with officials of the National Union of Mine Workers. They will issue a statement later.

Num spokesman Mr Jerry Majahadi said the mine's management should be held responsible for the tragedy. He said the Num had fought hard to have miners of different ethnic groups integrated in the hostels but management had refused.

"We pointed out to management that miners worked harmoniously underground and said this showed that they would live in peace on the surface."





BIDAY 27/5/93

**Wage talks postponed**

THE third round of the NUM/ Chamber of Mines wage talks, scheduled for yesterday, was postponed until next week for the union to get a new mandate from members after the chamber's "disappointing opening offer". NUM assistant general secretary Marcel Golding said the NUM's negotiating team would hold regional report-back meetings this week. (211) (211)

NUM  
27/5/93

# NUM, chamber meet on wages

*BIDAY 25/5/93*  
THE NUM and Chamber of Mines met for the first round of their 1992/3 wage negotiations yesterday with the chamber offering a 4% increase on gold mines in response to a 20% to 25% demand from the union.

On coal mines the offer ranged from R18 to R23 for Category 1 workers — also about a 4% increase.

The negotiations started against the backdrop of a rising gold price and high mine accident statistics. A chamber spokesman said the chamber had responded to the union's long list of proposals, but had not entered substantive discussions.

The NUM proposed minimum cash wages of R900 and R1 000 a month for surface and underground workers respectively, increased holiday leave allowances and service increments, employer provident fund contributions to be brought in line with the industry pension fund and the provision of permanent health insurance for workers.

Health and safety issues were a priority after a bleak week during which more than 60 mine workers died in three separate accidents.

The NUM is pushing for a comprehensive national occupational health and safety agreement and an improved income security agreement.

The union proposed a social plan for restructuring the industry, based on a negotiated national framework for downscaling.

The NUM also made extensive demands for training on the job and in literacy, and for the implementation

*(1907) (211)*  
**ERICA JANKOWITZ**

of an agency shop.

NUM assistant general secretary Marcel Golding said the chamber had agreed to discuss the issues of service increments for certain categories, adult basic education and the social plan, but had rejected all other proposals out of hand.

He said the chamber had not tabled offers from certain mines — such as marginal mines in the Randgold and Gengold stables — saying they did not have mandates from these members. Golding said the union rejected this as the chamber was the official bargaining agent for these mines and therefore could not abdicate the responsibility.

He interpreted the NUM's stand as an attack on centralised bargaining. It was therefore unacceptable. The chamber agreed to table offers at the meeting today, he said.

On the issue of profit sharing, Golding said the union was pressing for all mining houses to introduce some form of scheme, but thought this would be an uphill battle with Gold Fields of SA and JCI.

He said the chamber had agreed to form a working group to deal with health and safety issues in depth.

The union claimed the outcome of the negotiations would affect more than 200 000 NUM members in the gold and coal sectors.

The chamber represented 28 active mining members in the industry.

They were scheduled to meet again today and tomorrow.

# Wage talks on mines start

Sowetan 25/5/93

## ■ Chamber opens negotiations with four percent offer:

THE Chamber of Mines opened this year's wage negotiations with the National Union of Mineworkers yesterday with a four percent offer for gold and coal miners (1700) ( )

NUM demands a 20 percent increase on gold mines and a basic wage of between R900 and R1 000 for coal miners (211) ( )

The union has apparently decided to

press for an industry-wide agreement and rejected attempts by the chamber to continue negotiating individual agreements on certain mines (511) ( )

According to a source close to the talks, yesterday's three-and-a-half-hour round ended with the chamber having to go back to the Randgold, Gengold and Anglo-Vaal groups to secure wage man-

dates from 10 mines which had not made offers available to the chamber negotiating team

The union presented its demands a month ago

A union source said NUM was certain the chamber would be seeking, as it did last year, a "single-digit settlement"

This, the spokesman said, would be unacceptable

# Mines offer NUM

## 4 pc pay increase

Star 25/5/93 (211)

By Paul Bell  
Labour Correspondent

The Chamber of Mines opened this year's wage negotiations with the National Union of Mineworkers (NUM) yesterday with an offer of four percent for gold and coal miners — considerably short of the unions' demand for a 20 percent increase on gold mines and a basic wage of R900-R1 000 for coal miners

The union, which represents half of the mining industry's 400 000 workers, has apparently decided to press for an industry-wide agreement, and rejected attempts by the chamber to continue negotiating individual agreements on certain mines

A source close to the talks said yesterday's 3½-hour round ended with the chamber having to go back to the Randgold, Gengold and Anglovaal groups to secure wage mandates from 10 mines which had not made offers available to the chamber negotiating team. They were expected to be secured in time for today's session.

The union presented its de-

mands a month ago. A union source said NUM was sure the chamber would be seeking, as it did last year, a "single-digit settlement" but NUM would hold out for "double figures".

This year's round takes place in the context of a significantly improved situation on the gold mines, due partly to rationalisation and below-inflation wage settlements over the past two years. Labour accounts for up to half of costs, and the union has adopted a pragmatic approach to wage settlements in an effort to save jobs.

But the gold price's \$40 surge in the past month comes at a difficult time for the chamber's negotiators.

Mining analyst Duncan Ingram of stockbrokers Irish and Menell Rosenberg suggested that the higher gold price might put NUM under pressure from its membership not to accept another low settlement.

NUM characterised the 1992 round as its "worst result" yet, with average wage increases of five to nine percent, but profit-sharing schemes allowed some workers to show gains of several percentage points more.

This year's demand is much the same as last year's on gold mines, a minimum 20 percent

increase in basic wages, on coal mines a national minimum cash wage of R900 for surface workers and R1 000 for underground and opencast workers, excluding food, accommodation and medical care.

Other economic demands include a month's paid leave, service increments of up to 12,5 percent, increased employer contributions to the Mineworkers' Provident Fund and improved pension benefits.

Non-economic demands include five days' training leave for NUM officials and the establishment of an "agency shop" — a controversial measure involving a one percent pay deduction from the salaries of non-union members to ensure they do not get a "free ride" on wage and other concessions to the union.

The approximately 200 fatalities on the mines in recent weeks will also give impetus to NUM's demand for an industry-wide health and safety agreement as well as full disclosure to regional union officials in the event of accidents.

NUM will also be seeking agreement on its "social plan", designed to ease the circumstances of workers adversely affected by long-term changes in the industry.

## 650 workers resign from Beatrix mine.

ABOUT 650 Pondo and Xhosa workers had resigned from Beatrix gold mine after incidents of violence which had left 15 dead and scores injured during the past two months, Gengold spokesman Andrew Davidson said.

On Friday evening a violent clash between Pondos and Sothos left one miner dead and 32 injured.

Police arrested 17 workers in connection with this incident, Davidson said.

The mine was peaceful and operating normally, but with fewer workers after the removal of the Zulu-

ERICA JANKOWITZ

speaking contingent on Wednesday and the recent resignations, Davidson said. The Zulu-speakers were involved in three previous outbreaks of violence in which 14 people died.

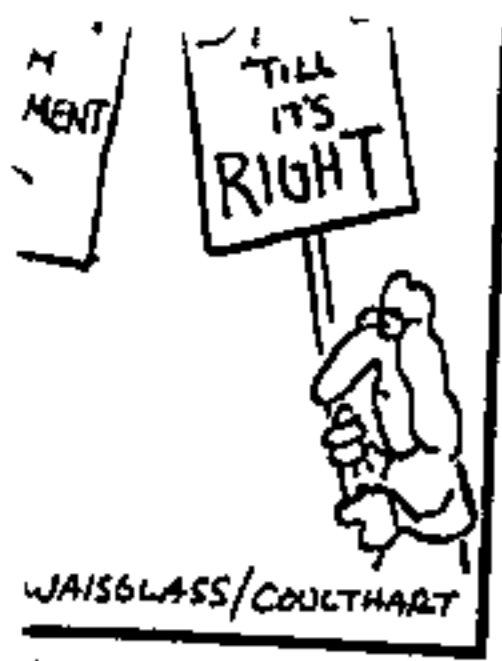
There was still a strong security presence on the mine.

"We will not tolerate any violence on the mine and disciplinary steps will be taken against anyone acting in such a manner," Davidson said.

If any arrested worker was convicted of a criminal offence stemming from the violence, he would be disciplined, Davidson said.

18/07/77 25773





WASSGLASS/COUCHART  
Understood when I  
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to phone through to The  
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Your struggle is the re-  
sult of the recent instal-  
lation of a new digital  
communications system

Three organisations  
have been involved in the  
changeover — Altech's  
Standard Telephone and  
Cable Business Commu-

inside the building,  
Remez, which supplies  
the phones, and Telkom,  
which controls the coun-  
trywide communications  
network

STC technician Mike  
van der Zanden said the  
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Star's outdated system to  
the new high-tech pro-  
cess took place last Fri-

into 40 Telkom ex-  
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area was put to the test  
on Monday and was  
voted a huge success

But in the newsroom  
an eerie silence replaced  
ringing phones

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be patient, there is a  
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## Miners vow to uphold own peace accord

Almost 7 000 miners on  
Gengold's Beatrix mine  
in the Free State have  
committed themselves to  
a "peace accord" after  
two months of sporadic  
violence

Ten people were killed  
in incidents of violence  
on the mine in March, re-  
sulting in the removal of  
more than 200 Zulu mi-  
ners to a "neutral" hostel  
in Welkom, mine spokes-  
man Andrew Davidson

said on Wednesday

He said successful  
"peace negotiations" be-  
tween mine employees  
had resulted in the re-  
turn of the men

The negotiations had  
been conducted under  
the auspices of the Na-  
tional Peace Secretariat,  
Davidson said, and all  
parties had agreed to re-  
frain from violence and  
intimidation — Staff Re-  
porter

## 3 suspects held as 2 constables shot

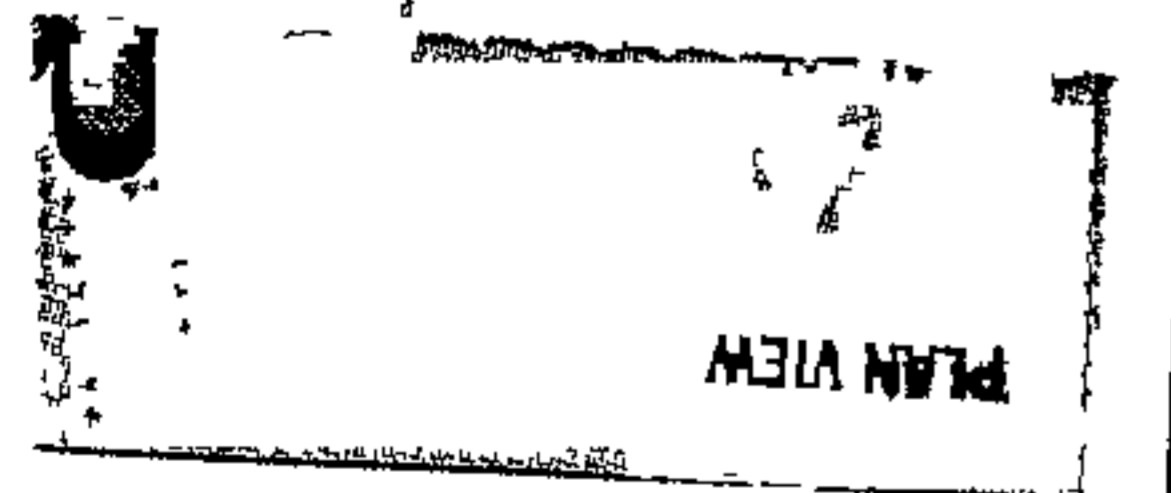
By Gien Elsas  
West Rand Bureau

Three men were arrest-  
ed after two municipal  
policemen were shot and  
seriously injured in Tem-  
bisa, East Rand, on Wed-  
nesday afternoon.

Lieutenant-Colonel  
Dave Bruce of the SAP  
said Constable LS Kgat-  
la was off duty when he  
was shot in the chest  
while walking in the

street at 2 pm. His pri-  
vate firearm was taken  
from him He is in a seri-  
ous condition in a local  
hospital

At 3 30 pm Constable N  
Boloko, who was on duty  
at the Limendela rail-  
way station, was shot  
and seriously wounded in  
the left side Policemen  
arrested three suspects.  
They found the stolen  
firearm belonging to  
Kgatla in the possession  
of one of the suspects.



90C PWV (R1,000)



# Unemployment 'getting worse each month'

*B/DAM*  
19/5/93  
PRETORIA — Central Statistical Service (CSS) figures released yesterday showed unemployment in SA was worsening by the month and the sectors hardest hit were building, mining and quarrying

In the four months to end-November last year, the number employed in the mining and quarrying industries dropped by nearly 10 000 to 588 966, and in the construction industry by a huge 7 700 to 360 700

The manufacturing industry, however, increased its workforce by 32 400 to 1 400 516

A separate set of CSS statistics, covering the whole of 1992, showed that employment levels had also fallen in the wholesale, retail, hotel and motor trades

Nearly 11 000 jobs were lost in re-

*B/DAM*  
19/5/93  
GERALD REILLY

tailoring during the year and more than 3 000 in wholesale businesses. The figures for the motor trade were down 1 500 to 115 100, and in the hotel trade by 2 400 to 40 700

Pick 'n' Pay chairman Raymond Ackerman commented yesterday that conditions had never been tougher in the retail sector. The job loss trend was likely to continue, he said

A glimmer of hope was that business confidence seemed to have strengthened, but consumer confidence had never been lower.

Only one development could restore consumer confidence and give the strapped economy the first real boost for three or more years. This was politicians agreeing to an elec-

tion date and the formation of a transitional executive council. Until current negotiations achieved concrete results the slide in the retail trade was likely to continue, he said

Stellenbosch University's economic research bureau head Ockie Stuart said the increase in the number of workers in the manufacturing industry in the four months August to November could have been a seasonal hiccup which could be followed by a decline in the first quarter of this year

However, the loss of 7 700 jobs in construction highlighted the severe depression in the building industry

This was unlikely to be relieved until well into 1994 and only then if violence subsided and real political progress was made, Stuart said

## Mine blast payouts explained

*B/DAM*  
19/5/93  
SASOL has said compensation for the families of the 53 miners killed in the methane gas blast at the Middelbult colliery on Thursday will be based on each worker's income level

Sasol spokesman Jan Krynauw said this week the company provided insurance for accidents, as well as group life assurance, pension and provident funds with special provisions in cases of accidental death, an employees' assistance fund and the government-administered Workmen's Compensation allowance

"In some cases up to seven times the individual's annual salary could be paid to a miner's dependants," Krynauw said

In the interim, Sasol would adopt a sympathetic approach to the families of victims as it would take some time for the question of compensation to be sorted out and paid, Krynauw said

No family would be asked to leave company-assisted housing and each case would be handled individually

*B/DAM*  
19/5/93  
ERICA JANKOWITZ

Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said that as compensation was based on income, those in lower job categories would be paid significantly less than their more highly paid colleagues (21) (21)

Sasol said that in cases where negligence was proved at the inquest, workers would be entitled to additional compensation

The company said that if negligence was a contributing factor to the Middelbult mine accident, workers would have to approach the commissioner and furnish evidence to that effect. The commissioner would consider the evidence and decide whether additional compensation was appropriate

In another development, Sasol said yesterday it had declared today a day of mourning. It said it would cease all underground operations at Secunda "to allow employees to attend memorial services"

## Iscor sees windfall in Alusaf project

*B/DAM*  
19/5/93  
JONO WATERS  
ISCOR could earn R100m from the new R7,2bn Alusaf smelter project which would require about 100 000 tons of steel

The corporation has undertaken to offer steel at competitive prices to local contractors and construction companies for the project.

An industry source said Iscor sold hot rolled steel locally for R1 300/ton compared with prices in Europe of R1 000/ton. Iscor had an annual capacity of 7-million tons

Alusaf MD Rob Barbour said Alusaf could not favour local companies. "We do, however, vigorously promote SA industry to all overseas companies with whom we deal"

Alusaf wanted to maximise the SA content, but local bids had to be competitive. If a local bid was comparable to that of an international company, "then the local company will be selected", he said

**Mine workers to return**

BEATRIX gold mine's 450 Zulu-speaking workers are due to return to work during this week after almost two months of technical suspension following violence at the mine which left 11 dead and several injured.

Gengold spokesman Andrew Davidson said that a peace accord had been signed between members of the NUM, hostel residents, representatives of the Zulu-speakers, mine management and two members of the national peace secretariat

B/DAY 18/5/73

REPORTS Sept. Business Day Reporters.

(211) (23)

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Star 12/5/93

## NUM's white membership rises

By Paul Bell  
Labour Correspondent

The National Union of Mine-workers has raised its white membership on the mines to about 1 800, largely through its provision of social assistance to white workers neglected by their own unions

According to the SA Labour Bulletin, NUM has been able to assist white workers "neglected by their unions" and has won a number of legal cases for these workers. But they

tend to keep a low profile

NUM organiser Louis Vosloo says some of these workers — mainly CP supporters — are concerned about the influence of the ANC and SACP in the union's affairs

The bulletin points out that these workers are in bargaining units covered by closed-shop agreements with white unions, which means the NUM is unable to represent the interests of these new members at plant level

# Key players miss birth of Volksfront

THE Afrikaner Volksfront, established in Pretoria on Friday, is already showing signs of strain with prominent right-wingers not being invited and others considering it to be a CP plot. *Blom 10/5/93.*

The AWB and its leader Eugene Terre-Blanche were absent from the launch, decided upon after five hours of discussion. Terre-Blanche said he had not been consulted, but added he had been in the Cape for two weeks.

HNP leader Jaap Marais said he had opted to join the Volksfront, but felt setting it up was a CP plot to force the rest of the right wing to fall in behind it.

The CP would have about 60 of the 75-80 central management committee members, he said. All of the participating organisations at Friday's meeting had been told to send one or two delegates, but half of the CP caucus had been there.

Volksfront founder and committee of generals chairman Constant Viljoen said Terre-Blanche had been invited.

AWB Wenkommando chief "Colonel" Servaas de Wet was there, but not to represent the AWB. Right-wing sources yesterday said a split in the AWB hierarchy was on the cards.

Terre-Blanche yesterday denied this. "There can never be a split in the ranks of the AWB. None of the generals were consulted. I have not spoken with De Wet yet and I do not know what he did there."

*2000*  
DIRK VAN EEDEN

He was not prepared to say whether there was a possible split between the AWB and De Wet.

Marais said he had held up the launch for three hours, insisting that the political implications of such a body be considered first.

Afrikaner Volksume leader and MP for Potchefstroom Andries Beyers had agreed with him, he said, and had told the meeting "You are establishing a new political party with a party structure and political aims."

In the end, the group agreed not to accept the proposed structure of the Volksfront. Rather, they took the proposals as a "point of departure" while a working committee, comprising members of all of the major role-playing organisations, were asked to hammer out a better proposal before May 19, when they had to report back.

Viljoen said yesterday he did not wish to comment because he had to consult with the other Volksfront members first.

However, he said some in-fighting had to be expected at this early stage. The body was not intended to create complete political consensus.

CP leader Ferdi Hartzenberg said yesterday it was not policy to speak to the media on a Sunday. The CP has agreed to disband its own mobilisation action in favour of the Volksfront.

## Support for literacy drive

*Blom 10/5/93.*  
A KEY NUM demand at this year's wage bargaining with the Chamber of Mines — the elimination of worker illiteracy within the industry during the next five years — is broadly supported by the industry.

NUM assistant general secretary Marcel Golding says that the success of any productivity or profitability scheme depends on work organisation and skills development.

However, as 90% of unskilled miners were functionally illiterate, this was a major obstacle to attaining high levels of production and therefore profit.

He said mining houses had indicated their willingness to co-operate on eliminating illiteracy and educating workers in the fundamentals of business.

"It is difficult to persuade workers to work harder if they don't understand figures and the interpretation of them," he said.

NUM proposals on adult basic education included employers and the state providing "facilities for classes, paid time off for workers attending and assistance in paying for teachers and the costs of developing teaching materials."

Randgold's human resources executive Richard de Villiers said this was a constructive demand, and would be wholeheartedly supported by the group.

He said its mines already operated

*211*  
ERICA JANKOWITZ

basic adult education programmes, which were well attended.

Gengold spokesman Andrew Davidson said the group's adult education programmes had the "objective of ensuring more than 80% of its 55 000 workforce were able to read and write by 2000."

Davidson said workers were helped to understand facts and figures concerning the business activities in which they were involved.

Anglo also ran adult basic education in literacy and numeracy, said spokesman James Duncan. There was no uniform approach to this project, and each region approached the project in its own way, he said.

For example, Anglo's West Rand region had launched a project which would also benefit surrounding communities and taught skills related to the work, technological, economic, political and social spheres of life.

At the start the main medium of teaching was the vernacular. The English content of courses increased as candidates progressed.

"The aim is to put 25 600 illiterate and innumerate employees, numbering about 25 600, through the programme by 2000," Duncan said.

## AIDS policy deal in reach

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AN AIDS policy for the mines, which the NUM and Chamber of Mines have been negotiating for about 18 months, will probably be signed shortly, according to a union spokesman.

Both parties agreed they were "very close to agreement" on the issue, but had yet to resolve two points of contention. *BIDM 10/5/73*

One involves certain categories of workers the chamber insists should be tested automatically "on medical grounds". The union maintains that automatic and pre-employment testing could be extended to all workers and is not acceptable.

Chamber medical adviser Dr Isaak Fourie saw this as "a procedural aspect" and said it was not a fundamental point. He said the parties had agreed employees had the right to refuse testing and were now thrashing out the extent of the agreement.

The second point is individual responsibility. The union is arguing for a lifestyle change, saying the hostel and migrant labour systems contribute to the spread of AIDS.

The chamber, however, says employees must accept co-responsibility for the spread of the disease as an individual is not going to become infected unless he has unprotected sex with an HIV-positive person.

Fourie said the two parties had gone a long way towards devising "broad guidelines to protect the rights of the HIV-positive worker in the mining industry". The whites-only Mine Workers' Union had been invited to discussions on the policy, but had "shown no enthusiasm".

## Shoprite/Checkers warns against strike

*BIDM 10/5/73*  
SHOPRITE/Checkers on Friday gave notice to the SA Commercial, Catering and Allied Workers' Union (Saccawu) that the union would be responsible for "whatever consequences may flow from strike action" planned to start this week.

In a hard-hitting letter to the union, group personnel manager Callie Burger said it was clear the union had a fixed intention to embark on strike action and would only abandon this when the company acceded to its demand for the unconditional reinstatement of the cancelled recognition agreement.

On Saturday, thousands of Saccawu members engaged in industrial action over the unilateral termination by management of its recognition agreement with Saccawu, the union said in a statement.

It said this followed a majority vote in favour of industrial action and the company not agreeing to mediation unless certain preconditions were met.

It said 14 workers were injured by police dogs after they had handed a memorandum to the management of Shoprite/Checkers in Hillbrow. A police spokesman said police had dispersed more than 200 workers because the march was illegal. He said one man was arrested.

In his letter, Burger said the company had given "proper and lawful notice" of the termination of the agreement which was "no longer

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ERICA JANKOWITZ

appropriate to the structure of the new and enlarged company"

Despite attempts, the union had been unwilling to negotiate a new agreement.

Burger said the company had requested a joint bargaining forum with the National Union of Distributive and Allied Workers in accordance with "the prevailing national tendency to accommodate and tolerate minority groups" and to promote orderly collective bargaining.

This had been rejected by Saccawu whose "failure to deal with the issue had led to an indefinite delay in granting the annual wage increases".

Burger said the two strike ballots conducted by Saccawu had "resulted in numerous incidents of illegal strike action, serious disruption to business and a large number of serious irregularities" and that any strike action embarked on would be deemed unlawful by the company.

Burger said as it was clear the union "is in an advanced stage of planning its industrial action and has devoted considerable time, energy and finance to this" the company would "take whatever practical steps it deems necessary to protect the interests of its employees, shareholders and the wider community".

He said strike action would have a detrimental effect on the company's financial recovery.

### White workers back generals

THE biggest white workers' union in the country, the Mynwerkers Unie (MWU), has been "flooded by calls to support the (former police and army) generals" who plan to mobilise the white right. (21) (1822)

The MWU has 46 000 members on the mines and in key parastatals.

Media reports on a meeting of generals last week have yielded an unprecedented response from members, the union's media representative Stephan

### LABOUR BRIEFS

Wlwacl 7/5-13/5/93  
Maninger said this week.

White workers were growing more militant because of the "reverse discrimination" they were seeing at the workplace. "We believe in equal opportunities, not extra equal," he said.

### Big pay demands on mines

THE National Union of Mineworkers has tabled a wage demand for

increases ranging between 20 and 25 percent on gold mines and between 40 and 90 percent on collierie (21) (1822)

The goal is an industry monthly minimum of R900 for surface workers and R1 000 a month for underground miners. Wlwacl 7/5-13/5/93

Non-wage demands include calls for a social plan act — which encompasses a number of benefits for retrenched workers — and for an industry-wide adult basic education scheme. Industry negotiations get under way at the end of the month. (21) (1822)

# Randgold may hold own wage talks with NUM

B10M 6/5/93.

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ERICA JANKOWITZ

RANDGOLD is likely to discuss negotiating wages separately from the Chamber of Mines again this year when the chamber and the NUM meet for the first time on May 24

Randgold human resources executive Richard de Villiers said this would be for the third consecutive year, as this route had proved successful in the past

The four Randgold mines were all marginal and their vulnerability to any variation in revenue factors necessitated this move, he said

Basic wage increases were built into fixed costs and, as the mines operated within very narrow margins, changes in grade, tonnage, gold price or any other factor could "blow the margins", he said

At present Randgold operates two bonus schemes one based on efficiency and the other on profit Both are paid monthly

The profit bonus has a cap of 20% of pensionable earnings — up from 15% last year However, payments have never come anywhere near reaching this cap, De Villiers said

Other chamber members operating similar schemes are Gengold and Anglo American Gengold's cap is 15% and Anglo's 25%, both paid quarterly

The setting of limits is likely to be a major

debating point at this year's wage round as the NUM is determined to lift it

NUM assistant general secretary Marcel Golding said the union would be seeking to extend bonus schemes to all mining houses and to renegotiate the built-in trigger levels which "prohibit workers from sharing profits from the start" The union was pushing for a "uniform and equitable profit sharing system" and wage parity across mining houses

Gengold spokesman Andrew Davidson said the group's cap was inflation-related and set last year when the inflation rate was perceived to be around 15%.

Anglo's gold division industrial relations manager Fame Ernst said bonuses were a high-risk portion of a worker's salary and, as such, a high cap should be set to give incentive to workers to produce The present structure of low basic wage increases combined with bonus schemes had meant the mines negotiated from a relatively low base, he said Also, bonuses are not pensionable although the officials' associations had requested 10% of their payments to be added to the pension scheme

This gave mines a greater degree of flexibility dealing with fluctuations in the gold price

High expectations worry industry

# Gold surge raises miners' wage hopes

B/DAM 4/5/93

WORKERS at mines participating in the industry's profit-sharing scheme have begun to reap the benefits of the higher gold price, and are looking forward to further improvements if the high gold price is sustained.

The change in the industry's fortunes comes as the NUM and Chamber of Mines prepare for the 1993 wage talks. The industry is concerned about the effect of the improved gold price on workers' expectations, while the union is convinced it will improve members' bargaining strength. The NUM has just forwarded its detailed proposals to the chamber.

In the March quarter, workers on Anglo American gold mines received bonuses averaging 6% of basic pay — up 30% on the previous quarter. Benefits were unevenly spread, though, with bonuses almost doubling at Freegold and Western Deep Levels and declining nearly 40% at Vaal Reefs. In total Anglo mines have paid out R66,2m in bonuses since July last year, according to figures supplied by gold division industrial relations manager Fanie Ernst.

At Gengold, according to spokesman Andrew Davidson, workers received on average bonuses equivalent to 4% on basic pay over the past three quarters.

Bonus payments at Harmony, in contrast, were little more than 1%. The mine

ALAN FINE and ERICA JANKOWITZ

had poor results in the last quarter. However, the figure for April had increased to more than 3% due to a combination of the improved gold price, and better tonnages and grade, according to RandGold human resources executive Richard de Villiers.

A spokesman pointed out that where a mine has sold gold forward the effects of the current high price would be diluted.

Anglo employees are entitled to a maximum of 25% on basic pay in bonuses, while at Gengold the "cap" is 15%.

Both Anglo and Gengold said although the gold price was an important factor in determining bonuses, so were factors such as reduced working costs.

Ernst warned that widespread reports about the improved gold price had created worryingly inflated expectations of profitability among the workforce.

NUM assistant general secretary Marcel Golding said yesterday he believed the better gold price, if sustained, would improve the union's bargaining position in wage talks. The union would seek the removal of the caps on bonuses.

The Anglo scheme is based on the average profit made over the previous four months being used as the trigger. From

To Page 2

## Mine wages B/DAM 4/5/93

zero to the trigger 5% of total profit is paid, thereafter 20% of total profit. The cap of 25% of pensionable income had not been reached to date, Ernst said.

The NUM wage proposals, based on a central committee policy paper published in February, will be discussed in talks beginning at the end of May.

On gold mines the union has demanded wage increases in the 20%-25% range. Part of the strategy is to reduce the wage differential between the groups that pay higher rates in the lower categories and those that operate a steeper wage curve. The union's wage demand for collieries is substantially higher — about 40% in the higher wage companies and up to 90% in the low wage ones. The goal is a R900

monthly minimum for surface workers and R1 000 for underground miners.

The proposals contain no reference to the profit-sharing scheme but this, according to general secretary Kgalema Motlanthe, is because the scheme is already in place. The union envisages profit sharing continuing subject to certain amendments such as the removal of the cap.

Of the 12 other main items on the NUM list of demands, Motlanthe and Golding identified those relating to a "social plan for restructuring" and "adult basic education" as the most crucial. The union believed the former should include financing the training of retrenched workers and minimum severance pay, and the latter should aim to eliminate illiteracy within five years.

From Page 1

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**Miners suspended** (28)

GENGOLD said yesterday 450 Zulu-speaking miners at its Beatrix mine near Theunissen were still technically suspended from work after faction fighting in March which left 11 miners dead and several injured in March. Talks between representatives of the Zulu-speakers and other parties were continuing and management "was confident of a successful conclusion soon", spokesman Andrew Davidson said (21)

# 'Slump forced mining rethink'

PRETORIA — The long slump in the gold price and other precious commodities had forced the mining industry to look downstream to beneficiation, according to a report on structural changes in mining disbursements.

The report, compiled by Unisa's Bureau for Market Research, says the Columbus stainless steel project was a case in point.

The report contains the findings of a study updating major income and expenditure items of all large mines and quarries from 1986 to 1990.

In little more than a decade — 1980 to 1991 — the mining sector's share of GDP plummeted almost to its 1976 level, from 22% to 10,4%.

The sector's importance in the economy was shown by its 29% share of total exports in 1991 and by its consumption of goods and services.

Total salary and wage payments the mines' second largest disbursement, amounted to R10,268bn in 1990. The share of this item in total disbursements rose from 21,5% in 1980 to 33% in 1990.

The share of dividends paid by the sector declined from 21,8% in 1980 to 14,1% in 1981 and 9,8% in 1990.

In contrast to the relatively sharp increase in the total salary and wage index, the dividend

8/10/93 3/5/93  
GERALD REILLY

index dropped substantially. It stood at 62,7 in 1990 compared with the 214,9 of the total salary and wage index and the CPI's 203,7.

This implied labour remuneration more than kept pace with inflation while the return on capital decreased considerably.

The report says that as a percentage of major disbursements, mining tax paid dropped from 19,3% in 1980 to 9,7% in 1990. The contribution of mining tax as a percentage of the country's total tax was at its lowest level in 13 years.

"Stores consumed" increased its share in disbursements from 37,8% in 1990 to 47,5% in 1990. More was spent on working costs and less on capital expenditure, the report said. Stores consumed rose at an average annual rate of 15,4% in current rands in the 10 years.

The gold mines represented 58,6% of the total market for stores in 1990. Efforts to control the escalation of working costs had been successful. The annual percentage increases in working costs a kilogram of gold plummeted from 25% in 1987 to 1,6% in 1991.

This, with a slight increase in the average grade of ore, pushed up working profits a ton by 3% between 1990 and 1991.



**PROPERTY** Bosses can now help workers get housing

# Mining giant launches big housing scheme for workers

■ Employees will live within walking distance of home by turn of century:

*Sowetan 30/4/93.*  
By Joshua Raboroko

MINING giant Genmin has announced a R30 million housing scheme which could have far-reaching implications for black housing in South Africa.

In terms of the scheme the emphasis is placed on land and not home ownership

The scheme will provide access to finance for employees who wish to become homeowners but have been unable to obtain finance for a site and service option

The new scheme implemented by Genmin is being done

in conjunction with three financial institutions, Absa, FNB and the SA Perm and IDT Finance Corporation Limited, a subsidiary of the Independent Development Trust.

Genmin's chief executive, management resources, Mr At du Plessis, said the breakthrough came when the emphasis was shifted from home ownership to landownership. It would not only help alleviate the housing problem but would also assist in eradicating the illegal squatter problem.

The company's goal was to facilitate a process which would enable 80 percent of its employees to live within walking distance of their workplace.

A large portion of employees who would like to become homeowners could not afford a bond between of R20 000 and R30 000 for a small housing unit.

Du Plessis said it was impossible for lower paid employees to obtain a bond from a financial institution for less than R20 000. Research within the group had shown that a large percentage of the company's 115 000 workers were interested in participating in an affordable site and service scheme.

In terms of the scheme, employees with at least two years service, earning less than R2 000 a month, could now obtain loans of between R1 000 and R10 000, redeemable over a period of between 12 and 120 months.

The money could be used to buy a piece of land and to build an affordable dwelling on it. The idea was that they started off with a temporary structure but that they should eventually erect a permanent house when they could afford it.

# Time off and transport sought for funeral

THE whites only Mine Workers' Union demand to employers for paid time off and subsidised transport for members to attend CP leader Andries Treurnicht's funeral today has received a mixed reception

Union spokesman Flip Buys said yesterday Iscor's plant in Vanderbijlpark — with about 3 600 union members — would give members five hours of paid leave and provide transport to a service in the town. Iscor spokesman Neels Howatt said other employees could apply for a day's leave or unpaid time off. Those who did not apply would have a day's pay deducted and disciplinary action would be considered.

Eskom said requests for leave would be

ERICA JANKOWITZ

treated sympathetically. No disciplinary action would be taken against union members who did not report for work. A Chamber of Mines spokesman said the union's request had been referred to local mine management for a decision.

Buys said the Atomic Energy Corporation and engineering companies had agreed to grant leave, and Highveld Steel had agreed to this and to transport.

The TPA agreed to give time off "as far as possible, taking into account the provision of certain essential services".

The funeral will be broadcast on TV1 from 11am today.

BIDAYS 27/4/93

(211)

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5/14/93  
Cid/S

**Time off for Treurnicht**

THE all-white Mine Workers Union, representing about 45,000 members, has demanded paid "time off and transport" to attend memorial services next week for CP leader Andries Treurnicht.

Treurnicht will be buried in Pretoria tomorrow morning and memorial services are expected to take place at centres throughout SA today and tomorrow. (21)

# Mine crisis brings workers together

By FERIAL HAFFAJEE

THE crisis in the mining industry is bringing black and white workers closer in a "we're in this together" attitude. A representative of the Council of Mining Unions (CMU) this week predicted that the federation would negotiate jointly with the National Union of Mineworkers (NUM) in two to five years' time.

The relationship is not brimming over with camaraderie yet, but, says CMU representative Arthur Allen, "workers are looking at bread and butter issues, not political issues. They realise there is more common ground between them."

Already, the CMU and the NUM have made joint representations to the health ministry on miners' occupational health and safety and to the energy affairs ministry on Sunday work.

More black miners are becoming artisans and the NUM is lobbying to extend the categories it organises across. Allen believes the CMU will work more closely with the NUM when they have overlapping membership.

The CMU is a federation of six unions representing both skilled and semi-skilled mainly white workers

Last week, it tabled its wage and non-wage demands at the Chamber of Mines. The union is seeking a 14 percent across-the-board increase as well as

increases in the profit-sharing and cost-containment bonus schemes (where workers receive a portion of any savings their mine makes).

Its non-wage demands include a moratorium on retrenchments, an increase of annual leave by seven days, seven days' paid training for shaftstewards and shift allowance increases.

The non-wage demands bear a remarkable similarity to those which NUM will table soon at the chamber. The NUM will ask for an increase in the percentage of profit shares, but is looking for a national retrenchment agreement rather than a moratorium on retrenchments. It's already secured paid training for shaftstewards.

"The new mood is influenced by the political set-up," believes the NUM's Jerry Matjaladi. Falling mineral revenue, marginal mines, mine closures and the end of job reservation have all made themselves felt too.

The NUM would like to see the speedy unity of miners' unions, but the CMU is more hesitant and doesn't believe a merger is on the cards for a while yet.

While its more liberal member unions like the Amalgamated Engineering Union may favour unity, a union like the Mynwerkers Unie instead believes a "super white union" should be formed to counter Cosatu's strength.

(21)

W/Man 22/4-29/4/093



# Veteran unionist killed at Protea

Wimani 23/4 - 29/4/93  
Weekly Mail Reporter

MOURNING for Chris Hani has overshadowed the killing of miners' leader, Sam Tambani, in shooting at the Protea police station last Wednesday.

Like many worker leaders, Tambani's skills were co-opted by the African National Congress and he will be remembered as the secretary general of the organisation's Soweto sub-region.

But Tambani — who worked for Anglo American — was also an ex-officio member of the National Union

of Mineworkers' executive and the education officer of the Pimville branch of the South African Communist Party. (211)

He was a veteran unionist and joined the General and Allied Workers Union in 1980, where he helped organise the formation of the Congress of South African Trade Unions.

The National Union of Mineworkers this week said his death could "bedevil industrial peace in the mining industry". Tambani will be buried tomorrow.

## POLICE MISCONDUCT

Do you have any complaints of serious misconduct (including criminal behaviour) on the part of the police?

Are you afraid that the police will not conduct a proper investigation into such a complaint?

Have you referred such a complaint to the police and received little or no result?

If so, please feel free to report your complaint to the **POLICE REPORTING OFFICER** in the region in which such police misconduct occurred. **POLICE REPORTING OFFICERS** are independent lawyers who have been created and appointed in terms of the **NATIONAL PEACE ACCORD** to refer certain such complaints to a special unit of the SAP for investigation and to ensure that the investigation is properly conducted.

The Police Reporting Officers in the PWV area are:

Adv K D Moroka in respect of Soweto  
Fax: 333-8819 Tel: 337-6302

Adv J H A Munnik in respect of the whole of the Witwatersrand area including the Vaal Triangle, Heidelberg and the East Rand but excluding Soweto

Fax: 333-1602 Tel: 337-4355

# NUM moves to energise townships

31/04/93

ERICA JANKOWITZ

A NUM initiative to develop a new energy policy for SA, with emphasis on the generation and distribution of electricity, has been announced.

NUM national organiser Gwede Mantashe said the racially biased distribution of electricity was unacceptable. At present 98% of white and Indian households had access to electrical power, compared with only 15% of black households. (21)

At a time when Eskom was mothballing operations due to "overcapacity", about 3-million households — or 25-million people — were not linked to the national electricity grid, he said. (1/2)

Part of the problem was that three government ministries dealt with electricity distribution: public enterprises, local gov-

ernment and mineral and energy affairs. Further fragmentation occurred within the independent states so no national policy to widen access existed, Mantashe said.

The NUM would run workshops in May to develop the principles and process to be incorporated into its energy policy. This would focus on five areas of interest: generation, restructuring the industry, alternative sources of energy, linking up with the SADC grid, and workers' involvement in decision-making structures.

Environmental issues would be studied, as would rationalisation of electricity generation, transmission and generation. Concerns over job losses in such a process would be a priority for the union.

## Seven-day week means more jobs

*(211)* JONO WATERS *(211)*  
SA GOLD mines could create 150 000 more jobs if government allowed a seven-day working week, Kaplan & Stewart analyst John Handley said yesterday.

This would result in a production increase of about 200 tons of gold a year, worth more than R6bn in foreign exchange.

Many overseas gold producers operated about 20 shifts a week. SA mines were working between six and 11 shifts a week.

Handley said a seven-day week would see an increase in underground tonnage. This would fill "hungry mills" and replace waste with higher grade ore in mills working to capacity.

A fall in operating costs because of economies of scale would convert millions of tons of marginal ore into payable ore.

In addition, a rise in production would increase demand for mining supplies and equipment, creating jobs in peripheral industries.

Anglovaal's Loraine mine was granted permission to mine on Sundays in January, which could result in an increase in its workforce. Employee numbers had fallen to 6 000 last year from nearly 10 000 in 1989. *SIDAM 28/4/93*

Randgold & Exploration's Harmony mine was granted approval for Sunday mining in September last year. It had since reported an after-tax profit of R8,5m in the December quarter after heavy losses in previous quarters.

Gengold's St Helena, JCI's H J Joel and Anglovaal's Hartebeestfontein have applied to government to work a seven-day week.

Calls for ending operating restrictions on the mines have been made by members of the Chamber of Mines.

# Racist law pays out paltry aid to black miners<sup>(21)</sup>

By CARMEL RICKARD

THE plight of Eric Matshatsha and his family illustrates the urgent need to change one of the most blatantly racist laws still on the statute books — the Occupational Diseases in Mines and Works Act

This law concerns miners who contract diseases associated with mining. Among other provisions it lays down the rate at which miners will be compensated if they have to stop work.

## Payments

The compensation for white miners is R18 000, for coloureds R9 000 and blacks R1 400.

The law discriminates against black workers in another way, too. While the dependants of sick workers in the other racial categories are given additional compensation if the miner dies, dependants of black miners are paid nothing.

Mr Matshatsha, a gold miner for 21 years, contracted TB and pneumoconiosis and was paid out the maximum due to a black worker. Several years later he died. Under the provisions of the law, his wife and five children were entitled to no further payments.

Minister of National Health Rina Venter amended the law last year. However, she simply increased the amounts of compensation paid to all categories, and the basic inequality remained untouched.

Asked for comment this week, Dr Venter said she had wanted to scrap the discriminatory provisions last year, but had to wait for a report on the financial implications of standardised compensation.

This revealed that the fund from which compensation was paid could not afford payments to all beneficiaries at the current white rate.

## Victims

The fund consisted of contributions made by the mining industry. Dr Venter stressed it had to be self-sufficient; it could not pay out more money than it had.

She had proposed to the mining unions and management that victims be paid on a sliding scale according to their incomes at the time they were laid off.

The unions, however, had not accepted this proposal. Following this impasse, Dr Venter asked officials of the Department of National Health to convene a "technical committee" including department officials and representatives of managements and the unions to work out other proposals.

She told them any solution had to meet three requirements: the fund had to be able to afford the new scale, the new proposals should contain no element of discrimination and they had to win the approval of both management and workers.

Dr Venter said that as soon as she had proposals which met these criteria she would take them to the Cabinet and she hoped the law could be amended during the current session of Parliament.



**Zulu miners in limbo** (21)  
THE plight of about 450 Zulu-speaking miners, who were moved out of their hostel on Beatrix Gold Mine this week, after clashes with Pondo colleagues, could take some time to resolve, Gengold spokesman Andrew Davidson said yesterday

## NEWS IN BRIEF

### Mine 'pre-emptive' (211)

THE NUM yesterday accused management at Gengold-owned Beatrix of not taking "incidents" at the gold mine seriously enough after one miner died and 24 were injured in fighting there on Tuesday. *BIDAM 16/4/93.*

NUM assistant general secretary Marcel Golding also said management had been "pre-emptive" in allowing 400 Zulu-speaking workers to return to Beatrix on Tuesday following last month's fighting in which 10 miners died.

Golding suggested local management was trying to "push" Inkatha-linked trade union Uwusa, but Gengold spokesman Andrew Davidson said all unions representing workers at the mine were treated equally.

## Retrenchments and violence take their toll on worker spirit

KATHRYN STRACHAN

AS RETRENCHMENTS loom and escalating violence increasingly invades people's working days, the Employee Assistance Programme battles to meet the flood of demands from companies concerned about worker morale

Programme spokesman Renate Volpe said the organisation, affiliated to the Chamber of Mines, dealt with the whole spectrum of human afflictions affecting productivity but in recent months had focused on the pressures of retrenchment and the effects of violence

Although the corporate world focused on the "bottom line", Volpe said more companies were beginning to realise the effects personal problems had on their balance sheets and the benefits of investing in their workforces

Managers had learnt that unless problems were identified and treated early, the organisation would lose a lot through decreased performance and absenteeism, as well as through the use of medical facilities.

Although affiliated to the Chamber of Mines, the programme served major corporations throughout the industry. It was currently servicing about 22 000 employees, either at its centre in Johannesburg or through workplace clinics

Volpe said 30% of clients were top executives and the figure was increasing steadily

Although many companies came only for "crisis management", mostly in times of retrenchment, others had opted for the preventive approach

But in the last few months the centre had received requests to design a programme to deal with the consequences of violence and post-traumatic stress

She said the signals for employees in distress were attention seeking, power playing, sabotage and helplessness.

The programme had also specialised in helping companies deal constructively with retrenchments, preparing workers for it

Companies were often haunted by a "victim-type mentality" after retrenchments, and a team building exercise was needed to restore morale after the cuts, she said

Volpe cited US Department of Health research figures which indicated that companies which used the programme had a 29% increase in overall return on investments over one year and a 700% increment over five years

**W**ITH more than 100 000 jobs having been shed just in the gold mining industry and the ever present threat of further retrenchments, a question being asked is who should take responsibility for alleviating the situation of unemployed, unskilled miners who cannot find alternative jobs?

A recently published study commissioned by Randgold and Exploration and undertaken by Gay Seidman of Wits University's, Sociology of Work Project looks at the social impact of Harmony gold mine's downscaling.

Virginia has been almost entirely dependent on Harmony gold mine since it was founded in the '50s. Over the past five years, the town has been hard hit by reorganisation which has cut the workforce from more than 32 000 to about 14 500.

Downscaling affects not only mine workers and their families — inside and outside SA — but the rest of the community too.

Harmony still relies very heavily on migrant labour. In 1992 about 50% of its diminished workforce came from Lesotho, 10% from Mozambique and 20% from Transkei. About 9% of Lesotho's GNP was made up of Harmony workers' remittances in 1992.

The study looks at the complexity of the transformation of a largely long-distance migrant labour system to a smaller, more stable and productive workforce consisting in the main, of career miners. This organisational change over the past five years has transformed the mine from a position of near bankruptcy to one of short-term viability.

The mine has controlled costs by cutting the labour force while changing the labour process to maintain production levels.

Productivity bonuses, Sunday blasting, narrower stopes and other changes have raised monthly rock removal per worker from 27.5 tons in 1990 to 35.4 tons this year. Yields have been increased from an average 3.25g/t to more than 3.5g/t —

# Who bears the burden of helping jobless miners?

Blom 14/4/93

ERICA JANKOWITZ

(211)

against an average of more than 5g/l for the industry.

The study concentrates on four areas: the predominantly white Virginia business community, the formal township Meloding, and mine hostels; the informal settlement Mandela Park, and Lesotho.

Businesses are severely depressed, with some reporting falls of up to 80% in turnover since the downscaling began. Many chain stores have closed and others are on the verge of following suit. Most commercial property landlords have been forced to cut rents — some by 75% — and yet empty stores are a common sight in the town and its suburbs.

Despite this, there is no evidence of changing business strategies. Shopkeepers display a persistent dependence on the mining community and hope for a better gold price to restore their previously thriving profit margins, without realising Harmony's boom days are over.

There is also evidence of a persistence of "an extraordinary level of racism" which permeates the white community. Integration of facilities and the proposed administrative amalgamation of Virginia and Meloding are unlikely to be a smooth process. Most white-owned businessmen

say they will leave Virginia unless conditions improve. As Harmony will not increase its workforce — certainly not to its 1988 level — it appears the remaining concerns will, over the next few years, leave Virginia. Some are already looking at areas with opportunities such as Richards Bay.

In contrast, most respondents from the black community say they will stay in the area even if the mine closes. Mandela Park residents fall into three main categories: past and present miners and their families, farm workers who have been retrenched or who are no longer given accommodation on the farms; and those who cannot find residential space in Meloding. A R15 monthly levy is charged for basic services.

It is an overcrowded and squalid area with over 50% unemployment and a median household income of less than R250 a month. Most parents send children to school in other areas — mainly where members of the extended family live — and so strong links with rural areas are perpetuated even if workers relocate to be closer to the mine.

Retrenched workers and other unemployed people have resorted to working in the informal sector to survive. However, their lack of business acumen and financial resources has meant most barely scrape a living. The study found most hawkers and tuckshop owners had less than a Std 3 education, were barely literate and so had no idea of how best to use their limited resources. They also displayed little originality in selecting the type of business they would run and overtrading was the norm. Any perception that informal business activity will rescue the unemployed is incorrect.

Although hardest hit by retrenchments, more than 60% of black hostel dwellers interviewed said they would like to bring their families to settle in Virginia but the shortage of accommodation precluded this.

Retrenchment is always a fear. But workers' distrust of mine management is more deep-seated than a mere concern over retrenchment. The mines' perceived history of exploitation has led to a general view among workers that downscaling is used to get rid of troublesome employees and is not a reaction to economic necessity. And yet, miners expect employers to provide services beyond the direct employment relationship: housing, medical services, training and education.

And so the question arises who should bear the responsibility for alleviating the social impact of downscaling? Government has never pursued a comprehensive social welfare policy and the economic recession means this will not change.

Companies have been concerned with social responsibility only since the '80s and many are not in a financial position to do much.

The NUM's Martin Nicol says the union has been calling for a national study to investigate the effects of downscaling.

It has also proposed to the Chamber of Mines for negotiation this year the establishment of an industry-wide social fund, based on a German equivalent, for this purpose. Seidman's study, Nicol says, is "a brave effort on the part of a mining house to expose the conditions surrounding the downscaling of mines, and Harmony should be seen as an example of the wider process."

The study concludes that planning is required for the downscaling of mines involving "large-scale job creation rather than reliance on an informal sector or small businesses alone."

Such a plan would require the full participation of all parties: government, companies and unions as well as subsidies, diversification and training. It also suggests that individual severance packages without any advice on how best to utilise this limited resource are inadequate.

**R**andgold human resources director Richard de Villiers, who initiated the study financed by the group's social responsibility programme, says the group has concluded that all stakeholders and involved parties must participate in planning. "Orderly, phased downscaling" Existing resources must be mobilised and additional resources made available to address the effects on workers and communities.

De Villiers concludes "The responsibility for adequately addressing these issues cannot be left solely to individual mine managements as far-reaching social plans have to be developed which go hand in hand with managements' business plans."

SPOT DESK

# White miners seek 14% hike

THE Council of Mining Unions (CMU) has proposed a 14% across-the-board pay increase for its members

The Chamber of Mines has offered 4%

The CMU has also suggested to the chamber that there be a moratorium on retrenchments and that profit-sharing and cost-cutting schemes be reviewed to improve incentives and ensure effective implementation at all member mines

In the past, "white" unions have not been concerned with retrenchments, maintaining that skilled workers were not affected by downscaling. However, in the mining sector, where more than 160 000 jobs have been lost since 1987, all categories of workers are now being made redundant.

The CMU represents five unions of skilled workers. Most of the unions' 20 000 members are white. The proposals cover workers at gold and coal mines.

ERICA JANKOWITZ

The NUM has yet to table its wage demands, but a union spokesman said negotiations were due to start in May.

He said that the union had decided to demand minimum wages of R900 a month for surface workers and R1 000 a month for underground workers — increases amounting to about 40%.

Other CMU proposals to the chamber were for annual holiday leave to be increased by seven days, the equalisation of ordinary leave for surface and underground workers, afternoon and night shift allowances to rise to 5% and 10% respectively, and optional holidays — New Year and Ascension Day — to be paid days off.

Last year's negotiations resulted in 5-9% wage increases linked to productivity bonuses at 14 mines in the Anglo American, Genmin and Rand Mines groups.

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BIDAY 14/4/83

## Move into SA, investors told

LONDON — Stockbrokers James Capel have urged international investors to move into SA now to reap high nominal bond yields, despite political uncertainty.

Capel analyst Jon Bergtheil said the investment picture had improved now that the ANC and government had pledged to hold a national election by April 1994.

"They said (on Friday) they will set a date within four weeks for an election. After that SA will have access to IMF and World Bank facilities — access to international capital it very much needs." US pension fund clients, in particular, were holding back until a date was agreed on.

"About 70% to 80% of people who have had moral concerns will drop them once that date is announced," Bergtheil said.

"Our biggest trade in the past two months has been with US funds, some of them municipalities, which are sensitive to ethical concerns and are often geared to black Americans"

Capel first recommended buying SA bonds in March on the back of a rising discount between the commercial and financial rands, indicating nervous foreign investor sentiment. That gap widened after the murder of SA Communist Party leader Chris Hanu on April 10.

But bond yields moved higher, offering even better value.

"SA remains a buy, with yields at around 21,5%," said Bergtheil.

The financial rand correlated well with the gold price.

The domestic fundamental outlook was more bullish with inflation contained at 9,7%, money supply under control and an end to the severe drought of 1992, which on its own had caused a 2% drop in gross domestic product, Capel noted. — Reuter.

# Unions widen the recruitment drive

COSATU affiliates are embarking on a drive to recruit monthly-paid, skilled workers in what has been termed the "second wave" of unionisation

SA Labour Bulletin editor Karl von Holdt, writing in the latest issue of the journal, says Cosatu and Nactu have been successful in organising weekly-paid workers in lower skills categories.

However, these federations have been prevented from recruiting other categories of workers by closed shop agreements and restrictions placed on bargaining unit composition by recognition agreements

Unions, having realised the limitations they have been placed under, are now looking at ways of getting around this obstacle

For example, the NUM opened its 1993 wage proposals to the Chamber of Mines with a demand for the amendment of its recognition agreement to grant it "the right to represent employees in all categories of employment in the collective bargaining process"

Von Holdt says the NUM is not opposed to the closed shop per se, but wants the establishment of a multi-union shop which would allow unions to compete for members within the

ERICA JANKOWITZ

closed shop It would also give members the freedom to choose which union to join.

Von Holdt says under present bargaining arrangements, talented worker leaders are often "promoted out of their bargaining unit and so out of the union"

Therefore, if unions can recruit more widely, they stand to gain additional members, their skills and "their influence in the workplace". Their subscriptions, usually set as a percentage of gross income, could also help the unions' cash flow problems

However, Von Holdt recognises the role played by craft unions which have traditionally represented white collar workers He says the benefits offered by these unions — such as pension and medical schemes — could not be matched by Cosatu

Also, most Cosatu organisers have come through the blue-collar ranks and are unfamiliar with "grievances and working conditions of monthly-paid artisans, clerical workers and technicians", he says

Von Holdt argues that in the medium term "craft unions are likely to survive and retain their influence"

## Business urged to 'green your contract'

ENVIRONMENTAL issues which might affect business decisions have become part of a Johannesburg law firm's legal information sheet.

Werksmans' newsletter Enviro-werks has highlighted environmental concerns such as integrated environmental management and how to "green your contract"

The most recent issue dealt with the consequences of SA's increasing

international acceptance and return to international trade

SA had been excluded from many environmental legislative developments governing international trade over the past 20 years, it said Legislation which could "force compliance with or adoption of national domestic standards in other countries" would affect SA's trade potential

MARIANNE MERTEN

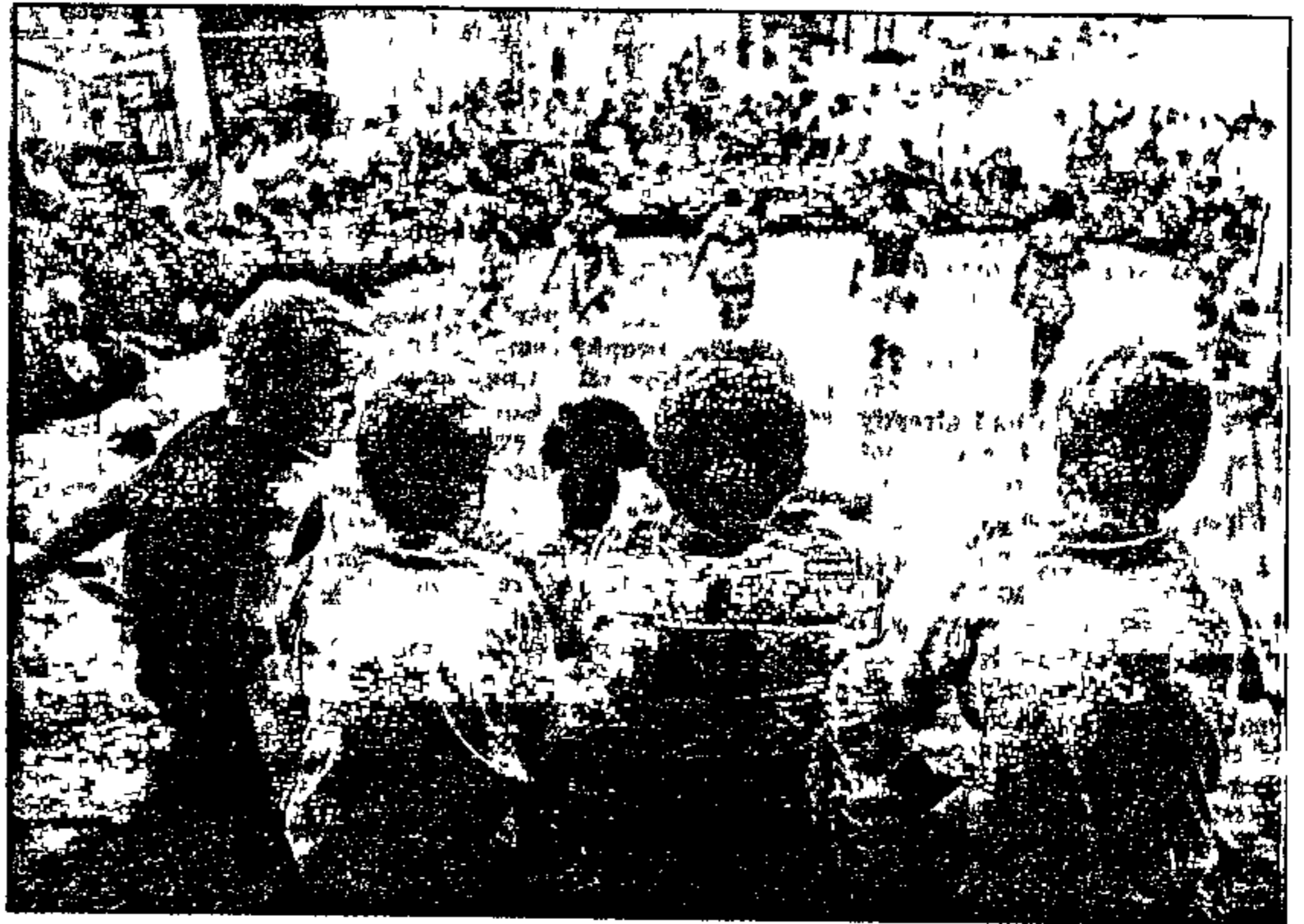
Blom 11/5.93

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# Some miner changes to gold's history

W/Mail 8/4-15/4/93

At Gold Reef City, you can ride the Crazy Cocopan in the Victorian Funfair. At a renovated migrant hostel in Newtown, you will see how miners really lived. **MARK GEVISSER** looks at two very different approaches to Johannesburg's 'golden' history.



Play park... Mining the tourist industry at Gold Reef City, where glitter has been added to gold history

**P**ACK a hundred years' fun and excitement into a day! exclaims a Gold Reef City tourist booklet and, indeed, the million-odd visitors a year at Johannesburg's premier tourist attraction have a century of possibilities before them.

They can whizz through the reconstructed white miners' houses and enter the earth's nether regions, entertain the kiddies at the Victorian Funfair, ride the Raging Rapids complete with canned bush-sounds, exercise their vocal chords at Des Lee's Karaoke Bar, watch a local version of the Chippendales at Rosie O Grady's Pub, experience the thrill of those pioneer days at Digger Joe's Shooting Gallery and Video Arcade.

And, of course, shop until they drop, latter-day miners scratching for gold-dust among the chattels of times past at the myriad concessions, from Schwartz Jewellers to the Egoli African Village Curo Shop.

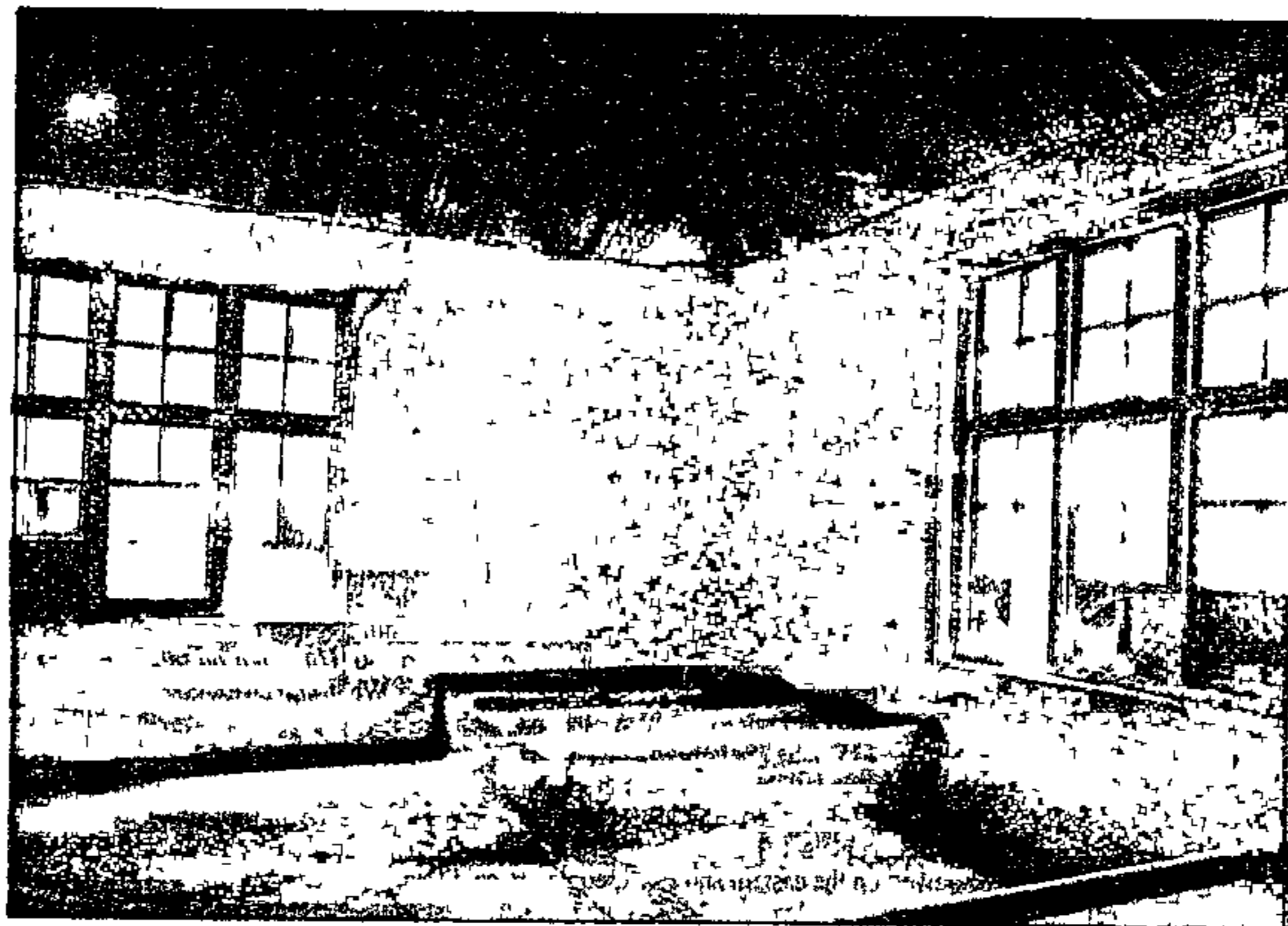
Perhaps the message — and the spirit — of Gold Reef City was best summed up by the retired white miner giving the underground tour. "I'll tell you," he said, "there's a lot of money to be made from mining!" He was giving expression, of course, to the hardy entrepreneurial spirit upon which Johannesburg was built, the foundation-myth of this fool's-gold metropolis.

But Egoli was built on more than just the glitter of gold — and historians have taken issue with Gold Reef City. Cynthia Kros, of the University of Witwatersrand, has written that its past is one "without compounds and segregation", that "it invites its patrons to sample the bawdy heady fun of an early Johannesburg preferring to be frivolous and attractive to the casual day tripper".

National Union of Mineworkers assistant general secretary Marcel Golding dismisses Gold Reef City as "kitsch, a play park rather than a reality park".

It would be tempting to label people like Golding and Kros the "anti-fun lobby". Imagine taking the kids off to Gold Reef City on a Saturday afternoon to "EXPERIENCE A CENTURY OF OPPRESSION, HARDSHIP AND SUB-HUMAN LIVING CONDITIONS IN ONLY ONE DAY!" How popular would a Ye Olde Pap'n-Gruel Canteen be in place of Pepino's Pizza and Gelati shop, incongruously placed in the centre of Main Road?

Kros is at pains to stress that she has nothing against funfairs or even in finding fun in history. But, she says the problem is that Gold Reef City purports to be history — and people go



Reality park Bunks in the hostel the Workers' Library wants to transform into a museum of labour history

there for the history as much as for the fun.

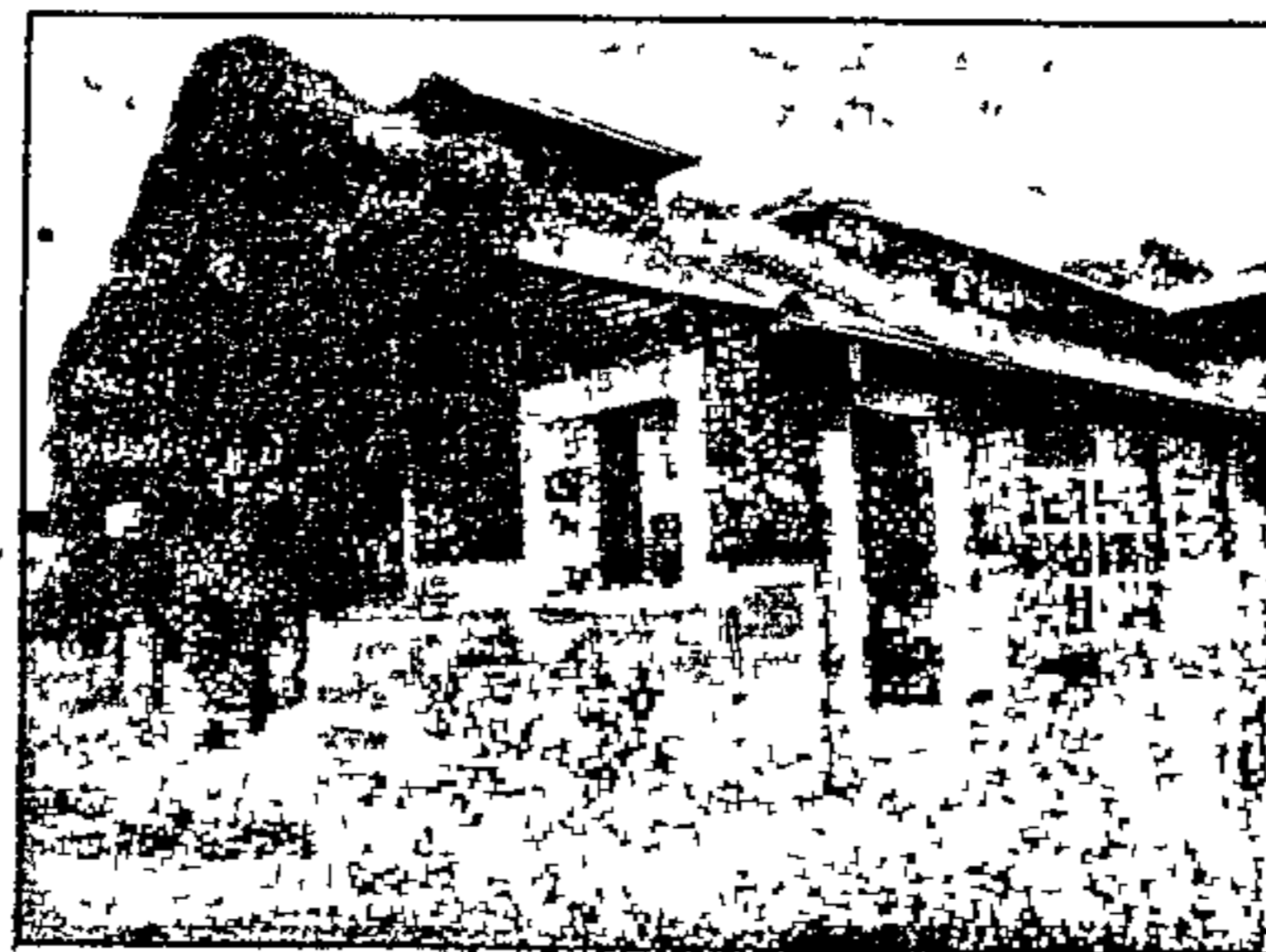
Follow any white family through the reconstructed white miners' houses — studies in timeless nostalgia — and you'll see this at work. I visited a reconstructed home one step behind the Brand family from Pretoria. "Look at those chalk-boards! Just like we used to have!", "Remember those old Singer sewing machines!", "Look at that bath! It's just like Ouma's!"

"We just love it here," said paterfamilias Martin Brand. "We've been six times already and we keep on coming back. We keep on finding something new to marvel at." Amid the Victorian whimsy, Brand and his brood find their history and imagine where they might have come from: they are presented with a sanitised, depopulated Biggie Best version of their past, and it is an escape as compelling as a ride on the Crazy Cocopan.

A doctor, Sibusiso Nkono, and his daughters also came looking for their past, but they had less luck than the Brand family. "My father grew up right here," said Nkono, pointing at some Victorian Coffee Shoppe or other. "I have to ask myself, what really went on?"

Certainly not the tableau-vivant that Gold Reef City presented them, the SAB beer ad come to life. You can almost imagine happy groups of multi-coloured yuppies roaming around, raising their glasses and toasting "To Charles!"

Despite the fact that Gold Reef City draws much of its clientele from neighbouring Soweto, there is almost



Miners' hostel... History without the glitter Photos GUY ADAMS

nothing in the complex to indicate the role of workers in the mining industry. The only real black inhabitants of Gold Reef City are the sweepers and cleaners who are obliged to clean up the dross of modern times while wearing Victorian outfits and lacy hats.

On Main Street, a group of "tribal dancers", pretty much making it up as they go along, perform for a barrage of cameras. Every now and then a doughty German tourist will step out of the firing squad and pose with the dancers — a snapshot of her brush with primitivism to place next to the images of lions and elephants in the photo-album.

What's so enticing about Gold Reef City is that the images are already framed all you need to do is snap the shutter. On the underground visit, for

example, you'll be asked to shine your mining lamps — supplied with the entry-ticket — up a stope. And there, poised, will be The Black Miner. He'll attack the rockface with a hammer and chisel to "show you how they used to do it". Then, he'll move over, the tour-guide will yell "Shaya!", and he'll let loose a power drill, "but only for a second because it can make you deaf!"

The only other thing we hear of the discomfort underground is that "there are no teabreaks underground, everyone wants to get out as quickly as possible because of the poison gases". It's worth it, though, because — once again — "there's big money to be made!"

Back to Johannesburg, to Newtown where just off Jeppe Street and across from the Market Theatre parking lot, is

a dilapidated migrant workers' hostel. It is a handsome old red-brick building, built circa 1910, with blackjack forests and flowering creepers outside and row upon row of concrete bunks within.

The Workers' Library has proposed transforming this hostel, and the row of white workers' cottages in front of it, into what Golding might call a "reality park", a museum of labour history. If, at a crucial meeting on April 13, the Johannesburg City Council buys culture czar Christopher Till's plan to turn Newtown into a "Cultural Precinct", work will begin in earnest. The process will cost more than R1-million, and the Workers' Library has started fund-raising frantically. The NUM has set the ball rolling with a donation of R20 000.

The plan is to enable visitors to pass through a range of workers' residences: first they will walk into the cottages and see how white workers lived, then they'll go through a domestic servant's room, and finally they'll enter a reconstructed dormitory in the hostel. There will also be, housed in the refurbished hostel, a conference centre and library for the use of trade unions.

"The point," says historian Luli Callinicos, who is spearheading the project, "is to show people in their real situations, but not just as victims, also as survivors, responding creatively to the conditions in which they found themselves."

It's a welcome antidote to the gold-dusted candy floss of Gold Reef City, but it does carry some dangers with it: just as Gold Reef City mythologises a Golden Era, this museum might mythologise resistance and fall victim to triumphalism, with every faltering step of the workers' way some Major Victory for Class Struggle.

"History, of course, is a lot more complicated," says Callinicos. "There's accommodation and adapting to one's circumstances as well as resistance, and that all has to be reflected too."

So here's the acid test: it's a Saturday afternoon some time in the new South Africa. You and the kids want to go on an excursion. The Raging Rapids and the Victorian Funfair beckon, glittering to the south. Will it be the Play Park or Reality City?

If the oohs and aahs of the Brand family at Gold Reef City are anything to go by, there's no reason why the Nkono family might not be equally entranced by a little dose of the real thing. And perhaps the schoolbuses streaming in the Gold Reef City parking lot will divert their route and stop in Newtown on the way to Wonderland.

**NUM seeks security**

■THE National Union of Mineworkers this week called for better security on mines and for a code of conduct at Gennin's Beatrix mine in the Free State where three miners were killed and 20 injured in ethnic clashes over the weekend. (211) ~~1/4~~

Initial information indicates that the incident was sparked when four Zulu-speaking workers attacked a Xhosa worker

The union this week questioned why a truck-load of assorted weapons was let on to mine premises and why mine security failed to stop the clashes. The union has members in both groups and says the clash highlights the need for more urgent reform of the migrant labour and hostel system.

w/m and 2/4 - 7/4/93



BIDAY 2/4/93  
**White union  
goes to court**

**DIRK VAN EEDEN (21)**

THE Mineworkers' Union (MWU) is taking Randcoal to court after Rietspruit coal mine refused to recognise the whites-only union because of its racial policy.

A Randcoal spokesman said this was the first time a company had refused to recognise a union because of racism, and he expected it to be a test case.

The MWU, representing 54 of Rietspruit's total staff of 1 514, applied for recognition a year ago.

When Rietspruit refused to recognise the MWU, the matter was referred to a conciliation board where further deadlock was reached. The MWU then said it would take the matter to the Industrial Court.

MWU general secretary Peet Ungerer yesterday declined to comment other than saying "The MWU does not fight its battles in the newspapers. The lines between the MWU and Business Day's readers have been drawn."

Rietspruit is reviewing the recognition of another whites-only union, the Amalgamated Engineering Union which has 44 members at Rietspruit.



■ RENEGADE'S RIGHTS

Don't tangle with the 'boss':

By Takalani Madima

**T**HE NATIONAL UNION of Mineworkers is reported to have expelled 21 renegade members some time late last year

Does a trade union have the right to expel a member? Can a union say "We do not want to associate with you because your unbecoming conduct is detrimental to our interests"

The principle source of the right of association is the International Labour Organisation Other sources are the Universal Declaration of Human Rights, International

# Unions draw line for members

Covenant on Social, Economic and Cultural Rights, International Covenant on Civil and Political Rights Regional instrument for our continent is the African Charter on Human and People's Rights known as the Banjua Charter

Human rights instruments as they are called, guarantee the workers right to associate with like minded people in an association for the protection of economic and other interests

**Freedom of association**

It is illegal to forbid workers to belong to a trade union or to punish them for doing so There are certain categories of workers whose deprivation of this right remains compatible with international labour standards

What concerns us in this article is whether a worker, who the law of the land has accorded the right to join a trade union, can be lawfully denied that right at the insistence of fellow workers

The Num case is a good illustration so is that of Cheall versus the United Kingdom Mr Cheall was expelled from his trade union (Apex) because he had joined it without getting a clearance from his former union (ACTSS) The expulsion was in accordance with the Bridlington Principles (to which both unions are signatories) which states that "No one who is or has been a member of any affiliated union should be accepted into membership in another union without inquiry of his present or former union"

Cheall challenged his expulsion in a civil action on the grounds that it was contrary to the European Convention on Human Rights which states that "everyone has the right to freedom of assembly and freedom of association with others, including the right to form and to join trade unions for the protection of his interests"

**Allowed to appeal**

The tribunal ruled against Cheall He was allowed to appeal Apex counter appealed and the House of Lords decided that "freedom of association can only be mutual, there can be no right of an individual to associate with other individuals who are not willing to associate with him"

Cheall took the matter to the European Commission on Human Rights They arrived at the same conclusion, reiterating that the right to join trade unions was a special aspect of freedom of association which protects first and foremost against state action It said that the right to form trade unions involved the right of trade unions to draw up their own rules

This right is also protected by Convention 87 of the ILO Trade unions therefore remain free to decide, in accordance with their own rules the question concerning admission to and expulsion from the union

The Num constitution states that "should a member, in the opinion of his branch committee, conduct himself in a manner detrimental to the interests of the union and its members, his membership and benefits may be suspended or he may be expelled from the union"

The right to belong to the trade union of one's choice is not absolute Freedom of association is not intended to benefit just the individual but the collectivity as well

As the Num constitution points out before an expulsion can be effected an inquiry is held which affords the member the opportunity of defending himself

The constitution makes provision for appeal

● The writer is senior research officer, labour, Centre for Applied Legal Studies, University of the Witwatersrand

## FACTS ABOUT BTH BUS TARIFFS



Since Bophuthatswana Transport Holdings (BTH) announced its tariffs increase of 15% effective from 29 March 1993, many inquiries were received pertaining to how much bus tickets really cost

The following is a number of examples of prices of 5 day weekly tickets The prices represent the portion that the passenger pays after subsidy has been calculated.

**1. HAMMANSKRAAL AREA**

Botlhaba Tswana Transport:  
Telephone: (01464) 78360

All prices are from the relevant zones to the centre of Pretoria (Central Business District).

	5-Day	Per Trip	Per Day
Zone 1 Temba/Bosplaas	R20,30	R2,04	R4,08
Zone 2 Stinkwater/Makapanstad	R26,80	R2,69	R5,38
Zone 3 Haakdoornlaagte/Kgomo-Kgomo	R27,70	R2,77	R5,54
Zone 4 Pankop/Bultfontein	R31,50	R3,15	R6,30
Zone 5 Skilpadfontein/De Putten	R32,90	R3,29	R6,58
Zone 6 Ngobi/Vergelegen	R31,70	R3,17	R6,34

The following prices are for trips to Brits!

	5-Day	Per Trip	Per Day
Zone 1 Haakdoornlaagte/Bultfontein	R30,30	R3,03	R6,06
Zone 2 Lekgonyane/Jericho	R24,20	R2,42	R4,84
Zone 3 Maboloka	R23,60	R2,36	R4,72
Zone 4 Lethabile	R20,80	R2,08	R4,16
Zone 7 Ga Rankuwa	R20,70	R2,07	R4,14
Zone 9 Bapong	R23,10	R2,31	R4,62
Zone 10 Hartbeesfontein	R25,30	R2,53	R5,06

**3. MABOPANE AREA**

Batswana Gare Transport:  
Telephone: (01461) 23311

The following prices are for trips to Pretoria CBD

	5-Day	Per Trip	Per Day
Zone 9 Klipgat/Madidi	R30,40	R3,04	R6,08
Zone 10 Shakung/Molletswane/Erasmus	R33,20	R3,32	R6,64
	R23,60	R2,36	R4,72

The following is for bus trips to Valhalla

	5-Day	Per Trip	Per Day
Zone 1 Winterveld	R22,40	R2,24	R4,48

# A striking drop in lost man-days

Weekly Mail Reporter

STRIKE action for the past three months is at its lowest in five years. An obstinate recession, high unemployment and a tight job market on the one hand and a new approach to wage bargaining from militant trade unions on the other have all contributed to the dramatic drop.

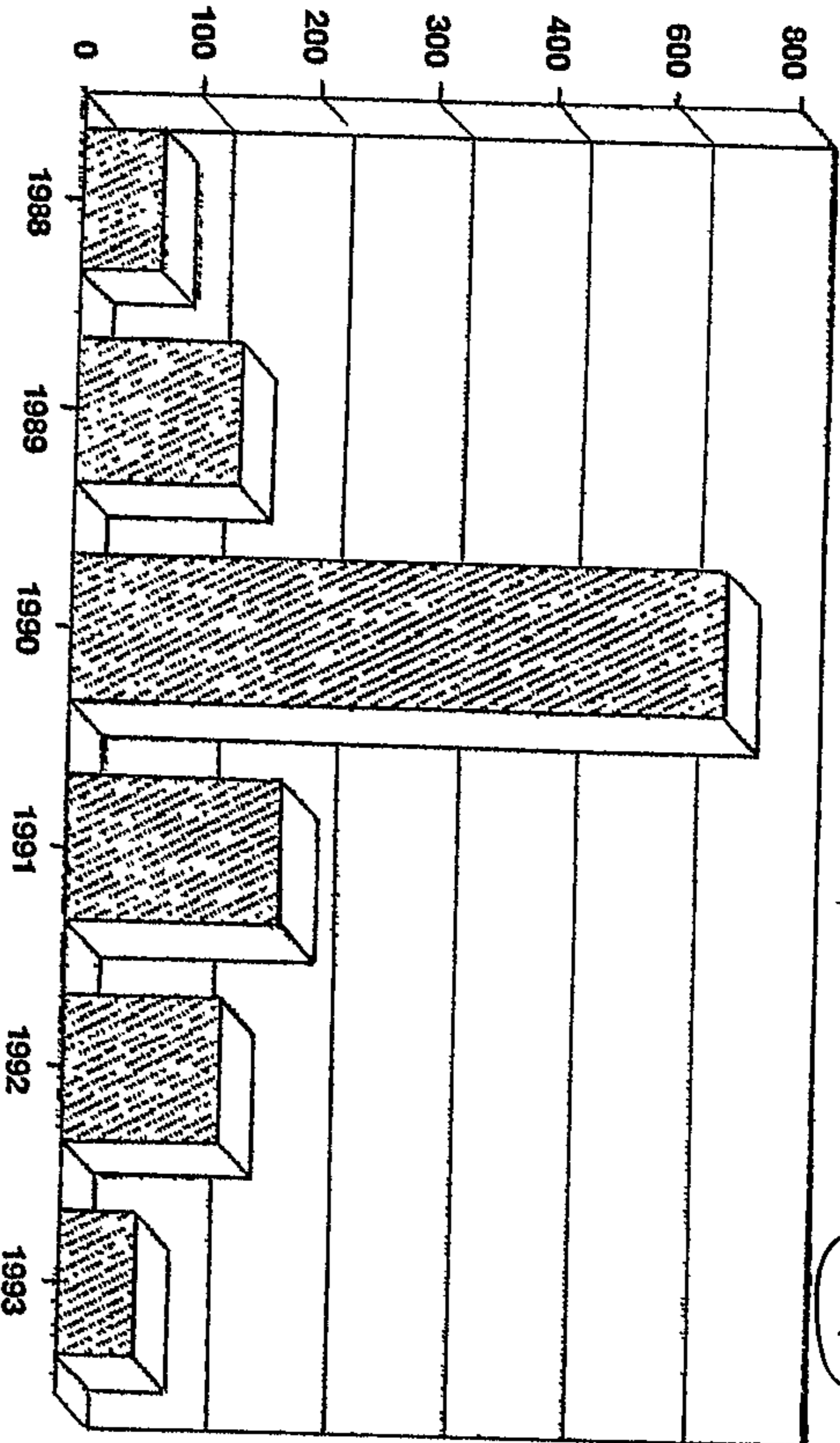
In the first quarter of this year, 65 000 man-days were lost to strikes while 135 000 man-days were lost in the first three months of 1992 and 180 000 in the same period in 1991.

‘Unions are adopting a cautious approach and not resorting to strike action as readily as they may have done in the past,’ according to the latest Andrew Levy strike report.

And unions, like the National Union of Mineworkers (NUM) and the National Union of Metalworkers of South Africa (Nunmsa) have tabled elaborate non-wage demands.

These include the drafting of new legislation (NUM’s proposed Social Plan Act), the complete overhaul of training systems (a Nunmsa proposal spanning four industries) and

Strike Action – Mandays Lost  
Comparison First Quarters 1988 – 1993



the calls from various unions for centralised bargaining forums.

Demands like these are more likely to be the subject of protracted negotiations than strike action. But the report predicts that bargaining will be tougher during the second half of the year when wage

negotiations traditionally get under way.

There is also likely to be industrial action across the public sector where the government appears to be digging in its heels on a decision to grant only five percent increases this year.

Source: Andrew Levy & Associates

Discipline and dismissals accounted for 37,5 percent of the strikes, while grievance and wages were the next-biggest trigger factor — they each accounted for 25 percent of strike action. Retrenchment disputes contributed to 12,5 percent of strikes.

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# An alien in a country now called

## home

*The Aliens Control Act affects not only those immigrants who have flocked here recently in search of opportunity, but also those who have spent their entire adult lives contributing to South Africa's economy*

By **ALEX DODD**

THERE are clerks at the Home Affairs offices who weren't even born when Joao Dhlovu came to South Africa to work on the mines in 1948. But they could send this "alien" back to Mozambique — a country he now considers foreign.

He's afraid to approach Home Affairs for fear of repatriation, but, worn out at 65 years old, he realises he does not have that many years of working life left and needs a pension. He is trying to obtain a South African identity document so he can claim R295 a month, triple his current monthly salary as a farm labourer. This is an almost impossible task.

The National Union of Mineworkers (NUM) plans to lobby the African National Congress to ensure that mineworkers from the Frontline states are given ID documents.

"NUM has decided to approach the ANC to ensure that workers from neighbouring countries who have worked in South Africa for more than

### Another country Mineworkers wait for buses back to their 'other' homes

Photo ANNA ZIEMINSKI

five years are entitled to take up South African citizenship," reads the February report of the NUM's central committee.

This would enable them to vote in elections for an interim government. As South African citizens they would also be entitled to retirement pensions.

Since Dhlovu (not his real name) was recruited by the mine agency, Wenela, 45 years ago, he hasn't been back to Mozambique.

For his first seven years in South Africa he worked on contracts for five

different mines and was also employed by a brick-making company.

Since 1955 he has been working as a farm labourer and currently works on a farm in Eikenhof, north of Vereeniging, where he earns R100 a month plus accommodation.

He recently approached an advice office worker at the Black Sash in central Johannesburg, who is now assisting him in his quest for official recognition.

Dhlovu has to travel into Johannesburg on a regular basis to deal with the logistics of the process. The Black Sash has provided his travel fare, but he has to get permission every time he leaves the farm and stands the chance of being fired for his repeated absences.

In order to obtain a South African identity document he has to prove that he has been working in South Africa since 1963 and has no family commitments back in Mozambique.

Mining employment agency Teba is currently conducting a fingerprint search in order to verify that Dhlovu did in fact work as a miner. But the Black Sash believes it is unlikely they will be able to trace his records of employment.

Employers of illegal immigrants are generally reluctant to support them in the process of legitimising themselves, as they face the possibility of being fined R20 000 or five years' imprisonment or both for har-

bouring an illegal immigrant.

His current employer refuses to vouch for him, unless his previous employer is also prepared to verify that he worked for him. His previous employer is dead. Dhlovu managed to trace the dead man's brother who was unmoved by his pleas.

He then took into the Black Sash offices two friends who were prepared to swear that he'd been working in the country since 1962. It emerged that neither of the two men had identity documents themselves, although both claimed to be South African born and bred. Since then he has managed to get hold of two others who have provided the necessary supporting affidavits.

But still Dhlovu stands on very shaky ground. Even if he can prove that he has been working continually since 1963, he will have to admit that only seven of those 30 years of work were legal. On top of that he will have to find a way of proving that he has no connections back in Mozambique.

Having been part of South Africa's workforce for more than two-thirds of his life, the chances of Dhlovu being able to support himself through his old age are slim. He has no family support network here and has lost contact with his family in Mozambique. So at the age of 65, he finds himself as just another name on the target list of the Alien Control Unit.



# Retrenched workers to get relief

FINANCE Minister Derek Keys yesterday announced a new system of tax relief for retrenched workers, but also indicated that large-scale retrenchments of public sector employees were in the offing

He announced a "provision for possible retrenchment costs" of R300m. He did not elaborate on any retrenchment plans from the public sector.

Commission for Administration member Ian Robson said last night it was "logical that some provision for retrenchment costs must be made in terms of rationalisation and expenditure cutbacks"

A measure of what government may have in mind can be extrapolated from retrenchment costs in the private sector. Last year it cost Harmony gold mine about R30m to retrench 5 000 people, suggesting government could be looking at laying off tens of thousands of its employees.

Tax relief for retrenched workers announced by Keys provided that lump sum severance payments of up to R30 000

~~225~~ ALAN FINE ~~211~~

to employees laid off because of staff reductions or enterprise shutdowns would be introduced retroactive to March 1 1992

The proposal originated with an agreement between the Chamber of Mines, the NUM and other mining unions.

The relevant provision of the Income Tax Act previously applied only to men over the age of 55 and women older than 50

Keys said the concession would cost R100m in lost revenue in 1993/94

NUM assistant general secretary Marcel Golding last night welcomed the move

"It provides important relief for retrenched workers. It indicates the value of our negotiating process with the chamber on the issue, and it is good that he acknowledged the contribution of the chamber and the NUM. However, the concession is only part of a longer term programme of relief for retrenched workers which must also include such features as retraining"

18/3/93  
S.D.P.M.



# Central bargaining 'still alive'

810PM 16/3/93  
THE NUM is committed to centralised bargaining despite its willingness to negotiate wage, productivity and profit-sharing agreements at mine level, NUM assistant general secretary Marcel Golding says

Golding, quoted in the latest Bilateralism Review, said NUM strategy was a reaction to the present structural crisis in gold mining.

He said "If the gold price goes through the roof, then obviously we would not consider this to be necessary and would revert back to our traditional basic wage negotiations."

The NUM's view was wage levels should be set at industry level but aspects which augmented the basic wage such as production efficiency could be settled at mine level.

The two-tier approach was work-

(211) (447)  
ERICA JANKOWITZ

ing well, but there was room for improvement, Golding said. Fuller disclosure of information was required to persuade workers of the need for improved productivity.

Golding said the 1983 central procedural recognition agreement had provided for two levels of bargaining and the NUM had now provided for a third level: the mining house. This would take a particular mining house's philosophical approach into account in negotiations.

He conceded the Chamber of Mines faced strong internal pressure to end its central bargaining role. This would be short-sighted as the gold mining crisis "requires an industry-wide solution"

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### Gengold job cuts

GENGOLD's Winkelhaak mine near Secunda announced a further downscaling affecting about 700 workers. The retrenchment exercise should be completed by the end of March.

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## Mines seek Sunday work

St Helena, Hartebeesfontein, Lorraine and Harmony mines have applied for permission to blast and do other work on Sundays, Mineral and Energy Affairs Minister George Bartlett said in Parliament yesterday

(211)

(211)





thinking on consumer rights, because the most effective consumer protection can only be achieved by educating the consumer and creating awareness of his rights

Some legislation is necessary to protect the consumer, but as I have said, legislation can also harm the consumer. Legislation, and particularly poorly enforced legislation, creates a false sense of protection for the consumer. He is lulled into believing that since there is legislation to protect him, he is relieved of the responsibility to take care of himself.

Consumer codes of self-regulatory bodies are being formulated in consultation with consumer bodies [Time expired]

Debate concluded

QUESTIONS

Indicates translated version

For oral reply

General Affairs

Question standing over from Wednesday, 24 February 1993

Robben Island: future of prison

\*4 Mr D J DALLING asked the Minister of Correctional Services

- (a) (i) How many prisoners are being held on Robben Island at present and (ii) in respect of what date is this information furnished and
- (b) when is it anticipated that the prison on the island will close? B129E

THE MINISTER OF CORRECTIONAL SERVICES

- (a) (i) 723
- (ii) 3 March 1993

(b) During 1991 the Government approved that the interests of the Department of Correctional Services on Robben Island should be scaled down on a phased basis. As Correctional Services, who up to now has been the main role player on Robben Island, will thus eventually

phase out its interests on Robben Island, the Regional Development Advisory Committee (RDAC), Region A (Western Cape) was requested to advise the Government on the future utilization of Robben Island as well as the identification of a future chief role player. The RDAC has since delivered its report which was duly considered by the Government. Consequently the following decisions were reaffirmed/taken by the Government on 3 March 1993

- that a Ministers Committee and the Administrator of the Cape Province shall oversee and report back to the Government from time to time,
- that the Cape Provincial Administration be appointed as chief role player to take further initiatives with regard to a utilization plan for Robben Island which includes a management and development plan;
- that a Robben Island Advisory Committee be established to assist the Cape Provincial Administration in the drafting of a management and development plan for Robben Island. This Advisory Committee should comprise experts from the public and private sectors concerned,
- that in the drafting of the management and development plan, the Robben Island Advisory Committee must consult as widely as possible (with all interested parties),
- that particular attention be given to the establishment of a museum on Robben Island in which the eventual history of Robben Island will be incorporated, preserved and depicted,
- that an expert consultant can be utilized to assist the Cape Provincial Administration, and
- that the following elements be contained in the management and development plan

- the intensifying of a programme to protect the fauna and flora,
- the development of a programme to extend the cultural-historical interests of Robben Island, the protection and preservation of shipwrecks in the territorial waters of Robben Island,
- a plan which will ensure maximum involvement of the community in the development of Robben Island,
- the promotion of educational programmes to offer the youth maximum exposure to the historical heritage of Robben Island,
- the establishment of a tourism component which will make the sights more accessible to the public without detrimentally affecting the nature conservation and cultural-historical interests, and
- greater accessibility to and the better utilization of Robben Island's harbour by the seafaring community in general

Given the high occupancy level of prisons country-wide in the Western Cape in particular, it is imperative that the prison accommodation on Robben Island be utilized until alternative accommodation is obtained in the Western Cape. However, financial realities will determine when this alternative accommodation will be available. It is therefore not possible to indicate when exactly the prison on Robben Island will be closed but a target date has been set for the end of 1996

Mr D J DALLING Mr Chairman [Interjections]

THE CHAIRMAN OF THE HOUSE Order! Hon members place questions on the Question Paper, and in many cases it demands an enormous amount of time and work from the Ministers and their staff to reply to these questions thoroughly. There are hon members who are interested in the information that the hon Min-

isters are providing. If there are hon members who are not interested in it, I am not going to allow their loud conversation to make it impossible for other hon members to hear the information. I shall ask those hon members to leave the House. We cannot carry on like this. The hon member for Sandton may proceed.

Mr D J DALLING Mr Chairman, arising out of the hon the Minister's reply, I would like to ask whether he can give us the assurance that those organisations such as the ANC and the PAC, whose members stayed on the island as involuntary prisoners for many years, will be fully consulted in the planning of the redevelopment or the development of Robben Island in the future, involving such aspects as the museum, the recreational issues etc.

The MINISTER Mr Chairman, the answer is yes. As I have pointed out in my reply, all interested parties will be consulted.

Mr D G H NOLTJE Mr Chairman, further arising out of the hon the Minister's reply, could he perhaps tell us what has become of Lucky Malaza?

The MINISTER Mr Chairman, that has nothing to do with this question, but I should like to say to the hon member that legislation will be tabled in this Parliament later this year so that we can remedy and rectify the matter of Lucky Malaza, in which an error was made.

Adv C H PIENNAAR Mr Chairman, further arising out of the hon the Minister's reply, could consideration not be given to making the hon member for Simon's Town a tourist attraction on Robben Island? [Interjections]

New questions

Mines: work on Sundays

\*1 Mr P J PAULUS asked the Minister of Mineral and Energy Affairs +

- (1) Whether he at any stage granted exemption to mines that had applied for permission to carry out blasting operations and other work on Sundays, if so, (a) when, (b) to which mines and (c) in terms of what legal provisions and/or other regulations, 211

(2) whether he has since received any further applications from mines in this respect, if so, from which mines? B197E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Yes *(211)*

(a) (i) with effect from 20 September 1992

(ii) with effect from 15 January 1993

(b) (i) Harmony Gold Mining Company Limited

(ii) Lorraine Gold Mines Limited

(c) Section 9(1)(f) of the Mines and Works Act, 1956 (Act No 27 of 1956)

(2) Yes

(i) St Helena Gold Mines Limited

(ii) Hartbeestfontein Gold Mining Company Limited

†Mr F J LE ROUX Mr Chairman, arising out of the hon the Minister's reply, I should like to inquire whether he has consulted the relevant trade unions in this regard and what their attitude was in regard to this matter

The MINISTER Mr Chairman, I would like to tell the hon member that I had both the National Union of Mineworkers and the Mineworkers' Union in my office a week or two ago to discuss this particular matter I assured them that there would be no change to the existing legislation in this regard without my discussing it with them They were concerned that there was a trend towards Sunday work, and they were concerned that this might affect the working relationships of mineworkers of all races, those of both Cosatu's unions and the Council for Mining Unions I can assure the hon member that I am in close contact with all unions concerned with mining

Sugar industry: financial assistance

\*2 Mr A A BRUWER asked the Minister of Agriculture † *(3 Sugar 186)*

(1) Whether the State has rendered any financial assistance to the sugar industry

HOUSE OF ASSEMBLY

in the latest specified period of 12 months, if not, why not, if so, (a) when and (b) what was the (i) nature and (ii) extent of this assistance.

(2) whether he will make a statement on the matter? *(B236E)*

†The MINISTER OF AGRICULTURE

(1) Yes, as announced on 7 May 1992

(a) Since May 1992

(b) (i) and (ii)

Interest subsidy on loans of sugar farmers at the Land Bank for crop loss loans, re-establishment loans and production loans

(2) No, it has already been done

\*3 Mr L F Stofberg—Foreign Affairs † [Question standing over]

Local authorities: amalgamation

\*4 Mr A GERBER asked the Minister of Local Government † *(B243E)*

(1) Whether his Department has launched an investigation in order to determine the financial implications of the possible amalgamation of local authorities, if not, why not, if so, (a) what in broad outline were the results of this investigation and (b) what financial implications will such amalgamation have for the White taxpayer.

(2) whether he will make a statement on the matter? *(B243E)*

†The MINISTER OF LOCAL GOVERNMENT

(1) No special investigation has been conducted, but the Department is aware of the factual financial position of local authorities based on various surveys and the implications it might have with regard to amalgamation

(a) and (b) fall away

(2) Yes The matter was discussed by the Council for the Co-ordination of Local Government Affairs last year I also refer to a press statement issued by my predecessor on 27 March 1992

Due to the policy directions of the past, economic activities were almost exclusively concentrated in white local authority areas and naturally benefited these areas This factor, together with the lower income abilities of residents in Black towns and backlogs relating to service rendering in these areas, resulted in Black local authorities not being financially viable The financial position of Black local authorities furthermore became intolerable due to political pressure on councillors to resign and the fact that boycotts and malpayment of services and other levies were abused as political instruments

Of course one can continue with the current racially based system, which is not only unacceptable to the larger majority of the broad community, but which also places a heavy burden on the general taxpayer to support non-viable Black local authorities by way of intergovernmental grants Such intergovernmental grants only address the symptoms of the actual problem Unless the actual problem is solved, one may expect that the burden of intergovernmental grants on the general taxpayer will increase annually

The other option is to move within the broad political reform process (and thus through negotiations) towards a system of amalgamated non-racial local authorities Unrest, boycotts and malpayment can only be addressed through a legitimate political dispensation and effective administration Such an approach will indeed have cost-implications for the existing White local authorities With greater rationalisation of service rendering, improved utilisation of resources as well as better understanding for the needs of the broader community in general, stability can be restored, which will without doubt contribute towards making the cost-implications in the long term for the country's taxpayers, seen as a whole, much smaller than they are at present

In conclusion I would also like to point out that Government accepts that the eradication of backlogs and socio-economic upliftment in general cannot simply

be devolved to third-tier authorities and that a system of intergovernmental grants will have to remain an important facet of the financing of local authorities However, such grants can be applied with greater impact in a stable atmosphere and with an effective administrative base

†Mr H J COETZEE Mr Chairman, arising out of the reply of the hon the Minister, may I ask whether this means that a study was not done on what the financial implications will be for White local authorities? Is he saying that the White taxpayers and White municipalities should take responsibility for the costs of the Black town councils that have failed?

†The MINISTER Mr Chairman, I refer the hon member to the reply in the statement I made

Pact: talks between TPA/ANC

\*5 Mr A GERBER asked the Minister of National Education † *(B244E)*

(1) Whether at the end of 1992 the Performing Arts Council of the Transvaal was directly or indirectly involved in talks between the Transvaal Provincial Administration and the ANC, if so, (a) to what extent and (b) what, in broad outline, was discussed and/or agreed upon during these talks.

(2) whether similar talks have taken place since then, if so, (a) when and (b) what, in broad outline, was discussed and/or agreed upon on these occasions.

(3) whether he will make a statement on the matter? *(B244E)*

The MINISTER OF NATIONAL EDUCATION

I would like to point out that I have no formal jurisdiction concerning this matter and that the details provided in the answer were obtained from the Administrator of the Transvaal

(1) Yes, the Performing Arts Council of the Transvaal was indirectly involved

HOUSE OF ASSEMBLY

# Regional accord on mines

B/DAM 2/3/93

ERICA JANKOWITZ

IN A historic meeting held over the weekend, shaft stewards from De Beers mines in SA, Botswana and Namibia agreed on a three-point strategy to combat problems in the diamond mining industry

It also aimed to develop a closer relationship between NUM members and their southern African counterparts. The initiative is viewed by the NUM, under whose auspices the meeting was convened, as a first step in the process of regional co-operation

A Shaft Steward Council of Southern Africa has been established to draw up a document to be presented to De Beers. This will consist of a corporate charter aimed at securing recognition of fundamental employee rights, proper disclosure of information, and a commitment to worker involvement in decision-making.

The thorny issue of "free riders" will be raised in an attempt to persuade management to intervene in making all workers who benefit from the collective bargaining structure contribute to the financial side of the process. So far the NUM has had limited success with this demand, although

Rand Gold did agree to the establishment of a collective bargaining fund at Harmony Gold Mine in 1992.

The third and most far-reaching issue to be tackled is legislation covering workers' rights in the three countries. This aims at harmonising conditions of employment within the group despite geographical differences.

NUM assistant general secretary Marcel Golding said oversupply of diamonds could be viewed as a cyclical rather than a structural problem. However, De Beers had retrenched workers at its SA mines and discussions on this issue were currently being held at its Botswana operations.

As the Central Selling Organisation had implemented a 25% quota in September 1992 in a bid to contain its stockpile, the industry was likely to contract still further. Because De Beers was regarded as a financially healthy operation, the NUM was concentrating efforts on minimising effects of retrenchment by looking for "creative ways of maintaining employees on the books"

## Unionists come together (21)

MEMBERS of the National Union of Mineworkers and their union counterparts in Botswana and Namibia met for the first time at the weekend to discuss conditions of employment on De Beers diamond mines. *Sowetan 2/3/93*

NUM assistant general secretary Mr Marcel Golding said yesterday the aim of the meeting was to build relations between De Beers employees in Southern Africa. He also announced the formation by NUM members and workers from Botswana and Namibia of a Shaft Steward Council of Southern Africa, whose aim would be to improve relations between workers in South Africa, Botswana and Namibia.

# LABOUR ISSUES Mines and mineworker's union sign agreement on profit-sharing

# Breakthrough for miners

By Ike Motsapi

Southern 26/2/93

**FAIR DEAL** Historic accord no substitute for low wage hikes:

THE Chamber of Mines and the National Union of Mineworkers have signed a historic agreement that sets up a framework for profit-sharing at individual mines

tion in setting targets, monitoring the scheme and in the promotion of better efficiency.

● A commitment to training which is regarded as critical for a long-term improvement in the viability of the mines,

and workers

● A fair distribution of gains between workers

This agreement, which is not a substitute for low salary increases, includes certain rules and guarantees which define how the profit that goes to employees is distributed between workers

Mr Marcel Golding, assistant general secretary of NUM, said the profit-sharing schemes accepted certain principles

These were

● The right of NUM to negotiate a fair wage structure at industry level,

● Security of employment NUM and the Chamber of Mines agree that no worker will be retrenched or downgraded because of the profit-sharing scheme,

● Improvement in health and safety measures Better efficiency must not be achieved at the cost of more accidents,

● Full disclosure of information to workers and the union to monitor the scheme,

● Workers' participa-



Marcel Golding

# Mineworkers share R45,9-m profits in first six months

STAR 19/2/93

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The National Union of Mineworkers said yesterday it would continue with the profit-sharing arrangements entered into with most of the country's mining houses

A comprehensive profit-sharing scheme between the Chamber of Mines and NUM was signed towards the end of last year and was implemented over the last two quarters of 1992

The participating mines operated by Anglo American, Randgold, JCI and Gengold paid out a total of R45,9 million to workers under the profit-sharing schemes in the last six months of last year, NUM statistics show.

An average payout to an individual mine worker over the same period was R201 with a

miner at Anglo's Elandsrand receiving R976 in that period, while at Gengold's Bracken a miner gained R651 and at Stilfontein R400 and JCI's Randfontein paid out R356 to each worker.

At the other end of the scale, Randgold's Blyvoor paid out only R92 per worker in the six months, Gengold's Kinross R112 and Anglo's Vaal Reefs R150.

## Less generous

"Some good, solid mines with long lives, paid very little indeed," the union said "In general, the wealthy Anglo mines paid a much less generous profit share than struggling Gengold mines."

The union singled out JCI's Randfontein as one of the "sur-

prises" as its bonus scheme paid out bonuses every month at one of the highest rates.

Gold Fields and Anglovaal refused to participate in profit-sharing and instead gave two one-per-cent basic wage increases

The union said the profit-sharing schemes in their first six months provided better returns than the extra basic wage increases at these two mining houses. It would press for the extension of profit-sharing schemes to all gold mines

The union said it was committed to "negotiating and working towards a re-structured mining industry that combines long-term economic viability with the humane treatment of all its workers". — Sapa.

an ANC ticket "if the ANC requested it" According to Niehaus, there will be figures from Cosatu (and the SACP) on an ANC list "and the NUM is part of Cosatu" The ANC's crucial list of candidates (as part of an election to be fought on the basis of

to be highly controversial, if not rejected outright

Even though Cosatu is a formal part of the ANC alliance, the NUM's overt foray into party politics at this point in the transition may be a little naive, politically, and runs the risk of dividing its membership That's the view of labour consultant Pat Stone, of Andrew Levy & Associates Stone points out that the NUM has been very successful recently in recruiting white miners who, though they may appreciate the union's effectiveness in securing better service conditions, are unlikely to share the leadership's political leanings

Even if a quid pro quo is being sought with the ANC, it is somewhat naive to expect the kind of formal concessions it wants from a future government Observers point to the fact that three days after Zimbabwe became independent, its new Labour Minister was ordering strikers back to their jobs And, about the time of the collapse of the Soviet bloc, Cosatu general secretary Jay Naidoo was saying he did not see unions becoming "mere transmission belts" of whatever government was in power

There has been an unresolved debate within the union movement over the question of a social contract, observes Centre for Policy Studies director Steven Friedman The question seemed to be whether such a contract, or accord, should be struck between labour and business, or between labour and an incoming government Those opposed to the latter point to the failed social contract under a Labour government in Britain in the Seventies, while to others a claimed success is the example of the accord between Australian unions and their government

Cosatu sometimes seems torn between the National Economic Forum, in which it participates, and striking a deal with the ANC over union demands and independence in the future However, the two are not mutually exclusive It is perfectly appropriate for any union to strike deals with any party it wants to — but this does not remove the need to negotiate some form of economic compromise with business, which is not going to go away, says Friedman

The issue is in reality not the NUM's demands, which are not out of the ordinary in trade union terms, but rather the propensity to compromise

This will be tested once again next month when the NUM and the Chamber of Mines begin their annual wage bargaining The union's programme of action includes a demand that companies planning retrenchments must negotiate a "social plan" with the NUM This is to cover elements such as sufficient notice for counselling and planning for the future, worker certification to reflect skill levels before they leave, health screening, recall procedures, minimum severance pay of two weeks for each year of service, and training and job creation programmes

It will aim to negotiate a "social plan fund" within each company, to which employers will be required to make a monthly



NUM's Motlatsi offering worker MP candidates to ANC

contribution when a mine is healthy

The union says a review of the Companies Act is needed so that there is better disclosure of rights for workers and accountability of directors to shareholders "Workers have substantial investments in many companies and demand increased control" Whether this investment is more than sweat equity is not clear

The concept of Sunday work as a new norm in the industry is rejected — though the union will be flexible in dire cases and provided the matter is negotiated Its policy is to move to a five-day week

The union will demand a national minimum wage of R900/month for surface workers and R1 000 for underground workers — excluding accommodation, food and medical care Further, the profit-sharing scheme on certain mines is to be reviewed and there is a call for all mines to equalise the proportion of the pensionable wage contributed to retirement funds of blacks and whites

Other demands relate to extending the bargaining unit so that the NUM can represent its more skilled members, a greater role and equal benefits in health and safety

proportional representation) has, understandably, still to be finalised It is waiting for proposals from the regions What will be interesting, of course, is just how many unionists will be on the list and, more important, how far up they are placed

Motlatsi's suggestion came after the NUM's central committee meeting last weekend when, among other things, it was decided to support a "reconstruction accord" between Cosatu and the ANC Such an accord would include

- The rights of workers as embodied in the Workers' Charter being protected and guaranteed by an ANC government,
- Consultation with the democratic forces and accountability of leadership to be entrenched in the way the new government operates,
- A programme of action on poverty, job creation, education and training, and
- The accord should be a signed document that binds a future ANC government

On the basis of such an accord, the NUM decided to give its "fullest support" to the ANC's election campaign

The union wants to establish an election campaign fund (in conjunction with Cosatu) for a voter education drive among its members and people in rural areas, many of whom are illiterate and ignorant of election procedure The NUM will also offer its "grass-roots leadership skills" to assist the ANC during the campaign

It has also decided to ask the ANC to ensure that workers from neighbouring states, who have worked here for more than five years, are entitled to SA citizenship "and are included on the voters roll" This smacks of constituency loading and is bound

### Uncertain ground

Though the ANC will contest the forthcoming elections strictly under the banner of the ANC, it will probably also be representing the different parts of the alliance — Cosatu and the SA Communist Party, specifically There is, therefore, "no problem in principle," says ANC spokesman Carl Niehaus, with the suggestion by National Union of Mineworkers' president James Motlatsi that the union would put forward candidates on

# NUM indaba on mine retrenchment

Sowetan 17/2/93

(211) ~~SECRET~~

By Ike Motsapi

## ■ SOCIAL PLAN Retrenchments in

### mining have reached crisis proportions:

**T**HE NATIONAL UNION OF MINERS IS planning a national retrenchment strategies conference aimed at stopping dismissals

At this conference a programme called a social plan aimed at providing protection for workers will be discussed

NUM general secretary Mr Kgalema Motlanthe said this week the scale of retrenchments in the mining industry

"is a crisis in its own right"

The other aim of the conference is to launch a campaign for a national industry-level agreement with management that will set a framework of rights for workers

These decisions were taken at NUM's three-day central committee conference which started on February 11 in Johan-

nesburg

NUM president Mr James Motlatsi said the union is concerned by the high number of people who lose their jobs everyday

Motlanthe said it was going to demand that a law called the Social Plan Act should be adopted by the envisaged interim government of national unity



Star - 17/12/1985 - 211

# Union's poll pledge to ANC under fire

By Montshiwa Moroke

The National Union of Mine-workers' decision to put candidates on an ANC ticket in the next election was a violation of workers' rights of free association, the Pan Africanist Congress said yesterday.

PAC labour secretary Lesaoana Makhanda was referring to an NUM central committee decision at the weekend to support a "reconstruction accord" between its parent body, Cosatu, and the ANC.

Speaking at a news conference, he said the PAC was extremely disturbed by the decision and called the move "unwise and divisive".

The NUM membership and other labour organisations comprised various political tendencies, including PAC, Azapo and Inkatha. To propose support for a sectarian position was insensi-

tive and undemocratic, especially coming from an organisation which purported to be championing the rights of all its varied members.

"The main task of worker organisations such as NUM, Cosatu and Nactu is to deal with shop-floor issues, worker welfare and their well-being."

"The NUM action is a very serious violation of the workers' rights of free association, a principle for which we fought for so long when the unions in this country were not recognised," Makhanda said.

He said the decision was unfortunate and underlined the urgency of reconvening the Patriotic United Front, which was best suited for guaranteeing that everyone reached a genuine democratic dispensation that would be truly representative of all strata of a dispossessed society, including labour.

# government of stalling

(211) DIRK HARTFORD

GOVERNMENT was accused yesterday of stalling on making a decision about setting up an independent health and safety commission into the mining industry after eight months of negotiations on the issue.

NUM assistant general secretary Marcel Golding said in an interview the mining industry and the NUM agreed on the need for an independent, judicial commission of inquiry last year, but had waited for months for government to enact it. Golding also slammed Finance Minister Derek Keys for sitting for the past three months on a proposal, supported by employers, for tax breaks on retrenchment packages.

He said government was making a big mistake if it saw the union's reasonableness as weakness. Keys was considering "further attacks on the working class and the poor" with increased VAT, but was apparently not willing to grant tax relief on retrenchment packages.

The NUM wanted government to look to the rich instead of the poor to balance its books. Revenue should be raised through capital gains tax, a wealth tax, increased tax on luxury goods and through the abolition of tax loopholes. *BIA 16/2/93*

There were also negotiations with Health Minister Rina Venter to reform the "racist" Occupational Diseases Act. Black miners were paid 13 times less than white miners in compensation for the same diseases.

# NUM agrees to back ANC in election deal

NUM: DIRK HARTFORD

THE NUM's 300-strong central committee decided at the weekend to give its fullest support to the ANC's election campaign on the basis of a signed reconstruction accord between Cosatu and the ANC.

NUM president James Mollatsi said the accord, which would be binding on the ANC as part of a future government, should include:

- Workers' rights embodied in the workers' charter, which should be protected and guaranteed by an ANC government.
- An action programme to address poverty, job creation, education and training.
- Making sure a new government consulted with democratic forces and had an accountable leadership.

The NUM also decided to ask Cosatu to establish an election campaign fund. It wanted the ANC to ensure that workers from neighbouring countries

who had been in SA for more than five years got SA citizenship and the right to vote. *BIA 16/2/93*

The NUM would set up its own election campaign committee to assist the ANC in the election campaign. This could include releasing experienced organisers and marshals to build the ANC's campaign.

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Noting that "nothing can be won by our leaders at the negotiating table if it cannot be defended through mass struggle", the NUM declared 1993 the year of transfer of power to the people.



NUM general secretary Kgalema Motlanthe addresses yesterday's news conference on the union's plans for this year. He is flanked by assistant general secretary Marcel Golding, left, and president James Motlatsi. Picture: BRIAN HENDLER

## Miners' union accuses government of stalling

DIRK HARTFORD

GOVERNMENT was accused yesterday of stalling on making a decision about setting up an independent health and safety commission into the mining industry after eight months of negotiations on the issue.

NUM assistant general secretary Marcel Golding said in an interview the mining industry and the NUM agreed on the need for an independent, judicial commission of inquiry last year, but had waited for months for government to enact it. Golding also slammed Finance Minister Derek Keys for sitting for the past three months on a proposal, supported by employers, for tax breaks on retrenchment packages.

He said government was making a big mistake if it saw the union's reasonableness as weakness. Keys was considering "further attacks on the working class and the poor" with increased VAT, but was apparently not willing to grant tax relief on retrenchment packages.

The NUM wanted government to look to the rich instead of the poor to balance its books. Revenue should be raised through capital gains tax, a wealth tax, increased tax on luxury goods and through the abolition of tax loopholes. *BIDAM 16/2/93*

There were also negotiations with Health Minister Rina Venter to reform the "racist" Occupational Diseases Act. Black miners were paid 13 times less than white miners in compensation for the same diseases.

## NUM agrees to back ANC in election deal

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THE NUM's 300-strong central committee decided at the weekend to "give its fullest support" to the ANC's election campaign on the basis of a signed reconstruction accord between Cosatu and the ANC.

NUM president James Motlatsi said the accord, which would be binding on the ANC as part of a future government, should include

- Workers' rights embodied in the workers' charter which should be protected and guaranteed by an ANC government,

- An action programme to address poverty, job creation, education and training, and

- Making sure a new government consulted with "democratic forces" and had an accountable leadership.

The NUM also decided to ask Cosatu to establish an election campaign fund.

It wanted the ANC to ensure that workers from neighbouring countries

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NUM general secretary Kgalema Motlatsi addresses yesterday's news conference on the union's plans for this year. He is flanked by assistant general secretary Marcel Golding, left, and president James Motlatsi. (Picture: BRIAN HENDLER)

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# Miners want deal on 'social plan'

THE NUM wants a R1 000 minimum wage for underground workers — the average wage of black and white miners — and a negotiated "social plan" to minimise the consequences of retrenchments.

The social plan, which includes the establishment of employer-financed social plan funds, is an ambitious attempt to reach an accord with employers on handling the effects of the crisis in the industry.

The NUM plans to have a law drafted — the Social Plan Act — which it wants a new ANC government to enact. The law would provide protection for workers and establish employers' responsibilities.

(211) DIRK HARTFORD

The NUM also wants Cosatu to call a national retrenchment conference of trade unions to establish consensus on its social plan. And it plans to launch a campaign for a national industry agreement on rights for workers as envisaged in the plan.

These are some of the decisions taken at the 280 000-strong union's central committee meeting last week.

The NUM, which wants a five-day working week, resolved to reject the idea of a seven-day working week, which it says the

□ To Page 2

## Miners Blom 16/2/93

Chamber of Mines is asking government for. However, NUM general secretary Kgalema Motlanthe said the union would consider supporting temporary Sunday work if it was "thoroughly negotiated" first. Mine employers should disclose financial and production information fully to the unions and government should then be approached jointly for an exemption.

On wages, the NUM wants a minimum wage of R900 for surface workers and R1 000 for underground workers. These are cash amounts that exclude accommodation, food and medical care and will be evaluated in the context of current wages and the economic situation in each mine and sector. The NUM says wages are as low as R300 and R405 on some mines.

The central committee approved the continuation of its profit-sharing scheme on gold mines. But it said the scheme needed to be "critically reviewed" as marginal mines had accounted for three of the top five payouts to December, while rich mines paid small profit shares.

The union wants racial discrimination

(211)

□ From Page 1

stopped in retirement fund contributions, and the category of workers it can negotiate for with the chamber extended.

- The NUM's social plan aims to provide
- Sufficient notice for retrenched workers to allow counselling and health screening;
  - Worker certification to reflect their skills level before they leave the industry and training to equip them for other jobs;
  - Minimum severance pay of two weeks for each year of service, and
  - Support for job-creation programmes.

The NUM envisages that employer-financed social plan funds will be used to effect the plan where necessary. It says workers have large investments in many mining companies and want more control. The union would like, for example, to see workers being paid out first in the event of a bankruptcy.

The NUM's idea of a social plan is meant to be one of the building blocks of the "reconstruction accord". Cosatu wants to establish with the ANC.

● See Page 3

poned to be progressing well

## NUM will help the ANC (211)

THE National Union of Mineworkers (NUM) will put forward candidates on an ANC ticket in coming elections if the ANC requests this, union president Mr James Motlatsi told a Press briefing in Johannesburg yesterday *Sowetan 16/2/93*

This follows the NUM's central committee meeting decision at the weekend to support a Reconstruction Accord between its parent body, the Congress of SA Trade Unions, and the ANC. The NUM said it had also agreed to use grassroots leadership skills in its ranks to assist the ANC during the election campaign by seconding officials, office bearers, regional leadership and full-time shop stewards and marshals (~~16/2/93~~)

## PAC stand on elections (104)

THE Pan Africanist Congress has promised it will not continue its armed struggle if it loses a general election, provided its followers can vote. But the organisation's president, Mr Clarence Makwetu, told SABC radio news in Durban yesterday that elections could not be held at this stage as the PAC believed that more secret dealings between the ANC and the Government would be unveiled *Sowetan 16/2/93*.

**Vehicles badly damaged**

## NUM star hitched to ANC for poll

The National Union of Mineworkers (NUM) will put forward candidates on an ANC ticket in coming elections if the ANC requests this, union president James Motlatsi told a press briefing in Johannesburg yesterday.

This follows the NUM central committee's decision at the weekend to support a "reconstruction accord" between its parent body — the Congress of South African Trade Unions — and the ANC

Star 16/2/93  
A statement by the union said it had also agreed to use grassroots leadership skills in its ranks to assist the ANC during the election campaign by seconding officials, office bearers, regional leadership as well as fulltime shop stewards and marshals during the campaign. (21)

The NUM would fight for paid time-off for these workers to fulfil tasks associated with elections. It planned to engage retrenched workers for similar duties. — Sapa.

# NUM wants 'social plan' for mines crisis

(211) CT/16/2/93

Own Correspondent

JOHANNESBURG — The NUM wants a R1 000 minimum wage for underground workers — the current average wage of black and white miners — and a negotiated "social plan" to minimise the social and economic consequences of retrenchments

The social plan, which includes the establishment of employer-financed social plan funds, is an ambitious attempt to reach an accord with mining employers on a planned way to handle the effects of the crisis in the industry

The NUM plans to get a new law drafted — the Social Plan Act — which it wants a new ANC government to enact. The law would provide protection for workers and establish the responsibilities of employers in terms of the social plan

The NUM also decided to ask Cosatu

to call a national retrenchment conference of trade unions to establish consensus around its social plan

And it will launch a national campaign for a national industry-level agreement that sets a framework of rights for workers as envisaged in its plan

These are some of the decisions that emerged from the 280 000-strong union's three-day central committee meeting last week.

The NUM, which wants a five-day working week, also resolved to reject the idea of a seven-day working week in the mining industry which it says the Chamber of Mines is asking government for

However, NUM general secretary Mr Kgalema Motlanthe said the union would consider supporting temporary Sunday work on mines in dire need if it was "thoroughly negotiated" first



# ANC rethinking regionalism

CAPE TOWN — The ANC is "refining" its policy on regionalism through a string of regional and branch meetings which could culminate in a national conference on the subject, according to senior members

Regional meetings, normally a precursor to policy readjustments, had taken place last week in Natal and areas of the Transvaal, and others had taken place at the weekend, they said

Existing ANC policy is unclear on the subject of regionalism, with official ANC statements pledging that "the maximum possible" powers should be extended to regional and local government.

TIM COHEN

However, at the ANC's national policy conference last year the organisation said regional government should have no powers superior to those of national government

The national policy document drew a distinction between national and regional powers by suggesting national government would make policy and regional government would implement it

Senior ANC negotiator Thabo Mbeki said one of the questions members would be discussing was whether regions should be able to impose taxes separately

from national government  
ANC general secretary Cyril Ramaphosa said the organisation was undergoing "a process of vigorous discussions" on the topic which could culminate in a national conference

Meanwhile, Sapa-AP reports the ANC also said at the weekend it was ready to review its stand on economic sanctions following Archbishop Desmond Tutu's shift on the issue

Tutu said on Friday he was ready to call for the lifting of sanctions once the security forces were under the control of a multiracial administration Ramaphosa said the ANC expected to make a decision within days on sanctions

# NUM president urges union to back ANC/SACP in poll

NUM president James Motlatsi urged the union's 300-member central committee, meeting in Johannesburg at the weekend, to pledge its political and financial support to the ANC and SACP in preparation for elections

In his keynote speech, Motlatsi said labour unions should only participate in elections through established political parties and not seek direct representation themselves

"I hope, therefore, that members and officials will stop trying to make the NUM into a political party and will instead work to make the union more efficient in looking after the direct interests of our members"

Motlatsi called for the establishment of an alliance election fund to support the alliance's electoral bid and to guarantee the ANC and SACP the union's political solidarity.

The fund, to which NUM would ask other labour organisations including Cosatu to contribute, would make it clear "that we see our political future through the activities of the ANC and SACP", he said

Motlatsi said the unions would need to be involved in the ANC/SACP's policy-making processes

This would be done in much the

ADRIAN HADLAND

same way "as trade unions in Britain participate in the Labour Party"

Motlatsi also called on the ANC to begin talks on the reshaping of the mining industry

"I would like the NUM central committee to mandate the national executive committee to start immediate discussions with the ANC about redesigning the mining industry," Motlatsi said

The restructuring would include the "permanent closure of all mines which could not pay reasonable wages to mineworkers," he said

The NUM central committee agreed to proceed with the establishing a workers' training college

"We desperately need people to run our union who have knowledge of the industry, the history of our society, the liberation struggle and international relations," Motlatsi said

With the continuing expansion of NUM membership, the union's officials were becoming increasingly overloaded with work

Motlatsi suggested either the appointment of regional chairmen and secretaries to full-time posts or the creation of a smaller, full-time executive committee

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By JAN TALJAARD

"WE can now darken Africa in five minutes," the Afrikaner Weerstandsbeweging's Eugene Terre-Blanche proclaimed at a public meeting in Pretoria last week.

One would not expect these sentiments from a leading exponent of white supremacy. What Terre-Blanche was actually hinting at was white mischief at Eskom — with a little help from the white trade unions.

Sharing the stage with him were Len van Niekerk Venter, a leader of the 40 000-strong Yster en Staal union, and Krappies Cronje, a senior official of the 30 000-member Mine

## White mischief among the blue collars

The average white blue-collar worker is still a long way from the kind of activism associated with members of the Congress of South African Trade Unions. Calls for strikes have met with a poor response, and not all the unions' members are far-rightwingers or willing to be part of an organisation like the AWB.

Serious differences in style and substance represent an even larger obstacle to a unified front between

white labour and the AWB. Van Niekerk Venter and Cronje may have shared a stage, but it is doubtful whether their bosses — Yster en Staal general secretary Nic Cilliers and MWU general secretary Peet Ungerer — will soon sit round the same fire.

Mutual recriminations between the two unions and their bosses have abounded in recent years, with both accusing the other of membership poaching.

Plans for a "super-white union" — a link-up between Yster en Staal, the MWU and other white worker bodies such as the Transnet Union of South Africa — also fell apart because of feuding between the two big unions.

While the MWU's style has been described as bordering on the impulsive and extreme, Cilliers has said he will not sacrifice his members' wellbeing for "political adventures".

Cilliers is, however, keeping his options open: he is known to lunch regularly with movers and shakers from across the rightwing spectrum — but without committing himself.

WJ Mail 12/2-18/2/93

# NUM to debate general election

B/OAry 11/2/93  
THE 300-strong NUM central committee is to hold the union's first major, formal debate on labour's approach to a general election at its three-day meeting starting in Pretoria today.

This, and several crucial economic questions focused on protecting job security and maintaining employment standards — including developing a comprehensive policy of seven-day week mining operations — will top the agenda, assistant general secretary Marcel Golding told a briefing yesterday.

Organisationally, the NUM would focus on expanding substantially its representation in groups where it was relatively weak — Gold Fields, Anglovaal and JCI.

Golding said Cosatu would soon have to devise an election strategy, and he expected the NUM's contribution to this debate to be crucial.

Among the options to be canvassed were whether Cosatu, as part of the ANC alliance, should demand that it nominate a proportion of the candidates to stand on the ANC platform, or whether the matter be left to ANC procedures and the individual unionists who may be nominated.

Golding said the labour movement would examine comparative international experience on these and other issues relating to alliance operations leading up to elections. He stressed it was still a very open debate.

On Sunday work, Golding said NUM and Council of Mining Unions

representatives had met Mineral and Energy Affairs Minister George Bartlett on Tuesday. The NUM had complained about the way he had exercised his discretion in granting an exemption to Anglovaal's Loraine gold mine without either he or the company having consulted the unions. This, he said, "undermined collective bargaining".

Golding said he had got the impression that Bartlett might be willing to accept the procedure at Harmony where management and labour had reached agreement on detail before jointly requesting an exemption.

Another important issue on the agenda would be aspects of state policy including labour, company and tax law, said Golding.

Where the Companies Act was concerned, the question of corporate governance concerned the NUM. It wanted greater power for shareholders. This would give unions greater say through workers' retirement fund investments. It was also concerned with the Act's requirements on information disclosure, which the union believed were inadequate, and bankruptcy law which should be more favourable to employees.

He said the union would examine last year's profit-sharing schemes, but they had appeared to be the best form of supplementing poor wage increases. The trade-off between jobs and higher wages would be debated

211  
ALAN FINE

## Mine workers meet

SUNDAY shifts and the National Union of Mineworkers' contribution to South Africa's coming elections are to be debated at the union's three-day central committee meeting in Pretoria starting today. (211)

NUM assistant general secretary Mr Marcel Golding told a Press briefing in Johannesburg yesterday that 300 delegates representing 16 regions would participate in the meeting at the Centre for Scientific and Industrial Research. He said the NUM would stage a rally on Sunday in Klerksdorp where keynote speakers would address mine workers.

*Sowetan* 11/2/93  
Sowetan Reporters and Sapa

# Tough year lies ahead for wage talks on the mines

Sowetan 8/2/93

By Ike Motsapi

■ **BIG SQUEEZE** Weak gold price stands in the way

of improvements on South Africa's gold mines:

211



**T**HE National Union of Mine-workers is gearing itself for another tough year of wage negotiations for its members

Like the wage talks in 1992, the NUM expects no great improvement this year

In 1992 only 20 out of 100 wage settlements yielded increases above the 15 percent mid-year inflation rate

The basic wage increases last year were very low for the second year in a row

This is regarded as the only way to save jobs when the gold price is low

However, workers will be in a position to share in the profits of some of the healthy mines as well as the profits of some of the "sick mines if they make money"

It is also predicted that the average wage increases will vary between five and nine percent

## Prices have risen

What the mine bosses failed to take into consideration when granting wage increases is that since 1990 prices have risen by 35 percent while increases in basic salaries have been barely over 10 percent

The continuing recession in South Africa, coupled with very slow recovery in the international markets, have meant another year of poor wage settlements, retrenchments and rationalisation

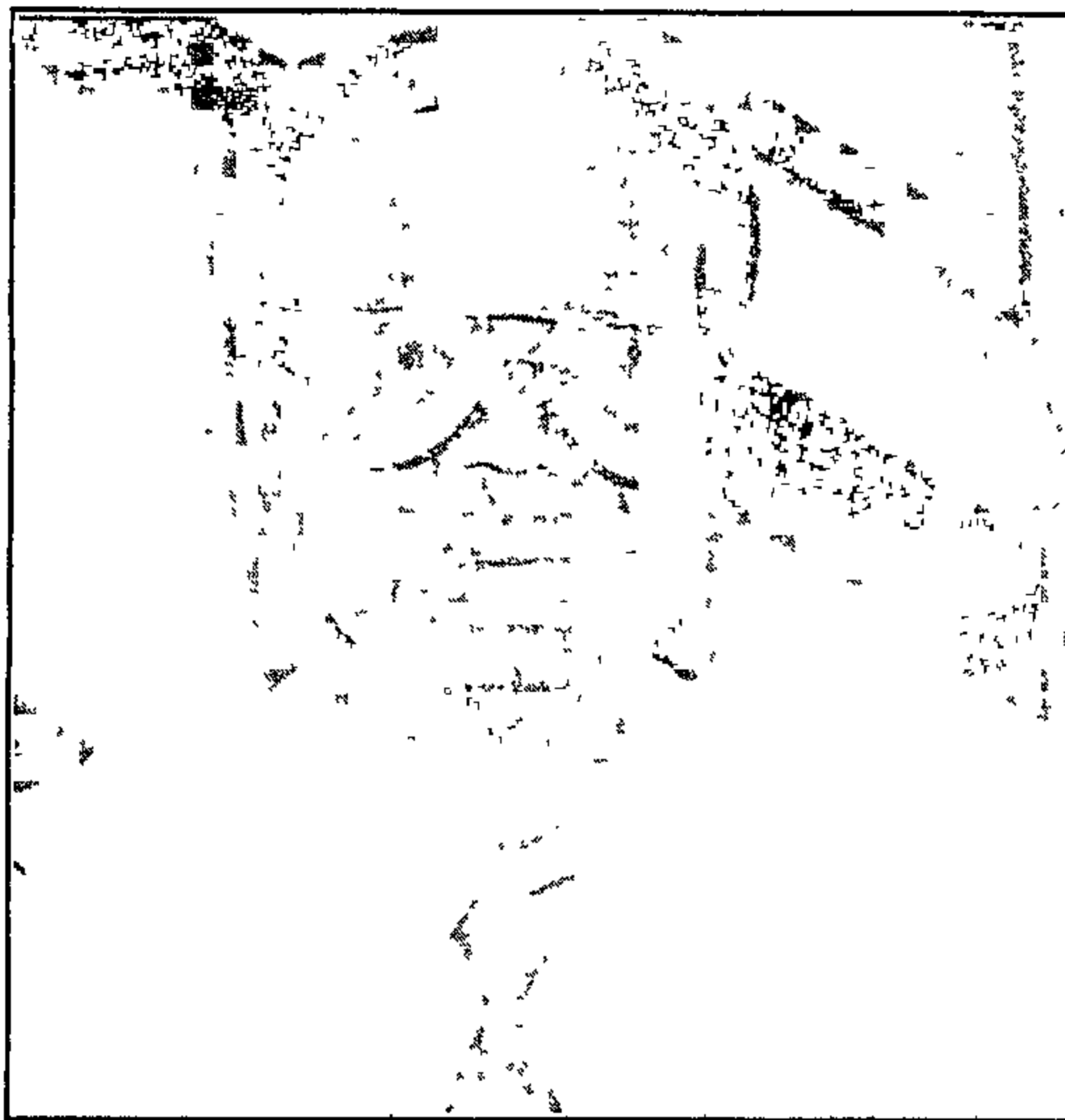
Mr Jerry Majatladi, media officer of the NUM, said "On the bright side the NUM has concluded formal negotiations with Impala Platinum Mines for the first time ever

This yielded a good increase above inflation for most workers "At the Bosveld Gold Mine, workers achieved a remarkable increase of 160 percent

"The basic wage is now only R409 a month but this is a vast improvement on the R158 a month paid before the branch was organised," Majatladi said

During 1992 the Chamber of Mines Wage agreements, with their annexures and appendices, extended to over 70 pages for gold and 30 pages for coal

Said Majatladi "This is the longest and most complex wage agreement



Jerry Majatladi ... warns of tough year

ever signed by the NUM "

He said this reflected the extraordinary difficult circumstances of the mines at present and the NUM's efforts to preserve jobs and protect standards, particularly on the gold mines

New basic wages were paid by the mining houses in August and September last year following the negotiations with the Chamber of Mines

## Agreement was delayed

The signing of the main gold mines agreement was delayed by the NUM's insistence that it include the details of profit sharing schemes at certain mines which had been negotiated in a separate forum

Profit sharing agreements with Anglo American and Blyvooruitzicht were

concluded in October and Gengold in December

This year, as in 1991 and 1992, agreements will be focused to make up for lower wages by significant gains in non-wages areas

"This trend will need to be followed across the industry and trade unions need a proper action plan on the ground to make these paper rights real," Majatladi added

The NUM this year wants talks with the mining bosses on issues affecting sick or injured workers

According to Majatladi the NUM has challenged mine doctors and mine management on their right to dismiss and repatriate workers on medical grounds without consultation with the union

He said at some mines the repatriation

of their members was done to circumvent the normal procedures of retrenchments which required union involvement.

The 1992 agreement gives workers the right of representation by NUM when they are threatened with dismissal or transfer to another job on the grounds of medical incapacity

Majatladi said a joint approach by employers and the NUM to the Government on the new law on occupational diseases has been mooted

He said "The present laws that deal with compensation for occupational diseases on the mines are racist and discriminatory

"A black miner gets less compensation than his fellow white counterpart for the same disease," Majatladi said

The NUM had also convinced bosses of most gold mines to increase their contribution to the provident fund by one percent

This means that employers will contribute six percent of basic pay to the provident fund rather than the present five percent

The other points agreed to by the Num and mining houses are

● The chamber has agreed to pay the lost shifts of workers who attend negotiations with it

● The chamber has adopted an industry-wide policy to encourage mines to agree to full time shop stewards. This issue will now be taken up at mine-level

● The chamber has also issued a statement that encourages mines to enter into agreements on arbitration on dismissal cases

It was felt that compulsory arbitration would cost mines nothing but would help workers who are dismissed to get back quick responses to their cases and,

● That the subscription administration fee of the NUM will no longer be subject to the deduction of the present five percent

# Mozambicans moving to SA despite curbs

211  
Sowetan 5/2/92  
The number working on SA mines is now 50 000:

## Sowetan Africa News Service

MAPUTO - Despite attempts by the South African Government to curb the influx, the number of Mozambicans working on the South African mines has increased in recent years and now stands at about 50 000

The miners earn more than 10 times the minimum industrial wage in Mozambique, according to Mr Pedro Taimo, the Mozambican Labour Ministry's representative in South Africa

Taimo told the official news agency *Aim* that, in addition to the miners, his office knew of about 8 000 Mozambicans who were working illegally in South Africa, some of them as slaves on farms

The actual number of illegal workers

could be much higher, he said

Many of them had fled from the war in Mozambique and unscrupulous farmers, taking advantage of their illegal status, were paying them "laughably low wages"

The figure of 50 000 now working on the mines was far below the maximum of 118 000 when Mozambique became independent in 1975. The Pretoria government immediately imposed restrictions that led to the number dropping to 41 000 in two years

It rose again to about 55 000 in the mid-eighties until the government in 1986 threatened to expel them all at the end of their contracts

Taimo said the wages paid to the miners were "reasonable", averaging about R700 a month

# LABOUR Economic circumstances determine laying off of workers on diamond mines

By Ike Motsapi

THE National Union of Mineworkers and De Beers Consolidated Mines Ltd have entered into an agreement of first retrenching newly appointed employees when the need arises at mines

Both parties accept that changing economic and operational circumstances can lead to possible retrenchments but that the mine will make every effort to avoid or limit laying off staff

It is recognised that the ways of limiting terminations will be influenced by the individual circumstances.

## Retrenchments

Mr Jerry Majatladi, media and Press officer of NUM, said "Subject to any agreement reached at the divisions, the selection of employees for retrenchment will be based on the principle of last in first out (Lifo)"

According to the agreement, divisions, however, after having disclosed the reasons to NUM, reserve the right to retain the services of employees who have particular skills and experience

A notice period of one month or 30 calendar days applies which may, at the discretion of the divisions, be commuted to one month's salary in lieu of notice.

The termination date remains unchanged as the end of the notice period and no pension fund payments will be made before this date

Should a member have secured alternative employment the divisions shall,

# New deal for miners

Sowetan 4/2/93

(211)

## LAST IN Union agrees with De Beers

### on new retrenchment rules:

where reasonably possible, release him to take up such employment

Payment for the notice period shall attract all regular payments and deductions in respect of the pension fund and medical benefit society, any bond subsidy payments and water and electricity allowance payments

This clause may be waived by agreement between NUM and the divisions

Where an employee is under the age of 55 he shall be paid a lump sum calculated as two week's pensionable salary a year of service to a maximum of 10 years plus a further one week's basic salary for each subsequent year of service, thereafter, pro rated as necessary, or three months basic salary whichever is the greater.

The parties also agreed that where an employee is 55 years or older but not yet 60, he shall be paid a lump sum calculated as two week's basic salary a year of service, to a maximum of 10

years plus a further one week's basic salary for each subsequent year of service thereafter, pro rated as necessary and reduced as follow:

- Age 55. no reduction
- Age 56 . Reduced by 20 per cent
- Age 57. . Reduced by 40 per cent
- Age 58.. ...Reduced by 60 per cent and,
- Age 59 Reduced by 80 per cent or three months' basic salary whichever is the greater

The mine and NUM have agreed to establish a scheme to assist members retrenched from the divisions. Both parties agreed that the scheme will help retrenched workers acquire basic vocational skills through short training courses

It is expected that these newly acquired skills will help them find alternative sources of income

The mine pledged to allocate R1.5



### Jerry Majatladi ... last in first out.

million to an account to establish the fund for the purpose of the scheme

This fund will be jointly managed by NUM and the mine

Majatladi added "In addition to the notice period, employees being retrenched shall be entitled to a further one month's housing benefit

"Where an employee lives in his own house, an additional month's subsidy, where applicable, shall be paid, and where an employee occupies a unit

of a mine accommodation, he shall be entitled to occupy the property for an additional month

This agreement, which was signed this month, will remain in force and effect for a minimum period of 24 months from date of signing, whereafter any party wishing to amend any clause may submit its proposals to the other party in writing

The period given for this is two weeks prior to any meeting being convened

VIRGINIA in the Free State looks so much like one of those deserted, boarded-up towns in cowboy movies that you expect tumbleweed to come rolling down the main road

Rows of brick houses stand empty, their windows broken, their sewage pipes, electrical fittings and doors carried away. Hopeful "To Let" signs gather dust in empty shops and salesmen in those stores still doing business sweat more flies than serve customers

You may not be able to see the crisis in the mining industry at the Chamber of Mines headquarters in Johannesburg. It really only hits home with the grimness of a town like Virginia

Virginia is built around and on top of the Harmony mine, its destiny inextricably tied to the well-being of the 39-year-old mine which spans 1 000km underground

Last year many started counting the mine's days, sure it would join the ominous mine obituaries on the front page of *Business Day*. In just three years, it shed more than half its work force, scaling operations down to a skeletal 11 000 workers. But the retrenchments were not enough, by August last year the mine still showed a loss

This week, beaming mine managers

# Miners learn to live in harmony

WMA 29/11-4/2/93

unveiled a remarkable turnaround at the mine in three months, it showed an after-tax profit of R8,5-million. At the end of September last year, it was in the red for R5,7-million

The mine also yielded 13 percent more gold in the same quarter while the working cost margin was reduced by 173 percent in the same period. The mine has also managed to build up R6,9-million in retained surplus

Its resuscitation is significant because it marks the first success of a new brand of labour relations in the industry

For the first time in the industry's history, employees were shown all information relevant to the mine and together with management, workers hammered out a survival plan for the mine

Joint working groups looked at areas like housing, maintenance, production control and fuel consumption where costs could be cut. Workers agreed to support exemptions from mining regulations which would mean blasting more than once a day and

*A labour relations initiative, allied to higher productivity and cost control, has turned around*

*the marginal Harmony mine.*

**By FERRAL HAFFAJEE**

working a seven-day week in return for a share of the profits

Efficiency or productivity improved by 20 percent and workers were paid profit shares of about R85 a month, seven percent of their wage. The mine paid out R300 000 of the mine's profits to workers in November last year and R1,3-million in December

Harmony was also the first mine to agree to full-time paid shaft-stewards and to institute joint union-company training schemes

"An industrial relations exercise, not a technical exercise saved the mine," says Rangold human resources director Richard

de Villiers. "It is a form of co-determination — it's a getting together to seriously tackle the problems at the mine"

"The sense of urgency and crisis focused minds towards co-operating," says De Villiers, adding, "unions are genuine stakeholders and genuine partners."

Martin Nicol, of the National Union of Mineworkers (NUM), believes Harmony is a long way away from co-determination, but "welcomes the mine's different attitude to industrial relations".

Workers were paid "substantial bonuses. We did not envisage payments at that level", says Nicol, adding, "profit-sharing is the route to go in an ailing industry"

Multi-blasting and Sunday work are "vital to the survival" of the mine and the company will apply to extend their exemptions beyond March 8 when it runs out

In September last year, the NUM and various officials and technical associations approved Sunday work at Harmony.

Hours worked do not exceed regulations and only 10-12 percent of the work force is

affected by Sunday work, which started in October last year. Because of the double time pay rates, there have been more volunteers than required for weekend work

Harmony's effective use of Sunday work prompted two other marginal mines, the JH Joel and Lorraine mines to apply for exemptions, the latter's exemption was granted this week

But it has attracted the ire of the NUM, which had not been consulted about the latest exemption

In a statement, the union said "Piece-meal responses, exempting one mine and then another, are not appropriate," and stressed that Sunday work should not sacrifice "hard-won minimum standards".

The Council of Mining Unions has a general religious objection to Sunday work and declared a dispute with Harmony because of the practice.

But it is a position of the union leadership alone, they have been unable to stop their members from working on Sundays

211



# Conservative forces 'may try to crush union movement'

Blom 27/1/93

DIRK HARTFORD

SOME conservative forces in the liberation movement might be tempted to try to crush the trade union movement in the future but they will not get away with it, says ANC economic planning spokesman Tito Mboweni

Mboweni, who was addressing about 300 businessmen at a conference on the joint challenge for unions and management yesterday, said the temptation to crush trade unions was a real one which could best be avoided by developing an understanding of trade unions and encouraging them to play a constructive role.

Trade unions had been disempowered in many countries in post-colonial

Africa in the name of the "national interest". But this would not happen in SA as the trade union movement was strong and independent, Mboweni said.

He said it would be foolhardy to expect trade unions to vacate the terrain they occupied. Instead, the role of unions in economic policy formulation would increase in the future and membership would continue to grow.

Already the union movement was engaged in jointly working out policy packages on macro-economic issues with government and business and it was essential that trade unions remained part of this process.

Mboweni said he thought the ANC's alliance with Cosatu would be a long-term one as the union movement sought to ensure that the accords it reached with the

ANC were implemented by an ANC government.

Meanwhile, Mercedes Benz SA's human resources spokesman Ian Russell told the conference it was important for regional development forums to be represented at the national economic forum.

He said the Border/Kei economic forum had submitted a document to Finance Minister Derek Keys outlining its proposals for regional reconstruction

These included asking for a moratorium on ending decentralisation benefits to the region, a big injection of investment for housing, a rural development initiative and the establishment of a strategic institute to facilitate human resources development in the area

Russell said employers were not satisfied their interests were being represented properly nationally

## 'needed'

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CIPRES 24/1/93.

### **2 000 coalmen face the wall**

ANGLO American Coal Corporation's decision to close the mining and coke operations at the mined out Vryheid Coronation colliery, near Vryheid in Natal, could cost 2 000 jobs. (21)

The corporation said in a statement on Friday the closure would begin at the end of March

## 2 000 coal mine jobs in the balance

JOHANNESBURG — More than 2 000 employees could face retrenchment with Anglo American Coal Corporation's decision to close the mining and coke operations at the Vryheid Coronation colliery in Natal

CT 23/1/93  
The mining corporation said last night the closure process would begin at the end of March (21) (21)

"A programme involving closure of the mining and the coke operations at Vryheid Coronation colliery will be implemented as from the end of March 1993

"Some 2 000 employees are affected and Anglo coal has approached representative unions concerning the closure"

The statement said the colliery's available reserves had been substantially depleted and the remaining tonnage was proving increasingly costly to mine

## MANDELA AND SANCTIONS

# ANC sets tone for relations with business

WHILE some find the call to freeze retrenchments naive, others feel it signals a more pragmatic approach towards dealing with business, writes DUNCAN INNES.

STAR 23/1/93

NELSON Mandela's statement this week that he was willing to ask the ANC's national executive to call off sanctions if business froze retrenchments and made a "significant contribution" towards reducing unemployment has caused ripples within the business community.

Many see this statement as yet another example of the ANC's misunderstanding of the way business functions. They argue that sanctions have largely been revoked, so even if the ANC drops its call for sanctions, it would make little difference to business.

Calling for a freeze on retrenchments before an economic upswing is in place puts the cart before the horse: first there should be stable conditions for economic growth so that investments can occur. These, in turn, will reduce unemployment.

Some see in Mandela's statement signs of a greater awareness of the economic crisis in South Africa and a more pragmatic approach towards dealing with business. They argue that business should respond accordingly, taking Mandela's proposal seriously. However, it is very unlikely that Mandela's proposal will win wide support within the business community.

Business is not a single homogeneous entity. It is a multitude of different enterprises, some aligned in federations which are either industry-based (the Chamber of Mines, Seifsa, Bifsa) or culturally based (the Afrikaanse Handelsinstituut, Nafcoec).

These federations are autonomous. Within their ranks, wide differences of opinion exist, especially on controversial issues such as Mandela's proposal. How, then, will the ANC respond if some businesses freeze retrenchments and others do not?

The second problem is that many businesses, which held back on retrenchments last year in the hope that the economy might turn, have now been forced to retrench or face collapse. Their difficulty is that they might simply not be able to afford to freeze retrenchments for a further period.

Related to this is the argument that the only way to ensure that business stops retrenching and reduces unemployment in the longer term is to provide a stable socio-political and economic environment within which business can operate — something South Africa does not have at present.

However, on the more positive

side, it is possible to detect in Mandela's proposal signs of a change of heart within the ANC which might contribute, albeit in a small way, to a more stable environment for business. What is clear from the proposal is that the ANC wishes to return the economy to a growth footing and that it is willing to jettison ideological and political obstacles used to restrict economic growth.

Some sections of the business community will no doubt welcome this more pragmatic and realistic approach from the ANC. They will draw strength from the fact that Finance Minister Derek Keys's message on the economic crisis South Africa faces has been heard at the highest level within the ANC; this might begin to improve business confidence.

But regardless of how business responds to the proposal, there is a very important message in what Mandela said which all sections of the business community would be foolish to ignore. And that is that while the ANC is becoming more aware of business's needs, it will not respond to these without asking for something in return.

What Mandela is in effect saying is that if business wants the ANC's support in getting sanctions lifted and in gaining access to the IMF and World Bank, then the ANC expects business to work broadly within the framework of ANC policy on unemployment.

This approach will characterise the ANC's attitude towards business during the next few years.

If business wants ANC support in promoting exports, the ANC will first want to know what business is doing to promote black advancement. If business wants access to cheaper credit, the ANC will want to know what business is doing to develop black housing and township facilities. If business wants access to wider markets, the ANC will want business to put a stop to monopolistic tendencies and collusion within its ranks.

During the next few years business will have to adjust to the fact that the ANC is going to try to assert its influence over the white-dominated business power structure. The extent of that influence and the way in which business responds will be the subject of intense debate.

● The author is manager of *The Innes Labour Brief* and is co-author of *Power and Profit. Politics, Labour and Business in SA* (Oxford University Press, 1992).

# Anglo miners get <sup>(211)</sup> R25 m profit bonus <sub>ARC 23/1/93</sub>

**TOM HOOD**  
Business Editor

WORKERS on Anglo American gold mines were paid profit-sharing bonuses of R25 million in the December quarter as the mines boosted their profits by R49 million (33 percent) to R203 million.

The bonuses represent an average increase of 4,25 percent over and above the wage and salary increases made in the middle of 1992

Shareholders in some mines also received big increases in dividends

Mr Clem Sunter, chairman of Anglo's gold and uranium division, hailed the improvements as a "a good New Year's gift for the South African economy"

The group's hedging of gold sales had been protecting its mines against the depressed bul-

lion price, he said

"There's no doubt our hedging has provided a cushion for us in terms of the low gold price, so we didn't have to implement any sudden strategies to close down shafts"

This approach, ensuring that all the shafts at the mines continued operating, would help Anglo to "benefit tremendously from an increase in the gold price"

He expected a "genuine" upturn in the gold price towards the end of the year with the recovery in world economies, especially that of the United States

A feature of the quarter was sharply higher profits by Freegold, the world's largest gold mining group. It increased production to 28 950 kg from 28 257 kg in the September quarter

Pre-tax profit rose from R106 million to R154 million,

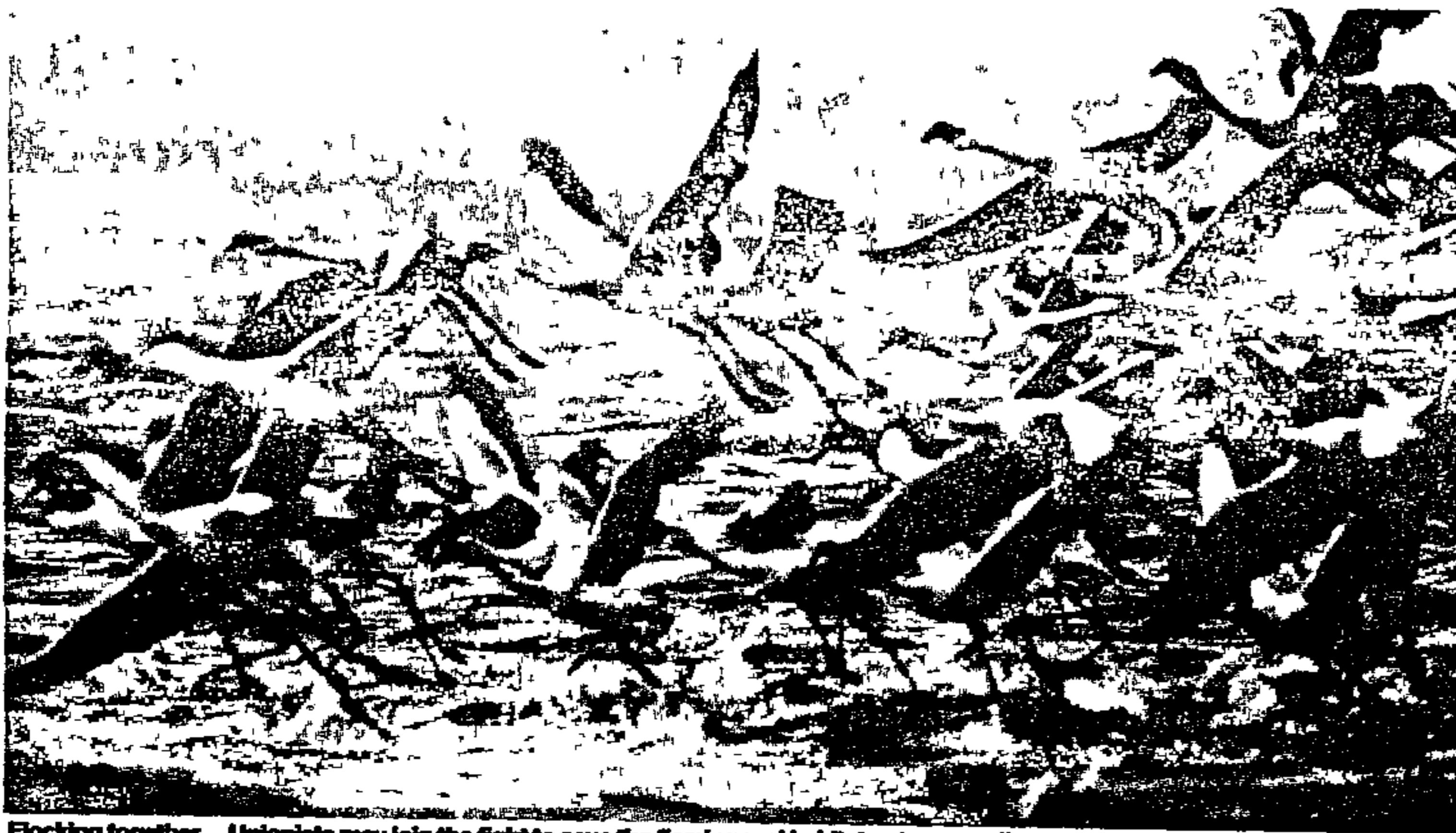
while taxed profit rose from R95 million to R124 million

Gold production chief Mr Lionel Hewitt said the improvements were production-driven and aided by a small increase in the rand gold price

The gold market's reaction to sales by the Dutch central bank of 400 tons in the December quarter had been encouraging. Although the volume of gold flowing to the market rose 80 percent to about 900 tons in the December quarter, the gold price stayed around \$330

This was a sign that the market, especially the Chinese segment, was capable of absorbing fairly large tonnages, he said

Mr Sunter said central banks were rational and would not want to push down the price and devalue the rest of their holdings



Flocking together ... Unionists may join the fight to save the flamingoes' habitat — temporarily

# NUM against mining

W/mail

22/1-28/1/93

(211) (211) (211)

**T**HE National Union of Mineworkers (NUM), one of the biggest black unions in the country, is likely to block Richard's Bay Minerals' (RBM) controversial scheme to mine titanium in St Lucia.

If the National Union of Metalworkers (Numsa) backs its sister union in opposing the scheme, RBM could be blocked by a powerful lobby group of conservationists and the country's two biggest unions.

The NUM's southern Natal region is in the process of adopting a resolution to this effect. A few months ago the union sent a letter to RBM, withdrawing support for the mining scheme. Commented NUM organiser Enoch Mbuyas: "We feel it is too early to mine St Lucia due to the fact that it will only benefit certain groups. We want to hold mining in the area until a new government is in place, when the wealth of the country will be distributed to all the people of South Africa. We are saying, however, that maybe in the long run we will need to mine the area."

The union's position is that the current scheme to mine the titanium strip will offer relatively few new jobs in the fast-diminishing mining industry — particularly if the raw material is exported and not processed here to stimulate further industry.

Already, say unionists, RBM is cutting back on labour. While 300 people stand to gain jobs from the titanium mining, at least 27 laboratory workers are about to lose their jobs. RBM is reluctant to give guarantees of permanent employment to existing workers, many of whom still have temporary status after being in the company's employ for as long as three years.

The mining scheme has the backing of most of the chiefs in the area known as Reserve Four, and sections of the community, who have benefited from infrastructure like schools, clinics and tribal courts supplied by RBM, and who stand to gain employment.

However, accusations that the chiefs are being "bought off" are rife, particularly among the youths who oppose the authority of the tribal structures and harbour anger at the level of exploitation of workers at RBM. One youth said there was simmering resentment over the fact

*The National Union of Mineworkers could soon join conservationists in opposition to the controversial scheme to mine St Lucia. By PHILIPPA GARSON and EDDIE KOCH*

that RBM was canvassing support for its scheme via the tribal authorities and neglecting consultation with other organisations with a measure of support in the area.

Numsa regional organiser Mike Mabuyakhulu said understanding of the complex debate of the benefits of tourism over the mining has not filtered down. "There are not many in the affected communities who understand the debate. It is mostly the white community which has been canvassed to support the no-mining campaign. Black communities who have not been informed however are looking at the simple answer to their problems — more jobs."

Mabuyakhulu says that the fight to save St Lucia is perceived among the black community living in Reserve Four as a mainly white issue and that conservationists have done very little to win popular support for their campaign.

At least 20 000 people, including a number of blacks, have signed a petition against the plan to mine St Lucia. But the unions feel there needs to be more direct consultation with a variety of community and labour groups in the black communities who will be directly affected by mining.

Until recently, the NUM and Conservative Party supporters were in bizarre alliance over opposition to RBM. "We can support each other in one area — not to mine St Lucia — but we are saying that maybe in the long term we will need to do so. They are against any mining taking place in the future." Discussions between the two parties have now ground to a halt.

Journalist Fred Khumalo, from *City Press*, reports that there is also mounting hostility to the conservation lobby amidst a 17 000-strong community that live in the indigenous Dukuduku forest on the outskirts of Richard's Bay.

The Natal Provincial Administration, along with a delegation from the Wildlife Society of

Southern Africa, have been trying to negotiate with the forest dwellers to move out of the rare forest and on to a 1 400 hectare site near the town of Mubatuba.

Both the African National Congress and Inkatha are unhappy about the plan to shift the residents, saying there has to be proper and effective consultation before any removals take place.

"We are back here not because we want to disturb nature but because this land belongs to us. We were kicked out of here in 1973 and we lived like nomads in search of suitable land on which to grow our crops and graze our cattle," said resident Joseph Ngcobo.

"We've always lived peacefully with different kinds of animals in the forest. But if we're all cramped together on a small patch of land, there is likely to be a lot of overcrowding which results in soil erosion and the general depletion of natural resources in the surrounding areas."

There is clearly an uneasy tension between those in favour of conserving the natural resources in and around St Lucia and black villagers who want to exploit these resources for their survival.

But an informal pact between organised black labour and the Campaign to Save St Lucia is emerging as a powerful obstacle in the way of the company's plans to mine the dune forests.

"We welcome the unions' indication that they will not support mining at St Lucia and we want to stress that we are not anti-mining in principle but want it to take place in the right place," says Andrew Duthie, conservation ecologist for the Wildlife Society of Southern Africa.

"It is absolutely true that we haven't consulted widely with the unions at Richards Bay about the mining issue but feel that the whole issue of saving the dunes is in the interests of everybody in South Africa."

RBM plans to release the findings of an extensive environmental impact assessment of its plans to mine — the biggest study of its kind ever conducted in this country — in March this year.

There is currently a private member's Bill — the Wetlands Conservation Bill — before parliament which calls for all wetlands to be spared from mining activities. If it is passed, the Bill will save the St Lucia dunes from being mined.

## REINSURANCE

**Rand Mutual** has moved its personal accident reinsurance — probably the largest such account in SA — to Forbes Re. The account was administered through broker MIB for many years. (211) (302)

Rand Mutual is too specialised to appear in the *FM* list of top insurers but ranks about fourth in size. It insures about 600 000 mine workers for Workmen's Compensation and PA risks. It was formed a century ago and predates the introduction of the Workmen's Compensation Act. *FM 22/1/93*.

Brian Barnes of Forbes confirms the account is large but will not disclose details. He says Forbes' submission was not much cheaper than the competition's but was simple and easy to understand.

Forbes is using a London lead reinsurer to handle the business but is also placing more of the risk than previously with local reinsurers.

Lorraine granted exemption

# Govt pressed to end Sunday mining ban

BLOM 22/1/93

(211)

ALAN FINE

INTENSE pressure is building on government to scrap the provision of the Mines and Works Act which forbids Sunday production work.

Yesterday both the Chamber of Mines and Northam Platinum chairman Alan Wright called for the repeal of the law which permits Sunday work only by ministerial exemption if it is determined to be in "the national interest"

This follows exemption applications to Mineral and Energy Affairs Minister George Bartlett by three marginal mines — Harmony, Lorraine and Joel. A six-month exemption was granted to Harmony last October, and a similar notice appears in the latest Government Gazette as regards Lorraine.

The Lorraine exemption, opposed by the whites-only Mineworkers' Union (MWU), has also prompted an outcry from the NUM which says that, in contrast to the Harmony case, it was not consulted.

Sapa reports that, speaking at the opening of Northam's R1,5bn platinum mine Zondereinde near Thabazimbi yesterday, Wright warned that unless the SA mining industry changed its working practices it would be starved of further large-scale investment. The industry had to remain internationally competitive. "Our competitors elsewhere in the world do this by working 20 out of a possible 21 shifts per week, thereby achieving optimum use of the assets employed. In contrast SA mines do not work even half of those shifts."

"There is now an urgent need for the introduction of enlightened work patterns if the SA mining industry is to remain viable. Further investment on a large

scale will only be made in the new mines if such changes take place."

Wright urged government to review without delay the statutory restrictions preventing the industry running 24 hours a day, seven days a week.

Chamber industrial relations GM Adrian du Plessis said the industry had, for many years, "petitioned for a seven-day week production cycle to enable optimal use of the infrastructure on mines, and to reduce unit overhead costs. This need is now aggravated by depressed commodity prices. We believe working hours should be left to agreement between employer and employee parties directly affected."

One mining source said mining was almost the only sector where the permissibility of Sunday work was dictated by law.

NUM assistant general secretary Marcel Golding said yesterday the union was not averse to negotiating changes to legislation. The key was that any arrangements be made through negotiation. But the union was firmly opposed to the Minister's discretionary powers regarding Sunday work. "Bartlett has gone against a previous agreement to negotiate any alterations with us. We wrote to his department asking to be consulted, and our letter was not replied to. His surreptitious Lorraine decision will cause confrontation."

In the Harmony case, management and the union negotiated an agreement on matters such as working hours, health and safety and wages before the NUM supported the Harmony application.

□ To Page 2

## Mining ban

BLOM 22/1/93

(211) □ From Page 1

The MWU said the decision would place "a murderous burden on workers", and hinted that it might try to prevent implementation of the plan, Sapa reports. "The decision ... does not mean that Sunday production may continue, because an agreement must first be reached with the union to change existing labour practices."

Bartlett and senior departmental officials were unavailable for comment on the Lorraine matter. However, Government Mining Engineer Jan Raath confirmed government was aware the question of Sunday work was under discussion in a committee of the mining summit — the industry's tripartite negotiation forum.

JONO WATERS reports that at the

opening of the mine, Finance Minister Derek Keys said unless SA could create growth in the primary and manufacturing sectors, the economy would not achieve the high growth rates it needed.

Economic growth had been low in the past decade and whatever expansion had occurred had been "suspect". Half the growth had been created by the increased size of general government and the other half through financial services and property. Even though mining grew smaller as a contributor to the economy, it was still of fundamental importance to SA.

The mine has cost in excess of R1,5bn, will employ 6 500 people and earn R600m in foreign exchange a year.

● Picture: Page 3



# New taxi association welcomed as 'healthy'

STAR 2/11/93

Stan Hlophe

The formation of a new taxi body, Taximax, was yesterday welcomed as healthy competition by the giant Southern African Black Taxi Association (Sabta).

Sabta spokesman Mike Ntlatleng, yesterday said Taximax — formed recently with two former Sabta executives James Chapman and Enos Makena among its directors — posed no threat to Sabta. Both resigned from Sabta last year amid controversy.

A Taximax spokesman said that the new organisation was not set up as a rival to Sabta. Its main objective was to assist legal taxi owners in Pretoria, irrespective of their affiliation.

Ntlatleng said competition would serve the interests of its membership and the industry.

Asked about the resignation of top executives, he said problems which had plagued

the organisation had been resolved and the executives were looking forward to turning Sabta into a profitable organisation.

A meeting to resolve a dispute over the Durban/Johannesburg route between Sabta and Eagle Liner bus company was postponed until February 4 after talks deadlocked yesterday.

This followed allegations by passengers that gunmen had forced them to leave a Johannesburg-bound bus and board minibuses at twice the price of the bus trip.

Passengers who attended the meeting said they had been threatened and accused of supporting white businesses. Many of them had lost their luggage and food parcels.

A bus company spokesman said it was the right of passengers to choose their mode of transport.

# 'Poison' killer jailed for 15 years

A taxi driver who shot dead a former policeman and taxi owner from a rival faction, yesterday told a Springs Circuit Court that he committed the deed to "rid the community of poison".

Petrus Khumalo (38) was

sentenced by Mr Justice J F Myburgh and two assessors to an effective 15 years' jail for the murder of Pascallas Mea of KwaThema and for unlawful possession of a firearm and ammunition — East Rand Bureau.

# 11 appear over R30-m gold theft

STAR 2/11/93

By Anna Louw  
East Rand Bureau

Eleven former employees of Rand Refinery appeared briefly in the Germiston Magistrate's Court yesterday in connection with the theft of unwrought gold valued at more than R30 million.

The accused are Jan Botha (25) of Germiston, Jan Fourie (45) of Germiston, Louis Snyman (27) of Johannesburg, Johan Fourie (30) of Primrose, Johann Smit (21) of Springs, Eduard Pieterse (23) of Prieska, Rudolph Olivier (23) of Springs, Johan Volschenk (25) of Meyerton, a 17-year-old youth of Elsburg, Andries Swart (32) of Elsburg, and Henry Howell (26) of Rosettenville.

Bail of between R1 000 and R5 000 was granted. Some were released on warning.

Two other former employees recently appeared in the Kempton Park Regional Court in connection with the same theft.

Jacques Jonck (23) of Heidelberg was jailed for nine years. Reuben Lezar (29) of Elsburg was jailed for five years.

The 11 accused will appear again in March — Sapa

# Accused 'not trusted' enough to get guns

STAR 2/11/93

By Peter Davies

He was also sent to Natal where he was to monitor the movements of alleged Inkatha man Pat "McGregor" Hlongwane Hlongwane is the head of the returned exiles committee which campaigns on behalf of ANC dissidents.

ANC lawyer Azhar Cachalia said that Nhlanhla did not have the authority to dispatch weapons, and that Samson was lying.

Court records in Piet Retief indicated that Samson previously admitted he had received weapons from a man known as Mthobi.

Cachalia said Nhlanhla had admitted to "bumping into" Samson on a few occasions, but said they had never discussed any Piet Retief mission.

When quizzed by Cachalia, Samson said the ANC had an official and an unofficial policy towards the assassination of policemen.

He said the official version, as documented by Nhlanhla in Durban last year, was that the ANC opposed any campaign to kill policemen.

Samson insisted that this official policy was for "public consumption" and that there was an unofficial ANC policy which tacitly condoned attacks on policemen.

A Goldstone committee chairman investigating attacks on police yesterday told former Urmkhonto we Sizwe member Brandon Samson it was unlikely that former ANC security boss Joe Nhlanhla had ordered him to Piet Retief, in the eastern Transvaal, to kill policemen because Samson was not trusted by the ANC.

Chairman Gert Steyn said, in Pretoria, that, despite Samson's insistence that Nhlanhla had provided him with weapons from ANC headquarters at Shell House in June last year, it was logically "dangerous to hand out weapons to people you don't trust".

Samson claims Nhlanhla ordered him to Piet Retief to monitor certain policemen, and later to return and kill them. He said only he and Nhlanhla, whom he referred to as "the old man" knew about the mission.

Samson admitted he had been considered a spy by the ANC after returning as a dissident from exile in 1991. He said that Nhlanhla had indicated his "case was still open" and that Samson must "show commitment to the movement" by "proving himself" on missions to Piet Retief.

## Ferrochrome flutters <sup>(57)</sup>

■WEAK ferrochrome prices could put 2 000 of Samancor's 7 000 workers out of jobs, believe analysts.

This week, the company revealed that most of the contracts concluded for the first quarter of 1993 were lower than the volumes and prices negotiated last year. <sup>(33)</sup> ~~(33)~~

The mining industry also got nasty New Year news when Doornfontein Mine announced that it would probably close next year. <sup>W/ma 15/1-21/1/93</sup>

The National Union of Mineworkers believes that 2 000 jobs could be lost to combined retrenchments at Lavino chrome mine, Foskor, JCI's Consolidated Metallurgical Industries, Samancor's smelting works Tubatse, the Dilokong chrome mine in Lebowa and the Palabora copper works.

(211)



## ANC backs learning plan

THE ANC — as well as pupil and teacher organisations — has thrown its weight behind a "back to learning" campaign for PWV schools during the winter holidays.

Headmasters and parent-teacher-student associations will organise supplementary programmes to make up for time lost during school disruptions.

NECC Southern Transvaal general secretary Amos Mswane said yesterday that government and the private sector would be approached to provide resources such as study aids and guidelines.

Students would stand in where teachers were not available. A code of con-

## NUM, chamber to meet over dispute

THE NUM and Chamber of Mines will attend a conciliation board hearing at the chamber's offices this afternoon in an attempt to resolve the wage dispute declared by the union last week.

NUM assistant general secretary Marcel Golding said the union was "committed to obtaining settlement based on restoring workers' buying power which has been eroded over the past few years". He said they expected a considerably revised position from the chamber on wages and other issues to come out of the meeting.

Golding reiterated the union's view on the current gold price and its perceived benefit for workers' pay packages.

Industry sources, on the other hand, said

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## ERIC JANKOWITZ

the chamber was expected to move only minimally on its final wage offer of 6% for gold mines. Coal offers ranged between 4.5% and 5.25% with one mine, employing 400 people, offering 10.5%. This considerably higher offer was based on the mine's much lower pay structure which would remain below the industry minimum even if this offer was accepted.

The coal offer was not expected to be revised, because of the economic constraints on the sector. Also, mining houses appear set on implementing capex programmes which have been put on hold over the past few years during downscaling.

# BECAUSE WE WANT



## NEWS Journalists caught in rightwingers', ANC's crossfire

### Mines wage offer 'better'

Sowetan 2/7/93

THE Chamber of Mines yesterday offered the National Union of Mineworkers "an improved wage offer of between six and seven percent on gold mines"

Coal miners were offered wage increases of between five and 7.5 percent

The proposals were tabled at a meeting between the chamber and Num in Johannesburg in an effort to solve the dispute declared by the union on improvements in this year's wage review

#### Conciliation board

Yesterday's meeting was the first called by the Conciliation Board since the declaration of the dispute.

The chamber's chief negotiator, Mr Adrian du Plessis, said the proposal of between six and seven percent was better than offers accepted by the union last year

Anglo-American Corporation and JCI gold divisions have also introduced "rand sub-minima" aimed at increasing wages in the lower job categories

Spokesmen for Num were not available last night to comment on the latest offers

Sapa

## 'Crunch meeting' about demands

ERICA JANKOWITZ

THE Chamber of Mines will meet unions representing skilled workers on Wednesday in what has been described as a "crunch meeting".

Currently, the chamber's wage offer stands at 6% on gold mines in response to the unions' 14% demand. On coal, the chamber's offer is 5%.

Increases should have been implemented in May, but the operative date will be decided only after settlement has been reached.

Industry sources have not ruled out the possibility of industrial action by Council of Mining Union (CMU) members this year in support of their wage demands. They also said the conservative Mine Workers' Union could break away from the group as there was evidence of tension between the sides.

CMU spokesman Ben Nicholson said the unions did not consider the chamber's offer reasonable. "Until they present a meaningful offer, we won't amend our mandate."

At first the chamber coupled its wage offer to a seven-day working week proposal. "They have now ostensibly delinked the issues, but have invited us to join a group negotiating legislative changes permitting Sunday work."

"We are totally opposed to this move as we don't believe it would resolve the problem," Nicholson said.

The CMU has, however, discussed Sunday work with several individual mines in a bid to overcome difficulties. To date, agreement has been reached at three mines.

Nicholson said the chamber had suggested profit sharing schemes to top up wage increases. But, as the CMU had agreed only to profit sharing within the Anglo American group, this argument did not hold water.

## NUM, chamber to discuss wage dispute

THE NUM and Chamber of Mines are scheduled to meet at a second conciliation board hearing tomorrow in the hope of resolving their wage dispute

(21)  
Chamber spokesman Adrian du Plessis said employers were unable to "take a long-term view based on relatively short-term movements in the gold price, which would amount to gambling with the wage bill and mine employment levels"

Biday 5/1/93  
ERICA JANKOWITZ

He said wages, including food and accommodation, amounted to almost 50% of mine working costs and "impose constraints on the level of increase which can be prudently offered".

He said that, in addition to the basic increase offered, profit and cost-containment bonuses on participating mines would amount to double-digit increases at these mines.

# Num in stalemate

Sowetan 7/7/93

GOLDMINE employers yesterday refused to budge on their wage offers during a meeting of the conciliation board established to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers

The employers also remained firm on their refusal to accept the establishment of an "agency shop"

The Chamber of Mines offered the Num compulsory arbitration and improved provident fund contributions

(211)

## Compulsory arbitration

Chamber chief negotiator Mr Adrian du Plessis said the chamber had agreed in principle to compulsory arbitration in disputes arising out of industry-level agreements

"The drafting of an applicable procedure for compulsory arbitration has been referred to a working party to be convened after the wage review"

He said all the chamber's goldmine members offered a further increase in contributions to the provident fund of 0,5 percentage points, bringing the total increase in contributions to an additional one per cent

Most coalmine members were also able to increase contributions to the fund by a similar amount

Anglovaal member goldmines offered to participate in bonus schemes

The union, said Mr du Plessis, would refer the offers back to its members and report back to the chamber by no later than July 13 — *Sapa*

# Mineworkers now offered 7 percent

PAUL BELL

211  
AUG 8/7/93

JOHANNESBURG — After two hearings before a statutorily convened Conciliation Board, the Chamber of Mines has offered the National Union of Mineworkers a basic increase of 7 percent on most gold mines

The dispute declared last month by the NUM remains unresolved. The union describes the latest round of wage offers as "marginal improvements"

The union said the employers were also offering an additional 1 percent contribution to the provident fund, while Anglovaal, which had remained outside the profit-sharing scheme, had agreed to negotiate a cost containment bonus scheme

Gold Fields of South Africa remained outside the profit-sharing scheme, but had offered a further 1 percent — although this would go to the provident fund

The NUM had agreed to hold detailed discussions with Durban Deep, Harmony, and Grootvlei — all marginal mines — as well as with H J Joel, which was still in development. It had also agreed to accept an offer from Anglo American, Gengold and Randgold to renegotiate aspects of the profit-sharing schemes in discussions beginning next week



## Chamber faces board hearing

Biday 9/7/93  
ERICA JANKOWITZ

THE Chamber of Mines is soon to be faced with a second conciliation board hearing in this year's wage negotiations (21) (21)

The Council of Mining Unions (CMU), consisting of the Mine-workers' Union and organisations representing skilled workers, has applied to the Manpower Department for establishment of a board.

Electrical Workers' Union spokesman Ben Nicholson said yesterday the chamber moved on its wage offer this week. The unions stuck to their 14% demand but the chamber tabled 7% for most member mines. The chamber also said most mining houses would be prepared to negotiate some form of bonus scheme.

The CMU participates in profit-sharing schemes only on Anglo American mines.

Nicholson said offers on coal mines ranged from 5% to 6% with one group offering 7%. He said the chamber had given the unions no room to negotiate as the gap between the offers and demand was too great.

# NUM, Chamber amend positions

THE NUM and the Chamber of Mines amended their positions at the first conciliation board hearing yesterday. (140A)

The NUM dropped its gold demand 2% to 13% and by 50% to 15% on coal in a "sterling effort to accommodate the chamber", NUM assistant general secretary Marcel Golding said.

"But if no dramatic move is made by the chamber soon, there is a serious prospect of industrial action. We are at the crunch now," he said.

Most mining houses — except for JCI and Anglovaal — had increased their gold offer to 7% from 6%. On coal, the offers ranged from 4,8% to 11,5% — with an average of 6,8% — NUM economist Martin Nicol said.

On the issue of sub-minimums — greater increases for lower categories of workers — only two mining houses have made offers. Anglo American offered 8% and JCI 7%.

"The sub-minimums are totally inadequate and chamber members must address this," Golding said.

Nicol said the union strongly believed the chamber could afford to make substantial pay adjustments this year. (211)

"The rand gold price has risen by more than R250 an ounce over the past year. Our economic demands add up to R34 an ounce, which leaves a large balance for capex, dividend payments, reserves and other costs,"

ERICA JANKOWITZ

Nicol said.

Members have also agreed to establish a permanent health insurance working party to meet separately and present conclusions at next year's wage talks. (140B)

The NUM made an important concession yesterday in agreeing to separate discussions concerning mines "with special circumstances". These were Harmony, Durban Deep, Grootvlei and Joel. However, it refused to accept Buffelsfontein and Leslie/Bracken as marginal mines, insisting they stay within the plenary.

"We now have the framework for a settlement, but are not yet at the end of the road.

"We have indicated strongly our wish for a double-digit increase on gold and the chamber's final offer is still far from this," Golding said.

In a statement, the chamber said the offers tabled were "better than those accepted last year".

Also, "profit and cost containment bonus schemes" were expected to pay, on average, bonuses of a similar size to the fixed wage offers. This would take the total increases on these mines to double figures.

The chamber has agreed to reconsider its final mandated offer and the two parties are scheduled to meet again on Tuesday.

## Harmony wage talks

ERICA JANKOWITZ

THE NUM met Randgold management yesterday to discuss the 1993 wage review at the group's "special circumstance" gold mine, Harmony (211)

NUM assistant general secretary Marcel Golding said yesterday the union had proposed increases ranging from 10% for lower category workers to 6% for those in higher job grades. These translated into a R50 subminimum increase to R73 for the highest earners.

The union also proposed that the present profit-sharing scheme be retained and the full social plan tabled at negotiations with the Chamber of Mines be implemented at Harmony.

It demanded an additional 2% employer contribution to the provident fund to bring Harmony in line with the 7% contribution agreed with the chamber.

Golding said the union was clarifying issues with individual mining houses before deciding whether to accept the chamber's wage package (140A)

Another conciliation board hearing between the NUM and the chamber has been tentatively set for Thursday, but both parties said this may be optimistic.

# AWB men

Star 14/7/93  
take over

## steel plant

Seventy armed members of the AWB yesterday entered the Highveld Steel and Vanadium premises in Witbank "to protect unarmed whites" from black colleagues, the Mineworkers' Union (MWU) said.

The ANC said AWB members had occupied the premises, "insulted black workers and interrupted a normal working day".


The whites-only MWU said the AWB members had arrived after management initially refused to allow police on the premises, but withdrew when a police presence was agreed to

A strike by about 500 members of the MWU began on Monday and ended yesterday after agreement with management

The strike was in protest against management's handling of a case in which a white worker had been accused of assaulting a black colleague. The worker was dismissed, but reinstated on Monday after a successful appeal. (211) (213)

The MWU had accused black workers of running through the factory, "provoking whites and searching for the MWU member accused of assault"

The ANC said yesterday's action and the recent attack on the World Trade Centre by rightwingers were a threat to lives, peace, the economy and the future of the country, and called on Highveld Steel to lay trespassing charges against the AWB members — Sapa



**GETTING EVEN . . . Dan Mthombeni lost three teeth after he was assaulted by a rightwing co-worker a month ago. He is taking legal action.** ■ Pic: TLADI KHUELE

*City Press 18/7/93*

## Race war over assault

By **MONWABISI NOMADLO**

**RACIAL** tension ran high at Highveld Steel and Vanadium Corporation outside Witbank this week following an assault that has led to the involvement of the AWB, the police, unions and the company.

Assaulted worker Dan Mthombeni claims police "failed to arrest" the rightwinger and he intends taking legal action.

Police deny having failed to investigate. Police spokesman Lt-Col HS Pienaar says a docket is with the Witbank public prosecutor.

The steel plant has been hit by two strikes since the man allegedly responsible for the assault — his name is known to City Press — was fired and then reinstated on appeal.

The company's disciplinary code states that any employee guilty of a violent act will be instantly dismissed.

Last Thursday black workers, angered by the company's decision to reinstate the fired worker, went on a two-day strike. The following day the whites-only Mineworkers' Union went on strike in support of their fired colleague. (211) (212)

This Tuesday, about 70 khaki-clad AWB men and women armed with shotguns, pistols and batons went to the plant to "protect white workers" after allegations that black workers were toyi-toying on company premises, carrying traditional weapons and that management had refused police entry to the premises.

Some were wearing balaclavas and masks to prevent identification, and they refused to be photographed. Workers said the AWB members hurled racial abuse at them. When the Internal Stability Unit was brought in from Middelburg, the AWB group moved outside company property where they remained for "several hours".

The drama began on June 14 when Mthombeni was cleaning a floor in the changerooms on company premises and a white co-worker came in and assaulted him.

"I woke up on the floor," said Mthombeni. "I never fought back or even answered him. I lost three teeth and I rushed to the security office and laid a complaint."

The man was fired at a company inquiry. Later, he was reinstated, and Mthombeni was not told about it. Another employee has claimed that after the appeal, the man "boasted he could beat up people" without being fired.

Company spokesman Fred Baker said the dispute has been "amicably resolved". He also denied the company had refused police permission entry to the property. Col Pienaar said the matter was an internal dispute.

"The SAP were not called in to assist and were never refused entry at any stage," he said.

# NUM ready to strike

ERICA JANKOWITZ

INDUSTRIAL action at gold and coal mines was a possibility if the Chamber of Mines was unwilling to improve upon its current 7% wage offer, the NUM said yesterday **Biday**

"If the mines' final positions are not improved substantially, the NUM will seriously consider moving to the next stage of the dispute procedure," said NUM assistant general secretary Marcel Golding **(211)**

The NUM and the chamber meet this afternoon in a third conciliation board hearing to try to resolve the wage dispute **(211)** Golding called for a "credible offer which goes some way to redressing imbalances from low settlements over the past two years" Employers should not interpret the union's past acceptance of low increases as a sign of weakness "There is a strong, defiant mood on the ground and employers should not underestimate our members' willingness to strike," Golding said **2117193**

Chamber of Mines spokesman Adrian du Plessis said he found Golding's remarks, coming on the eve of a board hearing, to be "totally unhelpful"

He hoped "the parties would find each other" during the exchange

# Businessmen told to home in on Indonesia

**Biday 12/7/93**

GERALD REILLY

PRETORIA — Significant growth in the SA manufacturing industry would depend greatly on expanding trade with southeast Asian countries, particularly the vast potential market in Indonesia, Safto's Asia and Australasia manager Graham Limerick said yesterday

Limerick headed a mission of nine SA businessmen to Indonesia this month He said Indonesia was an easier market to penetrate than Europe, with its tariffs and other constraints, and north America

And there was no shortage of funds Indonesia was well able to pay on delivery, unlike some African countries where payment delays of 18 months were common

"Indonesia is a fabulous market They are not the slightest bit interested in politics, which play no part in their international trading" **(2117)**

Limerick said it was a market which until now had been almost totally neglected by SA business and which clearly merited greater attention and exploration

It was not an easy to do business with Indonesia which had less sophisticated

economic and trading structures than other southeast Asian countries But once penetrated, the rewards could be enormous "There are 180-million people with an almost infinite demand for consumer goods and the means to pay"

The economy was growing so fast — currently at 9% a year — that there was little hope of the local manufacturing industry with its limited base catching up with demand Imports were massive, mainly from other southeast Asian countries and Australia

The total spent on imports in the region was around \$175bn annually Of that, Indonesia spent \$34bn The biggest importer in the region was Singapore with \$55bn, followed by Thailand (\$36m), Malaysia (\$39bn) and the Philippines (\$11bn)

Limerick said the recent mission had found SA manufacturing would be competitive in price and quality with most other countries trading in the vast southeast Asian market.

# Small business 'the key to a wealthy nation'

**Biday 2/17/93**

JOHN DLUDLU

THE informal sector would have to be integrated into the mainstream economy to make SA a winning nation, AngloAmerican gold and uranium division chairman Clem Sunter said last night

He told delegates at the launch of an international trade practice course that the recipe for the success of wealthy countries lay in developing small business

Economic opportunities for township traders had to be created because full participation in the economy would lead to

social harmony "We don't need black or white messiahs to help us We need to make ordinary people champions" **(2117)**

Sunter said the education system had to be overhauled to respond adequately to SA's social and economic needs

About 90% of jobs were created in small business Schools did not prepare children to be entrepreneurs



# NEWS 5 000 striking miners demand recognition of NUM and higher wages

## Strike at ERP M *Sowetan 22/7/93* mine set to go on

THE strike over wage demands and the recognition of the National Union of Mineworkers by more than 5 000 miners at the ERP M gold mine in Boksburg appears likely to continue today.

The strike began on Tuesday night (yesterday) but the situation remained calm throughout the day.

Miners said they were determined not to go back to work until management had made an improved wage offer. Management gave the miners a five percent increase on June 1.

Wages at ERP M, which is owned by Randgold, are the lowest in the industry. The underground minimum is R478 a

month and R403 on the surface. Yesterday's negotiations between the strike committee and mine management were expected to continue into the night.

Earlier, the strike committee had reiterated demands it put to management on July 10. These included the recognition of NUM on the mine and the extension of all NUM-Chamber of Mines agreements to ERP M employees.

Workers also want a health and safety agreement for the mine, as well as the termination of the six-month "homestay" period, to which workers have been subjected for the past year, before being allowed to renew their contracts. — *Sowetan Correspondent*



WOW ... These children, who suffer from various ailments, left the monotony of their beds at Baragwanath Hospital to enjoy themselves at the Intimate Theatre in Johannesburg where the Roald Dahl classic, *Charlie And The Chocolate Factory*, is being staged during the school holidays. PIC. VELI NHLAPO

THIS IS JUST IN CASE

Thursday July 22 1993 SOWETAN

**NEWS** 5 000 striking miners demand recognition of NUM and higher wages

# Strike at ERP M mine set to go on

Sowetan 22/7/93

THE strike over wage demands and the recognition of the National Union of Mineworkers by more than 5 000 miners at the ERP M gold mine in Boksburg appears likely to continue today.

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Workers also want a health and safety agreement for the mine, as well as the termination of the six-month "homestay" period, to which workers have been subjected for the past year, before being allowed to renew their contracts. — Sowetan Correspondent



# 'Exploited' workers revolt

Star 22-17-193

By Abdul Millazi  
Labour Reporter

When Jacob Fiko (65) left his Ciskei home to work at the ERPM mine in Boksburg, he knew he could give his family a better life on a monthly wage of R50.

But that was 21 years ago, when he was feeding a family of seven.

Now he earns R450 but it's not nearly enough for a family that has grown to 10.

Fiko is one of ERPM's more than 5 000 workers who decided on Tuesday night to down tools in support of their demand for higher wages.

Another worker, Anton Joao (35) from Mozambique, said he has been supporting a family of



Miner, spade in hand, acts out the miner's lot for fellow-strikers at ERPM. They had gathered near their hostel for a report-back from their shop stewards on wage negotiations. Picture: Peter Mogaki

Sometimes his family had to go without food for weeks because the little money he sent them ran out within a week.

Joao added: "We cannot afford to support our families with the wages we get here."

"The mine officials are exploiting us. This is another form of slave labour. They are taking advantage of our family situation at home."

Simon Soboyisa (45) of Transkei said workers had been exploited for too long. It was time they exercised their right to a living wage.

He said workers would bring the mine to a standstill if management did not improve its offer.

# mining, municipal pay talks in dispute

Weekly Mail Reporter  
211

STRIKES are looming across the mining and municipal sectors where wage talks have ended in dispute. And though strike action is unlikely in the metal industry, the parties are still a long way from concluding this year's negotiations. **WM 23-29/7/93**

The National Union of Metalworkers (NUM) called Wednesday's third conciliation board meeting "a crunch meeting" which, if not resolved, could end in a strike ballot.

The spiralling gold price is raising miners' hopes for better increases and the NUM is not likely to move much further from its demand for a 15 per cent wage increase. The union went into negotiations with a 30 per cent increase demand.

The Chamber of Mines is offering an average six per cent increase on coal and gold mines. Negotiations went into dispute in June and the parties held their first conciliation board meeting at the end of that month.

Employers in the metal industry last week increased their wage offer to seven per cent. But the offer was tempered by a number of exemptions.

Employers in the Natal Midlands and the Cape should be able to apply for exemptions to implement increases of less than seven per cent. Employers in the Free State and Cape, whose businesses are dependent on the mining industry, may apply to implement the increases in January next year, while employers in the Border region made a final wage offer of 4,8 per cent.

The National Union of Metalworkers of South Africa (Numsa) has extracted key gains from employers in the industry. It has secured a reduction of work grades from 13 to five. This will be implemented by July 1996. Employers have agreed to narrow the gap between artisan rates of pay and those of lower-grade workers.

Numsa — which has asked for a 15 per cent wage increase over three years — last week rejected the seven per cent offer and said it would not grant wage exemptions or lower wage increases to any employers. Organisations of white workers in the industry have provisionally accepted the offer.

Meanwhile the South African Municipal Workers' Union (Samwu) announced that its members would embark on a national strike on August 2. Almost 90 per cent of workers bal-

lotted last month voted to strike. Municipal authorities have proposed wage freezes in some areas and the highest offer in the sector has been for a wage increase of six per cent. Samwu is demanding a minimum wage of R650 a month and an end to restructuring of municipal services.

### Mine hostel breakthrough

■THE National Union of Mineworkers secured a breakthrough agreement at the Hartebeesfontein Mine which has agreed to dismantle its ethnically based hostel system and replace it with a housing scheme based on work sections instead.

Hartebeesfontein mine has been the scene of ugly clashes between Mozambican and other miners. More than 100 workers were injured and 19 were killed.

The parties also agreed to set up a peace committee which will have sub-committees at every shaft — the committee will be up and running by end of the month. *WM 23-29/7/93*

### TGWU pulls out of board

■THE Transport and General Workers' Union (TGWU) this week pulled out of the Security Officers Board after an eight-month dispute. *WM 23-29/7/93*

“The board has spent its time and energy setting up an unnecessary and wasteful bureaucratic process of registering all guards, instead of paying attention to the real conditions in the industry,” the union’s national organiser, Jane Barrett, said in a statement this week. *WM 23-29/7/93*

TGWU will decide whether to call on its members to withhold their registration fees for 1994 which are due in December. It has already suspended the participation of worker representative, Joseph Matshappa, from the board.

## LABOUR BRIEFS

### Care for stressed workers

■THE Sales House chain — part of the Edgars Stores group of retail stores — has introduced a post-traumatic stress management programme for its employees. In the past nine months, Wits University psychologists have trained 51 staffers to counsel their colleagues who have been the victims of armed robberies.

“Should there be a store robbery, a team of counsellors is sent to the scene where they “provide the valuable listening and debriefing skills so necessary at the time”.

First National Bank has a similar scheme in place for employees involved in bank robberies as well as for customers who happen to be at the scene.

# Mine union set to hold strike ballot over wages

Star 23/1/93

(211)

By Paul Bell  
Labour Correspondent

The National Union of Mineworkers (NUM) will hold a strike ballot if the Chamber of Mines fails to present a materially improved wage offer to the conciliation board on Tuesday

NUM assistant general secretary Marcel Golding said at yesterday's board hearing that the union had again rejected a 7 percent rise.

The chamber responded by indicating that it wanted to examine the relationship between the basic increase and profit-sharing, and might possibly reformulate its offer. It also wanted to get a final mandate from its constituent members.

Golding said if the final offer was not acceptable the union would conduct a strike ballot.

"The chamber can't argue for less, not with a 30 percent increase in revenues," he said.

The chamber's chief negotiator confirmed that the NUM had rejected the basic wage offer of between 6 percent and 7 percent on different gold mines, and had opposed the chamber's linking of the wage offer to earnings under the applicable industry-wide bonus schemes on the majority of member mines.

"We have consistently argued that the basic wage offer has to be viewed along with earnings under the applicable bonus schemes, which in current circumstances has the effect of lifting the total wage offer to

double digits and even in certain instances, to levels currently demanded by the union," he said.

"We believe that the pay formula of basic wages plus bonus payments has served gold mines and their employees well over the past number of years by securing earnings in an uncertain and volatile market."

● Strikers at ERPM gold mine in Boksburg are demanding that management double their pay increase from 5 percent to 10 percent.

The miners, who began their strike on Tuesday night, presented their terms on Wednesday. Soon afterwards, communications between the strike committee and the mine management had broken down.

Wednesday night's discussions had "not led anywhere", said Richard de Villiers, human resources director of ERPM owners Randgold.

De Villiers said that while management was expecting further approaches from the strikers, it would nevertheless not entertain any discussion of wages.

"Our door is open. We are happy to discuss the strikers' other demands, but there is not going to be a wage increase," he said. "We are not in a position to open wage negotiations."

The mine owes a consortium of banks about R480 million and services an annual interest bill of up to R50 million. ERPM, which earns about R1 million a day, will lose, De Villiers estimates, about R400 000 a day as a result of lost production.

# Mine wage negotiations still deadlocked

ERIC A JANROWITZ  
BINAY 2317193

THE NUM and Chamber of Mines failed to resolve their wage dispute at a third conciliation board hearing yesterday, but have agreed to meet again on Tuesday (16/11)

Neither party moved on its previous position and, industry sources say, the chamber's offer will not be revised in the next meeting. However, the structure of the offer may change. (211)

Chamber chief negotiator Adrian du Plessis said the union had rejected the basic wage offer of 6%-7% as well as the chamber's position on the link

between basic remuneration and supplementary schemes.

This link was "central to our wage offers", Du Plessis said.

NUM assistant general secretary Marcel Golding said bonus schemes were supplementary to the main agreement as they did not affect overtime payments or provident fund contributions.

He said the union had made it clear it would not accept the 7% offer and would hold out for "a fair basic in-

crease which is justified by the mines' 30% increase in earnings"

Once this had been settled, the NUM would evaluate bonus schemes and negotiate them with the individual mining houses, as had been the case last year, Golding said

Du Plessis said the chamber had requested the conciliation board be extended to Tuesday for members to "focus on the relationship between fixed basic wages and bonus payments and review the structure of our offer in an effort to find the area of settlement"

**'PEOPLE'S LIVES Earning R1 010 a month and a family of eight to support is tough**

# Battle to exist

*Sowetan 23/1/93*

By Ike Motsapi

## CONTENTIOUS ISSUE The proposed seven percent increase a problem area:

**W**ISEMAN NOBONGWANA, IS a 39-year-old father of six children who has been a miner for the past nine years and earns R524 a month after deductions

He is from Transkei and cannot afford to visit his wife and children every month because his meagre salary will not cover the travel costs home

And with the Chamber of Mines, presently locked in a dispute with the National Union of Mineworkers over salaries offering an increase of about 7 percent, his pay will at most go up by R48

Nobongwana, who stays in a compound provided by the mine, earned R114 a month when he joined the mines in 1984

He said "Life is very tough I see my family twice a year because it costs me about R164 for a return bus ticket to Transkei

"We miners are finding it hard to survive with the little money we earn The frustrating part is that we risk our lives working underground to make the

country rich but are paid meagre wages

"The seven percent salary increase offered by the chamber is very little It is nothing and it will not improve my way of life

"I find it difficult to understand why miners are being paid that low I have to support my family, feed and clothe them and pay for my children's education

"Four are at school and this places a lot of strain on my purse," said Nobongwana

Mr Vusi Mshali (32) has been a miner for more than 10 years but still earns R670 a month His take home pay is R530 after deductions He works as a coal miner in Natal and his basic will rise by R47 to R727 after the seven percent increase He is married with two children He visits his family once a month and has to pay about R119

He said "I cannot even afford to join a medical aid because I earn too little Never mind, I can't even save I have to pay about R60 a month for school fees

"It is so frustrating because management is not treating us like human beings, although we are the backbone of the South African economy," said Mshali

Mr Moramang Montsi (45) has been a miner for the past 23 years and earns a basic salary of R1 010 a

**I find it hard to support my family of nine. I cannot even clothe myself. I last bought myself a pair of trousers in 1989**

**Miner Thabo Matjalemele**

When Montsi started working at Crown Mines in 1970 he earned R12 a month In 1973 his salary was increased to R32 a month

He said "At that time I managed to survive because things were not that expensive I even managed to get married in 1976 with the little money that I earned at the time," said Montsi

Montsi, who is from Lesotho, has a family of eight to support He also has to support his five half brothers and sisters His father married two women and they, and his father, have died

He said "I have to visit my family every month although I find it difficult because of financial constraints I am just surviving and that is all that I can do to pull me through," said Montsi

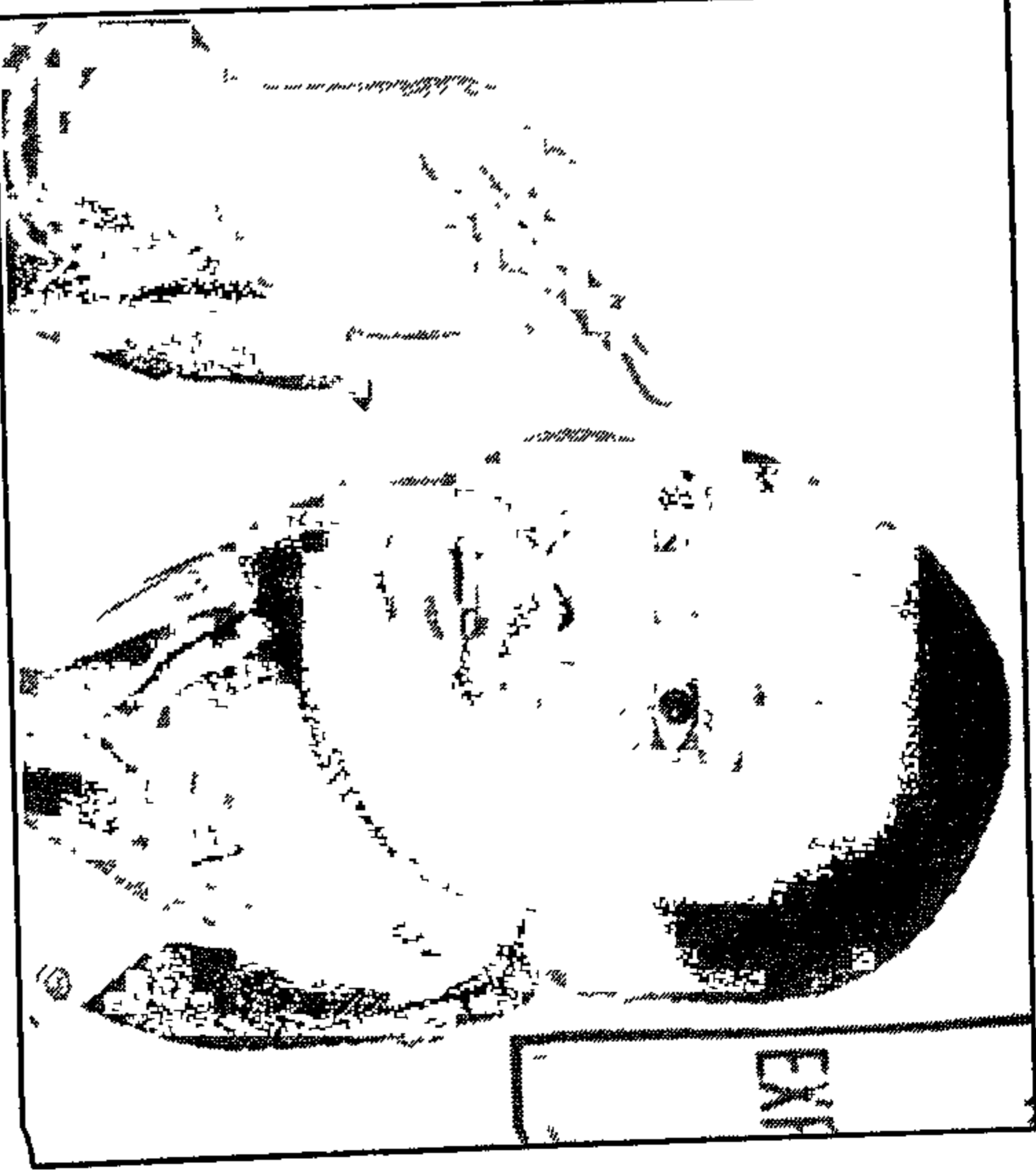
Mr Thabo Mojamelana has been a miner for 12 years and earns R1 200

which drops to R900 a month after deductions

The R900 drops further to R750 after the mine deducts R150 which it pays into a Lesotho savings account for him The money is, however, accessible to him and his family

He spends about R100 on transport when he visits his family once a month His salary will increase by R84 to R1 284 when the mine management implements the seven percent salary increase it has offered to miners

Mojamelana said "I find it very hard to support my family of nine I cannot even clothe myself I last bought myself a pair of trousers in 1989"



**Wiseman Nobongwana ... meagre salary does not go far**

these are some of the men who are rejecting the chamber's offer, saying it is too little

Mr Jerry Magalladi, media officer of NUM, said the union had rejected the chamber's revised proposals because

they were inadequate to "address the present needs of our members"

He said the union had asked for turns to hold mass meetings to explain the offer to mineworkers and to seek their guidance on how the negotiating team should respond

Mr Llewelyn Kriel, communication manager of the Chamber of Mines, said wage negotiations with NUM have been deadlocked and were at the Conciliation Board for compulsory arbitration

Kriel said the chamber was offering between six and eight percent salary increases on gold mines and between five and nine percent for coal mines

He said "The chamber will make a statement once the dispute has been settled"

But, as shown by the ERP strike this week, miners are in no mood to wait. The struggle for more pay has started in earnest

# Gold bonanza for miners, owners

By JULIE WALKER

MINERS and shareholders reaped rewards from the higher gold price in the June quarter

Anglo American's 170 000 mineworkers received bonuses totalling R52,7-million — equivalent to R310 a worker — two-thirds more than in March. Distributable profits rose by 20% to R251-million.

Anglo gold division chairman Clem Sunter says the bonuses are the equivalent of 9,7% of miners' pensionable earnings. They received a 5% pay rise for 1993 and the effect of the bonus lifts that to 12%.

JCI's scheme is twofold — there is a cost-cutting incentive as well as a gold-price bonanza. These factors added R8,1-million — more than tre-

ble the previous quarter's figure — to its employees' pay. Mining profits after tax and capital expenditure increased by R22,3-million, or 61%, to R58,8-million in the three months to June.

Anglovaal's Loraine mine paid R800 000 to employees under a profit-sharing scheme entered into last year. A seven-day week restored the mines fortunes — from a loss of R2-million to a profit of R9,4-million.

Other mines in the group do not have a profit-sharing scheme. Anglovaal's June quarter revenue

was 18% higher at R398-million.

In spite of losses at three of its quartet, Randgold paid an average of R25 a worker or R960 000 to its 38 000 miners.

Gengold was unable to give details of its bonus figures.

In spite of the popularity of the bonus system among mining houses, the National Union of Mineworkers has rejected the latest Chamber of Mines pay offer of 6% to 7% increases on gold mines. It rejects linking pay to bonuses.

Both parties will meet on Tuesday to discuss the next step.

The chamber says basic wages plus bonuses have served mines and employees well.

Star 26/7/93

# ERPM strikers to go back to work today

## Labour Staff and Sapa

Strikers at ERPM gold mine in Boksburg yesterday agreed to return to work today in response to a call by National Union of Mineworkers (NUM) president James Motlatsi

On Friday, mine owner Randgold said it would fire any of the 5 700 strikers who failed to report for this morning's early shift

NUM spokesman Jerry Majatladi said yesterday that negotiations on wage increases would be taken to the Chamber

of Mines and that worker grievances would be discussed with management. Majatladi said talks with management would be held soon, but he could not give an exact date

The workers stopped work on Tuesday in support of their demand for higher wages and recognition of the NUM.

### Wage offer

Even though management had conceded recognition to the NUM after the union had attained the required minimum 38 percent membership of the mine's approximately 6 000 work-

ers, the wage issue remained a stumbling block.

The strikers originally vowed not to return to work until management improved its 5 percent wage offer.

Discussions between the NUM and mine management will centre on:

- Benefits covered by the agreement between the chamber and the NUM being extended to ERPM
- The Mineworkers' Provident Fund should also be extended to ERPM.
- A health and safety agreement should be negotiated with the NUM.
- Workers dismissed due

to ill health should be treated fairly before such a decision was implemented.

● The company should stop forcing workers to stay home for six months at a time in an effort to reduce costs

Randgold human resources director Richard de Villiers said on Friday that the mine would pay out about R15 million in wages.

It would also incur a 10-day loss of about R5,5 million in production while organising new staff before normal work resumed.

Strikers threatened a violent response if they were fired.

211

fight off gang: two shot dead





# Strikers <sup>Star</sup> go back, <sup>2-11-93</sup> mine digs in heels

By Abdul Milazi  
Labour Reporter

Although miners returned to work at Boksburg's ERPM gold mine yesterday, the dispute that led to last week's strike remains unresolved.

Management refuses to accede to workers' demand that wage negotiations be dealt with at industry level.

The men agreed on Sunday to end their three-day strike, and returned to work yesterday morning after the NUM promised them that wage negotiations would be taken to the NUM-Chamber of Mines negotiating forum.

Mine management will not accede to this demand, saying the NUM represents only 38 percent of the mine's approximately 6 000 workforce.

A NUM spokesman, Fabian Nkomo, said management's stand brought into question its statement last week that it was prepared to recognise the union on the mine. The union had assumed that, as part of this, the mine would be prepared to be drawn into industry-level wage negotiations.

This issue was scheduled to be at the top of the agenda at the meeting scheduled between the NUM and ERPM management late yesterday afternoon.

An ERPM spokesman said the mine had its full workforce for yesterday's shift. He attributed Sunday's poor attendance to the fact that workers might have been still undecided about returning to work.

The spokesman said the mine had lost about R1,5 million in production.

# New outbreak of taxi violence



FEAR ... An elderly couple huddles against a wall in Mogadishu, Somalia, as a US serviceman from the Quick Reaction Force searches through a hospital compound where weapons were found.

PIC. AFP

# 70 000 workers set to down tools

*Sowetan 28/7/93*

By Ike Motsapi

## ■ URGENT INTERDICT Workers

### prepare for strike over wages:

**A** PLANNED strike by about 70 000 members of the South African Municipal Workers Union over wage demands will go ahead on Monday regardless of whether the court declares the action illegal

The union will hold rallies around the country on Friday to launch the strike

Samwu president Mr Petrus Mashishi yesterday said the union would ignore a court action lodged in the Rand Supreme Court by the Johannesburg City Council

The council brought an urgent interdict to declare the planned strike illegal "We will not be filing an opposing motion because in terms of the law, we have no case. What we will be doing is to ignore whatever decision that may be reached by the courts

"What I am positive about is that the action will go on as planned on Monday, unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our de-

mands," said Mashishi. Meanwhile, the National Union of Mineworkers is to start balloting its 265 000 members on gold and coal mines after annual pay talks deadlocked yesterday, NUM assistant general secretary Marcel Golding said. Ballot facilities were expected to be in place by the end of the week and voting would probably start next week. Chamber of Mines spokesman Mr Adrian du Plessis confirmed the deadlock, saying a detailed statement would follow

(21)

# NUM prepares ballot as pay talks deadlock

JOHANNESBURG — The National Union of Mineworkers (NUM) said it would start balloting its 265 000 members on gold and coal mines next week for strike action after annual pay talks deadlocked.

Assistant general-secretary Marcel Golding said talks snagged at yesterday's final conciliation board meeting over 5% to 8% basic wage increases offered by gold mining employers, and 6.5% to 8% rises at collieries.

NUM has demanded a 13% increase for members at gold mines and a slightly lower inflation-matching increase for coal miners.

Ballot facilities were expected to be in place by the end of this week and voting would start next week, he said.

"There's strong rank and file disapproval of the chamber's offer," he said.

A voting decision would be available in two week's time, he said.

The Chamber of Mines employer body offer for workers in the gold sector was linked to profit-sharing scheme at some mines. Gold miners received a basic wage rise of 5% to 6% in 1992/93.

The wage talks cover 22 NUM-organised gold mines and 16 collieries — Reuter

# NEWS Chamber of Mines hopes for settlement before intended action by NUM

By Ike Motsapi

**T**he National Union of Mine-workers said yesterday it was forced to ballot for strike action next week after a refusal by the Chamber of Mines to settle the wage dispute through mediation.

NUM said it could not understand why the Chamber of Mines was not offering a better wage deal when its members were making profit of about 30 percent more than they did two years ago.

Rallies are to be held throughout the country at the weekend where the 230 000 members were expected to mandate the union to go ahead with the

# Mine strike looms

■ MEDIATION FAILS Ballot after

mines refuse to settle by mediation:

balloting for a national strike

The union believes that an increase above 10 percent is affordable

The chamber is offering between six and eight percent on coal mines and between five and nine percent on gold mines

Mr Marcel Golding, assistant general

intended action by NUM

Golding told a Press briefing in Johannesburg that the union had no option but to resort to a strike ballot. He said: "This follows 13 meetings with the Chamber of Mines, four of which took place in a Conciliation Board, and the failure of the mining industry to table credible wage offers."

The dispute with the Chamber also includes demands for an agency shop whereby non-union members who benefit from collective bargaining contribute to a collective bargaining fund.

"These calls lead to an ongoing and dangerous situation of outbidding with threats of aggression and suggestions of racial conflict," he said in a statement. These threats should be condemned by all political leaders. — Sapa

# Calls lead to tensions

THE increasing number of threats of aggression from the rightwing and Pan Africanist Congress contributed as much to heightened tensions and polarisation of society as cold-blooded assassinations did, Democratic Party spokesman on law and order Peter Gastrow said yesterday.

"These calls lead to an ongoing and dangerous situation of outbidding with threats of aggression and suggestions of racial conflict," he said in a statement. These threats should be condemned by all political leaders. — Sapa

Sowetan 29/7/93

21/11/93

# Miners 'unlikely to back strike action'

Star 29-7-93

By Paul Bell  
Labour Correspondent

The National Union of Mine-workers hopes to begin balloting its members on strike action during the course of next week and is confident that the result, expected by the second week of August, will show a strong mandate.

Industry sources say, however, that it is one thing to ballot, and entirely another to strike. In their view, miners themselves, many of whom would have received fairly substantial bonuses in the past quarter, were likely to be less enthusiastic.

Talks deadlocked around the issue of guaranteed versus bonus wages. The NUM wants higher basics, and the retention of bonuses at their current levels. The Chamber of Mines says higher basics must mean lower bonuses.

Most chamber mines are offering basic increases of 8 percent, with a range of profit-sharing, cost-containment and gold-bonus schemes. The NUM is demanding basic increases of 13 percent (211)

The union has now begun

talks with individual mining houses and mines on arrangements for the ballot, which it hopes will commence next Wednesday. The result will then be forwarded to the union's national executive, which must finally authorise a strike.

Meanwhile, with the conciliation board process over and the dispute unresolved, the NUM said it remained willing to hear further offers.

The chamber has made a final offer but would still hope to settle. Other than in two small employee categories — cooks and hospital staff — it has rejected an NUM suggestion that the dispute now go to arbitration or mediation.

Employers expressed themselves unhappy with the NUM's attitude. They said the industry's 30 percent improvement in earnings in the last quarter was based on a rise in the dollar price of gold and the continued devaluation of the rand.

The industry could not be built on a weak rand, and no one could tell where the dollar price was going.

KINROSS CLAIMS  
FM 30/7/93  
**Waiting for Num**

Is the National Union of Mineworkers (Num)'s failure to set up the necessary trust fund delaying victims of the 1986 Kinross mine disaster from benefiting from a R2,5m claim paid out by the assurers? (211)

Gengold Human Resources manager Tom Kok says an out-of-court settlement between Num, Gengold (which controls Kinross) and the assurers made Num responsible for setting up the trust fund and appointing trustees to apply the rules for payments

"The R2,5m was paid out about a year ago. As Num had not set up the trust fund it was paid, in terms of the agreement, into a special interest-bearing account at Gencor's treasury department," says Kok

Num originally told the *FM* it had not registered the trust fund because of "administrative difficulties" but the union's Marcel Golding now denies this

Says Golding "One has to be very careful

FM 30/7/93

before one pays out any amount. We are processing the claims of the next of kin. There are no delays and we are moving according to plan." He admits, however, that the trust has still not been registered

Dependants of victims of SA's worst mine disaster, in which 177 miners died, have been entitled to three forms of assistance. Apart from insurance and the normal company pension and death benefits, Gencor's then chairman (now Finance Minister) Derek Keys set up a fund to compensate all victims (or their dependants) of Kinross and any future Gengold mine accidents

Kok says the Gengold Accident Insurance Scheme (previously called the Kinross Initiative), which he chairs, was started with R2m by Keys. Compensation benefits are one year's salary or R10 000 (whichever is higher) to dependants or 100% disabled victims (211)

The fate of Kinross dependants was highlighted in a recent book, *Studded with Diamonds and Paved with Gold*, by Laurie Flynn. British author Flynn investigated SA's mining industry and made various allegations, which were largely refuted by *FM* assistant editor David Gleason (*Books* July 23)

## NUM ballots members

■THE 1987 miners' strike would look like a Sunday school picnic, the National Union of Mineworkers (NUM) warned this week as it prepared to ballot its members for strike action. (211) Wm 30/7-5/8/93

The NUM declared a dispute with the Chamber of Mines in June when the parties could not reach a wage agreement.

A final conciliation board meeting last week failed to resolve the issue and the NUM will ballot its members next Wednesday

The NUM is looking for a 13 percent wage increase on gold mines and 20 percent on coal mines for its members Anglo-American, JCI and Gen-gold improved their offers to eight percent, but warned that this would effect profit-sharing schemes

Coal mining companies improved their offers from around four percent to between six and nine percent

CF 317/93 211  
**Mediation**

**JOHANNESBURG —**  
The Chamber of Mines employers' body and the National Union of Mineworkers said they would submit their 1993/94 wage dispute to private mediation. Chamber chief negotiator Adrian du Plessis said in a statement NUM would suspend its plans for a strike ballot.



# Uphelile umsebenzi - after 30 loyal years

C/Press 118193

By STAN MHLONGO

THE look on 50-year-old Clement Dlamini's face told the story. He is one of many miners dismissed daily by the Johannesburg Chamber of Mines. He can't understand why. He is confused, and words don't come easily - only tears.

(211)  
Dlamini, a migrant miner from Lesotho, was told of his dismissal on the day he came back from leave. No reasons were given and he had no expectations of long service benefits, although he had worked on the mines since 1964.

"You see, only those over the age of 55 get long service benefits. That's bad," he said.

Another man joined us. He had also been dismissed.

"I have five kids. Will they starve to death now?" he asked.

"Only heaven knows," answered an-

other man who was munching on a vetkoek.

Although Dlamini struggled to tell his story he was clear about one thing. He had heard the two dreaded words "Uphelile umsebenzi" (your job has been terminated) and he knew it was the end of the road for him.

As he told his story, we were joined by many other miners in the same boat. The older ones seemed to be accepting their fate more gracefully. They had seen it all before.

In response to the dismissals, Johannesburg Consolidated Industries (JCI) spokesman Louwens Kriel said "There are 420 000 mine employees in SA, and my organisation would have difficulty tracing the history of individual employees. In any case JCI was not responsible for paying the miners. This was done by the mines who employed them."

## Miners' union wins call for mediation

JOHANNESBURG. — The Chamber of Mines has backed down on a demand by the National Union of Mineworkers for mediation in wage negotiations.

Handwritten: (USA) 211 ARG 1/8/93  
The two parties issued separate statements yesterday after a meeting to try and break the deadlock in negotiations.

The union rejected the chamber's offer earlier this week and said it would hold a strike ballot.

The chamber offered increases of 5 to 8 percent on gold mines and proposed a rise between 6 and 8 percent on collieries. Earlier this week it rejected settlement by mediation or arbitration but did not rule out meeting the union again.

The parties have agreed that Charles Nupen, of the Independent Mediation Services of South Africa, be appointed mediator.

Mediation is expected to start early next week.

The chamber's negotiator Adrian du Plessis said mediation was well suited at this stage to the proper evaluation of the merits of the chamber's offers.

A statement from the union said that in spite of a number of unreasonable preconditions, it had agreed to the process with a view to seeking satisfaction and a credible wage settlement. — Sapa

Star 2/8/93

## Chamber nod to mediation

The Chamber of Mines and the National Union of Mineworkers (NUM) have agreed to mediation, after the chamber initially refused to consider the process other than for two small employment categories.

This was announced on Friday after a meeting at which the chamber was to reply to the union with a response to the original proposal. Earlier, the union announced its intention to ballot its members for strike action (21) (20)

In a statement on Friday, the NUM said the chamber had proposed Charles Nupen of the Independent Mediation Services of SA. —  
Labour Correspondent

# NUM, Randgold settle 'special' mine wages

Biday 4/8/92

ERICA JANKOWITZ

THE NUM and Randgold have settled wages at two "special circumstance" mines with workers at Harmony receiving 5,5% overall increases and those at Durban Deep 3% (211)

The agreements will be signed tomorrow and sent to the Chamber of Mines for attachment to the main agreement

The NUM had agreed to the introduction of a variety of productivity improvement schemes at the mines which would assist in addressing their marginal circumstances, Randgold human resources executive Richard de Vilhiers said yesterday

"The NUM has been flexible enough to accommodate our marginal mines by accepting modest wage increases," he said

Other issues had also been settled, including a central bargaining fund, recognition of fulltime shaft stewards, dispute resolution, hostel management and health and safety agreements and a financial forum to discuss mine finances

Wage talks between worker representatives and Impala Platinum deadlocked yesterday, but the parties agreed to refer the dispute to mediation — hopefully late this week, NUM general secretary Kgalema Motlanthe said

He said the parties had deadlocked with worker representatives demanding between 10,6% and 15% for 26 000 workers in the six divisions, and the company offering 5%

He described the situation as one with "a serious potential for real crisis", mainly because of the NUM's illegal status in Bophuthatswana and the territory's vested interest in the mine (HSA)

He said the union had demanded to inspect the mine's financial statements.

Other issues still to be resolved were travel and living-out allowances, and independent provident fund, medical aid and service increment. Motlanthe said the chances of resolving the dispute were good if the company tabled a revised offer

□ The NUM and De Beers were still far from settling wages after all-day negotiations yesterday as the parties were "far apart", Motlanthe said

□ The Chamber of Mines and NUM are scheduled to start mediation at midday today with IMSSA director Charles Nupen presiding. The meeting is to held at the Carlton Hotel in Johannesburg

Star 4/8/93

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## Agreement on mine wages

Randgold and Num have reached agreement on wages at its marginal mines, Harmony and Durban Deep. Workers at Harmony will get a 5,5 percent increase, and at Durban Deep 3 percent — Labour Reporter (211)

Star 4/8/93

## Mine wage talks deadlock

Impala Platinum management and the National Union of Mineworkers have agreed to mediation after wage negotiations stalled on Monday. NUM general secretary Kgalema Motlanthe said negotiations deadlocked when the mine management refused to improve its final 5 percent across-the-board wage offer. The union wants a 10,6-15 percent wage increase — Labour Reporter (211)

**NEWS FEATURE** *Some 230 000 workers on gold and coal mines will go on strike — unless...*

# Miners are firm on wage demands

*Sowetan* 5/8/93

**STRIKE BALLOT** Labour reporter Ike

*Motsapi talks to Marcel Golding:*

**M**OTSAPI: The National Union of Mineworkers is going to ballot for a strike. What are the issues involved and what led NUM to take this decision?  
**GOLDING:** The union decided to ballot its members after the Chamber of Mines refused to revise the offer on wages and conditions of employment for both gold and coal mine workers. After initially rejecting mediation and or arbitration they have now decided to proceed to mediation. This means that we will postpone the strike ballot while we mediate the dispute.

The issues in dispute are  
● Wage increases of 13 percent for gold miners and 15 percent for coal miners. The chamber is offering 8 percent on gold mines and between 6 and 10 percent on coal mines.

● Employer contributions to the provident fund. We are proposing that 2 percent be contributed while the employers are willing to give only 1 percent. I should remind you that there is still a lot of racial discrimination in pension and provident fund contribution. For white workers the chamber pays 14.5 percent while they pay 7 percent for black workers. These issues have cost implications for the chamber. The other three are non-economic issues.

● These include agency shops, where we are saying that those who benefit from collective bargaining should pay a levy to the union. At the moment the Chamber of Mines has a closed shop agreement with white workers spanning 50 years. And when the NUM presented the proposal, which is very different from the closed shop, all of a sudden the Chambers of Mines became aware that something like freedom of association existed. So the agency shop is a key and important proposal for us. This conversation by the chamber is really hypocrit-

*Mr Nicholas Oppenheimer of Anglo American said that the mines can look forward to a healthy performance in the year ahead. Does he have one message for shareholders and a different one for workers?*

cal. It is clearly designed to limit the growth of the union and again shows racism.  
● Accumulation of training leave. We want shaft stewards to have the right to accumulate their education training leave up to a maximum of 10 days.  
● Monitoring and implementation of agreements NUM has proposed inspection and arbitration to deal with the enforcement and interpretation of agreements. The Chamber of Mines does not want third parties to intervene.  
**MOTSAPI:** When will NUM start to ballot its members for a strike?  
**GOLDING:** If mediation does not succeed, the ballot will be held on 26 gold and 28 coal mines immediately. We have started the preparations for the ballot, but have postponed holding the

ballot to give the mediation a full opportunity to resolve the dispute.

**MOTSAPI:** Can the chamber afford increases your union is demanding? Workers share profits in the gold mines? What is the position on the coal mines?  
**GOLDING:** Profit-sharing has always been supplementary to basic increases. Profit-sharing has also been uneven. Because of the basic low profit share for two years we believe a change should occur this year. Last year gold was R900 an ounce and this year it has improved to over R1 300 an ounce. The industry is in a position to meet our wage demand and Mr Nicholas Oppenheimer of Anglo American said that the gold price is likely to improve and that the mines can look forward to a healthy performance in the year ahead. Does he have one message for shareholders and a different one for workers?

On the coal mines we are saying everyone wants cheap electricity in South Africa. The union supports the demand for cheap electricity but we do not believe that it should be done on the backs of poorly paid coal miners. We believe the way to resolve the crisis is to have an all-inclusive meeting of coal producers, unions and Eskom to see how we can achieve this goal with fair conditions.  
**MOTSAPI:** There are mines that are going to be possibly excluded from the strike ballot. Is this true?  
**GOLDING:** At the moment there are four other mines that NUM is negotiating with separately but under the auspices of the Chamber of Mines. They are Rand Mines' Durban Deep, Joel Mines, Harmony and Groenvlei. Because of diverse circumstances at those mines negotiations with NUM are



**Marcel Golding** assistant general secretary of NUM. PIC PAT SEBOKO

different but are still under the centralised bargaining forum.

**MOTSAPI:** What will happen if no agreement is reached with them?  
**GOLDING:** If no agreement is reached they will also be affected by the strike ballot. But if there are reasonable offers then we will settle with them.

**MOTSAPI:** When did the pay talks with management start and what procedure did you follow?  
**GOLDING:** The talks started in May this year. We have been involved in three months of negotiations with the chamber. The deadlock then led to a Conciliation Board when the chamber offered very little. This is a point we have reached now. The next step is to ballot our members. We will check and evaluate the results of the strike ballot and decide whether to go ahead with the action.

**MOTSAPI:** What will be the purpose of the strike and how do you think it will help you achieve your demands from the chamber?  
**GOLDING:** The purpose of the strike ballot is to show clearly to the chamber that the workers

reject their offer and support the union fully in its demands for better wages. If the Chamber of Mines and the individual mines do not improve their offers then workers will have to put a lot of pressure to drum the message home to persuade them that their position is incorrect.

**MOTSAPI:** What will happen if management does not want to improve their offers? Will the strike go ahead?  
**GOLDING:** Yes, if there are no improvements.

**MOTSAPI:** How do you think the strike will impact on the whole process?  
**GOLDING:** The impact will be widespread. At least 230 000 miners will be involved.  
**MOTSAPI:** Can our country afford a miners' strike?  
**GOLDING:** It is our view that, while a national miners' strike may be harmful economically to the country, the Chamber of Mines can afford our increase demands.

**SAGEWOOD**  
EDUCATION CENTRE  
Noordrivier, Midrand

# NUM and Chamber close to agreement — union chief

*Bl Day 6/8/93*

THE NUM and Chamber of Mines met for a marathon mediation session on Wednesday which continued into the early hours of yesterday morning. NUM president James Motlatsi said negotiations had boiled down to two issues: the agency shop and wages.

He said the parties were very close to settlement — the NUM had moved to an 11% demand, down two percentage points from its previous position, and the chamber had offered 9% "on most mines".

He was confident they could reach a compromise position on wages, but said "the crucial issue now is the agency shop on which the chamber is sticking".

Motlatsi said this arrangement would not cost the mines any money,

**ERICA JANKOWITZ**

but could increase union income by as much as R500 000 a month.

The chamber refused to comment after the 16-hour meeting except to say that mediation would continue today.

The NUM national executive committee met yesterday to discuss its position, and so did the chamber's executive committee.

Head mediator Independent Mediation Service of SA director Charles Nupen told Sapa satisfactory progress had been made.

The NUM said the outcome of today's meeting would be made known only on Monday as membership would have to be consulted on the chamber's offer. By Monday the union would know whether the offer was to be accepted or the strike ballot resumed.

The NUM announced last night its decision to support the continuation of Cosatu's alliance with the ANC. It said this would serve to strengthen the ANC during elections and would aid re-

construction.

Motlatsi said: "NUM reaffirmed its position that the ANC should be strengthened before, during and after elections to guarantee victory of the democratic forces".

The NUM stressed the importance of independence within the alliance and the importance of retaining trade union objectives. But Motlatsi said the union movement would use its influence to push for worker rights.

He said the union's position would be reviewed from time to time after elections, but he felt it would be premature to sever the alliance now. He said the common enemy which underpinned the alliance, apartheid, had not yet been eliminated and until it was, the NUM was convinced this was the correct position to take.

"The NUM believes the alliance is a vehicle that must be constantly strengthened and evaluated as we struggle to achieve the goals of democracy."

● See Page 10





Aug '93

# Mines, unions in Aids and wages deal

**JOHANNESBURG.** — South Africa's first industrial Aids agreement barring victimisation and harassment of workers suffering from the disease has been signed by the National Union of Mineworkers and Chamber of Mines.

The chamber's chief negotiator, Mr Adriaan du Plessis, said the agreement was based on internationally accepted principles and guidelines on Aids.

The agreement is part of a labour pact between the union and the chamber.

Mr Du Plessis said the broad aim of the agreement is to provide guidelines to minimise the effects of HIV in the mining industry, to prevent the spread of HIV infection, and for the management of HIV infection in the employer/employee relationship.

Under the agreement no employee would be required to undergo an HIV

test, at the request or initiative of management or the union, except in specified occupations where testing was required on medical grounds.

"No employee shall suffer adverse consequences, whether dismissal or denial of appropriate alternative employment opportunities which exist, merely on the basis of HIV infection."

Mr Du Plessis said appropriate awareness and education programmes would be conducted.

The union and chamber agreed to consider at mine level the socio-economic environment and lifestyles influencing prevention of HIV infection.

The agreement, signed on Tuesday and released to the press yesterday, gives gold miners wage hikes of between eight and 9.5% and coal miners between 5.5 and 10%.

The wage agreement will apply retrospectively to July 1. — Sapa

# Mediation in NUM dispute drags on

MEDIATION between the NUM and the Chamber of Mines would continue tomorrow after almost 70 hours of negotiations, including two all-night sessions and the whole weekend spent in talks, chief mediator Charles Nupen said yesterday.

He said the parties had made progress, but issues were outstanding.

NUM president James Motlatsi said the union approached individual houses yesterday on agency shop arrangements. It would continue these negotiations today in preparation for the next mediation session.

He intimated the issue would be ratified by the chamber if it was resolved at mining house level. He said

ERICA JANKOWITZ

the chamber had insisted these negotiations be conducted separately as it did not want to commit itself to instituting an agency shop. *BiDay*

Motlatsi said Gengold, JCI and Gold Fields of SA were holding up wage settlements.

It was understood that the NUM would settle for a 10% increase, but last week the parties had moderated their positions to an 11% demand on gold mines and an offer of a 9% increase "at most gold mines".

Motlatsi was optimistic that agreement would be reached this week.

Industry sources said yesterday the fact that the parties were prepared to pursue mediation showed they wanted a settlement rather than strike action. *10/8/93*

□ The Council of Mining Unions, which represents mainly white-collar workers, will meet the chamber on Thursday for a conciliation board hearing. *(21) (20)*

Electrical Workers' Union spokesman Ben Nicholson said yesterday the parties had deadlocked, with the unions demanding 14% on gold and coal mines, and employers offering between 6% and 8% on gold mines and 5% to 7% on coal mines.

# Miners' talks go on

(211)

**By Ike Motsapi**

TALKS between National Union of Mine-workers and the Chamber of Mines, aimed at resolving the pay dispute, continue in Johannesburg tomorrow

Both NUM and the Chamber of Mines spokesmen yesterday said the parties were confident of progress

The talks are chaired by Mr Charles Nupen, an executive director of the Independent Mediation Services of South Africa, assisted by Mr Thabo Molewa and Mr David Douglas

NUM, however, said it would go ahead with a strike ballot of its 230 000 members if no "real progress" was made

The two parties met last Friday, Saturday and Sunday but could not reach agreement

However, both parties acknowledged that they had made "significant progress" towards resolving the dispute

Both parties said they were "trying very hard to avoid the strike"

The union is demanding wage increases of 13 percent for gold and 15 percent for coal miners. The chamber is offering eight percent for gold and between six and 10 percent for coal miners

NUM also wants the establishment of an agency shop, so that workers who are not members of the union but benefit from the collective bargaining, should pay a levy to it

Also at issue is accumulation of training leave, which the union wants set at 10 days, plus the establishment of a body that will monitor the implementation of agreements reached between the two parties

# Wage deal on mines soon

Sowetan 12/8/93

THE National Union of Mineworkers and most of the major mining houses have reached agreement on wage and other economic issues (211)

But last night a final settlement was still eluding negotiators

Some progress has also been made on the question of an agency shop agreement in the course of this mediation, which is being led by Mr Charles Nupen of Independent Mediation Services of South Africa.

Nupen said mediation — which appears to have introduced greater flexibility into the current round of wage negotiations between NUM and the Chamber of Mines — had resumed yesterday after two days of discussion between the union and individual houses on the question of an agency shop. These houses were not considering union proposals on the issue but substantial progress had been made with some houses.

## Agency issue blocks deal

ALAN FINE

BDay

AGREEMENT on an agency shop system was by yesterday the main obstacle to a 1993 wage agreement between the NUM and the Chamber of Mines. 12/8/93

Mediator Charles Nupen said last night substantial progress had been made in some cases. (211)

Broad agreement had been reached with "most mining houses" on wages, provident fund contributions and service-related increases. However, mediation on these issues continued with Gold Fields of SA. There was no agreement on wages or the agency shop arrangement — in which non-union members paid a fee in recognition of benefits received as a result of collective bargaining — with Gencor. Mediation in respect of Gengold's marginal Marievale and Grootvlei mines was also continuing.

Nupen said finalisation of an arbitration procedure for the settlement of disputes arising from the interpretation of agreements was also still outstanding. (211)

## Hopes high for mine wage pact

ERICA JANKOWITZ

NUM and mining house negotiators have high hopes that an agreement will be reached this week in industry wage talks

Unofficial sources in both camps believed at the weekend a settlement would be reached, although the union was still determined to sign an industry-level agreement **B/Say 16/8/93**

The NUM and the Chamber of Mines will meet for another round of mediation on Thursday, prior to which the union will attempt to resolve outstanding issues at mining house level **(211) (210)**

By last week the parties had almost settled the wage issue. Gold Fields of SA and Gencor were exceptions and had not tabled offers in line with those from other mining houses. Gencor's mines have been effectively organised by the NUM, whereas the union is estimated to represent only about 30% of Gold Fields' workers in the categories in which it is recognised

The NUM indicated it would not accept an offer of less than 10% on gold mines and dropped its demand to 11% in the first round of mediation

Last week the NUM met individual mining house managements on the question of establishing agency shop arrangements. Sources indicated this issue had been largely agreed with the exception of the same two houses

An agency shop is an arrangement under which non-union members pay a fee in

To Page 2

## Mine wages

**B/Say**

**16/8/93**

From Page 1

recognition of the benefits they receive as a result of collective bargaining **(210)**

The union also discussed wage increases and bonus schemes with the individual houses. Anglovaal fell into line with other houses and offered to implement a bonus scheme. This left Gold Fields as the only house not offering an incentive scheme.

Gencor, however, has tried to back away from its profit-sharing bonus scheme by

offering an additional percentage point increase if the NUM is prepared to abandon the existing bonus scheme

Meanwhile, white-collar unions under the umbrella body of the Council of Mining Unions postponed their scheduled conciliation board hearing with the chamber last week. The chamber said no further date had been set for the parties to try to resolve their wage dispute. **(211)**

Sowetan 17/8/93

## Talks to avert strike

TALKS to avert a strike by more than 230,000 members of the National Union of Mineworkers resume on Thursday

The talks are brokered by the Independent Mediation Services of South Africa under the chairmanship of Mr Charles Nupen (211) (213)

The Chamber of Mines and NUM are expected to "thrash out" the final details which may see mineworkers suspending the proposed strike action over wages

The union is demanding a pay hike of about 13 percent for gold miners and 15 percent for coal workers

The Chamber of Mines is offering eight percent on gold mines and between six and 10 percent for coal workers

# NUM, Chamber finalise provisional deal

THE NUM and Chamber of Mines have finalised a provisional wage agreement

Yesterday's deal followed successful mediation which had led to the establishment of a basis for an industry-wide settlement, Independent Mediation Services of SA director Charles Nupen said (21)

He said mediation between the parties had reached "an advanced stage and major progress had been made on both economic and non-economic issues" (21)

Over the next few days the union would report back to members on all mines where it was recognised NUM negotiators would recommend to members that they accept the deal The parties would recon-

ERICA JANKOWITZ

vene on Wednesday when the members' response would be tabled "If the response is positive, we expect an industry-wide agreement to be signed," Nupen said

He, and representatives of the parties, declined to comment on the basis of agreement, but meetings between the union and individual mining houses were said to have resulted in several agreements on agency shop arrangements

Basic wage increases were expected to be in the region of 10% topped up by some form of profit sharing in all houses except Gold Fields of SA, which would probably

offer slightly more on the basic rate Anglovaal joined the bonus scheme group this year when it offered to implement cost containment incentives

In the latest SA Labour Bulletin, Gold Fields explained its opposition to profit sharing, saying "If profit windfalls are skimmed off in the good times, this has a longer-term effect on the returns to the providers of capital and survival of the company in the downturns"

In addition, workers do not "share in the shortfalls during the downturns"

The company said it paid "a small but certain premium" in preference to "an uncertain and variable share in profits"

8/Day 20/8/93



ERICA JANKOWITZ

A WAGE strike by about 3 700 workers from right-wing to Cosatu-aligned unions brought production to a virtual halt at Anglo American subsidiary Highveld Steel & Vanadium in Witbank yesterday <sup>Monday</sup>

Workers are demanding a 10% increase  
The company's offer is 7,9% <sup>20/8/93</sup>

The unions are the Mineworkers' Union (MWU), the National Union of Metalworkers of SA (Numsa), the SA Boilermakers' Society, the Amalgamated Engineering Union and the SA Electrical Employees' Association <sup>(21) (21)</sup>

MWU spokesman Flip Buys said all members had responded to the strike call  
Numsa organiser Velli Mnyako said Numsa had also proposed the reduction of

## Unions join forces to strike at Highveld

job grades from 14 to five, but the company would consider reorganising only eight  
Numsa had also tabled an agency shop arrangement with the support of the other unions, but the company had rejected it

He said the strike was not related to an incident at Highveld a few weeks ago in which Numsa members were apparently attacked by AWB supporters when they objected to the reinstatement of a worker who had been found guilty of assault

The company confirmed last night that a strike by all union members had started  
Management was meeting union representatives in a bid to defuse the situation

# Mine wage agreement imminent

Star 20/8/93

■ BY PAUL BELL  
LABOUR CORRESPONDENT

An industry-wide wage deal for gold and coal mines has virtually been agreed to, and indications are that the Chamber of Mines and the National Union of Mineworkers (NUM) will put their pens to an agreement on Wednesday.

The parties met for mediation yesterday. (21) (21)

NUM will take the terms to its members at the weekend and will recommend acceptance

The progress made marks the success of mediation between the chamber and NUM, whose wage and other negotiations since June have already been through talks and statutory conciliation, both of which failed.

The parties have spent well over 100 hours in mediation.

# Impala Refineries, union in pay accord

ERICA JANKOWITZ

THE NUM and Impala Refineries signed a wage agreement earlier this month granting workers a 3,5% across-the-board increase on basic salary plus increases on non-pensionable income ranging from 11,4% to 12,5% backdated to July 1. ~~(THE NUM)~~

This brought the new minimum rate to R1 226 a month. Settlement was reached after the two parties submitted the dispute to arbitration.

Workers will receive a further 1% increase on basic wage from January 1 if specified production targets are met.

The company agreed to an outside vocational education institution conducting courses on company property. It also increased shop steward training days to six a year.

Impala indicated its intention to move away from the closed shop arrangement and said it would not oppose any union call for abolition of the system. A separate forum was established to negotiate an agency shop.

The company also increased its contributions to the provident fund from 6% to 11,4% and standardised paid leave to 30 days a year plus 10 days unpaid.

The union agreed to support company moves to apply for exemption from legal requirements regarding hours of work, shift cycles and spread overs.

Meanwhile, mediation between Impala Platinum Mines and the NUM will resume today with the two parties still far from agreement. Last week the company offered an average 6% increase in response to the union's 14% demand. Impala also offered to investigate a profitability-linked mechanism to augment income.

The union demanded the company withdraw from membership of the Bophuthatswana National Provident Fund or pay the entire fee currently shared between the company and employees.

On Friday, Impala offered to contribute 75%. It agreed to implement an independent provident fund from April with workers contributing 3%.

Impala also offered to increase annual paid leave to 28 days for surface and 30 days for underground from the present 21 days.

# NUM, Chamber settle on wage increases

B/Say 26/8/93

ERICA JANKOWITZ

FOUR months of intensive negotiations and more than 100 hours of mediation between the NUM and Chamber of Mines ended in the signing yesterday of the 1993/94 agreement on wages and conditions of employment affecting almost 400 000 workers on gold and coal mines.

Workers on most member gold mines would receive increases of between 8% and 10% (a 9% average), and on coal mines between 5,5% and 13%, effective from July 1. In addition, employer contributions to the provident fund would be increased from 6% to 7% of basic pay.

On all gold mines bar those in the Gengold and Gold Fields of SA groups, basic

wages would be augmented by bonus schemes triggered by profit levels, cost containment or the gold price.

With bonus schemes estimated to be worth an extra 2,3% in remuneration, the NUM said the deal meant an average 12,3% settlement. (210) (211)

Gold Fields settled for an 8,5% increase. Gengold, which raised its basic wage offer to 10% on five of its mines, was released — reluctantly — by the NUM from its previous profit-sharing obligations.

But a mine-level agreement on its struggling Grootvlei operation allowed for a

7,5% increase plus a bonus scheme. Its Leslie and Bracken operations were covered by a separate agreement giving a 7% increase plus a possible 3% linked to the gold price.

JCI would implement an 8% basic wage increase topped up by performance and gold price bonuses, the latter becoming pensionable. Anglovaal's 8% increase would, for the first time, be augmented by two bonus schemes offering a maximum additional 19% payment.

Four Randgold "special circumstance" mines and JCI's HJ Joel signed separate agreements ranging from 3,7% to 10%.

□ To Page 2

## Wage deal B/Say 26/8/93 □ From Page 1

Anglo American mines granted a basic wage increase of 9,5%, supplemented by profit-sharing schemes which offered up to an additional 15% of pensionable earnings.

In response to the union's proposed agency shop proposal, the group agreed to establish a human and industrial relations fund at its gold and coal operations. (210) (211)

The fund, to be administered by an equal number of management and union representatives, would consist of levies collected from non-union members for distribution to "neutral objectives of mutual benefit to both union and non-union members". These could include education, training and skills development, welfare programmes, disaster relief, job creation programmes and peace programmes. Anglo spokesman James Duncan said (211)

Contributions, which would range between 0,5% and 0,75% of basic wages,

would amount to between R3m and R4m a year, Anglo American said.

On coal mines the issue of "free riders" had been largely resolved, with an in-principle agreement to implement group funds by all mining houses except Gold Fields by 1994, NUM assistant general secretary

Marcel Golding said. The chamber agreed to recognise length of service by paying a 0,5% premium for each completed year of service, up to a maximum of 12,5%.

Accumulated training leave up to 10 days for a two-year cycle was agreed, as was the referral to arbitration of disputes over the agreement's interpretation and implementation. Working parties were established to negotiate the union's proposals for adult education, a social plan, a revised recognition agreement, health and safety.

● Picture: Page 2  
● See Page 3

**F**OR THE first time this decade, the National Union of Mineworkers and the Chamber of Mines have been able to conduct annual wage talks against the background of improving, rather than declining, conditions for the gold mining industry.

But the 1993 negotiations, which were finalised yesterday, have been more fraught with tension than any since 1987 — the year of the bitter three-week strike. For a period during July and August, both parties seriously contemplated the possibility of another strike, as mineworkers sought to use the rising gold price to compensate them for the previous two years of sacrifice (declines in real basic wages of 10% a year), while the industry saw it as an opportunity for consolidation.

In the end, though, a remarkably creative, if complex, settlement was reached, as has occurred every year since the strike. The deal goes a long way towards satisfying both sides' imperatives. As NUM assistant general secretary Marcel Golding puts it, both the union and the chamber still remember the lessons of the 1987 strike well enough to want to avoid a repeat.

For the mining houses, the young gold price presented an almost impossible dilemma. When the NUM formulated its demands in February, the price stood at around \$330 an ounce. It hovered between \$370 and \$380 during the early parts of the talks. When mediation began in early August — which was when substantial concessions were made — it had shot up to touch \$410. And it is now back around \$370.

**W**ith profit-sharing and other production-related bonus schemes potentially a crucial component of the pay package, a view on the gold price was important. Gengold, it is understood, worked on the assumption of a \$440 an ounce average for the period of the agreement. This prompted it to jettison profit sharing in favour of a higher basic increase of 10% against the 8% to 9.5% offered by other groups.

The rationale is to avoid a significant increase in the wage bill with burgeoning profits in the event of a high gold price. Arguably, though, given Gengold's stable of marginal mines, a flexible wage bill would make more sense. The state of the market suggests that abandoning

# Improved mining conditions make for tougher wage talks

B/Say 26/8/93

ALAN FINE



profit sharing in favour of a higher basic wage may turn out to be an unwise gamble. An NUM negotiator goes so far as to describe it as irresponsible. "They are putting our jobs on the line," he says.

In contrast to Gengold, Anglo American took what now appears to be a more realistic view of the gold price, but one that also recognises its potential volatility. The profit-sharing component is now, at a maximum 15% of basic wages, capped at a lower level than last year's 25%. But it remains a significant part of the pay package as a contingency against a decline in the gold price. Randgold and JCI will also continue to apply a variety of bonus schemes. And an unexpected and notable feature of the deal is the acceptance by Anglovaal of a productivity bonus scheme for the first time.

Anglovaal has traditionally allied itself with Gold Fields in resisting not only profit sharing but other more benevolent attitudes to unionisation and wage policy favoured by other mining houses.

With a more "union-friendly" approach since the travails of factional violence at Hartbeestfontein earlier this year, Anglovaal now seems to have shifted away from the Gold Fields philosophy.

A couple of explanations have been given for this shift. Industry sources say a new industrial relations adviser at Anglovaal, Leon Venter, has brought a more "enlightened" view to the corporation. His efforts have been assisted by the positive industrial relations and productivity experiences enjoyed by the

again given away the least. Its wage offer, at 8.5%, is lower than that of most groups which have also offered bonus schemes. Asked what the NUM intends doing about it, Golding offers the same reply that former general secretary Cyril Ramaphosa gave on the day the 1987 strike was called off: "Wait until next year!"

Judgment on the relative merits of the Anglo et al versus Gold Fields philosophies must still be reserved. As an industry source points out, of the 140 000 redundancies in gold mining over the past few years, Gold Fields has been responsible for no more than a few hundred. Job security has clearly been superior for its employees than for those of other groups, so perhaps the lower wage structure helps. Of course, Gold Fields owns most of SA's most profitable gold mines and fewest of its marginal ones. The impact of higher wages may therefore have been minimal.

Further, industry sources point to increasing numbers of incidents of suspected industrial sabotage on Gold Fields mines as possible manifestations of labour unrest, and evidence that the more conservative industrial relations approach may be unsustainable.

For the NUM, the negotiations presented two major advances. First, the chamber, which is traditionally hostile to third-party intervention, agreed to mediation. The reason for the industry's resistance to mediation has never been clear, but the process's indispensability to a settlement this year was manifest. Second, and more important, was

the acceptance by Anglo American of a form of agency shop system as a solution to the "free rider" problem. Rand Gold already applies it at Harmony, other mining groups have agreed to further talks on the subject, and it seems inevitable that it will become common practice throughout SA's industrial relations system.

The agency shop is the "little brother" of the closed shop. The latter requires all employees in a specified category to belong to a particular trade union. The agency shop does not require a worker to join a union against his will. But it does require all non-union employees to pay a fee in recognition of the benefits received due to the collective bargaining efforts of the union. In the Anglo arrangement, the fee ranges from 50% to 75% of the normal NUM subscription, which is 1% of basic pay.

The philosophical objection to either system is based on the principle of freedom of association — an argument used earnestly by employers during the negotiations.

The opposite view in this debate is that all workers receive the benefits of collective bargaining, be it in the form of higher wages, protection from unfair dismissal or the use of grievance procedures. The company which implements inferior conditions for non-members does not exist — to do so would be a powerful organising tool for the union.

The chamber is in a weak moral position on this issue. It has operated a closed shop for the mainly white unions in the industry for more than 55 years. "It was only when the (black) NUM began demanding a similar facility that the chamber became concerned with the principle of freedom of association," Golding remarks, not without justification.

**B**ut there are legitimate practical objections to non-members fees being paid over to the union — which the union obviously would prefer. Mining industry management point to the potential workplace conflict that could arise where union membership is a controversial issue.

And that is why the compromise the NUM and Anglo have reached is a remarkably creative one — non-members' agency fees will be paid into a fund which will sponsor industrial relations costs, community relief, education and skills training. Beneficiaries will be selected regardless of union affiliation. That way, everyone wins.

## □ GOLDING

likes of Anglo and Rand Gold. The NUM attributes the shift both to the evidence that the growth of "co-determination" forms of management in parts of the industry had brought benefits to mine owners and to the Hartbeestfontein experience where the union claims to have played a crucial peace-making role. Gold Fields has so far consistently and successfully resisted being forced into a more co-operative relationship with the union, and has

**NEWS** No happy homecoming for S

# NUM, Chamber agree on wages

*Sowetan 26/8/93*

**By Ike Motsapi**

THE National Union of Mineworkers and the Chamber of Mines yesterday signed an agreement on wages and working conditions after three months of negotiations.

This followed successful mediation talks which averted a possible strike by 230 000 members of the union.

The key features of the agreement are that mineworkers on most gold mines will receive increases of between eight and 10 percent and their colleagues on the coal mines between five and 13 percent.

These percentage increases translate into monetary value of between R38 for the least skilled workers and R162 for highest skilled workers on gold mines.

The least skilled workers on the coal mines will receive a hike of between R25 and R163 for skilled employees.

The average increase is nine percent on basic wages on both gold and coal mines plus an average one percent increase in the employer's contribution. Mediator Mr Charles Nupen said yesterday that he was amazed "at the level of sophistication shown at the talks by the two parties".

# What the miners got

Star 26/8/93

BY PAUL BELL  
LABOUR CORRESPONDENT

Yesterday's agreement between the Chamber of Mines and the National Union of Mineworkers (NUM) offers increases of 8 to 9,5 percent (R38 to R162) on gold mines, and 5,5 to 10,5 percent (R25 to R163) on collieries

Implementation date is July 1 (21)

Profit-sharing, cost containment bonuses and/or gold price-linked schemes for Anglo American, JCI and Randgold, will continue

Anglovaal will introduce a two-part bonus scheme with cost containment and a gold

price-linked leg

Gengold took its wage offer to 9 percent in exchange for staying out of profit-sharing.

Five "special circumstances" mines have reached separate agreements with the NUM. They are Durban Deep, Harmony, H J Joel, Leslie and Bracken, and Grootvlei

## GOLD MINES

	Lowest % increase	Average % increase	Highest % increase	
Gengold	9,8	10,0	10,1	No profit sharing
Anglo American	9,5	9,5	9,6	Plus profit sharing
Gengold — St Helena	9,0	9,0	9,0	No profit sharing
Gold Fields	8,5	8,6	8,7	No profit sharing
Anglovaal — Harties	8,0	8,0	8,1	Gold/Cost Bonus
JCI — Sir Albert Robinson	8,0	8,0	8,1	Pensionable Gold Bonus
Gengold — Grootvlei	7,5	7,5	7,5	Plus Bonus
Randgold — ERPM	7,0	7,4	8,3	Plus profit sharing
Gengold — Leslie/Bracken	6,9	7,0	7,0	No profit sharing
Randgold — Harmony	5,0	6,8	10,2	Plus profit sharing
Randgold — Blyvoor	4,9	5,2	5,9	Plus Profit sharing
Randgold — Durban Deep	2,5	4,9	8,2	Plus profit sharing
JCI — H J Joel	3,2	3,5	5,7	Gold/Cost Bonus

## COAL MINES

	Lowest % increase	Average % increase	Highest % increase
Amcoal	8,5	8,8	9,7
Trans Natal	8,0	8,9	9,6
Randcoal	8,7	9,0	9,6
Alpha Anthracite	13,4	13,5	13,6
Duiker	10,4	10,5	10,6
Agipcoal	9,4	9,5	9,6
Kangra	5,3	5,9	7,9
JCI	5,3	5,6	6,2
Gold Fields	5,6	5,7	5,8

# Miners get 10% 'benchmark' raise

Star 26/8/93

■ BY PAUL BELL  
LABOUR CORRESPONDENT

Gold and coal miners will get an average 9 percent increase in basic wages, and most employers are to contribute an additional 1 percent to the mine-workers' provident fund — which brings the total wage settlement to about 10 percent

This was the main thrust of yesterday's agreement between the Chamber of Mines and the National Union of Mineworkers — the third "inflation-busting" agreement in a row, as chamber negotiator Adrian du Plessis described it, and a national wage settlement benchmark.

In addition, the Anglo American Corporation and coal mining company Kanga have effectively

**NEGOTIATORS at mining wage talks are praised and their bargaining upheld as a 'code of conduct' for political talks**

(21)

agreed to an agency shop on their mines, and will impose a levy of between 0,5 and 0,75 percent on the wages of non-union members for an industrial and human relations fund

Both sides formally accepted an industry-wide policy on combating Aids

This included controls on testing, and treating Aids like other serious diseases

The deal ends almost three months of bargaining

Mediator Charles Nupen, of Independent Mediation Services of South Africa, paid tribute to the sophistication of the negotiating teams, led by the chamber's Du Plessis and the NUM's Marcel Golding

Chamber president Bobby Godsell, clearly referring to the multiparty negotiations, said the manner of bargaining might serve as "a code of conduct to negotiators outside this room and outside labour"

NUM president James Motlatsi pointed out, however, that his union was "not really happy about the wage increases"

NUM members had made a sacrifice "in the interests of the country".



# Miners strike gold in settlement

(21) ~~22~~  
AR WMA 27/8-2/9/93  
Fenal Haffajee

ALTHOUGH miners this week secured below-inflation increases, it is the highest settlement in the industry in two years

After three months of negotiations and 100 hours of mediation, the National Union of Mineworkers and the Chamber of Mines this week clinched an agreement for wage increases of between eight and 9,5 percent on gold mines and 5,5 and 10 percent on coal mines

The parties also agreed to implement an industry-wide Aids agreement and Anglo-American has conceded in part to the union's demand for an agency shop agreement where non-union members pay a portion of union subscriptions for benefits gained in trade union negotiations

"Wage increases on the gold mines have been one third of the inflation rate for the past two years," NUM assistant general secretary Marcel Golding said this week

He added that the average wage increase, as well as an employer agreement to increase their provident fund contributions by one percent, meant that the union had achieved its objectives of an inflation-beating increase

Mining negotiations went into



**Bobby Godsell: 'Reason prevailed'**

dispute in June and the NUM threatened to ballot its members for strike action early in August. The union also remained steadfast on its demand for a double-digit increase until last week

But Chamber of Mines president Bobby Godsell this week said "The force of reason and fact prevailed over the use of coercive tactics in the negotiations"

Profit-sharing and cost-containment agreements will continue at Anglo-American, Johannesburg Consolidated Investments and RandGold mines. These will be renegotiated at some mines

Marginal mines — struggling

concerns where the revenue to profit ratio is less than five cents in a rand — will negotiate separate agreements with the NUM

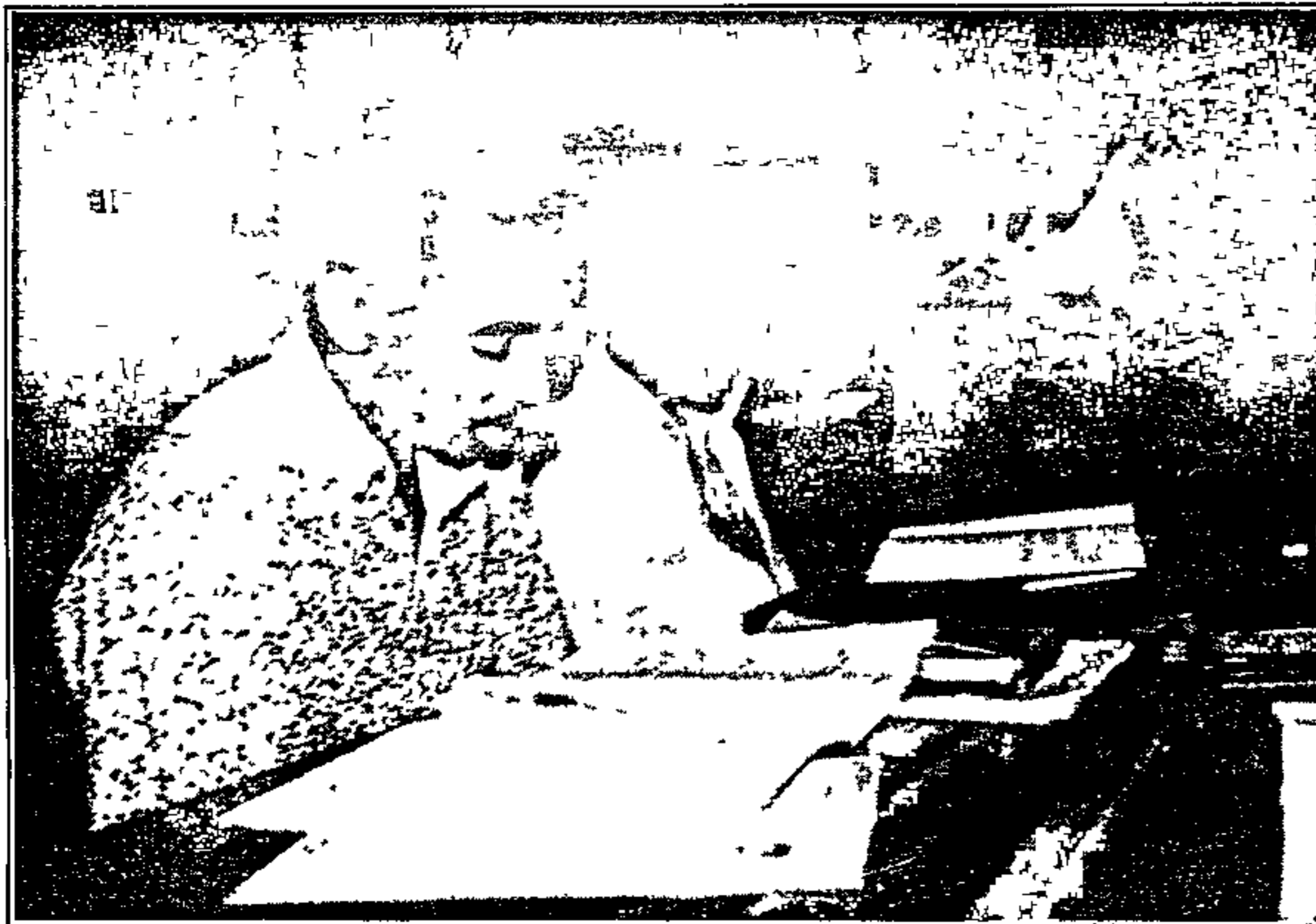
The first industry-wide Aids agreement in the country provides that "HIV positive employees will be protected against discrimination, victimisation or harassment"

No employee will be required to take an Aids tests except in certain specified jobs where medical tests are required. No HIV positive employee will be dismissed or denied alternative employment where such opportunities exist, and they will be covered by any medical benefits negotiated at mine level. Aids awareness and education programmes will also be conducted at the workplace for miners

The agency shop type agreement on Anglo mines provides that employees in groups one to eight of the bargaining unit, who are not members of the NUM, pay 0,5 to 0,75 percent of their basic monthly wages to a joint union-management administered fund

This was one of the key NUM demands in this year's negotiations, but the union will not receive this money. Instead the fund will be used for education, training, skills development, welfare programmes, disaster relief, job creation and charities

**NEWS FEATURE** *Mines are in the forefront of the battle to get rid of Fanakalo*



**DOING IT AGAIN** Employees at Western Deep Levels in class preparing for their examinations



**LEARNING** A teacher and a migrant worker go through a basic education programme

# Migrant workers searching for a better education

Sowetan  
20/8/93

By Joe Mdhiela

**■ SLOW PROCESS** *Aim is to achieve*

*functional literacy by the year 2000:*

**A**N EMPLOYEE AT Western Deep Levels adult education centre is not convinced that miracles can direct his life. What he did not get as a boy at school, he is prepared to achieve in the twilight of his life.

And that worker is Mr Thomas Mashaba. Employed as boiler assistant, and presently going through his lessons to prepare for Standard Five examinations, Mashaba is determined that in time he will pass the matriculation examinations and then go on to take a degree at a university.

That seems like a dream that seems like wishful thinking. But it is not. I am determined to burn the midnight oil to achieve what now appears to be a dream, Mashaba said proudly.

**Variety of programmes**

There are hundreds of migrant workers like Mashaba at Western Deep Level plants in Carletonville who are going through a variety of programmes to bring them to levels of literacy.

The programmes are Adult Basic Education 1, 2 and 3.

ABE 1 is a programme that goes up to Standard 2 level, with two and three grades going Standard 3 and 4 and Standard 5 levels respectively.

The ideal is to eliminate any form of illiteracy in our mines. By doing that we believe we will be empowering our peo-

ple not only to take advantage of senior positions that will be created, but also allowing them to be confident workers, said Mr Bax Modise, principal of the adult school.

Workers going through the Adult Basic Education were unanimous in agreeing that the programmes would enable them to do away with the "Fanakalo" language, a form of communication peculiar to the mines.

"That is a degrading language, and we are thankful to Anglo American for introducing these programmes which will give us an opportunity to converse in English," Mashaba said.

Mr Samson Ngaka of Lesotho, who is an employee at the Western Deep Levels mine, is in agreement with Mashaba that education will instil pride in workers.

"For too long have we been looked down upon by many people. And this is because we have had very little education. The Fanakalo worsens our situation, as township people often pour scorn on us."

"With education this will change," he said.

Anglo American is not the only company determined to upgrade its workers.

Eskom and Akanani Rural Develop-

ment Association are also onto the idea of working towards eliminating illiteracy and enhancing the self-esteem of black people.

Eskom believes that within 11 years it will be possible to make 9 000 workers functionally literate.

They maintain at least R150 million will be required to achieve its objective.

**Initial projection**

Eskom's initial projection was that it would be possible to have all their employees basically literate by 1995 and functionally literate by the year 2000.

It is obvious that this becomes a difficult target, unless we do something different. I believe we must push this to achieve our original targets by 1997. It is possible, said learning technology manager Mr Robbie Pretorius.

Pretorius said literacy training was a slow process and there would be no quick-fix solutions.

Paramount to all this, he said, was that the union should be involved in fulfilling the process.

He also said there was a need to move away from literacy education to an "adult basic development" approach.

The ABD, he said, did not focus on literacy only, but went further by developing the total individual so that they could be more productive with better

**For too long have we been looked down upon by many people. And this is because we have had very little education.**

self-esteem

What are the objectives of Akanani Rural Development Association?

Central to their objectives is the notion of providing education that will build self-reliance of economically active rural people in the Northern and Eastern Transvaal.

Also Akanani looks for opportunities to develop viable co-operative enterprises for the people of Venda, Gazankulu and Lebowa.

Mr Themba Mashimani, who is the spokesman of the association, said: "The main challenge is to develop specialised

skills for our people so that they will be able to set up effective financing of the scheme using commercial banks and guaranteed funds."

Mashimani maintains that education for his people is interwoven in productive schemes that are life-sustaining.

Agricultural support systems for community gardens and home agriculture would be developed.

"This I believe is necessary to make our communities self-reliant, and depend less on other people," he said.

To gain a deeper insight into these issues, tune in to TSS tonight at 9pm.

**The ideal is to eliminate any form of illiteracy on our mine by doing what we believe we will be empowering our people not only to be in senior positions but to make them self-confident.**

Rural areas bear brunt of disablement - research

# Millions needed to compensate ill miners

Star 3/18/93

By DAVID ROBBINS  
HEALTHWRITER

Research by the National Centre for Occupational Health is uncovering huge numbers of ex-miners who are suffering from lung disease for which they should be compensated

And the financial implications of compensating these sick miners could threaten the whole future of the mining industry in South Africa

Through one project at a Lebowa hospital, the centre has estimated that about R2.5 million will have to be paid out to diseased miners in a single year. This figure could rise to tens

**RESEARCH** shows the amount required to compensate diseased ex-miners could threaten the future of the mining industry

211

or even hundreds of millions of rands if other rural centres begin to offer the necessary medical and ciam facilities, and when the Occupational Diseases in Mines and Works Act is amended to eradicate the current practice of paying blacks only 10 percent of the compensa-

tion paid to whites

The results of recent community-based research into disabled mine workers in Lesotho have strengthened the contention that it is not the mining houses, but the rural communities to which miners return, that bear the burden of disablement and ill health

Centre chief Professor Tony Davies says: "If the question is whether this displacement of the burden from mine to rural community applies to disease as well as disablement, the answer is an unequivocal yes."

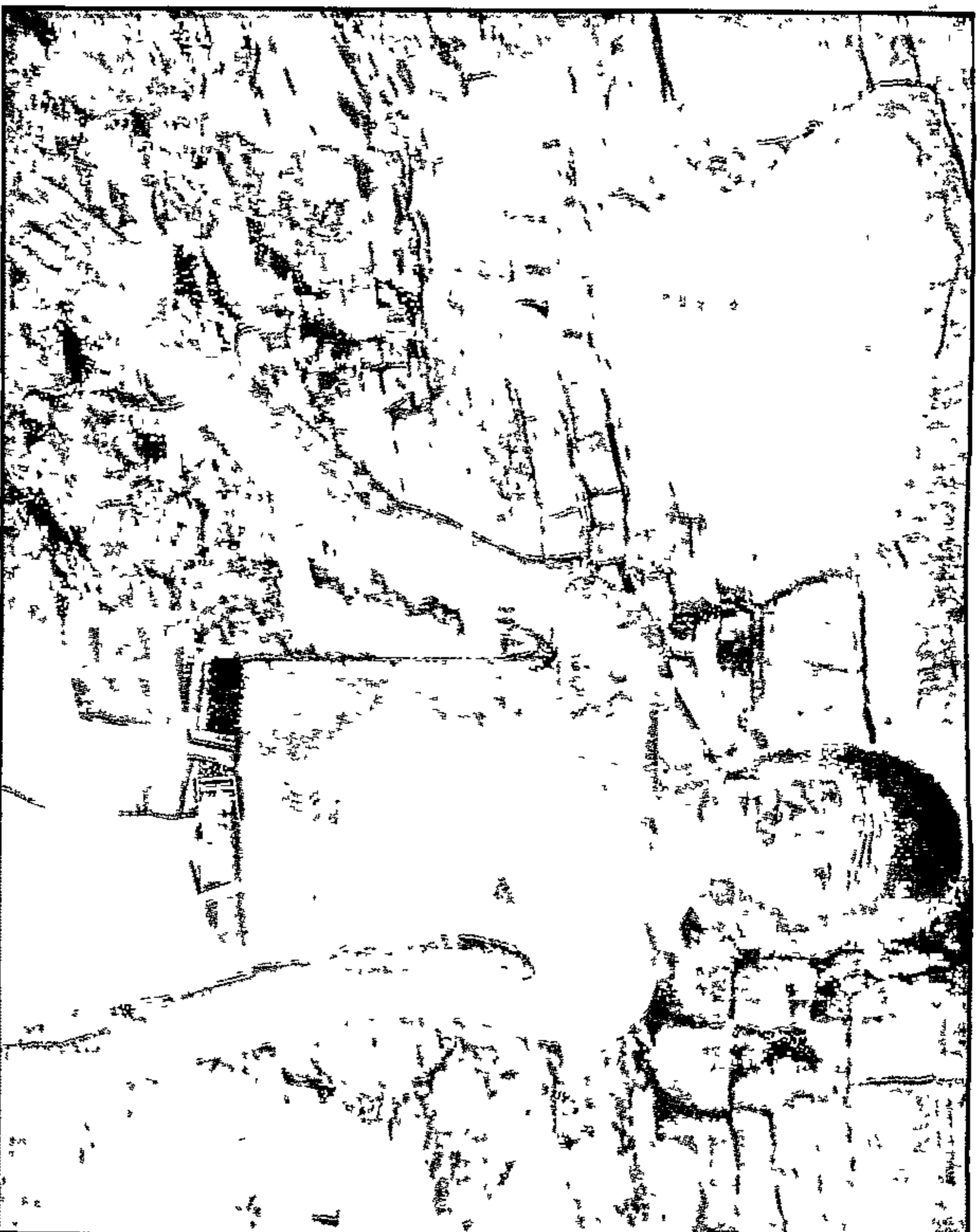
Davies spends several days a month at Groothoek Hospital in Lebowa examining ex-miners

with chest diseases

He says that wide disregard of the Occupational Diseases in Mines and Works Act, which makes reporting of these diseases in ex-miners a legal requirement, has been responsible for the concealment of the problem until now

"It should be a matter of great concern," he says, "that the widespread failure of the medical profession to report occupational lung diseases has led to a serious under-estimate. The amounts required to rectify the situation now will threaten the whole future of the mining industry"

More reports — Page 13



William Nakaphala . . . contracted a disease at this mine

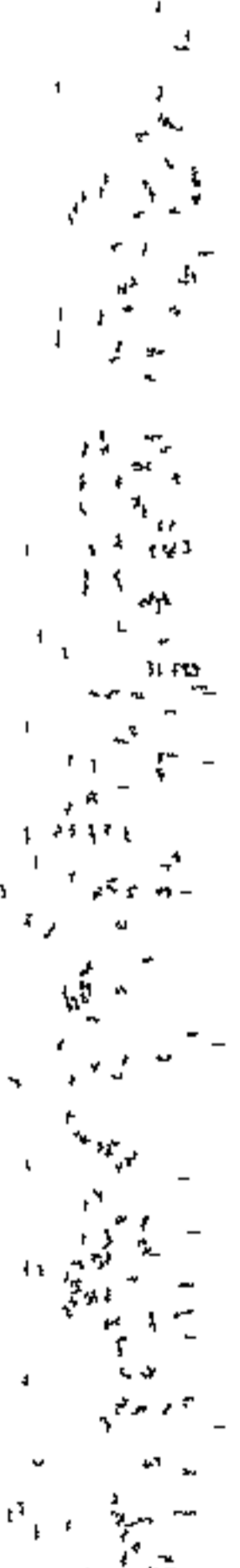
PICTURE KEN OOSTERBROEK

## Miners in underground sit-in

ABOUT 2 500 mineworkers started an underground sit-in at the Anglo American Vaal Reefs 2 mine near Klerksdorp this week in protest against racial discrimination they allege takes place regarding hoisting facilities

## Napac retrenches 170 workers

THE Natal Performing Arts Council (Napac) this week retrenched 170 workers as part of a restructuring process, in spite of a strike over the issue. The move followed a withdrawal of government subsidies earlier this year





National Union of Mineworkers delegates voting to determine the leadership of the new conference held at Nasrec, Johannesburg, at the weekend.

## NUM creates PWV branch

By Day 6/9/93  
MARIANNE MERTEN.

THE National Union of Mineworkers' (NUM) Wits and Westonaria regions joined forces yesterday to form a new PWV branch at the union's regional conference at Nasrec, Johannesburg, at the weekend.

Regional co-ordinator Gwede Mantashe said the new branch was part of NUM's restructuring to move from centralised control to more self-contained regions which could bring union services and skills to workers. (211)

The PWV branch started with 34 000 members and had the potential to reach 70 000 members, he said.

It was decided the union constitution was flexible enough to allow the branch to determine its own policies as long as they did not contradict national structures.

The conference also passed a resolution endorsing the national ANC/Cosatu/SACP alliance.

Guest speaker and ANC Youth League president Peter Mokaba did not arrive at the conference.

## NUM's PWV branch on recruitment drive

ERICA JANKOWITZ

Biday

THE PWV branch of the NUM, formed at the weekend from the merger of the existing PWV and Westonia branches, would target Gold Fields of SA and JCI mines for a major recruitment drive to combat "sophisticated union-bashing tactics used by these mining houses"

Newly elected chairman Obed Maila said recruitment problems at these mining houses — including meeting prohibitions, underestimates of membership levels and officials being prevented from entering hostels — would be discussed at a meeting later this month.

JCI would recognise the union only once it proved it was the majority union in the grades in which it recruited, Maila said

7/19/93  
He said the merger was part of the NUM's restructuring process, which was aimed at making regions more autonomous and improving service for members. The union would reduce its regional structures from 16 to nine during the next few months (211)

Maila said the new region had a membership of 34 000 of a potential 75 000 miners in the area. It would concentrate on breaking the closed shop arrangement enjoyed by the "white" union operating in the industry and "prepare itself for entering the new market segment".

The PWV congress backed the continuation of the ANC/Cosatu/SACP alliance and labour representatives on the ANC election list as long as the union movement was not weakened as a result, Maila said

## Mines, unions seal wage deal

JOHANNESBURG —

The Chamber of Mines and the Council of Mining Unions (CMU) yesterday reached "full and final settlement" in their lengthy negotiations on the 1993 review of wages and other conditions of employment.

The chamber said the agreement affected nearly 20 000 artisans and miners on gold mines and collieries.

One of the matters now agreed upon is the continuation, or introduction, of profit-sharing and gold price-linked bonus schemes on most of the mines.

As a result of the delay caused employees will receive a lump sum payment — Sapa

# NUM takes job creation unit to the retrenched

Biday 10/9/93

ERICA JANKOWITZ

NUM and development company Rutec had developed a "mobile job creation unit" to show retrenched workers the range of self-help occupations open to them. NUM development co-ordinator Kate Philip said yesterday.

The unit, in a 20-ton truck painted in union colours, was kitted out by Rutec with equipment required in such projects as candlemaking, roof tile manufacture and T-shirt printing. The unit was manned by retrenched miners trained to demonstrate use of the equipment.

The NUM had been forced to find innovative ways to help retrenched workers as more than 180 000 jobs in the mining sector had been lost during the past few years. The initial co-operative project developed by the union had found employment for only 500 workers, so a new phase was being entered, Philip said.

Mining houses had been approached to set up national funds for people who had been retrenched rather than the mine-specific funds, as migrant labour was drawn from widespread areas. The houses had not responded to this proposal, but the union had begun the second phase of job

creation. This entailed establishing a "range of initiatives laying the basis for building an institutional framework of economic co-operation, which strengthens the base of a local economy, and is particularly important in marginal and rural areas".

The NUM would continue to support existing co-operatives and would support new initiatives through a national buying service for members, offering marketing and business training, support and credit facilities.

The NUM and the Chamber of Mines met this week to discuss the future of the mining summit - a body of union, management, government and expert delegates who debate the future of the industry and try to develop a coherent strategy.

Mineral and Energy Affairs Minister George Bartlett was a guest at the meeting, at which it was decided to press ahead with the summit.

An NUM source said the union had agreed that the summit should remain in place despite its proposals not having had much success.



### Police clash

*Sowetan* 1/17/43

POLICE reinforcements have been sent to Nababeep in Namaqualand after clashes with striking workers at the O'Kiep copper mine left four people injured on Wednesday. A NUM spokesman said police had been brought in from Alexander Bay, Port Nolloth and Pofadder. NUM hoped wage talks could be held with the mine today, he said. Sixteen people were arrested in the clashes on Wednesday.

— *Sowetan* Reporters and Sapa (21) (213)



# Cuba trains NUM men as engineers

ERICA JANKOWITZ

THE NUM training and development initiatives were not confined to management-sponsored programmes, but encompassed union initiatives that included several international scholarships, the union said yesterday.

NUM Press officer Jerry Majatladi said the Cuban government had sponsored 14 scholarships for NUM members to study engineering for six years. Candidates had completed two of the six years.

In addition, the union sent 25 students to London last year to study subjects such as political economy and trade union education. The project was sponsored jointly by the International Federation of Mineworkers and the NUM.

One graduate was George Nkadimeng, who was recently elected second vice-president of Cosatu on the release of Godfrey Ohifant, also an NUM office bearer, to the ANC election list.

Majatladi said most candidates for the course were worker officials — NUM officials who also held down full-time jobs on mines.

Another exchange programme was one sponsored by the Australian United Mine Workers in which two candidates a year were selected to work and study in Australia for 12 months.

He said candidates were selected according to the programme on offer. Mines co-operated by guaranteeing jobs for the period of absence. Regions suggested potential candidates, who were selected ultimately by the NUM's national office bearers, he said.

Once training was completed, candidates returned to their mines and, hopefully, were promoted because of their enhanced expertise, Majatladi said. One of last year's intake had completed and passed a leadership training programme.

## NUM in R12 wage deal

THE National Union of Mineworkers and East Rand Proprietary Mines have signed an agreement increasing workers' basic wages by a modest R12 a month "to help the mine survive". *Sowetan 22/9/93*

The union said the increase followed a five percent increase implemented unilaterally in June by management (211) ~~(210)~~

The decision provoked a strike which was subsequently settled when ERPM agreed to recognise the union and negotiate a wage agreement.

Both parties have now accepted that the survival of ERPM, one of the oldest gold mines in South Africa, was their paramount objective in signing the agreement.

Miners to help  
mine survive

(21) CT 22/9/73

JOHANNESBURG —  
The National Union of  
Mineworkers and East  
Rand Proprietary Mines  
have signed an agree-  
ment increasing work-  
ers' basic wages by a  
modest R12 a month "to  
help the mine survive".

The NUM said yester-  
day that parties had ac-  
cepted that the survival  
of ERPM, one of the ol-  
dest gold mines in South  
Africa, was their para-  
mount objective in sign-  
ing the agreement.

They also decided the  
mine's survival should  
be pursued with careful  
regard for safety — Sapa

majority shareholders Anglovaar and by Registrar of Insurance Piet Badenhorst

In a report annexed to the papers, Badenhorst said if Crullife were put under liquidation, "the interests of the policyholders, which it is submitted are paramount, will be adversely affected in that they will become current creditors of Crusader. If, however, Crusader continues under curatorship, there appears to be a reasonable prospect that claims by policyholders who continue to pay premiums will be met in full."

Van der Merwe said in the respondents' affidavit that the curators were managing Crullife's business. They had closed 13 branch offices, substantially cut staff numbers and were negotiating to reduce its running expenses.

the curators and the liquidator would be filling substantially the same functions, Van der Merwe said. This would create an ungovernable situation and would duplicate functions and costs.

Since it was impossible to assess Crullife's financial position with any accuracy at this stage, this alone made liquidation proceedings inappropriate, he said.

The uncertainty of the company's position was aggravated by the fact that since the announcement of the curatorship, policies were being re-deemed and/or lapsing at a significant rate. These redemptions and lapses had a direct bearing on Crusader's contingent liabilities, and this aspect alone could materially affect its solvency.

## Transnet stops hiring whites'

Own Correspondent

DURBAN — Transnet would no longer hire white employees, its staff association Salstaff said yesterday.

It said Transnet had taken a national policy decision not to employ whites in a bid to redress past imbalances.

Senior human resources manager Henne Lourens confirmed yesterday that Transnet had embarked on a countrywide affirmative action programme. "We are changing from a white male-dominated company into one in which diversity is valued."

The 20 000-strong Salstaff association has accused Transnet of discriminating against white employees and applying tokenism in a rush to include black faces.

Salstaff president John Benwell said "They are not employing whites unless special permission is granted by the GM's office in Johannesburg."

"Our union strongly opposes this decision because it is discriminatory. We support equal opportunity at work, in which the best person gets the job, irrespective of race or sex. We believe that is the principle that should be adopted. We have already informed President F W de Klerk and Transnet management of our views on this matter."

"We accept that there were imbalances created in the past, but we do not support any actions that would be detrimental to the company and its present employees. We are opposed to tokenism," Benwell said.

# Confidence dented by rising violence

CAPE TOWN — While the political negotiation process is progressing at Kempton Park, an increase in violence since April has seriously dented consumer confidence, says the Bureau for Economic Research.

The Stellenbosch University-based bureau disclosed in a commercial sector survey yesterday the violence had caused consumer confidence to remain at low levels in the third quarter, "particularly with respect to how consumers view the short-term economic situation in the country."

"Consumers remain concerned about their financial situation and remain hesitant to incur spending." This was reflected in sales reports by retail respondents. Retailers had pessimistic expectations about sales during the third quarter.

"Their expectations for the fourth quarter are, however, more optimistic," the bureau said.

Inflation expectations had fallen sharply and retailers anticipated higher sales in the fourth quarter. It said 64% of retailers expected prices to increase at a slower rate in the fourth quarter.

Most respondents expressed dissatisfaction with business conditions in the third quarter but were more optimistic about the fourth quarter. While business confidence declined in the retail sector it increased mar-

It said 10% of spare parts dealers reported more orders placed and 22% expected more orders to be placed in the fourth quarter. — Sapa

## Agreement on ERPM 7-day week

ERICA JANKOWITZ

RANDGOLD's troubled ERPM gold mine started a new shift cycle this week after the NUM and mine management signed an agreement to work on Sundays, NUM economist Martin Nicol said yesterday.

The agreement stated the mine would operate seven days a week to increase its gold output, with workers working 12 days followed by three days off or 15 shifts.

The hours a shift would be the same but miners would work marginally more hours a year. In return, a 4% a month shift allowance would be paid and a production team bonus would come into effect.

Two other agreements were signed. One granted an additional 2% or

ERPM 7-day week

ERPM 7-day week

ERPM 7-day week

ERPM 7-day week

### Peace group for mine

JOHANNESBURG — A joint peace monitoring committee is to be established at Rand Mines' Roodpoort, Durban Deep gold mine after Tuesday night's clash at the mine during which eight workers were killed.

(211) APR 23 1993

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## NUM's O'Kiep pay strike continues

*Biday 23/9/93*  
THE strike over wages by NUM members at Gold Fields' O'Kiep copper mine will continue today, says NUM Press officer Jerry Majatladi.

He said yesterday about 1 300 workers had downed tools on September 16 in support of the NUM's 15% to 20% wage demand. Management had refused to implement any increase this year and would increase wages by only 5% from January.

ERICA JANKOWITZ

A Gold Fields spokesman confirmed workers were still on strike, but said "substantially fewer than 1 300 members" had taken part, representing about one-third of the workforce. The wage offer on the table was a guaranteed 5% if certain production targets and profit margins were met, she said. (21)

O'Kiep strike ends  
wmi-1/10/83  
MINERS at the O'Kiep copper mine in the northern Cape this week suspended a 13-day strike this week. Their dispute is being taken to mediation. (21)

The National Union of Mine-workers is demanding increases of between 15 and 25 percent, a 13th cheque, provident fund, full-time shaft-stewards and office facilities. The company is offering a five percent increase. There were clashes between miners and police earlier this month when workers protested at the mine management's offices.



# New government must 'protect' mine workers

ALIDE DASNOIS, Business Staff

ART 30/11/93

A NEW government must ensure that black workers were never again treated as wage slaves, National Union of Mineworkers president James Motlatsi said today

In a debate on policy at the sub-Saharan oil and minerals conference in Cape Town, he said a future government should guarantee the right of mine workers to join trade unions and force employers to bargain with them

It should intervene in the mining industry to protect the welfare of all employees

The mining houses could not reasonably object to workers' demands for government intervention, said Mr Motlatsi

In the past, governments had intervened in favour of the mine owners through favourable tax policies, subsidies and labour controls

Previous governments had helped employers resist the growth of trade unions and had put the police at their disposal against the workers.

"This time we are asking the government to ensure that mine workers are treated humanely"

Mr Motlatsi said black mine workers had not shared in the wealth created on the mines

"Yet, without the mines, South Africa would have been a Third World agricultural country"

He said the abolition of the migrant labour system was urgent

"The evil system of contracts must come to an end. We are not saying the hostels must be destroyed and 600 000 houses must be built. We are saying convert the hostels into flats so that those who wish to can settle there with their families"

# Ramaphosa opens R2 million college for NUM

ANC secretary-general Cyril Ramaphosa officially opened the R2 million National Union of Mineworkers College in Yeoville, Johannesburg on Saturday

The college, built with union members' subscriptions, is the first trade union-owned

*Star* 6/12/93  
residential college in South Africa and was a befitting symbol for the NUM on its 11th anniversary, the former union leader said

Ramaphosa said the college would deepen the knowledge and consciousness of mineworkers and was opening at

the dawn of democracy and as a new institution would play an important role in defining the rights of workers and their education (211)

NUM president James Motlatsi said the college would do the mineworkers proud as their own educational institu-

tion after years of "atrocities committed by mining bosses"

NUM assistant general secretary Marcel Golding said the college would offer short training courses with the initial focus being on developing a national leadership for the union. — Sapa

# NUM opens training centre

THE NUM launched the first union-sponsored residential training centre for negotiators on Saturday night, the 11th anniversary of the NUM's establishment. **BIDAY**

Developed at a cost of R2m, all from workers' subscriptions, the centre's main focus would be to "produce hundreds more negotiators", outgoing NUM assistant general secretary Marcel Golding said. This would ensure "a capable and independent leadership which will lead the union into the 21st century," he added.

The centre, a converted retirement home in Yeoville, will house up to 50 trainees attending courses.

The facility was opened by ANC secretary-general Cyril Ramaphosa, still constitutionally the NUM's general secretary. He quipped that, as the ANC still had a nationalisation policy, the new training centre would be the first on its list. **6/12/93**

Ramaphosa called on the NUM to open the facility to other unions, communities and civic bodies as the trade union movement had always been a wonderful training ground for aspirant politicians.

ERICA JANKOWITZ

rant politicians.

"For example, Jay Naidoo came up through trade union ranks. And when he walks around the corridors of power in Parliament, he must never forget his roots," he said.

He said it was significant the college was being opened to coincide with "the dawn of democracy in SA".

An NUM spokesman said a second building bought, one in Rissik Street, would house the union's head office from about May. **(21)**

Asked if the training centre would provide childcare facilities, the gender-conscious national executive members said these would not be available at the centre, but head office, a mere 10 minutes away by shuttle bus, would provide crèche facilities.

The training centre's facilities include a bar, swimming pool, resource centre, lift for disabled trainees, extensive braai and kitchen services, and boardrooms and numerous lecture theatres.

## Mine workers 'paid too much'

IMPROVING productivity is the central challenge facing the mining industry, which has seen its gold and coal mines move from being the lowest cost producers worldwide to among the highest as mine workers' wages have risen sharply in recent years, says Frankel, Pollak, Vinderine analyst Kevin Kartun

Kartun said at the weekend, on the eve of his departure for Australia after many years as a Johannesburg mining analyst, that the inescapable reality of the SA industry was that mine workers "are paid too much for what they do"

He accepted the pressure from NUM to bring about "a living wage" for its members, but it was time to ask what mining houses got in return

Admirable though the mines' adult literacy programmes were, especially when up to 50% of workers were illiterate on some mines, they showed how uncompetitive the SA mining industry was. Australian, Canadian and US rivals, able to recruit highly skilled staff, were better equipped to deal

MATTHEW CURTIN

with sluggish commodity prices and the need for more advanced technology.

"The mines are unlikely to make up for the backlog in education caused by apartheid and the 'liberation before education' ideology," Kartun said. *Bisa*

Instead, labour had to take a more realistic view of its position in the industry. Union leaders should temper the expectations of their members, while management had to focus sharply on the merit-based advancement of black workers *6/12/93*

Kartun said that at a technical level the industry had lost much of its pre-eminence. It had become arrogant "in the vacuum in the sanctions era". The evidence was the disasters at Barplats, H J Joel, Oryx and Northam Platinum, in addition to the Soekor/Mossgas debacle. *(21)*

But the mining houses' continued expertise in deep-level gold mining and backing for added-value projects like Columbus were cause for confidence in the future.

# Union urges members not to vote in April

Sowetan 6/12/93

By Mokgadi Pela

THE Black Allied Mining and Construction Workers' Union decided yesterday not to take part in next year's April 27 elections ~~(1994)~~ (211)

The union said the elections fell short of empowering black workers and delivering liberation ~~(S)~~

The congress was attended by about 1 500 workers

The union committed itself and the Azanian People's Organisation to politically educating its 50 000 members

Bamcwu also resolved to demand repayment of unlawfully deducted income tax which was often high and inconsistent

On Saturday, Bamcwu president Mr Paulos Mosae, called on Azapo to initiate a conference of the left.

"Such a conference should deal with only two issues — socialism and the establishment of a Socialist Workers Republic of Azania," he said to thunderous applause.



# Dismissed Atok miners re-employed

BIDAY 1312193

ERICA JANKOWITZ

ALL 1784 miners dismissed in November 1990 by JCI's Atok platinum mine in Ledwya have been re-employed by the company after the issue was resolved through negotiations, NUM regional secretary Archie Pilane said.

The last batch of 21 workers will report for duty on Wednesday.

The dismissals stemmed from an illegal strike following what the workers alleged were unprocedural dismissals. Solidarity action by the majority of the mine's workers followed and the mine dismissed almost its entire workforce.

Last week the NUM and Atok management signed a wage agreement granting all workers a 12% increase backdated to July 1. (211)

Pilane said the staggered re-employment, which began in May, was a breakthrough in Atok management practice. As a result of more than two years' discussions, all workers had returned to the mine and most had been placed in the jobs from which they were dismissed three years ago.

JCI spokesman Leon Kruger con-

firmed their return, saying a firm of contractors had undertaken mining operations during the dispute. Once the fixed-term contracts expired, the contract workers had been replaced by the ex-employees.

Kruger said a work party consisting of management and union representatives had been established to sort out anomalies as some workers had been employed in different categories from those previously held.

Also, the small number of workers who had not joined the strike were on higher pay rates than their re-employed counterparts.

# Gold mines may soon be hiring, not firing

Star 22/12/93

## ■ BUSINESS STAFF

South Africa's gold mines may soon be hiring workers again rather than retrenching them

That's the hope of Chamber of Mines economist William Houtman, who points out that the almost 15 percent of jobs at risk in September 1992 had been reduced to less than 2 percent by the end of September this year

Of particular importance to immediate job prospects are major projects — worth a total R2,7 billion — announced by the industry in the September quarter (21)

These, maintains Houtman, could swell the ranks of the industry's workforce — “provided that existing mines continue to secure their viability by means of continued cost-containment, coupled with a drive to lift productivity, to avoid further mine closures and job losses in the short term”

He highlights the following “promising signs”

■ The firmer gold price has increased the number of profitable mines

■ The improved financial climate has prompted many profitable mines to rescale or reschedule rationalisation plans

■ The easing of pay limits in line with better revenues has enhanced the economic potential of certain mines by making feasible plans previously consigned to the bottom drawer.

Houtman accordingly contends that employment levels have largely stabilised “and could even show some growth in the new year as new fixed investment takes off”

At the same time, he cautions that a slump in the dollar gold price or an unchecked rise in working costs could again marginalise a number of mines and jobs

# Randgold warns of 5 000 retrenchments

ANDY DUFFY

RANDGOLD & Exploration has warned that nearly 5 000 workers will be retrenched unless its struggling Durban Deep mine caps its losses by the year-end

Unveiling another generally poor set of results for the three months to September, chairman John Turner said productivity and production was well below acceptable levels. Yield and production dipped sharply from the previous quarter, while working costs jumped. Bottom-line losses leapt more than two thirds to R4,7m.

The group's other operations were beset either by rising costs and temperamental production, or heavy debt repayments.

Grades rose at East Rand Proprietary Mines (ERPM) as work on the high yield east vertical shaft kicked in, pushing

production up 15% to 1 689kg. Operating profit moved R5,5m into the black (R4,1m loss), but this was swamped by interest payments on its R523m debt.

Gold production at Blyvooruitzicht dropped 10% following the depletion in ore reserves, while working costs leapt more than 20% to R240,87 a ton, pushing bottom-line losses to R1,2m (R328 000 profit), despite a cut in capex.

The strongest performance came from marginal Free State producer Harmony, with bottom-line earnings of R16,4m (R0,7m loss) as higher production and revenues offset poorer grades and costs.

● See Page 8

(211)

5/10/93



# 5 000 jobs under threat at Durban Deep

**JOHANNESBURG.** — Randgold & Exploration has warned that nearly 5 000 workers will be retrenched unless its struggling Durban Deep mine caps its losses by the year-end.

But Harmony, on the back of healthy reversal of fortune, plans capital expenditure of about R18m over the next year depending on the gold price and profits generated.

It also planned to rebuild depleted financial reserves and was targeting more than R100m, said chairman John Turner, unveiling another generally poor set of results for its four gold mines in the three months to September.

The strongest performance came

from marginal Free State producer Harmony, with bottom-line earnings of R16.4m (R0.7m loss) as higher production and revenues offset poorer grades and costs.

Improved production, at 5 395kg (5 181kg), and a minimal rise in working costs let Harmony reap the benefits of a rise in revenues to R37 192kg (R34 199/kg). But the recovery in the June grade proved to be short-lived, as yields dipped back to 3.33g/ton (3.45g/ton). Grades were expected to continue sliding.

Already largely missing out on firmer gold prices because they sold output forward before the bull run, the mines suffered higher operational or financing costs, which kept three of them firmly in losses. The immediate outlook for Blyvooruitzicht, Durban Deep and ERPM is less encouraging still.

Durban Deep will close unless it bolsters its productivity and cuts costs, while ERPM's future hangs on refinancing its R523m debt.

At Durban Deep, yield and produc-

tion dipped sharply from the previous quarter, while working costs jumped. Bottom-line losses leapt more than two thirds to R4.7m.

Grades rose at East Rand Proprietary Mines (ERP) as work on the high yield Far East vertical shaft kicked in, pushing production up to 1 689kg. Operating profit moved R5.5m into the black (R4.1m loss), but this was swamped by a R16.6m interest payments on its R523m debt.

ERP began to meet expectations

with the grade from its Far East Vertical shaft, which brought the yield up to 5.33g/ton (5.17g/ton). This lifted production to 1 689kg, while a 7% fall in costs to R38 921/kg brought ERP into a R5.5m working profit — a R9.6m turnaround on the previous quarter.

Gold production at Blyvooruitzicht dropped 10% following the depletion in ore reserves, while working costs leapt more than 20% to R240.87 a ton, pushing bottom-line losses to R1.2m (R323 000 profit), despite a cut in ca-

per.

Blyvoor managed to limit the damage of falling tonnage only by targeting high yield areas. Randgold said that its grade, too, would deteriorate. With payable reserves at Blyvoor now fast running out, tonnage dropped 20% to 242 tons, though a higher grade minimised the fall in production to 1 624kg (1 792kg). A rise in working costs cut net profit from R5.5m to R2.5m.

Durban Deep's fate for the quarter was sealed when working costs leaped to R44 728/kg (R39 686/kg), leaving it with a R5m working loss (R2.8m loss).

Turner said the mine had until December to turn itself around

# Markets toss aside Moscow showdown

**WORLD** markets took the showdown in Moscow in their stride yesterday, with gold, currency, bond and share price charts registering Russia's earthquake as no more than a tremor.

**Gold closing**

(In \$ an ounce)

**NEW YORK**  
352,80/353,20

**LONDON**  
352,30/352,80

**Fixing am 355,50**  
**Fixing pm 351,75**

**ZURICH**  
351,00/354,00

— Reuter

Dealers said markets were reacting with increasing sophistication to events in the former Soviet Union, realising that their direct impact on the West was limited.

The dollar registered a slight fillip before losing its gains.

Following the same pattern, gold markets saw a brief buying flurry in Asia on news of the fighting in Moscow sending the metal up to \$358 an

ounce. The gold index ended nine points higher.

Also, the volatile financial market was seen hampering confidence levels.

Gold prices were ignored in slow trade as the market awaited a break into fresh territory for bullion before returning.

The Gold Index ended nine points

doesn't really count for anything one way or another," Arnold said.

On the JSE, early attempts to take shares higher proved futile as stocks ended lower across the board amid a weakening gold price and generally lacklustre buying interest, dealers said.

They said a hoped for increase in foreign buying failed to materialise and local buyers were not prepared to "go it alone" in taking prices higher.

Also, the volatile financial market was seen hampering confidence levels.

Gold prices were ignored in slow trade as the market awaited a break into fresh territory for bullion before returning.

The Gold Index ended nine points

<b>USA</b>	164416	1630
<b>England</b>	2448	2342
	122295	8945

**GOING DOWN** A currency broker on Germany's Dusseldorf's money market records the sliding dollar in late trade yesterday. But as Yeltsin's tanks moved in on rebels in the Moscow parliament, the rally quickly petered out. "The fact that the dollar's rise was so muted even at the height of the Russian drama suggests to us that the real concern of the market is the strength of the US economy," said Mark Hendricks, international economist at Swiss Bank Corp in London. The dollar was trading at DM1,6250 by early afternoon, well below its overnight peak at DM1,6550. It had finished in New York late on Friday at DM1,6310.

Picture AP

# Altron pays the price of expansion

**From ROBYN CHALMERS**

**JOHANNESBURG.** — Electronics firm Altron paid the price of expansion during a time of stiff competition in its sector as attributable earnings in the half-year to August 31 dipped more than 10% to R43.3m (R48.8m).

Earnings a share slipped to 206.5c from 256.9c. The group does not declare an interim dividend.

Executive chairman Bill Venter said lower earnings were also influenced by the sale of 50% of Altech's telecommunications interests to French-based Alcatel earlier this year.

The sale of Altech's business would have significant long-term benefits for Altron, as Alcatel was the world's largest manufacturer of telecommunications systems.

Turnover rose 17% to R1.6bn (R1.3bn), which Venter said was chiefly as a result of consolidating the recently acquired Genitech, formerly called Plocaph, into Altron.

Pressure on margins contributed to a 12% decline in operating income to R120.6m (R137.1m). Interest received was almost halved to R6.6m (R12.7m) because of lower interest rates, but this was offset by a reduced tax bill of R42.5m (R50.3m), to leave income after tax down 9% from R53.5m to R44.7m.

Altron's balance sheet at the interim stage showed cash resources of R172.8m and capital employed in excess of R1bn.

Looking at future prospects, Venter said the uncertain economic and political environment in SA made it difficult to give an accurate forecast for the remaining six months. But the organisation's strong cash position and alliances with international partners in high-technology meant the group was well placed to continue broadening its base of markets and products.

Initiatives with foreign organisations during the period under review included the joint acquisition of a 30% shareholding in Genitech by Amic and Korean-based Daewoo, which was one of the world's largest producers of consumer goods.

Altron's joint venture on trunking, an upgraded means of mobile communication and control, was launched and new business was secured from banks in networking imaging and ATMs.

## Solid growth for pension funds

ROBYN CHALMERS

THE Mine Officials' Pension Fund and Mine Employees' Pension Fund achieved respective five-year returns on total assets of 22,8% and 22,6% for the year ended June 30

Releasing the results in Johannesburg yesterday, MPF Management Services CE Barry Botes said one of the most successful undertakings by the funds during the period under review was the listing of City Lodge

"The yield on this investment for the funds has been 26% a year since its formation in July 1985" **BINA**

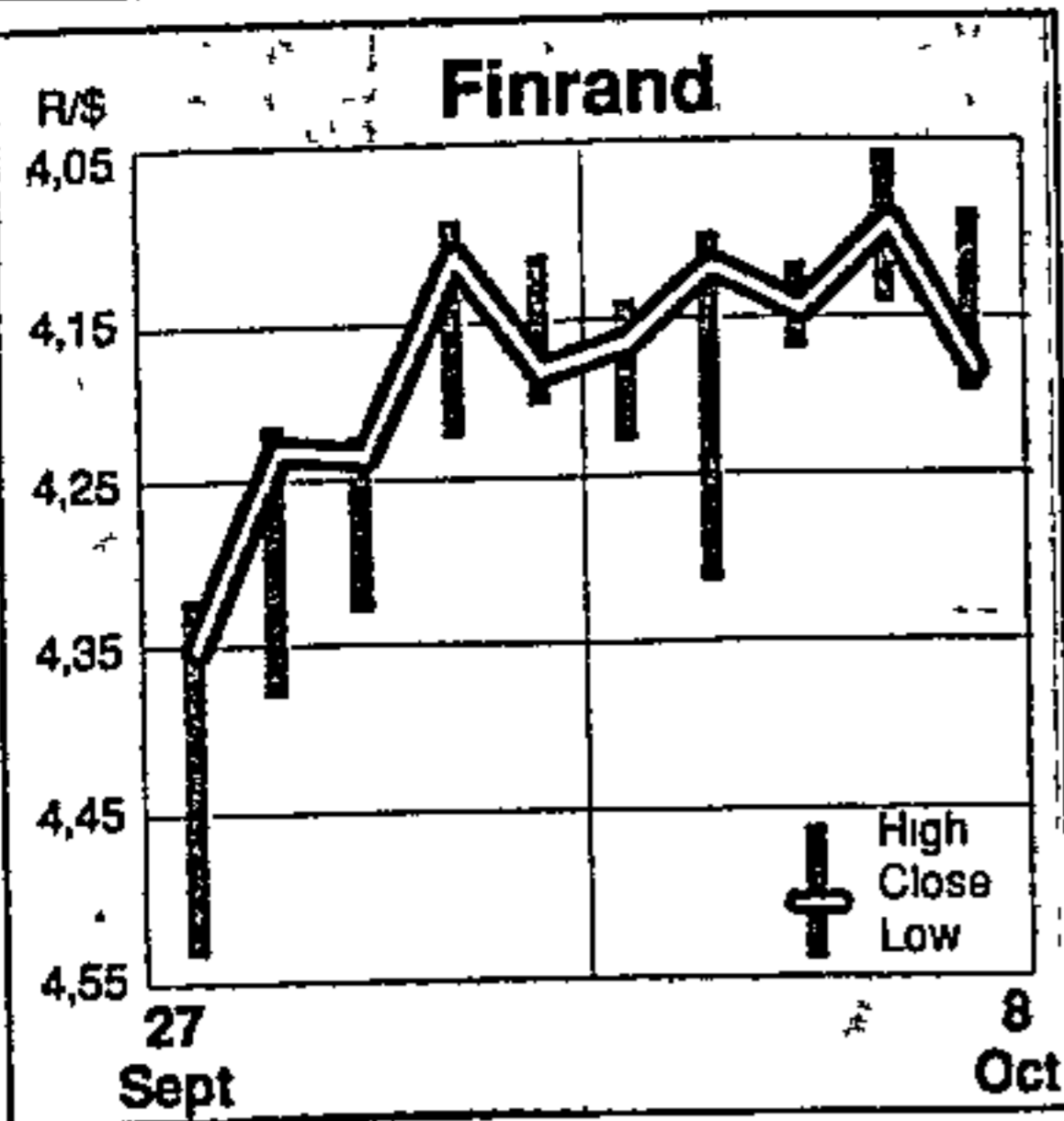
Total assets at market value of the two funds stood at R15,7bn, which represented a 10% increase over the previous financial year **6/10/93**

Top equity holdings by the officials' fund included Liberty Life, Richemont Securities, Absa, Anglo American and SA Breweries

Botes said the fund had acquired the Grosvenor Motors site in Rosebank and planned to redevelop the area into a retail and office complex next year. **(211)**

It had also acquired a 50% interest in La Lucia Mall in Umhlanga which was being extended with completion targeted for November. Botes said the fund planned to increase its exposure to the industrial property sector.

The employees' fund's top equity holdings included Liberty Life, Sasol, Absa, Anglo American and Richemont, while the fund's property portfolio had a market value of R628m



Graphic: KAREN MOOLMAN Source: I.NET

## Finrand eases off year's record high

KELVIN BROWN

B/DAY 11/10/93

THE financial rand ended the week slightly down from the year's record high on Thursday as a lack of foreign interest and profit-taking weakened the investment unit on Friday.

The finrand eased to as low as R4,2100 to the dollar but closed slightly up at R4,2050 after ending at R4,0950 on Thursday.

Dealers said a correction was expected after the finrand's good performance on Thursday. The movement appeared to be mostly locally driven as foreigners stayed away from the market on Friday. Players reported little reaction to the news of the SADF's attack on Thursday evening on what it said was a Transkei Apla base.

Dealers remained hopeful that the finrand would continue strengthening this week. They predicted that foreigners would return to buy local gilts after capital market rates moved back up to the 12% level by the end of last week.

Eskom's 168 closed virtually static at 12,900% on Friday from an overnight 12,910% while the government's R150 ended unchanged at 12,910%.

The lifting of remaining UN sanctions on Friday could also have a positive impact on the local investment unit this week.

The commercial rand closed marginally stronger at R3,4513 to the dollar following poor US unemployment figures after ending at R3,4585 on Thursday.

US September unemployment data showed job losses in the non-durable manufacturing sector — an unusual occurrence. The overall US unemployment rate remained unchanged at 6,7% last month.

# Massive job losses in construction

ROBYN CHALMERS

EMPLOYMENT in the construction sector has plummeted by almost 100 000 jobs since the recession began in 1988, and industry sources fear the worst is not over.

Figures supplied by the Central Statistical Services show that job numbers in construction sector have fallen from about 420 000 in 1988 to about 350 000 at the end of 1992, and unofficial figures put the falloff this year at around 27 000.

Notably, employment in the civil engineering industry is continuing to drop, having fallen from 1990 levels of 78 000 to around 55 000 in the first quarter of this year. More job cuts are expected.

Stellenbosch University's Bureau for Economic Research director Oekie Stuart said at the weekend jobs had been lost through heavy retrenchment programmes by companies operating in the industry, with professionals losing their jobs along with blue collar workers.

He listed two major reasons for the declining figures — stagnant activity in the non-residential building arena and limited demand in the residential segment.

In addition, other than the Columbus and Alusaf projects, there was little construction activity and few developments in the low cost housing market.

Building Industry Federation of SA (Bifsa) executive director Ian Robinson

said building activity levels had been dropping since 1991, with a further deterioration evident since the start of 1993.

Bifsa figures, taken from the SA Reserve Bank, show that total public construction as a percentage of GDP has dropped from about 4,2% in 1988 to about 3,5% in 1992 against a high of almost 10% in 1976.

Economists feared that activity in the non-residential segment would not pick up again until 1995, although building levels in the residential arena could increase by the middle of next year.

They expected the economy to grow slowly over the next 18 months, but warned there was a lot of spare capacity in the market to be picked up before development started in earnest.

The ANC has said it regarded low cost housing as a priority, and wanted to wipe out the backlog within 10 years.

However, Stuart pointed out that a new government would be elected in April at the earliest, with the first Budget possibly published by July. "However, this Budget will consist of substantial input from the current government, which means that should the ANC get into power, it will not be able to move forward with its initiatives much before 1995," he said.

## De Beers retrenches research staff

ANDY DUFFY

DE BEERS has retrenched nearly a quarter of its diamond research staff in Johannesburg because of falling demand for its industrial diamonds.

The company's industrial diamond division said at the weekend that more than 100 of its 432 laboratory staff in south Johannesburg would be retrenched in wide-ranging cost cuts.

The cuts, which will be made across the board, come less than a month after De Beers axed 106 staff at its diamond manufacturing plant in Shannon, Ireland.

A spokesman said the losses followed the collapse in demand from industrialised nations for industrial diamonds. He said the value of the market had fallen from \$600m in 1991 to \$480m-\$500m this year.

The situation had been compounded by

growth of new competition from the Far East and Europe. Though De Beers had managed to maintain its 40-45% share of the market, prices and margins had come under severe pressure.

The industrial division had also trimmed staff at its head office and in the UK, leaving its total workforce at about 2 300.

The spokesman said the division had started an attrition exercise late last year, but it had proved too slow. He said that it would try to make cuts through early retirement or voluntary retrenchment. No further retrenchments were expected.

A spokesman for the rest of the group, which last year cut 4 000 posts in southern Africa said there had been no further cuts.

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# Lay-offs in Star 28/10/93 scrap-metal industry (21)

■ BY MICHAEL SPARKS

Workers in the scrap-metal industry have started losing their jobs as the supply of scrap metal from gold mines has dried up after much of it was found to be radioactive.

According to Metal Merchants' Association chairman David Kassel, if the supply of 10 000 tons of scrap each month from the mines does not come back on stream before the end of the year, as many as 1 000 people could lose their jobs.

Council for Nuclear Safety (CNS) spokesman Phil Metcalf said it was "conceivable" that scrap metal could be supplied to scrapyards again before the end of the year. But the CNS had already identified 78 potentially contaminated sites, up from the 14 two weeks ago.

Of these, the council had looked at 40 and found contamination at 28. More could be found.

Carel de Jager, who is part owner of the family-run CJN Scrap in Welkom, said he had been forced to lay off 30 of his 100 workers.

A month ago the mining industry agreed to a stop all scrap metal from leaving their prem-

**WORKERS** are losing their jobs because of a moratorium on the sale of scrap metal after radioactivity was found in supplies

ises. But this has presented a huge problem to people like De Jager who are reliant on the mines for much of their business.

"More than 12 percent of the scrap metal on the Reef comes from the mining industry," Kassel said.

The metal is often sold by scrap merchants to foundries who melt it down, mould it and often sell back manufactured goods to the mines. The long-term effect could be an increasing cycle of unemployment.

For the CNS the problem is getting bigger because it has a severe shortage of skilled personnel.

Metcalf said the CNS needed more than 30 trained radiation technicians to deal with the problem. It currently had 12, with a further eight on loan from the Atomic Energy Corporation, but only for this week.

MINING - LABOUR

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# Gold mines 'set to employ more'

ALIDE DASNOIS (211)  
Business Staff

THE wave of retrenchments in gold mines may be over and more workers may soon be hired, says a Chamber of Mines expert.

Writing in the chamber newsletter, economist William Houtmann says major projects worth R2,7 billion announced in the last three months should lead to new jobs.

From a high of 534 255 in 1986, average employment in the gold mines dropped by 26 percent to 392 539 in 1992 — the lowest since 1975.

The closure of the Marievale and Bracken mines in the September quarter contributed to further job losses but this trend may soon be reversed, Mr Houtmann says.

"Promising signs" have been emerging since the gold price started to climb last April.

■ Marginal mines have returned to profitability, reducing the number of jobs directly at risk to just over 1 percent in the September quarter, compared to nearly 15 percent a

year ago.

■ Profitable mines are re-scheduling rationalisations.

■ Better revenues are encouraging some mines to take another look at plans previously consigned to the bottom drawer.

■ Overheads have been cut as far as possible, so associated job losses could now tail off.

Mr Houtmann says some mines have had to cut the labour force below optimal efficiency levels.

"An employment shortage could emerge as such producers modify their planning in the light of better gold prices."

High-cost mines, for instance, which account for 16 percent of employment, cut costs by 35 percent between 1988 and 1992 but sacrificed 23 percent of output, suggesting that costs have been cut beyond optimal levels.

However, Mr Houtmann warns that a slump in the gold price of \$20 an ounce or an unchecked rise in working costs could again marginalise a number of mines, creating a new threat to employment.

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## ABI plans to counter boycott threat

ERICA JANKOWITZ

AMALGAMATED Beverage Industries (ABI), whose striking workers threatened a consumer boycott of its products, which include Coca-Cola, said yesterday it was planning an information drive to counter the tactics of the Food and Allied Workers' Union (Fawu). *Biday 7/11/94*

The company would prepare pamphlets for distribution in townships.

On Wednesday, Fawu and the Greater Soweto Chamber of Commerce agreed to suspend the proposed boycott for a week to give the parties time to resolve the dispute. The wage strike by about 2 500

union members entered its sixth day today, with the union holding out for a 15% across-the-board increase in contrast to the company's final offer of 10%.

Meanwhile, ABI applied for and was granted urgent Supreme Court interdicts at its West Rand and Benrose plants to prevent further intimidation and disruption of operations. *(18/11/92)*

The spokesman said interdicts were now in force at seven sites, but not in Natal, where about half the workforce returned to work yesterday.

## Union plans more legal action against Rainbow

ERICA JANKOWITZ

THE Food and Allied Workers' Union (Fawu) intended to proceed with further legal action to oppose Rainbow Farms' decision to close two processing plants with the loss of 800 jobs, even though it had lost its Industrial Court application, its legal adviser said yesterday.

Cheadle Thompson and Haysom labour lawyer Stephen Hardie said although the Malmesbury and Ezhakeni plants would close on Sunday, according to union information, this did not necessarily mean future Industrial Court action would "not declare the resultant 800 dismissals to be an unfair labour practice" *7/11/94*

The action would be argued on the basis of the company's refusal to make management accounts available to Fawu "and that it consequently failed to consult meaningfully with the union concerning possible alternatives and ways of minimising the impact of the proposed retrenchment. Should this be the case, the Industrial Court may very well order the reinstatement of the dismissed employees" *(18/11/92)*

Hardie disagreed with Rainbow attorney Willie Coetzee's interpretation of the possible reasons for Fawu's urgent interdict being refused on Tuesday, namely that the union had misread a recent court decision concerning information disclosure.

However, he said neither side could speculate accurately until the reasons were handed down.

He cited the Labour Appeal Court Cape provincial division case between Atlantis Diesel Engines and the National Union of Metalworkers of SA, which was "clear and unequivocal in its dictum in relation to disclosure of information by a company during a consultation process concerning possible retrenchment"

In this judgment, the court had held that sufficient information to make consultation meaningful should be made available, as should "information that will assist the employees or trade union in making contributions about ways of avoiding retrenchments".

He said Rainbow had not met the Labour Appeal Court's requirement that companies had to prove that requested information was not relevant to the union attempting to make such suggestions.

## Mediation proposed

*Biday 7/11/94*  
ERICA JANKOWITZ

IMPALA, Platinum mine management yesterday proposed mediation to resolve a dispute with the NUM over the dismissal of two shaft stewards and retrenchments at the mine's Wildebeestfontein shaft near Rustenburg

Union spokesman Roy Sewnarain said yesterday the union had requested a mass meeting of its members to put the proposal to them before replying to management. *(2/11)*

He hoped this meeting would be held prior to the scheduled discussions — due to be held this morning.

However, he held out little hope of membership agreeing to mediation as it had never proved successful at Impala in the past.

A company spokesman said production had not been affected by the disruptions at the mine, and the situation at both the hostels and work areas was quiet

Management said the working of additional shifts was also being discussed at the meetings

Sewnarain said the parties would meet on Tuesday on the retrenchment issue

Workers had demanded that downscaling be halted until after the meetings.

## Patients moved as strike looms

INGRID SALGADO

PATIENTS at Tshepong Hospital near Klerksdorp were discharged and transferred to other provincial hospitals yesterday in anticipation of a hospital workers' strike due to begin today, the Transvaal Provincial Administration said yesterday. *Biday 7/11/94*

Workers were protesting against the R500 bonuses given to all Baragwanath Hospital workers for special contributions in adverse and violent conditions

Tshepong staff demanded they be given the "departmental specific award" too

Yesterday about 200 Tshepong patients were discharged and another 200 trans-

ferred to other hospitals.

The TPA said the hospital's casualty section would remain open for emergencies. *(18/11/92)*

Negotiations between the Tshepong community and the hospital had been scheduled, but it was unclear when the hospital would begin operating again.

The dispute follows this week's strike by Sebokeng Hospital workers and threats by all provincial hospital workers to strike if they were not given the award

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# Impala staff reject mediation

ERICA JANKOWITZ

IMPALA Platinum Mine workers voted overwhelmingly against management's proposal to refer to mediation the dispute over the dismissal of two shaft stewards and continuing retrenchments at Wildebeestfontein shaft, NUM spokesman Roy Sewnarain said yesterday.

The union's central council will hold an urgent meeting this morning to review its options before the scheduled meeting with management later today, at which the workers' mandate will be given.

Further meetings on the company's disciplinary code and revising the retrenchment agreement were planned for this week, he said.

The dismissals sparked a violent protest by about 300 workers last Tuesday in which two vehicles were

set alight. Mine security used rubber bullets and teargas to disperse the marchers. **BIDAY 10/11/94**

Impala said the situation on the mine was peaceful and normal production was expected at the weekend. But Sewnarain said the situation was tense and workers were determined to resolve their grievances. **(211)**

"The next few days will be a real test of how effective the union is and of the strength of the central council," he said.

Last week Sewnarain warned of potential industrial action by all 29 000 workers on the mine, but at the weekend he indicated the NUM would do everything it could to avert the outbreak of industrial action.

## Mine wage talks 'at critical point'

BIDEN 12/1/94  
ERICA JANKOWITZ

THE NUM yesterday warned that wage negotiations with JCI's Rustenburg Base Metals Refiners had reached a critical stage and the union was considering declaring a dispute.

NUM press officer Jerry Majatladi said the union had demanded a 20% across-the-board increase to which the company had responded with a "mere 6% increase on average".

Other issues on the table were job grading, service increments, travelling and housing allowances and three additional paid public holidays. Negotiations on health and safety had been agreed in principle. (21)

A major gripe was the "victimisation of workers through coercion to resign and be transferred to other JCI companies with consequent automatic loss of all their accumulated benefits and remuneration". Majatladi said white workers did not suffer the same consequences of transfers and termed this practice as racist.

JCI spokesman Leon Kruger said all levels of workers retained their conditions of employment when transferred according to an agreement between management and the NUM. He confirmed that the parties would meet again today and said progress had been made during the course of negotiations.

## White miners' union 'booms'

JOHANNESBURG —  
The white Mineworkers' Union (MWU) is booming and will grow even more in reaction to "black favouritism" and the growing hardships of white workers, MWU president Mr Cor de Jager said yesterday.

(21) OCT 26 1974  
Framed by a banner exhorting "White Workers Wake Up", Mr De Jager assured Afrikaner Volksfront leader General Constand Viljoen of the MWU's support — Sapa



Retrenched mine workers receive training in the business of candle making

PHOTOGRAPH RUTH MOTAU

# From miners to masons: Trucking in new skills

WIM 21-27/1/94

211

Retrenched miners no longer sit outside their homes — they can now earn a living running their own businesses. **Ferial Haffajee** reports on the mobile job creation unit launched by NUM and De Beers

**A**NDREW MAHLASE, retrenched from a diamond mine last year, no longer calls himself a mineworker. "I would say I'm a small businessman," he says.

A graduate of the National Union of Mineworkers' development unit, Mahlase owes his newfound occupation as baker, candlemaker and stone mason to the skills of those who run the union's "job-creation truck".

It is a job creation programme like no other in South Africa. Run from a 20-ton trailer festooned with the emblems and bright red and yellow colours of the NUM, the unit offers a choice of 40 different trades to retrenched mineworkers to enable them to start small businesses back at their homes.

Mahlase now dreams of starting a business selling gravestones in his home town in kwaNdebele, but has also been taught how to make and market juice, produce candles and make bread. "The most interesting one was gravestone production," he says, adding "people in kwaNdebele buy gravestones in towns and they're very expensive".

His training has introduced Mahlase to aspects of business which are quite new to him. "The

price is controlled by what I must pay those who help me, the cost price of everything and my profit."

Last week the truck made its maiden journey to De Beers Premier diamond mine near Cullinan, outside Pretoria. By word of mouth, news of the truck's arrival had reached retrenched miners, who had been sitting at home for months. They flocked to the mine.

For eight days four former miners, who have become trainers, trained scores of retrenchees under the trees near to the truck's parking space. One of the trainers, Alpheus Ramakhoasa, said: "We teach people that it's possible to make everything." In the week's training — paid for by the mining house — trainees can choose any number of options, as each of the 40 trades on offer takes just an afternoon to learn. The first part of the day is taken up with learning the nuts and bolts of basic business: profits, costs, and how to cut your losses.

Trainer Douglas Mboweni explains rudimentary capitalism: "Take a battery charger. It charges 18 batteries a day at R7 a battery. And the cost of the charger is so much. So, over one year your profit is ..."

The tools of the trades are kept in the huge truck. Stowed randomly in it are the foundations of new lives. Juice cartons jostle chicken incubators, the latter being the first step to becoming a rural Farmer Brown. Bags of chicken feed and flour lie stacked to the roof of the truck. Moulds for everything from gravestones, bricks, roof tiles and window frames lie on the floor, designed for basic house construction.

Outside the truck, two other

trainers teach an attentive group how to make candles and print T-shirts. One group painstakingly heats wax in an urn and empties it into moulds.

How will the trainees persuade people to buy their candles, in preference to the standard items sold at the general dealers? "Our candles burn longer and brighter. The wax is imported from China and for the same price we sell candles in red, navy, yellow and green," says Ramakhoasa, displaying his newfound entrepreneurial and marketing skills.

With peace being the most marketable commodity around, trainees learn how to make T-shirts which simply say: "Peace in our land". But not only political T-shirts sell. "We can print for societies, football clubs, schools and fun-runs," they say.

**T**he mobile job creation unit has been financed by a joint NUM/De Beers retrenchment fund, and focuses on technology which is appropriate for rural and peri-urban settings, while trainees are encouraged to learn trades which will boost their local economies.

After choosing their trade, graduates can buy their equipment from the union, which rails it to them once money is deposited in the NUM account. If they can't pay, they can go to one of four production centres where they can hire equipment, produce the goods and pay only for raw materials.

The allure of small business has already got to the retrenchees. Asked whether he would go back to his job at the mine if recalled tomorrow, Mboweni replied "Not a chance!"

# Mine union vows to remain white

Own Correspondent

JOHANNESBURG — The Mineworkers Union (MWU) said yesterday it would use "any means necessary" to remain a whites-only organisation

Its general secretary Mr Peet Ungerer said the MWU would be a force to be reckoned with in future should any political party or organisation try to stop it from remaining a whites-only union

"We received word from members in all regions to remain a white union and we will remain adamant that no other races will be allowed to join. We'll use any means necessary to defend our right to remain a whites-only union," he said.

However, Cosatu described the threat as "wishful thinking" in the new South Africa

"More white workers are joining our unions than the MWU would like to admit," Cosatu spokesman Mr Bheki Nkosi said. "There's no way there can be a revival of white trade unionism when trends in the country dictate otherwise."

Mr Ungerer said workers were prepared to take "the necessary action on the race issue"

"If anything is forced on us, it will upset the white worker and his reaction will be a force to be reckoned with. White trade unionism is at the threshold of a huge revival."

## Union vows to stay whites-only

JACQUIE GOLDING

THE Mineworkers' Union (MWU) warned yesterday it would use "any means necessary" to remain a whites-only organisation. **BIDON**

MWU general secretary Peet Ungerer said the union would be a force to be reckoned with should any political party or organisation try to stop it from remaining whites-only. **28/1/94**

"We received word from members in all regions to remain a white union and we will remain adamant that no other races will be allowed to join. We'll use any means necessary to defend our right to remain a whites-only union," he said. **(211)**

Cosatu described the threat as "wishful thinking" in the new SA.

"At our unions we have more white workers than the MWU would like to admit," Cosatu spokesman Bheki Nkosi said. "There's no way there can be a revival of white trade unionism when trends in the country dictate otherwise."

A resolution passed at the MWU's annual congress in Midrand earlier this week said it expected an increase in membership in reaction to the "ANC's affirmative action."

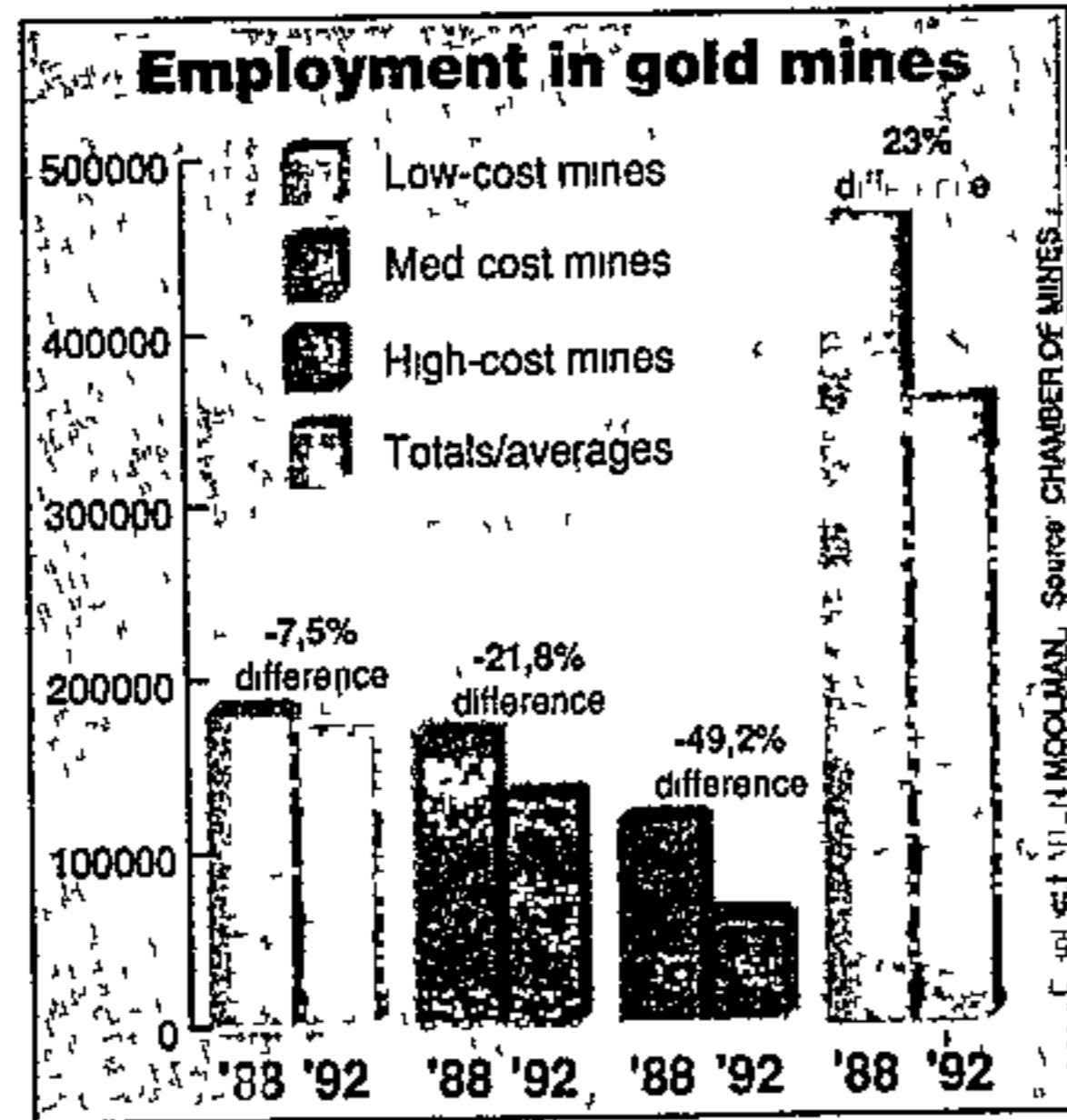
Recommitting the union to the protection of the white worker, Ungerer said workers were prepared to take "the necessary action as far as the race issue is concerned."

"If anything is forced on us, it will upset the white worker and his reaction will be a force to be reckoned with. White trade unionism is at the threshold of a huge revival and nothing and no one can stop this."

# Gold mines may create jobs

BIDAY 3/1/94

MATTHEW CURTIN



IN A turnaround whose chances would have been ridiculed two years ago, gold mines may be about to re-emerge as job creators after years of retrenchments in which the sector has shed a quarter of its workforce since 1988 (211)

Gold mines currently employ 350 000 workers, compared with 460 000 in 1988

But Chamber of Mines economist William Houtman says higher gold prices and new capital projects will lead to mines employing more workers.

"Of particular importance to immediate job prospects are major projects to the value of R2,7bn announced by the industry

□ To Page 2

## Gold mines

BIDAY

3/1/94

in the last quarter, which should lead to the creation of new mine employment opportunities," Houtman said in the chamber's latest newsletter (211)

He said the "fragile" but favourable outlook for new recruitment would have to go hand in hand with continued focus on cost containment and productivity if further job losses were to be avoided

Rising bullion prices and the jump in the rand gold price to more than R40 000 a kilogram had dramatically reduced the number of high-cost mines at risk of closure or restructuring

In the September quarter last year only 1,3% of gold output was at risk, compared with 15% in the same period of 1992

More profitable mines had been able to reschedule restructuring programmes and avoid retrenchments as the gold market improved

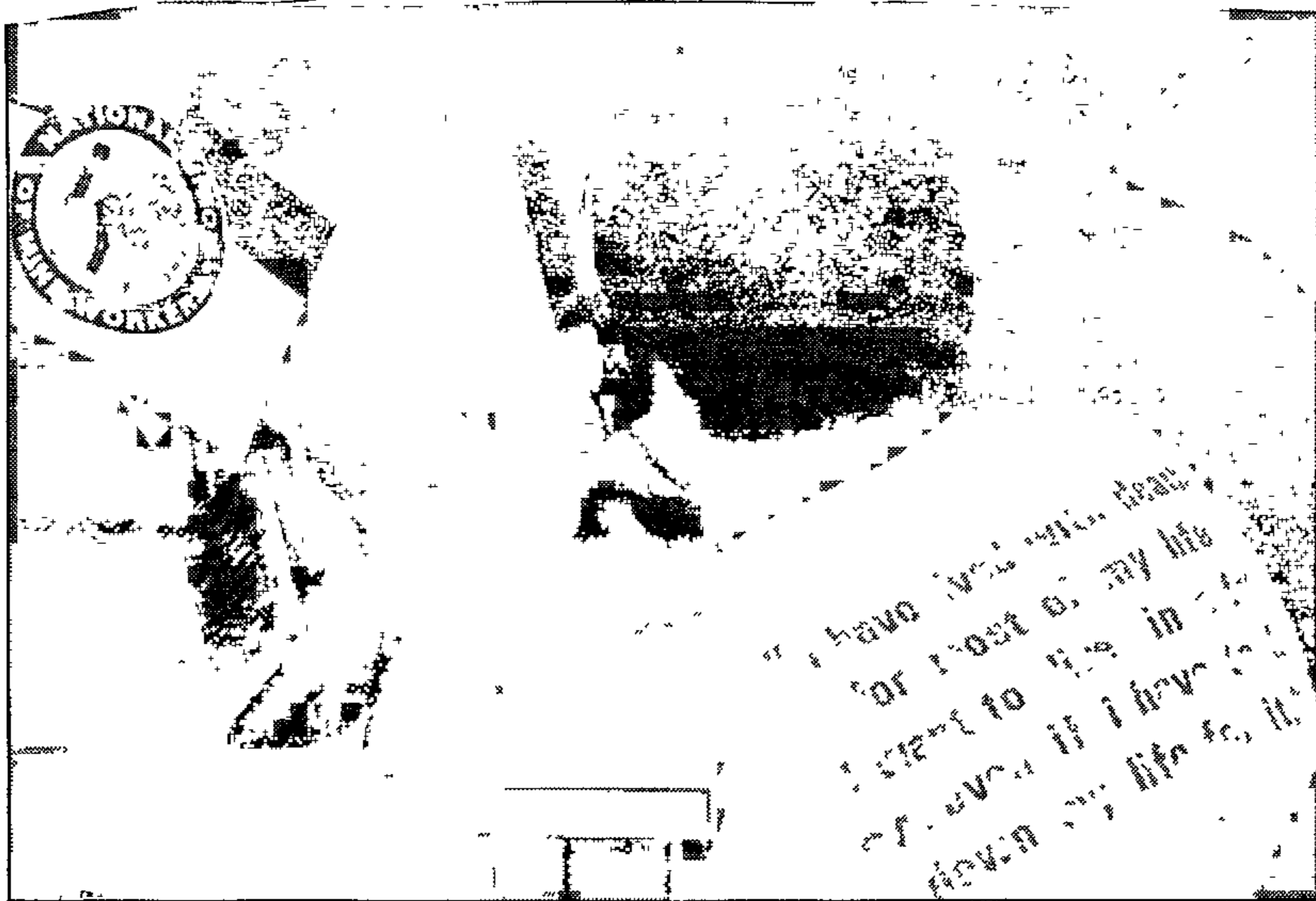
"The easing of pay limits in line with better revenues has enhanced the economic potential of certain mines by making feasible — and placing on the drawing board — plans previously consigned to the bottom drawer," Houtman said

"Chamber studies suggest that most member gold mines have cut overheads as far as they can — suggesting that, with careful cost management, job losses from the December quarter could now tail off"

Some mines had been compelled to cut their workforces beyond "optimal efficiency", creating a labour shortage.

Houtman warned that a \$20 drop in gold prices would put a significant chunk of gold output back on the danger list, especially if it coincided with "an unchecked rise in working costs"

He said it would take time for higher revenue to translate into higher capital spending



Introspective ... The NUM congress focused on internal reorganisation

PHOTOGRAPH RUTH MOTAU

# NUM challenges mine ownership

(21)

Ferial Haffajee

THIS week's National Union of Mineworkers congress asked the ANC to "make a firm commitment to transfer the mining industry to common ownership".

The congress also welcomed the ANC's retention of nationalisation as a policy option and asked a government

of national unity to plan policy on a "commonly owned mining industry"

At the congress, Nelson Mandela said an ANC government would transfer the ownership of mineral rights to the state and that mining houses would have to lease these from the state in line with practices overseas

But this was one of few political resolutions in the most introspective

NUM congress ever. Most resolutions dealt with reorganising the union and with finetuning its structures.

The NUM has grown into a monolith of almost 280 000 members — a figure its general secretary, Kgalema Motlanthe, plans to blast to 400 000 members by 1997 — which employs more than 150 people. It is also the only Cosatu affiliate to come close to financial self-sufficiency.

Other political resolutions threw up few surprises: they called for the strengthening of the Tripartite Alliance and also promised "material and financial support" to ensure an ANC election victory. Officials will be seconded to the election trail, while employers will be asked to release shaft-stewards for the same task.

But it is to the elections and a future government that the NUM has lost able leaders, including Cyril Ramaphosa and Marcel Golding. Many resolutions considered ways of bolstering the union and of building leadership to ensure that it does not become a paper tiger under a new government.

Some of the emphasis for building leadership in the union is to give it greater negotiating power. Little has come of dialogue between the captains of industry and the union on restructuring mining and there is every chance that the NUM will push a new government for legislation to regulate the mining industry.



# HIV sacked' 211

**Own Correspondent**

**JOHANNESBURG** — Sixteen miners were dismissed by two mining houses after testing HIV-positive, the National Mineworkers' Union alleged yesterday

However, one of the mining houses named by the NUM has disputed the allegations

Ten miners from Genmin's Beatrix mine and six from JCI's Randfontein Estates were allegedly dismissed at the end of last year in alleged breach of an "Aids agreement" between the Chamber of Mines and the NUM

Genmin yesterday denied the union's claims, while JCI said they would investigate the issue.

The NUM has written to both mining houses demanding the reinstatement of the dismissed workers.

The AIDS agreement states that "HIV-positive employees will be protected against discrimination, victimisation or harassment"

It adds that no employee should be fired or denied appro-

## 16 unfairly tested, says union

priate alternative employment "merely on the basis of HIV infection"

NUM health and safety co-ordinator Mr Sazi Jonas said the union was against Aids testing of its members as the disease "does not hinder or affect work performance"

"We are committed to protect our members' rights in terms of fair employment practices," he said. "The dismissals are unacceptable."

At Beatrix, the 10 employees in question left in the middle of last year after "faction fighting" on the mine, but returned at year-end to seek reinstatement

The NUM said agreement had been reached that workers would be reinstated after their track records as employees were checked. Instead, the NUM charged, workers underwent "forcible" medical examinations and were refused employment after testing HIV-positive

But Genmin spokesman Mr Andrew Davidson said medical examinations were compulsory for prospective employees and the decision on whether to employ them was left to managements at individual mines

### Investigating

He denied Genmin discriminated against HIV-positive workers and said "no miners were dismissed because of Aids tests being positive"

Num also said that at JCI's Randfontein Estates six employees were tested for Aids without being consulted and were later dismissed

JCI spokesman Mr Andre Geldenhuys said JCI was investigating the claims

# 'Miners with HIV sacked'

05/2/94

211

Own Correspondent

JOHANNESBURG — Sixteen miners were dismissed by two mining houses after testing HIV-positive, the National Mineworkers' Union alleged yesterday

However, one of the mining houses named by the NUM has disputed the allegations

Ten miners from Genmin's Beatrix mine and six from JCI's Randfontein Estates were allegedly dismissed at the end of last year in alleged breach of an "Aids agreement" between the Chamber of Mines and the NUM

Genmin yesterday denied the union's claims, while JCI said they would investigate the issue

The NUM has written to both mining houses demanding the reinstatement of the dismissed workers

The AIDS agreement states that "HIV-positive employees will be protected against discrimination, victimisation or harassment"

It adds that no employee should be fired or denied appro-

## 16 unfairly tested, says union

priate alternative employment "merely on the basis of HIV infection"

NUM health and safety co-ordinator Mr Sazi Jonas said the union was against Aids testing of its members as the disease "does not hinder or affect work performance"

"We are committed to protect our members' rights in terms of fair employment practices," he said "The dismissals are unacceptable"

At Beatrix, the 10 employees in question left in the middle of last year after "faction fighting" on the mine, but returned at year-end to seek reinstatement

The NUM said agreement had been reached that workers would be reinstated after their track records as employees were checked. Instead, the NUM charged, workers underwent "forcible" medical examinations and were refused employment after testing HIV-positive

But Genmin spokesman Mr Andrew Davidson said medical examinations were compulsory for prospective employees and the decision on whether to employ them was left to managements at individual mines

### Investigating

He denied Genmin discriminated against HIV-positive workers and said "no miners were dismissed because of Aids tests being positive"

Num also said that at JCI's Randfontein Estates six employees were tested for Aids without being consulted and were later dismissed

JCI spokesman Mr Andre Geldenhuys said JCI was investigating the claims

C

## Mines dispute

### 'HIV dismissals'

BIDAY 2/2/94  
JACQUIE GOLDING

TWO mining houses have disputed NUM allegations that they dismissed 16 miners who tested positive for the HIV virus.

The NUM said 10 miners from Genmin's Beatrix mine and six from JCI's Randfontein Estates were dismissed last year despite a special "AIDS agreement" between the Chamber of Mines and the union.

Genmin said yesterday the allegations were untrue, while JCI said it was investigating the matter.

The NUM has demanded the reinstatement of the dismissed workers. Both managements are expected to respond today.

The AIDS agreement between the NUM and the chamber states that "HIV positive employees will be protected against discrimination, victimisation or harassment". It also states that "no employee should suffer adverse consequences, whether dismissal or denial of appropriate alternative employment opportunities, merely on the basis of HIV infection". (211)

NUM health and safety co-ordinator Sazi Jonas said the union was against testing members for AIDS as the disease "does not hinder or affect work performance".

"We are committed to protecting our members' rights in terms of fair employment practices. With AIDS, there is no vaccine and the disease's spread can be limited only by informed and responsible behaviour by employees and employers."

The NUM said the 10 workers from Beatrix left the mine last year after faction

□ To Page 2

## HIV dismissals

BIDAY 2/2/94 □ From Page 1

fighting, but returned at the year-end. The mine agreed to reinstate them once their records were checked. Instead it forced the workers to undergo medical examinations and refused to employ them after they tested positive for HIV. (211) (212)

But Genmin spokesman Andrew Davidson said medical examinations were compulsory for all prospective employees. Employment was at the discretion of mine managements. He denied that Genmin discriminated against HIV positive workers and said "no miners were dismissed be-

cause of AIDS tests".

The union said the Randfontein six were tested for AIDS without being consulted and without the union's knowledge. They were later dismissed.

In terms of the AIDS agreement, the union has to be informed before examinations are conducted and independent doctors should be used.

JCI spokesman Andre Geldenhuys said the union had named one worker. If a mistake had been made the company would rectify it.



## NUM continues Foskor wage strike

ERICA JANKOWITZ

TALKS between the NUM and Foskor management broke down last week with the 900 workers, on strike since January 26 after a six-day lockout, determined to continue industrial action until their 9,5% wage demand is met. *B. Day*

Speaking at the NUM congress in Pretoria yesterday, Foskor senior shaft steward Peter Mathya said the 17 NUM members arrested last week, including branch chairman Noel Malope, were due to appear in court on charges of intimidation on February 25.

He alleged another 57 names of "instigators" had been handed to police by management, who were determined to break the strength of the NUM.

Mathya also alleged that "scab" labour and the few workers who had not joined the strike were being paid bonuses for every shift worked, as well as a premium on normal wages. These workers were

being housed at the plant for fear of intimidation by strikers.

NUM members were evicted from the company's hostel last week and had been prevented by police patrols from re-entering their quarters. *812194*

As a result they had to squat in the local township, he said. *(211) (212)*

Malope said negotiations broke down with the union demanding 9,5% and Foskor offering 6%. The NUM agreed to accept 6% from July 1 with an additional 3% from January 1. Management offered an implementation date of October 1 and a 2% ex gratia payment in January.

Sapa reports that a consumer boycott has begun at Phalaborwa in support of the Foskor strikers. A spokesman for the organisers said the stayaway would continue until the dispute had been resolved.

## White mine union threatens strike

JACQUIE GOLDING

A ONE-day strike led by the NUM at a privately owned colliery this week ended with the temporary suspension of a mining supervisor and a warning from the right-wing aligned Mine Workers' Union that it could strike over the suspension. *BIDM 9/2/94*

A total of 418 workers at Tselentis Colliery in Vryheid went on strike after their complaints that a supervisor was racist and harassing them went unheard by management.

The dispute ended in a disciplinary hearing and the supervisor was suspended with immediate effect. The workers returned to work yesterday.

But white workers and artisans threatened to go on strike should the supervisor not be reinstated. *(21)*

A full disciplinary hearing will take place on Monday to discuss the future of the supervisor. *(21)*

# Mandela pledges to protect workers

BIDay 10/2/94

ERICA JANKOWITZ

ANC president Nelson Mandela said worker rights would be protected under an ANC-led government, but told NUM congress delegates long-term foreign migrants without SA identity documents would not be eligible to vote in the election.

Speaking at the NUM's national congress in Pretoria yesterday, in a meeting modelled on the ANC's "people's forum", Mandela was adamant laws would not be changed to allow the migrants to vote.

He said migrants from neighbouring states who did not qualify for permanent residence status or citizenship, including NUM president James Motlatsi who is from Lesotho, could not cast their ballots.

"You may not like it, but you have to accept it because they must comply with the existing laws of the country," said Mandela, who is the union's honorary life president.

On Monday, the NUM congress adopted a resolution to approach the TEC on the issue of foreign workers' eligibility to vote in the election. The resolution was motivated by Motlatsi and carried unanimously.

However, Mandela allayed fears that identity documents granted by national states, including Bophuthatswana, would not be accepted as proof of eligibility in the April poll. He said the ANC urged residents of these states to apply for documents and prepare to vote.

On the issue of worker rights, Mandela said the ANC would protect the right to organise and form trade unions as well as the right to strike.

"Workers have fought long and

hard for the right to organise and it will be one of our first duties to declare it

"The ANC will be put in power by workers and it will be our task to address your problems as your new government. The right to strike is a fundamental right for each and every worker throughout the democratic world," he said to tumultuous applause. (21) (47)

Mandela reiterated the ANC's position on mineral rights, saying these would revert to state ownership with mining companies leasing the right to exploit reserves by paying a consideration to the state.

He said existing laws were changed once government had realised that majority rule was a very real possibility.

"This was a conspiracy between the NP and the mining houses which we are expected to accept, but this is not going to happen. SA's mineral wealth will be owned by the state and the people."

He said the ANC wanted to establish the principle that the mining sector would be open to small business, although he realised capital expenditure constraints would prevent this from happening immediately.

In introducing Mandela, Motlatsi pledged financial support for the ANC's election campaign, although this was still illegal in terms of existing labour legislation.

However, amended legislation allowing trade unions to contribute funds to political parties is expected to be passed before the election.

Report by E Jankowitz, TML, 11 Diagonal St, Jhb

# NUM seeks changes to bargaining forum

THE NUM yesterday adopted a resolution to formalise worker participation at board level and to restructure the Chamber of Mines central bargaining forum into an industrial council. *B/Day*

The proposal was tabled at the union's congress by the PWV region which said changes were required to steer industrial relations through the transitional period and give bargaining forums "more teeth". *10/2/94*

Transforming the chamber into a full-blown industrial council would mean wage agreements setting down minimum standards for the industry would be gazetted by government and might be extended to cover non-

ERICA JANKOWITZ

parties to the council. However, there has been a trend away from extending agreements and the NUM would have to lobby to have this changed.

It would also mean companies caught underpaying workers would be subject to criminal sanction.

If the forum was extended to cover other categories of mines such as platinum, asbestos and copper, the resolution might have greater impact, but this was not clarified.

The region called for "a process of developing workers and union officials to participate at board level to be started, as the challenge of serious

involvement in decision-making is becoming a reality".

Another resolution called for a national union strategy covering skills standards, training and general education. *(211)*

The union noted that employers had introduced new work methods based on multiskilling and work teams to improve productivity.

□ Gwede Montashe was elected assistant general secretary and Senzeni Zokwana vice-president. NUM president James Motlatsi, general secretary Kgalema Motlanthe and treasurer Paul Nkuna retained their positions.



*Union seeks wealth tax for reconstruction*

# NUM urges socialist running of mines

Star 17/2/94

The National Union of Mineworkers has given notice to a future government that it ultimately wants South Africa's mining industry to be run on socialist principles

And it wants a new government to levy a wealth tax on individuals to help finance reconstruction after the April election.

Releasing its proposals yesterday after its eighth national conference, held in Pretoria last week, the union said it would press a future government to "provide a framework for the full participation of the union in the running of the mining industry during the interim period

"The (ANC) alliance must come up with a clear development programme for industries in general, and the mining industry in particular, in order to make progress towards socialism," the NUM resolved

The NUM's programme also highlights affirmative action to be enforced by law and a reconstruction fund for development. It wants an upgraded national education and training system, a housing plan funded by the Government and employers, and a fund for victims of violence

On a wealth tax, the NUM said contributions should go into a reconstruction fund

The NUM — which is the big-

gest affiliate member of the ANC-aligned Congress of South African Trade Unions — said a new government would empower the reconstruction fund to borrow money by means of a reconstruction bond (211)

"All financial institutions shall be obliged by law to make a specified investment in the bond of at least 10 percent of their total assets

"All companies with more than R100 million in assets shall be encouraged to invest in housing, infrastructure and development," the NUM also resolved — Sapa.

(Report by P Bulger 141 Commissioner St, Jhb)

# 'Miners want socialism'

(21)

CT 17/2/94

JOHANNESBURG — The National Union of Mineworkers (NUM) has given notice to a future government that it ultimately wants South Africa's mining industry to be run on socialist principles

Releasing its proposals yesterday after its eighth national conference in Pretoria last week, the union said it would press a future government to "provide a framework for the full participation of the union in the running of the mining industry during the interim period"

"The (ANC) alliance must come up with a clear development programme for industries in general and the mining industry in particular in order to make progress towards socialism," it said

"During the stage of government of national unity the ANC should appoint its own commission, including representatives of NUM, to draw up a detailed blueprint for the operation of a commonly-owned mining industry"

The union called for an upgraded national education and training system, a housing plan funded by the government and employers and a fund for victims of violence

NUM also said it should become actively involved in the campaign against more nuclear power stations. It called for an end to the secrecy surrounding the nuclear energy industry — Sapa

● Koeberg report 'human error' — Page 7

## JCI to cut 5% of Randfontein workforce

JOHANNESBURG Consolidated Investment said yesterday it had to shed 700 jobs — more than 5% of the workforce — at its mainstay gold mine Randfontein Estates

The narrowing of the mine's reef in some areas had necessitated the phasing out of trackless mining in favour of conventional operations, requiring fewer skilled workers. The matter had been under consideration for more than a year. Other options had been considered, and some implemented, but the problem had persisted.

Cost effective gold production would cut the skills level required among Randfontein's 13 400-strong workforce, leading to the need to trim staff. "The mine is left with no alternative but to embark on a rationalisation/redeployment exercise"

B/Bday 17/12/94  
ANDY DUFFY

Gold division chairman Ken Maxwell said the policy of carrying staff whose skills were no longer required was "simply not feasible". He said consultation with union representatives was under way

Despite falling tonnage the mine lifted earnings after capex in the December

(211)  To Page 2

## Randfontein

quarter by 13,2% to R42,1m

ERICA JANKOWITZ reports that the NUM condemned JCI's announcement

Newly elected NUM assistant general secretary Gwede Mantashe said the mine was the best performer in the JCI stable and job shedding was being planned to increase profits. (211)

B/Bday 17/12/94  From Page 1  
"The NUM will co-operate with mines which would have to close if they did not scale down the workforce, but if the motive is to push up profits we have a serious problem and will probably fight any such effort," he said

The company had not consulted the NUM, he said. This was unacceptable as it represented 7 300 of the 13 400 workers

## Mine to close but jobs are safe

*Star 18/2/94*  
Gencor announced this week that its Buffalo Fluorspar mine near Naboomspruit would be closed shortly, but gave assurances that the 247 affected employees would be placed in other company jobs elsewhere.

A spokesman for the National Union of Mineworkers said negotiations would be held with Gencor over the affected workers.

A statement issued by Gencor said production at the mine had been reduced by 55 percent during the past five years. (211)

Turnover plummeted from a high of R44 million in 1989 to around R21 million in the current financial year. The mine had only two years of reserves left, the statement said. — Northern Transvaal Bureau

Star 18/2/94

# Miners await compensation

## ■ STAR AFRICA SERVICE

Maputo — The 250 Mozambican mineworkers sacked by Anglo American for taking part in a strike in 1987 have still not been paid in terms of a settlement between the mining company and South African and Mozambican trade unions

Anglo agreed to pay compensation of R483 000 to the workers. Identification of the Mozambicans to whom the money was

owed was completed in October last year (21) (21)

Compensation should then have been paid to Wenela, the mines recruiting company, which would have channelled the money to the sacked workers

### Denied

But according to Maputo newspaper Noticias, Wenela has not received the money. They say Anglo American claims the

money had been paid to the National Union of Mineworkers (NUM), but the union has denied it has the money

The Mozambican trade union federation has asked the Mozambican labour office in Johannesburg to work with the NUM to solve the problem.

General secretary Soares Nhaca said he was only concerned about getting the money to the sacked workers

# Foskor strikers will return to work tomorrow — NUM

THE 900 striking NUM members at Foskor's phosphate plant near Phalaborwa are to return to work tomorrow after a wage strike which began on January 27, union regional secretary Archie Pilane said yesterday.

A consumer boycott of Phalaborwa, called in solidarity with the striking workers, was called off yesterday after a community meeting. The wage dispute began on January 19 with management locking out workers when their final wage offer was rejected. The paid lockout lasted a week.

Pilane said the parties had resolved the dispute over the backdating of the effective date of wage increases with the NUM accepting a R400 ex gratia payment per member.

The 6% wage increase would be backdated to October 1, not July 1 as demanded by the union. A 1% shift allowance would be instituted from March 1 if a seven-day working week was implemented with the approval of the Mineral and Energy Affairs Department, which still had to ratify the agreement.

Other concessions made were the appointment of a full-time shop steward, agreement to negotiate a health and safety agreement and the conversion of the pension fund into a provident fund. In addition, lower-paid workers who were previously excluded from joining the pension fund would be eligible to join the provident fund, Pilane said.

However, one sticking point was that of disciplinary action against some strikers accused of intimidation and arrested by police during the strike. Seventeen NUM members were arrested and charged, although the decision whether to proceed with criminal charges had yet to be taken by the attorney-general, Pilane said.

The parties agreed company charges would be finalised within the next fortnight and any challenged by the NUM would be referred to arbitration. Pilane was concerned the process might spark further problems as accusations of intimidation were divisive.

# Union must respond today to Carlton offer

JACQUIE GOLDING

THE Paper, Printing, Wood and Allied Workers' Union has until 4pm today to respond to Carlton Paper's 7% across-the-board wage increase offer.

Agreement was reached at mediation last Friday but if management's offer is not accepted by workers, the union says it will revert to its initial 12% demand. Carlton Paper MD Keith Partridge said if the offer was not accepted by the union, management would also revert to its 5% across-the-board offer.

About 950 workers went on strike four weeks ago for a wage increase and three months' maternity leave.

Four plants on the East Rand, one in Cape Town and one in Port Elizabeth have been brought to a near-standstill by the strike.

Carlton Paper and the union also agreed to three months' paid maternity leave but only after three years of employment with the company.

Management and the union agreed that shop stewards would be appointed at each of the company's six plants.

Shop stewards would be allowed to take part in a national job grading committee which would investigate problems of job grading in the company.

The company would also appoint representatives to the committee and both parties would be allowed to call on outside experts where necessary.

In the case of child care, workers abstaining from work would have to produce certificates stating reasons for their absence, which would be treated on a no work, no pay, no penalty basis.

# Illegal imports of dairy products rise

ILLEGAL imports of dairy products had risen over the past year, Agriculture Department deputy director of marketing and administration Dennis Farrell said yesterday.

Most of the illegal imports came via Namibia and Botswana. As members of the SA Customs Union, they were free to export their own produce to SA, but could not export produce from other countries.

Farrell said Botswana had trade agreements with Zimbabwe which meant it could import Zimbabwean dairy products cheaply. These cheap imports could then be exported to SA.

The department said 140 tons of

cheese, 170 tons of milk powder and 45 tons of other dairy products had been illegally imported.

Agriculture Department director-general Frans van der Merwe said although these figures appeared small compared with SA's annual consumption of 100 000 tons of butter, cheese, milk powder and condensed milk, the cheap imports could have a serious effect on prices.

Tight control of imports was needed especially since dairy prices were already low after good rains had boosted production, he said.

# Mining job cuts 'devastating'

B1 Day, 23/2/94

THE gold and coal mining industries cut 210 000 jobs — more than a third of the workforce — in the six years to 1993, depriving up to 15% of the SA population of income, the Chamber of Mines said yesterday, unveiling an updated report on optimal industry conditions.

Chamber president Jurie Geldenhuys said falling prices, burgeoning costs and high inflation had forced the extensive job cuts.

The coal industry, faced with cut-throat competition from the Pacific Rim and South America, had sustained the largest relative losses. Its workforce fell more than half to just 28 000 by the end of last year. The gold industry workforce dropped more than 30% to 360 000.

Geldenhuys said the period had been "devastating" socially and economically. Four- to 6-million people had been dependent on those retrenched for their income.

The impact on earnings had been similarly brutal, he added. Total gold and coal industry profits had been halved to just under R5bn last year, while gold dividends were down to a quarter of the 1987 levels.

Mineral earnings' contribution to the fiscus had fallen from 12% to 2,5% of total tax revenues.

Geldenhuys said job losses had be-

ANDY DUFFY

gun to taper off, particularly in the gold industry, and productivity was rising. The sector had also invested an estimated R50bn in the last 10 years.

But it was vital that any future government put in place conditions encouraging long-term investment.

The chamber again warned that revenues from mineable reserves worth more than R450bn could be lost if current conditions prevailed.

It said political violence had to be eliminated and a universally acceptable dispensation adopted.

Specific industry requirements included a free market, minimal government interference, and a revised taxation system focusing on distributable profit rather than development expenditure.

With mines typically costing about R2bn, and taking at least seven years to show a return, stability was central to the industry's survival.

Geldenhuys said the report would clarify the industry's position in talks with the ANC. It did not, however, tackle the issue of black ownership. Geldenhuys said there would be "no magic solutions" to the issue, and it would have to be discussed with a future government.

The report had been passed to ANC president Nelson Mandela.

# Affirmative action set to take off

**AFFIRMATIVE** action in the public service would gain momentum immediately after the election, senior public service sources in Pretoria predicted this week.

However, they warned that a too swift transformation of the service could be disruptive.

The Urban Foundation's Ann Bernstein said the inadequacy of the existing service to respond to the challenges that lay ahead was already apparent. However, she added that the inexperience and background of the potential new public service would hamper a future government.

However, the ANC was establishing a highly trained corps of future senior government officials

**GERALD REILLY**

who had received public administration training abroad. Some of them would be integrated at the highest levels in the service up to director-general level.

Commission for Administration commissioner Ian Robson said that as far back as 1992, instructions had been issued to department heads to promote greater race representation in their establishments. This was already under way.

Robson said "Obviously there must and will be changes in the profile of the service which should be a vital stabilising force in the post-election period."

**BIBBY**  
DP public service spokesman

Roger Burrows said that in converting to a more representative service, great care would have to be taken that talent and experience were retained. This was crucial if the transformation of the service was to be successful.

Sapa reports Tourism Minister Bhadra Ranchod yesterday said a training programme to equip blacks for tourism careers was to be launched through Satsour.

Initially 10 cadets would be recruited at tertiary educational institutions for two-year training contracts, preparing them for managerial and professional positions.

## Union criticises Eskom's policy

**MINERWORKERS'** union general secretary Peet Ungerer yesterday criticised Eskom's affirmative action programme as being unrealistic, impractical and economically unsound.

He said the union was not against equal opportunities but was opposed to racial appointments and promotions.

Eskom was throwing economic principles overboard in favour of ideological dogma. The provision of electricity was a national priority and should not be subjected to political experiments by companies.

Ungerer said the Mineworkers' Union was the biggest white trade union in Eskom, with 4 000 members. — Sapa

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...the amount of the dividend will be covered three times by earnings

# 'Bullet' payment partly rolled over

By GRETA STEYN

JOHANNESBURG. — SA debtors secured R500m-R1bn in foreign debt rollovers in February as creditors with debt inside the standstill net agreed to wait for payment, economists said yesterday.

Reserve Bank Governor Chris Stals agreed with economists' estimates of substantial rollovers in February, when the R1,7bn "bullet payment" fell due in terms of a final agreement on SA's standstill debt. He said creditors had probably converted debt inside the net to loans with longer maturities. The size of the capital outflows in February was all the more encouraging as debts other than the bullet payment had also fallen due.

Foreign exchange reserves had continued to perform "reasonably" this month, but some pressure could be expected at the end of the month as foreign

## Foreign creditors agree to postpone

interest payments fell due, Stals said. The reserves position was not placing downward pressure on the rand.

Economists said a rough estimate for February's rollovers could be obtained by comparing the debt falling due with the fall in reserves after the current account surplus for the month had been added.

The current account surplus, which is the trade balance less net payments for services, was

estimated to be low — about R150m at the most, said Ed Hern, Rudolph economist Nick Barnardt

Another economist noted that the Bank's gross reserves fell about R328m but that the underlying decline was larger, as the Bank had borrowed about R400m to finance the outflow. This meant almost R1bn could have been refinanced.

The move to refinance part of the bullet payment was initiated soon after the final agreement on \$5bn was signed in September

The foreign banks involved were happy to keep their SA exposures unchanged, but were not yet ready to put new finance into the country. Banks were keeping their SA exposures as low as possible ahead of the elections.

The capital market had shrugged off signs that net reserves had improved in the first two months, preferring to focus on last year's R16bn capital outflow.

Shaft (211) <sup>CAFE</sup> closure scraps CT 22/3/94  
2 130 jobs

Own Correspondent

JOHANNESBURG — Impala Platinum (Implats) has closed its struggling No 11 shaft, with the loss of more than 2 130 jobs, as part of its attempt to cut costs in a sluggish market

The Gencor-owned company said yesterday the R300m shaft had been hit by geological problems, which had cut its output to half of its 1-million ton annual capacity and left unit costs 20% above the group's average

Implats informed employees of its decision to close the shaft in February

**More finance on pages 14 and 15**

5200	
5000	



# Implats to shed 2 130 jobs

21 Day 22 12 94

ANDY DUFFY

IMPALA Platinum (Implats) has closed its struggling No 11 shaft, with the loss of more than 2 130 jobs, as part of its attempt to cut costs in a sluggish market

The Gencor-owned company said yesterday the R300m shaft had been hit by geological problems, which had cut its output to half of its 1-million-ton annual capacity and left unit costs 20% above the group's average

The Rustenburg shaft had mined 25% of its 20-million ton reserves during its six-year life, and needed just R15m-R20m to access remaining reserves cost-effectively. But consulting engineer Steve Kearney said such work could take at least a year, and that Implats would not "carry" the shaft in the meantime

The shaft's shallower reserves would be accessed from the No 4 shaft at Wildebeestfontein North, with the shaft brought back into production when conditions improved. "This is a cost-based decision," Kearney said

Implats' 15-million-ton annual production would be affected for the remaining three months of the current financial year, Kearney said. But it would quickly recover through improved recoveries and production at other shafts (21)

The closure represents another decisive attempt by Implats to weather torrid platinum market conditions by cutting costs. The company, which posted attributable income of R83,3m in the six months to December, has kept unit costs static at R22 203/kg in the past year

But the plan relies heavily on trimming staff. About 3 000 jobs were lost last year, the bulk from Bafokeng South's merger with Implats' three remaining mines. Implats aimed to cut 5% from unit costs next year, Kearney said

He added that employee numbers would continue to fall, but most of the cuts would come from natural attrition

# Lay-offs 'will fuel tension in Bophuthatswana'

**JACQUIE GOLDING**

THE retrenchment of about 2 130 workers from Gencor's Impala Platinum mine in Rustenburg would fuel tensions in Bophuthatswana as miners feared they would not get their full pension benefits, the NUM said yesterday

The union alleged that these fears were the result of mismanagement and corruption within the Bophuthatswana Pension Fund and Seselana Employees' Benefits Organisation (Sebo). Sebo, a statutory body under the Bophuthatswana government, was appointed to administer Implats' workers pensions. The homeland government's collapse had heightened concerns that pensions might be forfeited. NUM spokesman Jerry Majatladi said after meeting management

yesterday to discuss the transfer of funds from Implats' provident fund to an ad hoc workers' trust

The two newly appointed Bophuthatswana administrators have authorised an investigation into Sebo

Retrenchment packages are to be discussed today

Majatladi said the NUM was "outraged" that Gencor had publicised the lay-offs before consulting workers and the union. "A worker delegation was informed only on Monday morning of pending retrenchments at Shaft 11 because of geological problems." The NUM delegation was told workers would be informed of job

losses officially on March 28, and would have to vacate the premises by March 29

The NUM said Implats was contravening an agreement that the union be informed "at least" three months before retrenchments took place

A Gencor spokesman confirmed that workers were informed of retrenchments on Monday by Impala Services GM Gert Ackerman, who told the union the shaft would close that day. Employees were advised not to return to work for "safety reasons", but told they would be paid until March 28. Their notice period of two weeks would be fully paid even though they were no longer working. Hostel residents would be allowed to stay an extra week

# Order Sowetan to pay 2413194 R6-m

THE Labour Appeal Court in Pretoria has ordered Doornfontein Gold Mine, owned by Gold Fields, to pay R6 million to 2 000 miners who were unlawfully dismissed in 1991.

The workers were dismissed after taking part in an anti-VAT strike organised by the Congress of South African Trade Unions on November 4 and 5 1991. The workers, who are members of the National Union of Mineworkers, challenged the dismissals in the Industrial Court as unfair and won the case in 1993. Management appealed to the Labour Appeal Court, which overturned the Industrial Court judgment and substituted it with this ruling (211)

- The dismissal of the individual applicants was unfair labour practice;
- The mine has to pay the applicants R6 million plus interest and restate them; and
- No order as to cost is made

Star 24/3/94  
**2 500 miners retrenched**

At least 2 500 employees at Impala Platinum mines at Phokeng near Rustenburg in the western Transvaal were retrenched yesterday, the National Union of Mineworkers said.

(211)  
The union said the workers were retrenched

because of the closure of a shaft at the mine, apparently due to geological problems.

Impala Platinum management, the NUM and an entrenched workers' committee were closed in a meeting yesterday to address benefits and grievances. — Sapa.

# Court awards R6-m to miners

Star 24/3/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Goldfields' Doornfontein Gold Mine was yesterday ordered by the Labour Appeal Court to pay R6 million to the 2 000 mine-workers dismissed by the company in 1991 for taking part in the national anti-VAT strike.

The National Union of Mine-workers (NUM) challenged the dismissals in the Industrial Court last year and won the case.

In terms of the Industrial Court's judgment, Doornfontein was ordered to reinstate the individual mineworkers over a period of time as well as pay the union, for and on behalf of the individual applicants, the sum of R3 million, plus interest.

## Substituted (211)

The mine appealed against the judgment.

The matter was taken to the Labour Appeal Court, which not only ruled in favour of the NUM, but substituted the Industrial Court order, instructing Doornfontein to pay the workers R6 million.

■ More than 3 500 mineworkers at Lonrho's Eastern Platinum Mines in Rustenburg ended their week-old strike after an agree-

ment was reached between mine management and the NUM.

According to the agreement, 14 workers, dismissed for allegedly violating the company's code of conduct, will, in principle, be reinstated and no disciplinary action — other than no work, no pay — will be taken against those who took part in the work stoppage.

## Repression

The union alleged that mine security, supported by SA Defence Force members, attacked mineworkers on Sunday

■ At the Buffelsfontein Gold Mine near Klerksdorp, more than 10 000 mineworkers were still on strike yesterday in protest against alleged repression.

The NUM said workers at the mine went on strike on Sunday to demand the reinstatement of fellow workers who were dismissed in November.

A deadlock was reached in negotiations between the union and the mine.

■ Impala Platinum Mines in Rustenburg yesterday retrenched about 2 500 employees, following the closure of a shaft at the mine, the NUM announced.

Impala management and the NUM were yesterday discussing the benefits and the grievances of retrenched workers.

Star 2513194

# Four strikers shot dead at mine

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Four striking mineworkers died and several were injured when mine security at the Buffelsfontein Mine in Stilfontein in the western Transvaal allegedly opened fire on 17 000 mineworkers who have been on strike since Monday

The National Union of Mineworkers said yesterday that

workers at the mine alleged the death toll could be six, but mine owner Gengold could confirm only four (21) (24)

In a statement, Gengold said although it was not clear how the incident occurred, the deaths followed violent behaviour by mineworkers who are on an illegal strike. An investigation was under way.

Clashes at the mine followed an agreement reached by the

NUM and Gengold that workers should report for work yesterday and that the SAP and the mine security company would be withdrawn from the mine. However, no workers reported for work yesterday and a clash between the strikers and security personnel ensued

NUM members at the mine went on strike on Monday, their demands including the reinstatement of six dismissed and 16 suspended workers.

## Court orders Implats to justify retrenchments

JACQUIE GOLDING

GENCOR's Impala Platinum (Implats) has until tomorrow to explain to the Mmabatho Supreme Court why it has retrenched 2 130 workers at its Rustenburg Shaft 11 mine or face charges for breaching its employment contract. *BIKey 30/3/94*

The provisional order also says if Implats cannot show "good cause" for the retrenchments a further order will be issued declaring the move invalid.

If it fails to provide reasons, Implats will also be compelled to pay workers their normal salaries and other benefits until proper notice of at least one month has been given.

The urgent application was lodged by the NUM over the weekend in a bid to stop Implats from closing its mineral service division. *(211)*

The court ruled that Implats pay the costs of the application.

On Saturday, an Implats spokesman said Shaft 11 would close on Monday because of geological problems and production being at half its capacity.

The spokesman said workers' notice period of about two weeks would be fully paid even though they were no longer working. Hostel residents would be allowed to stay an extra week.

NUM spokesman Jerry Majatladi yesterday said the application was a sequel to management's unilateral decision to close the shaft without consultation and negotiation with the union. Retrenchment remuneration and benefits were transferred into workers' bank accounts without consultation, he said.

Implats said workers had been warned of the closure as early as last year and at the company's annual interim results meeting held in February.



# NUM backs mine's aid plea

Biday 7/15/94

JACQUIE GOLDING

THE NUM has backed Randgold's application for further state assistance for the ailing Durban Deep gold mine to help avert the shutdown of underground operations and the loss of thousands of jobs.

NUM general secretary Kgalema Motlanthe said extra state funding was "crucial" in keeping the mine alive. The aid would be in addition to R10,8m already provided for the year to last month — of which R6,5m had been spent

He said Durban Deep employed 4 390 workers — 3 210 of whom were NUM members — and was but one of a number of marginal Randgold mines needing financial assistance. Underground pumping activities had to be sustained to avoid mass retrenchment

"The mine is hanging on a shoestring,

making workers uneasy and the union nervous. Everyone — management and workers — want to ensure its survival"

Randgold chairman John Turner said this week that productivity had improved in the last quarter of 1993 and the beginning of this year, but a greater effort would be needed to prevent closure.

Further state assistance would be necessary to meet funding requirements until "the combination of improved productivity and a higher gold price" made the underground operation viable (211)

Turner said discussions had started, "but any setback could still result in the closure of the underground operation".

● Comment: Page 4

## NUM kicks off with beer hall

JOHANNESBURG — The NUM's newly registered private company, Mineworkers Enterprises, has undertaken its first venture — the operation of a hostel beer hall at the De Beers Premier mine in Cullinan outside Pretoria. Mineworkers Enterprises aimed to help provide services to workers in the mining industry and their communities,

said NUM general secretary Kgalema Motlanthe. The company would contribute to "workers' social upliftment, children's education and community development" **ACT 11/4/94** Lapaloga Chris Hani Beer Hall, which opened

at the weekend, would employ retrenched mineworkers and any profit would be put back into the community via various projects. It would be controlled by a steering committee elected mainly from the local NUM branch

## Mine unions 'seek 20% across board'

ERICA JANKOWITZ

THE Council of Mining Unions (CMU) and Chamber of Mines would begin wage negotiations on Friday, with the union demanding a 20% across-the-board increase and a five-day working week for all members, an employer spokesman said yesterday.

The CMU also proposed that "cost containment, profit sharing, gold price bonus schemes or other similar schemes should be negotiated separately from the annual wage negotiations". *8/Day*

Other demands included

- A seven-day increase in holiday leave,
- A further 10 days of sick leave;
- Seven days of paid training leave for officials of the union; *12/4/94*
- New Year's Day and Ascension Day to be treated as paid holidays,
- A dependants' educational subsidy equivalent to 10% of basic pay;
- Increased shift, tool and standby allowances as well as overtime rates,
- Employers to contribute 60% of medical aid subscription fees, and
- An additional 1.5% employer pension fund contribution. *(211)*

Employers said yesterday the NUM had indicated it would be willing to commence wage negotiations only after the election. The first meeting had been provisionally set for May 3.

## Chamber offers

### 4% wage rise

Bideny 18/4/94  
ERICA JANKOWITZ

THE Chamber of Mines tabled a 4% wage offer in response to the Council of Mining Unions' 20% demand during the first round of wage negotiations held on Friday, chamber chief negotiator Adrian du Plessis said.

The offer was rejected and the parties agreed to meet again on Friday.

Du Plessis said the chamber believed the offer was prudent given the need to contain working costs to ensure the mines' future viability and took into account the industry's need to secure an international competitive advantage (21).

No improvement in other conditions of employment was offered. The council demanded additional annual, sick and training leave as well as shift, tool and standby allowances.

However, its major proposal was for the introduction of a five-day working week from Monday to Friday, likely to be a stumbling block in an industry moving towards a seven-day working arrangement.

"The chamber explained that profitability derived from the depreciation of the rand was not a sound basis on which to inflate wages, and that the sustainable long-term growth of the industry required conservative cost management," Du Plessis said.

The council and the chamber also signed an AIDS policy agreement during their meeting on Friday, which now applies to the whole mining industry.

# Mines, NUM in elections deal

ERIC JANKOWITZ

THE NUM and Chamber of Mines were close to signing a political agreement designed to regulate mine operations and voting over the election period, NUM media officer Jerry Majatladi said.

Chamber spokesmen said mines expected operations to grind to a halt on April 27, and were prepared for minimal or no work to be done on April 28. Most had agreed that taking disciplinary steps against absent workers would be senseless.

"This is viewed as a very important event in many workers lives and one in which they must all participate fully. The blacks want the day off to celebrate, and the whites want the day off to protect their families."

Sources said most miners did not wish to return to their places of origin to cast their votes and most mines had co-operated with the Independent Electoral Commission (IEC) to have voting stations erected on their premises.

Those that had indicated they felt that having a station at the mine might increase tension had made transport arrangements, or ensured that workers would be able to vote close by. Many of the mining houses had released personnel to the IEC and had allowed their facilities and equipment to be used where required.

Report by E Jankowitz, TML, 11 Diagonal St., Jhb.

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## COMPANIES

### Mine may act against insurers

WESTERN Areas Gold Mining Company could become involved in a R50m legal dispute for losses incurred after a production interruption *Biday*

The JCI company said yesterday the cost of material damage and loss of net revenue after the failure of the steel drum shaft on the No 2 Sub Vertical Shaft rock hoist winder in January had been covered by insurance, apart from a 48-hour excess

However, the insurers had formally notified the company that they repudiated the claim for material damage and business interruption *(211)*

"The company does not accept the repudiation and will, if necessary, take action against the insurers," the company said

It was not possible at this stage to accurately determine the extent of the loss in

JOHN DLUDLU

production and overall cost to the mine from the breakdown, but it is estimated to be about R50m *2014/194*

Normal operations were resumed last month by the rock hoist winder, which was about three weeks ahead of schedule, and full production was started without delay, the company said

Shareholders would be advised of further developments, the company said.

The mine had proved a star performer for JCI, achieving eight quarters of improving results in the past three years.

It has cut deeply into costs, and seen a steady rise in yields and production

Western Areas has also been at the forefront of gold sector gains on the JSE. The share closed at R41,00 yesterday

## COMPANIES

# Gencor aims to settle dispute with Bafokeng

Biday 3/5/94

BARRY SERGEANT

GENCOR's Impala Platinum was prepared to negotiate royalty payments with the Bafokeng tribe rather than resort to court action, chairman Mike McMahon said yesterday.

This development follows the return of Bafokeng leader Chief Edward Molotlegi from self-imposed exile in Botswana last week to square up for a R360m dispute with the administrators of the collapsed Bophuthatswana homeland.

He will also be seeking higher royalty payments from Impala Platinum and other mining and commercial operators on the tribe's property.

Molotlegi had previously claimed a percentage of turnover.

"If he is now requesting 20% of turnover, such a request is clearly out of the question," McMahon said.

"Impala's competitive situation must be taken into account. Royalty payments cannot prejudice other stakeholders. We believe the royalty agreements are fair and were conducted in good faith."

The Bafokeng tribe's legal representative, James Sutherland, says the

negotiations with Impala are "totally confidential"

He hoped a settlement would be reached before a court case to determine the validity of the appointment of George Mangope, erstwhile premier Lucas Mangope's brother, as Bafokeng acting chief.

The case is set down for August 1 for two months.

Last week George Mangope had agreed to step down.

Sutherland says the Bafokeng tribe also has a dispute with Impala Platinum — but the details are entirely confidential. "It is hoped the Impala dispute is resolved before August 1, as the validity or otherwise of contracts signed by George Mangope related almost entirely to contracts signed by Impala Platinum."

Impala does not agree that if Mangope's position is invalidated, it follows that agreements he signed are invalidated.

"This would have to be proven in court. If Molotlegi challenges these agreements, the company would

meet the challenge. But Impala is prepared to discuss with him any aspects of the agreements he finds problematic, rather than resort to action through the courts."

Due to sustained recent squeezes in platinum group metal prices, Impala's contribution to the trust fund has contracted from R74,6m in 1989 to R6,8m in 1992, but recovered to R12,0m in 1993.

Sutherland says an audit, which could take up to 18 months, will disclose many figures for the first time. It is claimed, for example, that the Bafokeng have never received formal notice of royalties paid.

He says it is estimated that about 95% of the R360m in the trust fund "belongs to the Bafokeng. Of that, Impala is estimated to have contributed about 80%."

Sutherland says due to total non-disclosure of the fund accounts, it is impossible to estimate the account's split between capital and interest.

Impala pays royalties of 14,94% of proportionate taxable income on the current lease and has negotiated with Acting Chief George Mangope to pay 16% on the Deeps.

# Botha not NUM's pick

CT 13/5/94

(211)

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers has expressed disappointment over Mr Pik Botha's appointment as mineral and energy affairs minister, saying the move indicates that the ANC does not regard the mining industry as seriously as other economy-related portfolios

NUM assistant general secretary Mr Gwede Mantashe said this week his organisation had hoped the position would be given to an ANC person, who would have been better-placed to understand the plight of mineworkers

Mr Mantashe said the prevailing "repressive conditions" on mines and large scale retrenchments would continue unabated under a "NP minister"

In a statement yesterday, Mr Botha said minerals and energy were the backbone of the country's economy and were vital if SA was to achieve the growth rate required to reduce unemployment and earn sufficient foreign exchange

"To achieve this, we must apply the latest technology and marketing techniques I particularly have in mind the desirability of integrated power-grids throughout southern Africa"



# NUM kicks off pay talks with demand for minimum 25% increase

THE NUM has kicked off this year's wage negotiations with a demand for a minimum 25% increase and a national minimum wage which could see wage bill hikes of up to 55% at some collieries, according to mine spokesmen

Apart from the 25% increase, the union is also calling for a national minimum monthly cash wage of R1 000 for surface workers and R1 100 for underground workers at all Chamber of Mines member coal and gold mines

Although the opening demand in the range of 20% to 25% for gold mines and

about 40% to 55% on coal mines was not unusual, mine spokesmen said the demand was way out of line with expected settlement levels

Both minimum wage rates were pegged at R100 a month more than last year and non-staff (casual) starting rates in excess of R700 a month were proposed on all mines other than in the Randgold group

The union proposed a minimum monthly cash wage of R1 000 for daily paid workers, up to R2 711 a month for grade 8 underground workers

In line with Cosatu policy on "broad-

banding", the NUM demanded a halving of existing job grades to four and that "all jobs should be distributed between the grades in a fair manner that recognises the real contribution that workers make and their working environment"

It called for daily paid workers to receive the same benefits as their monthly-paid colleagues, including holiday leave and leave allowances

On the issue of the provident fund, the NUM proposed management contribute

ERICAJANKOWITZ

the same percentage to the Mineworkers' Provident Fund as it did to the white workers' pension fund. The union also wanted the provident fund to be opened for membership by non-chamber members

The NUM demanded each mine sponsor 200 hours for at least 10% of the workforce to complete education and training courses approved by the mines' parent groups

This would be subject to each trainee contributing at least 200 hours of his own time to the training courses and the completion of group level negotiations on education by August

The demands include an entire section on health and safety issues, including doubling the income security period for injured workers to 12 months, not transferring an injured worker to a lower job category, and paying for training required to provide such workers with employment

The NUM suggested the establishment of a fund by member mines to grant additional compensation to disabled workers

Contributions would be calculated at R20 000 a worker disabled since January 1993 and continued in the future, but ad-

To Page 2

## Pay talks

justed by the annual inflation rate

It proposed that member mines furnish the union with their interpretation of affirmative action, and "practical progress on implementation to date", as well as a five-year plan to "bring about a racial balance in all areas of the mine"

The union demanded a working party be established to "negotiate a set of principles for upgrading hostels, minimum conditions for housing migrant workers and the democratisation of hostels" It also called for

From Page 1

the recognition of NUM-appointed housing committees

The union called the deferred wages system for foreign workers discriminatory and called for its immediate scrapping as well as for all workers to be given a minimum 100% holiday leave allowance.

The demands, dated May 6, consisted of 14 items, including maternity and paternity leave, hostel and housing programmes, traditional healers and funeral transport

NUM calls for  
25% pay hike  
CT 18/5/94 (213)  
Own Correspondent

JOHANNESBURG —  
NUM has called for a  
minimum 25% wage in-  
crease and a national  
minimum wage which  
could see wage bill hikes  
of up to 55% at some col-  
lieries, according to  
mine spokesmen (211)

The union is also call-  
ing for a national mini-  
mum monthly cash wage  
of R1 100 for some un-  
derground workers (212)

# NUM slams bosses over action

By Russel Molefe

THE National Union of Mineworkers yesterday condemned JCI's Western Areas Gold Mine management for locking out more than 4 000 workers following ethnic violence there

The management at the violence-torn mine near Westonaria on the West Rand has stopped workers from going underground because of the fighting.

Eight people have died in the fighting between Zulu-speaking workers and the rest of the workforce since last month.

NUM press officer Mr Jerry Majatladi said management should not punish workers through lock-outs (21) (22)

Managing director Mr Bill Nairn said workers would be stopped going underground until peace had been restored. He blamed the violence on individuals "who do not want to be peaceful".

Although the SA Navy and the SA Medical Services played no major role during the period, personnel and equipment were kept on standby throughout the election.

Although the SA Navy and the SA Medical Services played no major role during the period, personnel and equipment were kept on standby throughout the election.

Friday 21 5 1994

## Smooth sailing at Implats mines

ALMOST 10 000 workers voted at Impala's Wildebeesfontein North and South mines on April 27, Implats said, adding that 2 300 members of the local community had also cast their votes at the mines' stations.

At Bafokeng North mine's polling station, 4 235 workers and 600 others voted.

Implats said 14 213 workers (of the 20 000 living in hostels on the property) had voted and about 2 900 additional votes were made at its three polling stations.

Voting was "brisk but smooth . . . and the process was highly praised by international monitors", said Implats. The detailed planning by the teams seconded by Impala to the IEC ensured that workers "were able to vote in as convenient and comfort-

JACQUIE GOLDING

able a manner as possible".

Work attendance on Monday, Tuesday and Friday was more than 97% and production was maintained.

Workers at Wildebeesfontein South and North mines worked on Thursday, while those at Bafokeng North mine opted for the public holiday. Some workers indicated they would work for a cash payment but management was unable to accommodate this request as the banks were closed, an Implats spokesman said. (21)

Implats denied that Bafokeng workers were on strike last week, adding that all workers reported for work on Friday.

## NUM project for ex-miners

JACQUIE GOLDING

JOBBS would be provided for tens of thousands of ex-miners and retrenched workers when the NUM opened its first development centre in the Transkei this weekend, the union claimed yesterday 25/5/84

NUM development co-ordinator Kate Philip said the development centre would provide training in special skills for a "large concentration" of jobless people — especially retrenched miners — and enable them eventually to set up their own small enterprises

Philip said the development centre offered training on production level, exposing people to a wide range of products they could produce and sell in their communities with "minimum investment or skill" needed (211)

The centre would also double as a community production centre, said Philip, adding that the machinery not used for training could be used by community members to produce their own goods for selling on a small scale without having to invest in any capital equipment

"In this way they can test the market for different products before deciding what suits them best."

The NUM yesterday said it was working with a number of agencies to ensure that qualified workers would have access to micro lending schemes and business loans

Loans for businesses could start at R300 and interest rates would be negotiated with the parties concerned, the NUM said

## We'll turn on heat, <sup>Star</sup> says NUM

The National Union of Mineworkers yesterday vowed to consolidate its membership and exert more pressure on Gold Fields mining company to recognise the union and basic human rights at all its mines, NUM president James Motlatsi told The Star (211)

Motlatsi, who heads the union's campaign against Gold Fields — NUM has accused the company of union-bashing — said basic human rights such as freedom of association, speech and movement were prohibited at the mining company's 10 platinum mines. 25/5/94

Marion Brower of Goldfields said employees within the Goldfields Group were free to join any unions of their choice. — Labour Correspondent.

## Clashes cost mine R13m

By Day 27/5/94  
ERICA JANKOWITZ

WORK stoppages earlier this month at JCI's Western Areas gold mine cost JCI more than R13m

JCI said yesterday disruptions at the mine's south shaft — caused by ethnic clashes — had resulted in a production loss of about 300kg of gold.

This translated into a loss of about R13m revenue or about 7,6% of an average quarter's tonnage

JCI said the estimate included a loss of 15kg at the South Deep section of the mine. The north shaft had been unaffected

Clashes between Zulu-speaking and other groups between May 8 and 19 led to at least seven deaths and numerous work disruptions. The mine was closed for two days and on others limited numbers of workers reported for duty. (21)

Normal production resumed early this week after a peace deal was thrashed out. (22)

However, JCI said about 300 workers — 7% of the workforce — had resigned. Recruiting new workers had marginally affected production

# NUM, Samancor reach agreement

AN agreement has been reached between the NUM and Samancor's Western Chrome mine after last week's march by about 600 workers, the union said on Monday

While management condemned the march, it was prepared to waive disciplinary action on condition that NUM members agreed to certain undertakings

These included that the union assist in persuading retrenched workers to abide by provisions entered into between the company and the union two years ago

*By Day 11/5/94*  
JACQUIE GOLDING

Management also reserved the right to "effect any action" to "remedy" the situation of protesters, the NUM said, adding both parties agreed to meet later this week to discuss the demonstrators' demands

The marchers protested against the recruitment of new employees without management having exhausted "all chances" of re-employing those retrenched, the NUM said

(211)



# Doctors not happy with medicine list

MEDICAL aid schemes which introduced a Maximum Medical Aid Price (MMAP) list may encounter increasing opposition from doctors concerned about the use of generic medicines, medical sources said yesterday.

SA Medical and Dental Practitioners (SAMDP) national chairman Joe Maelane said the lists were designed "unilaterally" by medical schemes and did not take into account the needs of the doctors who had to treat the patient.

The SAMDP recently declared a dispute with medical schemes Comp-care and MCG and schemes administered by Affiliated Medical Administrators over the introduction of MMAP and other cost containment measures.

But the dispute was temporarily resolved in mid-April after negotiations brokered by the Representative Association of Medical Schemes.

National Association of Independent Practitioner Associations (NAIPA) chairman Ernest Snyman said the MMAP list "forces doctors to use generic medicines, and while there are good generic substitutes a large percentage of them are not up to the standard of the original products".

But MediKredit GM Wolf Furst said use of the MMAP list had allowed medical schemes to save up to

BEATRIX PAYNE

23% on the total medicines bill.

About 68 schemes, almost a third of the industry, operated MMAP lists.

The MMAP listed the maximum price that a medical aid would pay for 136 generic medicines a doctor could choose to dispense.

Furst said there was "nothing wrong with the quality of generics, they have been used extensively by the state in public sector hospitals over the last twenty years".

Generic medicines underwent the same approval procedures as original medicines before they were registered by the Medicines Control Council.

He said the MMAP list was first introduced in 1985 but had had a "slow take off" until diminishing funds and increasing costs from 1992 onwards had forced many schemes to introduce the list.

Cape Independent Practitioners Association constitutional affairs officer Steven Jooste said doctors welcomed cost containment measures as long as they were negotiated between medical aid schemes and doctors.

He said many doctors by-passed the list by prescribing medicines not listed.

"Medical aid schemes should sit down with doctors and jointly consider how to keep within budgets."

## Fund to assist former workers

JACQUIE GOLDING

ANGLO American Coal Corporation (Amcoal) and the NUM have established a fund to assist small-business and economic empowerment, the company said this week.

The fund aims to assist former Amcoal employees retrenched because of the closure of collieries in the past few years, said an Amcoal spokesman.

The retrenched workers are helped to establish and develop their own income-generating projects, to improve their skills and to equip them to find other jobs in the formal sector.

Amcoal initially allocated R1m to the fund but recently contributed a further R1,7m. It said it supported community development projects that could benefit both workers and their communities.

The fund, which is managed by a joint committee of 10 members — five appointed by Amcoal and five by the NUM — has so far spent R600 000 on various projects, including the Mhala development project designed to train workers in semi-skilled activities in the Eastern Transvaal.

More than R300 000 has been spent on the development of this community-based centre.

The joint union/Amcoal committee meets at regular intervals to consider the fund's activities and to review applications for project assistance. It also monitored administration and control of the monies and determined the form the assistance would take, Amcoal said.

tighten council said yesterday

Star 7/16/94  
**Annual mine wage talks to start**

**■ LABOUR CORRESPONDENT**

Annual wage negotiations between the National Union of Mineworkers — which has tabled a demand for a 26 percent salary increase — and the Chamber of Mines will begin in Johannesburg today (21)

The NUM has proposed a minimum wage of R1 100 for under-

ground and opencast workers in the lowest grade and R2 711 for those in the highest grade

The NUM has also asked the Chamber of Mines to agree to pay a minimum of 200 hours off for at least 10 percent of their workforce each year to take part in education and training courses, provided that each person contributes 200 hours of his or her own time to the course

# NUM and mines begin wage talks

JACQUIE GOLDING

THE NUM and Chamber of Mines will meet for their annual wage negotiations today, but the Chamber remains silent on its wage offers for this year. *8/10/94*

NUM general secretary Kgalema Motlanthe, who heads the union's negotiating team, said he was optimistic that the union's wage demands were reasonable. *7/16/94*

The NUM has demanded a minimum 25% increase and a national minimum wage which could see wage bills at collieries increase by 55%. *(211)*

The union also wants a national minimum monthly cash wage of R1 000 for surface workers and R1 100 for underground workers at all Chamber of Mines member coal and gold mines.

The Chamber was offering 6% wage increases.

The union is also demanding an 11,75% increase in line with contributions made by employers to the white workers' pension fund.

Among other NUM proposals are that

- Sick leave be increased to a minimum of 56 days of paid leave for all workers,
- All workers be entitled to holiday leave of at least 100% of their monthly rate of pay;
- Male mineworkers be granted three days of paid paternity leave,
- Traditional healers be recognised on mines; and
- The income security period for injured workers be doubled to 12 months, and injured workers not be transferred lower.

Meanwhile, discussions between the Chamber of Mines and the Council of Mining Unions — which have met in four rounds of talks — saw the Chamber offering a 5% increase to those mining groups which participated in bonus schemes.

## Mine talks kick off with 3%-5% offer

JACQUIE GOLDING

THE Chamber of Mines kicked off annual wage talks yesterday with a 5% offer on gold mines and 4% on collieries, Chamber of Mines chief negotiator Adrian du Plessis said. The offer excluded Blyvooruitzicht and Durban Roodepoort Deep mines, where the offer was 3%, and ERPM and Harmony mines (4%).

While the NUM wanted 25% to 50% on gold mines and 53% to 100% on collieries, the chamber was offering 3% to 5% as higher working costs were blocking an improvement in profitability within the industry, the chamber said. The rand's depreciation would not secure industry growth.

The chamber rejected the NUM's proposals on improvements to employment conditions because of "cost consequences", proposing instead discussion at industry level of principles on issues such as affirmative action and the establishment of housing forums at mine or company level.

The industry needed to head in the same direction as its major foreign competitors, which meant reducing unit costs and deregulating labour markets. Producers needed to define a sustainable competitive edge not based on currency fluctuations.

The talks resume on Monday.

# Chamber offers 4% pay increase

Star 9/16/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

The Chamber of Mines has, in the first round of annual wage talks with the National Union of Mineworkers (NUM), responded with an average 4 percent wage offer to the union's demand of a minimum 25 percent

In a statement, Llewellyn Kriel, communications manager for the chamber, said the organisation had offered a 5 percent improvement on gold mines and a set of quantum increases on collieries which translated into approximately 4 percent increase. (211)

Exceptions to these were Blyvooruitzicht and Durban Roodepoort Deep where a 3 percent increase and ERPM and Harmony where 4 percent had been offered

Kriel said the chamber offer was based on the fact that the gold price in 1993 was \$359,80. The price was 4,6 percent higher than the average gold price in 1992, but still below the average price for the previous six years

The NUM said it would not respond at this stage to the chamber's offer

The chamber also proposed that options should be explored to shorten the wage settlement process.

# NUM demands 'direct access'

Own Correspondent  
6/13/74

JOHANNESBURG —  
The National Union of  
Mineworkers is demand-  
ing direct access to min-  
isters and parliamentar-  
ians to strengthen its  
lobbying of labour is-  
sues in Parliament

NUM general secre-  
tary Mr Kgalema Mot-  
lanthe said yesterday ac-  
cess to ministers of  
housing, labour and  
health was crucial to en-  
sure workers were justly  
catered for (21)

NUM's demand is con-  
tained in the union's  
draft plan of action on  
the implementation of  
the ANC's RDP 72

## Mines increase wage offers

JACQUIE GOLDING

THE Chamber of Mines and the NUM met in a second round of annual wage talks yesterday, with colliery members increasing their wage offers to between 5% and 6%, according to Chamber of Mines chief negotiator Adrian du Plessis

The chamber kicked off wage talks last week with a 4% offer on collieries and a 5% offer on gold mines, but raised its offers yesterday despite the higher working costs preventing improvement in profitability within the industry, it said *Bitay*

Meanwhile, the NUM maintained its 53% to 100% wage demand yesterday ERP and Harmony upped their wage offer from a previous 4% to 5%, while Durban Roodepoort Deep increased its offer from 3% to 4% *14/6/94*

Gold Fields and Gengold gold mines also upped their wage offer from 5% to 6% *(21)*

Other mining houses involved in profit and/or cost containment bonus schemes, including JCI, Anglo American and Anglovaal, were in talks with the NUM on bonus schemes as it had a direct bearing on the level of basic wage offers, the chamber said

The parties yesterday also tabled improvements to annual holiday leave allowance, and the chamber agreed to the establishment of a working party to explore the issue of retraining disabled workers

Talks resume on Friday.

## NUM drops De Beers demand to 19,1%

ANNUAL wage negotiations between the NUM and De Beers — affecting about 6 000 workers within the group — resumed yesterday with the company responding to the NUM's 25% demand with a 3,9% offer **BIDAY**

During the course of negotiations the NUM dropped to a 19,1% wage demand, the union said **15/6/94**

Other issues under discussion were equalising shift allowances, overtime

ERICA JANKOWITZ

pay, paid annual leave, maternity, paternity, sick and compassionate leave, fulltime safety stewards, bur-saries, traditional healers, medical aid and the incentive bonus scheme, the NUM said **(211)**

De Beers said the demands would be discussed during negotiations which resume on June 21



by SHARON SOROUR

Annual pay talks with De Beers Consolidated Mines have begun with the National Union of Mineworkers demanding a 19.1 percent rise. Management is offering 3.9 percent.

*(21) ARG 18/94*  
More than 6 000 diamond mine workers will be affected by the talks. The next round of talks will be on June 21 and 22.

□ □ □

Other demands by the union are equal shift allowances, overtime pay, a transport allowance, 35 days paid annual leave, maternity and paternity leave, compassionate and sick

leave, access to traditional healers, study bursaries, full-time safety stewards, medical aid and an incentive bonus scheme

□ □ □

# Anglo offers miners part of profit

BIBAY

DEBORAH FINE

ANGLO American's gold division offered a guaranteed 2% share of company profit to supplement its offer of a 5% wage increase on basic rates during Friday's talks between the Chamber of Mines and the NUM

JCI's gold mines, Anglovaal (Harties), Gengold and Gold Fields proposed a basic wage increase of 6% 2016/194

Only three mining houses tendered bonus scheme offers — Anglovaal, Anglo American and JCI. However, Anglovaal had withdrawn its offer "at this stage" and JCI would be reviewing the bonus scheme supplementary to its wage offer.

Chamber of Mines chief negotiator Adrian du Plessis said yesterday the developments did not represent a split among mining houses but rather the co-ordination of different pay philosophies in a centralised bargaining forum. There was wide consensus among chamber members on the increase level compared to working costs the industry could bear.

"The Anglo offer was a new formula for combining the certainty of a fixed wage offer with the risk of a variable bonus earning. For Anglo gold mines this relationship between fixed and variable remuneration is a fundamental pay philosophy in an industry charted by cyclical market forces," Du Plessis said. (21)

Details of Anglo's profit sharing offer would be negotiated at group level.

Having tabled offers ranging between 3% and 5% on basic rates, Randgold had proposed further talks on wages and employment conditions at company level. JCI continued to offer a cost containment bonus scheme.

On maternity benefits, the chamber had offered to supplement UIF payments by up to 60% of the employee's basic wage provided that no supplementary benefit would exceed 15% a month for three months.

## Compensation for miners

MORE than 2 400 miners who were dismissed during the 1991 anti-VAT strike have won compensation after contesting the matter in the Labour Appeal Court. *Sowetan*

The miners, who are members of the National Union of Mineworkers, were dismissed from the Doornfontein Gold Mine in Carletonville during the strike

and were not reinstated

NUM spokesman Mr Jerry Majaladi said "Through the Labour Appeal Court the union won the appeal and compensation which will now be paid to mineworkers living on the Reef, Lesotho, Transkei, Swaziland, Mozambique, Gazankulu, Pietersburg and Botswana" (211) 2116194

Star 21/6/94

## Some mines offer 6%

■ JOVIAL RANTAO  
LABOUR CORRESPONDENT

Some mining companies within the Chamber of Mines have improved their wage increase offers to an average of 6 percent in the third round of wage negotiations with the National Union of Mineworkers Chamber of Mines

chief negotiator Adrian du Plessis said Anglo-Vaal's Harties Gold Mine had increased its offer on basic wages to 6 percent but withdrew its offer on a supplementary gold price bonus scheme (21)  
JCI's Gold Mines also increased their offer to 6 percent but continued to offer a cost-containment bonus scheme.

## De Beers and miners wage talks deadlock

JOHANNESBURG — Talks between the National Union of Mineworkers and De Beers management on wages and conditions of employment have deadlocked, both parties have announced

De Beers has offered a six percent increase and the NUM is demanding 17 percent

Other union demands include an eight percent overtime allowance on weekdays and 10 percent on public holidays and Sundays, a R300 shift allowance, a R400 transport allowance for workers living off mine property, accumulated sick leave, 10 days compassionate leave and maternity and paternity leave (211) (212)

A union statement said about 6 000 workers at mines in Kimberley, Namaqualand, Finish, Koffiefontein, Geology, Premier and Venetia were affected (RG 23/6/94)

De Beers said in a statement that if the company was to agree to all NUM demands the increase in the wage bill would be more than 30 percent

The NUM had also declined to give any commitment to support the company's productivity initiatives. — Sapa

Govt rejects appeal for funds

# 5 600 jobs lost as Randgold mine closes

BIDAY 27 16/94

211

RANDGOLD & Exploration is to cease underground operations at its Durban Roodeport Deep gold mine, with the loss of more than 5 600 jobs, after losing a desperate nine-month battle to save the mine.

The closure — one of the largest recent shutdowns — is likely to raise renewed concern over the future of marginal gold mines, as hefty cost increases outweigh gains from higher gold prices.

Management at the West Rand mine, which has sustained losses of R12,3m in the past three quarters, will inform employees of the decision this morning. Severance packages will be discussed with employee representatives tomorrow.

Randgold blamed the closure on the "inability of the mine to achieve the required improvements in production and productivity." A full briefing is expected this week.

But it is understood that Durban Deep's fate was sealed after government rejected an application for additional state assistance thought to total R12m.

The mine had made clear that continued state assistance was vital to its survival.

Government sources said there was "little enthusiasm" for the proposal, despite Randgold's pleas over job losses and foreign exchange generation.

The mine, one of four marginal performers in Randgold's stable, had warned of possible closure in October, and has since struggled to improve productivity.

Underground working costs for the year to December had risen 23% to R41 450/kg, leaving the mine with an underground working loss of R6 578/kg.

ALAN FINE  
and ANDY DUFFY

But despite a slight improvement in March quarter, the mine was still left nursing pre-capex losses of R1,5m. Sources said costs for the June quarter continued to outstrip revenue. Durban Deep's 1993 balance sheet suggests management had left the closure decision as late as possible. Net current liabilities stood at R13,3m, against R1,7m in net current assets for the previous year. Further operations would have seen the mine struggle to meet its legal obligations on liabilities.

The mine had been unable to move to a seven-day working week because of the costs involved and poor grades. It had insufficient cash to improve flexibility.

Surface operation clean-ups and asset disposals are likely to continue over two years. A likely contender for the assets could be independent gold producer Rand Leases, which had held unsuccessful merger talks with Durban Deep this year.

Randgold's three remaining mines — Blyvooruitzicht, Harmony and ERPM — are expected to post mediocre results for the June quarter. ERPM, which called a R550m rights issue last year, is expected to table a revised business plan, postponing the targets outlined in the prospectus.

JACQUES GOLDING reports that NUM general secretary Kgelama Motlanthe said Durban Deep's application for state assistance had failed partly because the mine had no "stable plan".

The workforce — largely migrant workers from Transkei, Ciskei, Mozambique and Lesotho — had accepted wage rises of just R30 last year to try to cut costs.

# 5 600 to be *Sowetan* retrenched

28/6/94

THE National Union of Mineworkers yesterday urged the Government to intervene in managing the down-scaling of the mining industry

"The Government has a major responsibility to ensure that mining companies are forced to protect workers from unplanned closures," it said

NUM was reacting to the decision by Randgold and Exploration to cease underground operations at its Durban-Roodepoort Deep gold mine which will result in the loss of 5 600 jobs (211)

The union urged the creation of a mining industry social plan fund which could assist retrenched mine-workers instead of "dumping thousands of workers with meagre retrenchment packages as the sole means of survival" — *Sapa*

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# Mine shutdown is premature — govt

BID ay 28/10/94

MICHAEL URQUHART

THE closure of underground operations at Randgold & Exploration's Durban Roodepoort Deep was announced before government had reached a final decision on further support for the mine, the Mineral and Energy Affairs Department said yesterday.

The mine's failure to secure additional state assistance — thought to be around R12m — did not signal a change of policy on the part of the department, a spokesman for Minister Pik Botha said.

It was reported that Durban Deep's fate was sealed after the mine failed in an application for additional state assistance. The mine had already received R8,5m from the government for the pumping of water during the 1993 financial year.

But the spokesman said the request for assistance had still been under consideration by the department when he had heard that Durban Deep was ceasing underground operations. The closure is likely to cost more than 5 600 Durban Deep employees their jobs.

He said the department had asked Randgold for a five-year plan for the mine in order to establish its continued viability.

But the announcement of closure of underground operations had come before the department had received the plan.

Randgold refused to comment. A spokesman said the company would make a further announcement on the future of the

mine on Thursday, after discussions had been completed with unions, government and the Chamber of Mines.

Although the underground gold section of the mine would be closed "as soon as is practical," the mine would continue as a sand treatment operation. (211)

The sand treatment operation last year produced 791kg of gold at a cost of R20 604/kg, while the underground operation produced 4 133kg at a cost of R41 540/kg. Underground working costs had increased by 23% for the year to December.

Surface operation cleanups and asset disposals are expected to last for the next two years. Rand Leases, an independent gold producer which adjoins Durban Deep and had previously shown interest in its assets, said it would wait for further details before looking at the mine's assets. These were valued at R201,5m in the company's 1993 annual report for the year to December 1993, against a current market capitalisation of R153m.

Durban Deep's shares reacted strongly to the announcement, as buyers and sellers struggled to agree on a price.

Sellers were asking R50 a share, while buyers were only prepared to offer R25. Only 200 shares worth R10 000 were traded in one foreign purchase. This is after the share hit a high last week of R66.



# Cosatu slams Randgold over mine closure

Sowetan 29/6/94

THE Congress of the South African Trade Unions yesterday said it was shocked by reports that Randgold closed Durban Deep Mine before the Government had reached a decision on further support for the mine.

Cosatu said it was also shocked by reports that Randgold had allegedly failed to respond to a Government request for a five-year plan to establish the mine's continued viability.

It accused Randgold of having closed the mine without exhausting other options.

"We are watching the Minister of Mineral and Energy Affairs (Mr Pik Botha) closely to see if he can overcome the doubts expressed about his ability to do the job," Cosatu said.

(211) (HSA)  
Cosatu said Randgold's "unilateral decision" to close the mine was totally unacceptable and came at a time when "we are supposed to be focusing on job creation and reconstruction."

It called on the Government to intervene decisively to ensure that the aims of its Reconstruction and Development Programme prevailed in this regard.

"The RDP clearly states that mechanisms need to be put in place to ensure the planned downscaling of mines in a way which minimises suffering of miners and their families," the union federation said — Sapa

# Mine closure will affect the economy

Star 17/1/94

■ BY JOHN SODERLUND

The closure of Durban Roodepoort Deep gold mine's underground operations and the loss of around 5 600 jobs, announced on Monday, has a ripple effect on the rest of the economy.

At least 1 500 of the underground mineworkers are of Mozambican origin and about 500 come from Botswana, Swaziland, Lesotho and other neighbouring countries.

Many of them have been working on the mine for long periods — up to 40 years in some cases — to make enough money to support typically large and unemployed families at home.

These families and their surrounding communities are now about to have to survive with no guaranteed steady income.

In total, the greater part of last year's R93 million annual wage bill is about to be withdrawn from the economy. That equates to a salary cut from an average of R1 396 to zero.

► **Anatomy of a mine closure** — Page 15

FM 11/7/94

# Will other closures follow?

(211)

**Barely a month** after declaring its maiden dividend, mining house Randgold, the rump of the former Corner House, has announced it is to close the underground workings of Durban Roodepoort Deep (Durban Deep), its 97-year-old gold mine on the far West Rand. The decision will affect — in some way or other — the jobs of all Durban Deep's 4 600 employees.

Durban Deep is one of four gold mines administered and managed by Randgold, all of which are marginal and highly vulnerable to small movements in working costs and gold prices.

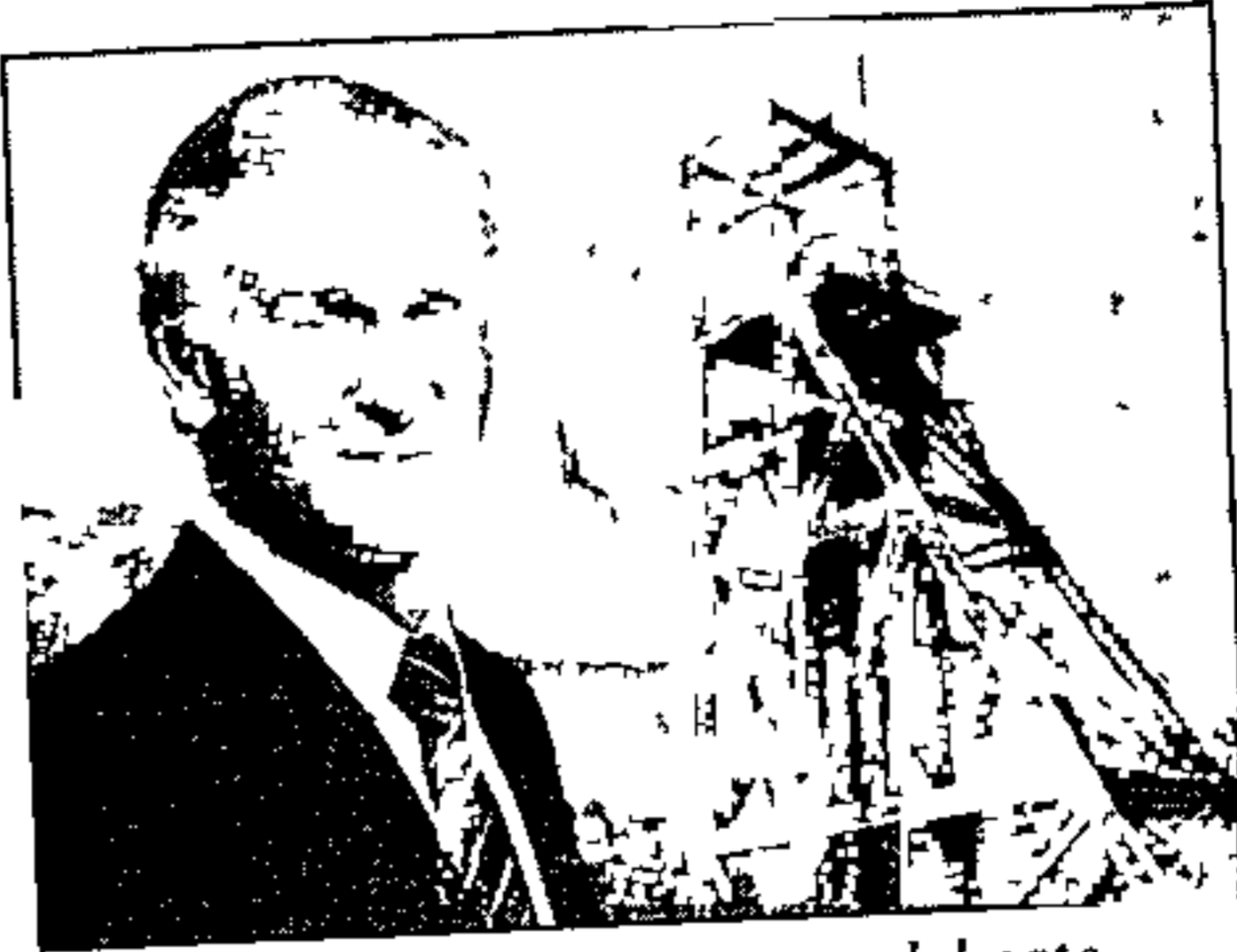
The mine has continued loss-making operations over the past year (it lost R12,5m in financial 1993 and R2m after capex in the March quarter this year), principally by dipping into its cash reserves and relying on government handouts in the form of pumping subsidies. Last year's annual report reveals a net cash requirement of R11,9m, exactly matched by a decline in company's cash balances and short-term deposits.

Randgold's managers made strenuous efforts to keep the mine's underground operations alive: they persuaded the National Union of Mineworkers (NUM) to come on board last year with wage increases below inflation and the industry average. This year, they have lobbied government extensively — with NUM support — to secure further assistance and stand-by facilities.

However, an application for additional assistance to the extent of last year's loss has met with silence. For Randgold, therefore, faced with implacable economic consequences, mining activities at Durban Deep look like a thing of the past. Its profitable sand treatment operations are being continued. Approached for comment, Randgold CE John Turner's response is that he's involved in delicate negotiations and he declines to comment before a conference scheduled for after the FM went to press.

The Randgold decision raises questions about the continued viability of its other operations. Harmony, its largest mine, returned an after-tax profit of R3,6m last year. Then it produced a horrible loss in the March quarter of R20,9m, much of which arises from a provision of R28m for the slimes dam disaster at the village of Merriespruit.

ERPM, the far East Rand mine, finally returned a profit in the March quarter after months in the red — though much of that came from interest earned from money raised from the recent rights issue. The concern for shareholders over the next few quarters must be about the extent to which their capital contributions intended for the new tertiary shaft system will be eroded.



**Randgold's Turner** delicate negotiations

Finally, Blyvooruitzicht continues to lose money (profit after tax in 1993 R14,4m, and R15,3m in 1992) — these totalled R6,9m in the March quarter after a R9,2m loss in December. The mine is short life, probably not beyond the turn of the century.

All these factors lead to serious doubts about the long-term prospects for Randgold. London merchant banker SG Warburg owns a sizeable portion of Randgold — said to be about 25% of equity — through Mercury Asset Management's Gold & General Fund. Manager Julian Baring agrees he is disappointed with the news about Durban Deep. But he adds it's not altogether bad: "I don't like to see mines closing, of course. But I also don't like to see losses. Since Durban Deep was contributing losses to Randgold, I have to be happy these will cease. So there are some compensating factors."

Pressed to indicate his view on Randgold's future and Mercury's investment in the company, Baring says: "Mining is a specialised business with high risks. Our investment in Randgold involves only 0,8% of the whole fund. It needs to be seen in perspective."

Baring refuses to comment on speculation that he may soon implement an alternative strategy. "You don't really expect me to comment on that do you?" he asked. "Even if I were, I certainly wouldn't tell you."

One alternative for Durban Deep is to enter into a tributing arrangement with independently held neighbour Rand Leases. That would greatly extend Rand Leases' life and, presumably, operating margins and profits. Ironically, proposals to merge the two operations were rejected out of hand by Randgold last year.

David Gleason

# Randgold says mine cannot be resurrected

MICHAEL URQUHART  
and JACQUIE GOLDING

RANDGOLD & Exploration warned yesterday that nothing could save the underground operations at its Durban Roodepoort Deep gold mine

Chairman John Turner said the prospect of falling yields, rising costs and capital expenditure needs of R50m by 1997 had forced the closure

Operations would cease within a month, with the loss of up to 5 600 jobs

Discussions with government for state assistance had not been completed, but the mine had been closed for commercial reasons, rather than because government aid had not been secured.

NUM president James Motlatsi said the union had not given up hope. "The present government should not behave like the old government and one would expect it to consider the workers."

Turner said the company had hoped the mine would return to profit in the first six months of this year through strict control of working costs and revenue rising with the gold price.

But the reverse had happened. In the three months to June, the mine made a net loss of R7,9m against a R1,56m loss in the previous quarter. Although revenues rose slowly, working costs jumped from R45 442/kg in the first quarter to R55 509/kg in the second. This meant a working loss of R13 248/kg (211) (211)

Turner said that as a result of the years of austerity when gold prices were low, the mine had a capital expenditure backlog. Wage rates were also substantially lower than in the rest of the industry. This had led to lower flexibility and a high staff turnover, with a subsequent loss of skills

A gold price of more than R55 000/kg was needed to make the mine profitable.

Finance director Mike Heynes said the mine was solvent and had assets which could be realised. These included 2 000ha of land between Roodepoort and Soweto, machinery, plant and housing.

Human resources director Richard de Vilhiers said the company supported the

To Page 2

## Randgold

Biday 11/7/94

From Page 1

idea of a social plan, but before it could be formulated, stakeholders, unions and government had to sit down together

About 10% of Randgold's workforce was skilled. Such staff possibly could be accommodated within the company and at other mining houses. The rest faced unemployment, with retraining the one remaining prospect, he said (211) (211)

Motlatsi said Randgold was obliged to set up a social fund for those retrenched. A

policy had to be formalised for Randgold's three other marginal mines — ERPM, Harmony and Blyvooruitzicht. Retraining in basic skills was vital, and the union was demanding workers get a share of the mine once it was closed.

It is believed that Randgold has agreed to pay R250 000 for the union's mobile development unit truck and that retrenched will get severance packages of two weeks' pay per year of service.

# Mine management's lack of foresight sinks Durban Deep

*STimes (Buss)*

By JULIE WALKER

POOR management decisions and not only low productivity lie behind the closure of Durban Roodepoort Deep, the ageing west Rand gold mine whose underground operations will cease after 97 years of mining. (211)

Durban Deep management company Randgold gives three reasons why the mine is being closed: production and productivity improvements were not achieved, operating losses could not be reversed and the financial resources depleted, and the outlook was one of losses.

But shareholders and employees of the mine deserve a better explanation than was offered this week.

Randgold declined to say how much cash was still in Durban Deep. Randgold and Durban Deep chairman John Turner said only that there was no debt.

Randgold failed to give details of a R9 000/kg rise in working costs to R55 500 in the June quarter. Disclosure of these costs should be insisted on by the Government Mining Engineer and the trade unions. Durban

Deep's costs in the June quarter were R45 400/kg.

Randgold sold forward an undisclosed but large part of Durban Deep's gold for below today's price of about R45 000/kg. It should have hedged by buying put options to protect it against a falling gold. This would have allowed it to take advantage of the rising price.

This lack of financial foresight is the principal reason behind the closure of the mine. Randgold sold too much, too low, without a backstop. 317194

Gold is sold forward by marginal mines, such as Durban Deep, to lock in a profit. If manager Randgold consciously sold Durban Deep's production at a price at which a working loss was incurred, it was remiss.

However, if Randgold underestimated the working costs by such an amount as to have pushed the mine into a loss-incurring position, it was incompetent.

Speculation about the June working costs is that

Randgold bought back its forward positions because Durban Deep will no longer produce enough gold for delivery.

I asked Mr Turner whether Randgold had considered selling the management contract of Durban Deep to somebody who could possibly run it at a profit. He invited me to introduce a buyer.

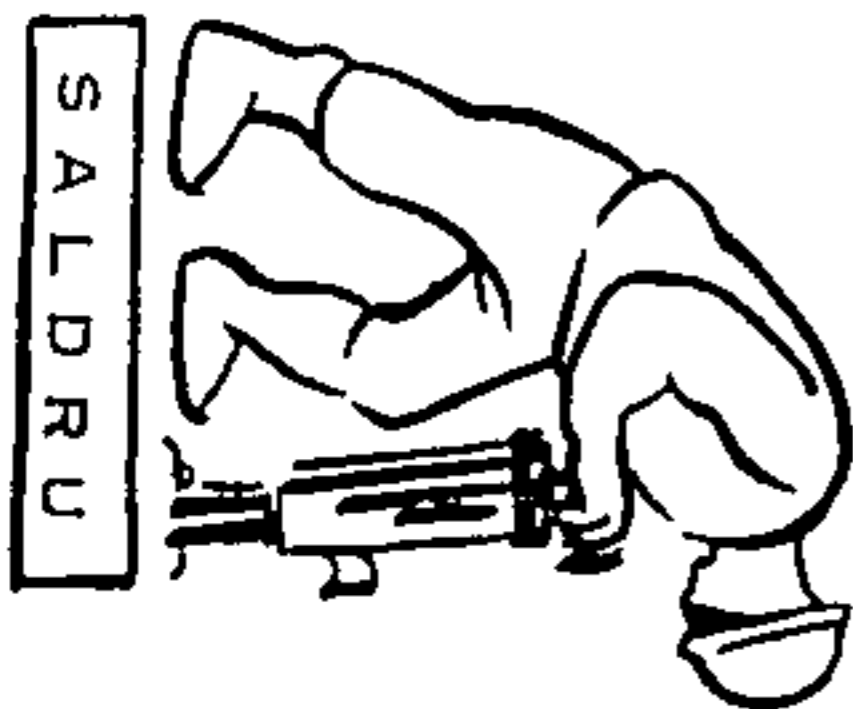
Asked about negotiations with neighbouring Rand Leases — running and at a profit — Mr Turner said it declined to sign a confidentiality agreement. Randgold required that undertaking before negotiations could be entered into.

Randgold's view is that the Durban Deep workers failed to make the mine pay. Others believe it was Randgold's mismanagement. The mine has a large, if low-grade, orebody and proven reserves of 1.2-million tons at a mining cost of R40 890/kg only last year.

Durban Deep could face large contingent liabilities in terms of provisions of medical care for pensioners, retrenchment pay and land rehabilitation.

BEDE  
region, South Africa. Saldru.  
Shelf number: S 330.968 73 DIM

Western Cape



# Day of sadness, day of rage . . .

By CLAIRE ROBERTSON

**VALA! Shut it down!** These words, shouted by hundreds of angry miners on a bleak hillside on the West Rand, sounded the death-knell of one of South Africa's oldest mines this week.

The men had gathered to hear their union confirm rumours circulating Durban Deep the 97-year-old mine was to close down

National Union of Mineworkers shop steward Enoch Magwegwe offered them an alternative devised by Randgold directors — they could take a 16 percent pay cut to enable the mine to stay open a while longer

The miners, among the lowest paid in the mining industry, declined

"I am working here 25 years I am getting R500 (a month) That is nothing! They can close it!" says Boswell Singape

Mr Singape dreads the prospect of returning jobless to his wife and four children in Grahamstown

Raoul Sozinha, who wanted to know whether I thought R500 was enough compensation for the loss of his index, middle and ring fingers on the mine 18 years ago, will return to Mozambique, along with 1 500 compatriots

The men are fiercely loyal to the NUM, which angers white miners

"I'll tell you who closed this mine! The NUM. There's no discipline, no productivity," says a white miner

The NUM demanded a 25 percent pay rise for Durban Deep this year. It has dropped this to 18 percent — still astronomical for a loss-making mine

It is also spearheading a drive to ask the government to bail out the mine — a move that dismays economists

"Government intervention would be a very dangerous precedent, and could become the thin edge of the wedge of government control of the mining industry, contributing to a disastrous downward spiral given government's inability to distinguish between efficiency and the lack of it," says Econometrix chief economist Dr Azar Jammine

"And if mines are not in the hands of government, they will one by one start closing down"

Under threat are three other mines — Lorraine, Joel and Blyvooruitzicht — which all showed a loss in

## Angry miners choose closure over a big cut in their salaries

the first quarter of 1994

Why should the taxpayer bail out the mining industry? It makes much of its share of the economy, but its direct contribution to GDP has declined from 23 percent in 1960 to just 10 percent last year

It has shed between 150 000 and 200 000 workers since 1990. The gold mining industry now employs about 356 945

NUM member Siphon Ndlazi is furious with the government for reportedly already turning down a request for help by the mine

"We gave them our votes. Now that we are in need of help, the government is turning away"

ANC election posters promising Peace Jobs and Freedom litter the mine's NUM offices. So do painstakingly penned letters "Dear Sir or Madam, I hereby apply for a job in any department"

Dr Jammine welcomed the possibility that the miners might elect to take a pay cut to keep their jobs

But Durban Deep miners have just weathered a tough year. They earn 24 percent less than the industry average on all grades — the lowest paid underground workers accepting R457 to descend into the hell of the mine's shafts, some of the world's deepest at up to 2,4 km

And last year they ac-

cepted an across the board pay rise of R30 as their contribution to cutting costs on "a mine that has been about to close down since I first started here in 1957," as pensioner Henry Fraser said this week

The mine has been under the sword since 1989, when it accelerated its roller-coaster ride in and out of the red Parent company Randgold blames low productivity

"But you know, when there are rumours about closure, productivity falls by 50 percent — and the external phone calls increase by 50 percent as the people start looking for jobs," said Flip Buys, acting general secretary of the predominantly white Mineworkers' Union, which has scoffed at the idea of a 16 percent pay cut

"We think it will only delay closure by a month or two," said Mr Buys, who considers the idea another example of the erratic management style the mine has suffered under

Indeed, in the same fortnight that it announced the closure, Durban Deep advertised for jobs

Mr Buys believes most of the skilled miners will find work elsewhere, and Durban Deep has already posted recruitment notices for other mines

But Mozambican

(211)

# Torn community contemplates its uncertain future

By CLAIRE ROBERTSON



A SIGN at the entrance of the doomed mining town of Durban Deep reads "Through these gates walk the safest men and women in the industry"

But Sonet Betzer does not feel safe as she cuddles her baby son in her lap, waiting for her husband to finish his shift, nor does Sarah Patel, warming her hands in front of a heater in her dry goods store on the edge of the mine

Tinkie and Henry Fraser do not feel safe as they ready the mine's Bowling Club pub for the afternoon rush, knowing that the miners who contribute 75 per cent of the club's income will soon be gone

Monica Mfobo contemplates once more splitting up her family, so recently united in the black married quarters village of Dabulaville, and does not feel safe

"To see a mine close is like visiting a house where the matriarch has died," says Flip Buys, acting general secretary of the Mineworkers' Union

There has been no mine manager in the general manager's residence, the heart of any mining town, for 10 months, since GM Frans Weideman retired

Since then, the mine, one of the largest and oldest in the country, has deteriorated rapidly

Durban Deep is a neat little town, but soulless, with deserted streets, vacant houses and closed shafts contributing to the lonely atmosphere

Consensus among white miners interviewed this

week is that the National Union of Mineworkers "drove Weideman off this mine" because he was too strict

The NUM did not like him, shop steward Enoch Magwegwe concedes, because he was "against the union, and he only cared for the whites"

Whether or not Durban Deep could have been saved with a more consistent managerial hand, a higher gold price, more flexible unions or shallower deposits of gold, the fact remains that when it closes this month it will take with it the better part of two schools, four small clusters of shops, and will shatter a settled community

It is estimated that 25 000 people will be affected when the 5 000-odd Durban Deep employees lose their jobs this month.

"My congregation is going to be scattered," says Assembly of God pastor and mine hospital ambulance driver, David Moabe, who has spent 21 years on Durban Deep

Mrs Patel's store used to turn over a steady trade in soap, Vaseline and toothpaste — and the pots and pans, crockery sets and suitcases which every black miner buys for his wife or mother on the eve of leaving for home far away

"I don't know what we'll do I don't know where we'll go," she said this week



UPROOTED AGAIN . . . miner's wife Monica Mfobo



FOR REAL . . . pensioner Henry Fraser recalls many previous threats to close

# Uproar over 'segregation' at W Tvl mine

By KHANGALE MAKHADO

MINERS at the East Driefontein mine near Carletonville have accused the mine's bosses of enforcing racial segregation on the premises

The workers say the mine authorities have divided them on racial, ethnic, gender as well as on religious lines. Although they work together during their shifts, the workers say after work they have to return to separate hostels and dining halls and even watch television in separate rooms.

The workers' grievances culminated on Thursday in a National Union of Mineworkers-led protest by about 9 000 miners who braved the cold to march on the mine's office

A memorandum handed to management stated the future of the mine - owned by Goldfields - depended on a constructive relationship between workers and management which could not develop unless basic human and workers rights were guaranteed.

## Demands

Some of the miners' demands are:

- Recognition of NUM by East Driefontein at all levels and an immediate end to victimisation of union leaders and members;
- An end to racial discrimination, ethnically divided hostels and compounds, alleged harassment and brutality by mine security and an end to the use of "acculturation" as a form of racist repression;
- Immediate commencement of affirmative action programmes.

Goldfields have been given until Thursday to respond to the demands.

Asked to comment on the racism allegations, Marion Brower, a spokesperson for Goldfields, the mine's owners, said the company had always been a protagonist of non-racialism. She added that the company would decide whether to issue a statement once it had studied the memorandum.

Meanwhile, over 100 000 mineworkers from all mines in the Free State will march to the Welkom City Hall today, said the NUM. The march will be in support of a living wage and an end to racial discrimination and the migrant labour system.



# THE RIPPLES RUN DEEP ...

CIPRESS 317194

(21)

## Mine closure hits community

By KHANGALE  
MAKHADO

THIS week's spirit-dampening news that thousands of miners were to lose their jobs at the end of July in what has been described as one of the largest mine shut-downs, will mark the end of a thriving community established more than a century ago.

This emerged after a visit to the doomed Durban Roodepoort Deep Gold Mine west of Johannesburg, where a business community heavily dependent on miners' trade has grown up over the years.

The news that 5 600 miners would lose their jobs sent ripples of anger and disappointment through the community. Accusations of negligence came from the National Union of Mineworkers (NUM).

But the mine stood by its story that it had sustained a loss of R12,3-million in the past nine months.

However, it has been reported that Durban Deep's fate was sealed after the government rejected an application for additional state assistance thought to total R12-million. NUM general secretary Kgalema Motlanthe has charged

that the mine's application for state assistance failed partly because the mine had no "stable plan" for the future.

Meanwhile, the real drama of the closure is being played out in the West Rand where its establishment 145 years ago gave rise to an entire community around it. On another level, the nearby West Rand city of Roodepoort has also depended on the custom of the Durban Deep miners, mostly migrants from Lesotho, Mozambique and the former homelands, Transkei and Ciskei.

Mining underground team leader Mzanyelwa Madikizela (45) told City Press how the closure was going to affect his family, who had come to accept the mine as their home.

He joined Durban Deep in January 1970 and has been staying at the mine's housing complex ever since with his wife and four children. His other five children are back at his home in Bizana in the Eastern Cape.

"Since the rumours of the closure of our mine started doing the rounds last year, I have been praying daily that something might be done to save the mine as this will



**BLEAK FUTURE . . . Miner Bonakele Tyulu (left) and team leader Mzanyelwa Madikizela inside the Durban Roodepoort Deep store after hearing the news of the mine's closure.**

■ Pic: ANDRIES MCINEKA

mean saving not only 5 600 people from starvation but their families as well," said Madikizela.

He went on "I shudder to think what will happen to our families once we are kicked out of the mine houses. Our children's education will be disrupted for sure."

Another worker, who did not wish to be named for fear of reprisals, accused the mine of "cheating", claiming that each year when the miners were due for their annual wage increases "management always came with

the bankruptcy story"

He said they had not received a pay increase for five years and he thought that management was "just trying to get rid of us".

Another miner, Bonakele Tyulu, feared the prospect of being evicted from his mine house once the mine closed. He has been working at the mine for over 18 years and stays there with his wife and three children.

"We had been asked to work on Saturdays since April this year in what management said was a

bid to 'uplift' the production and we agreed. That is why the announcement is completely unacceptable to us," said Tyulu.

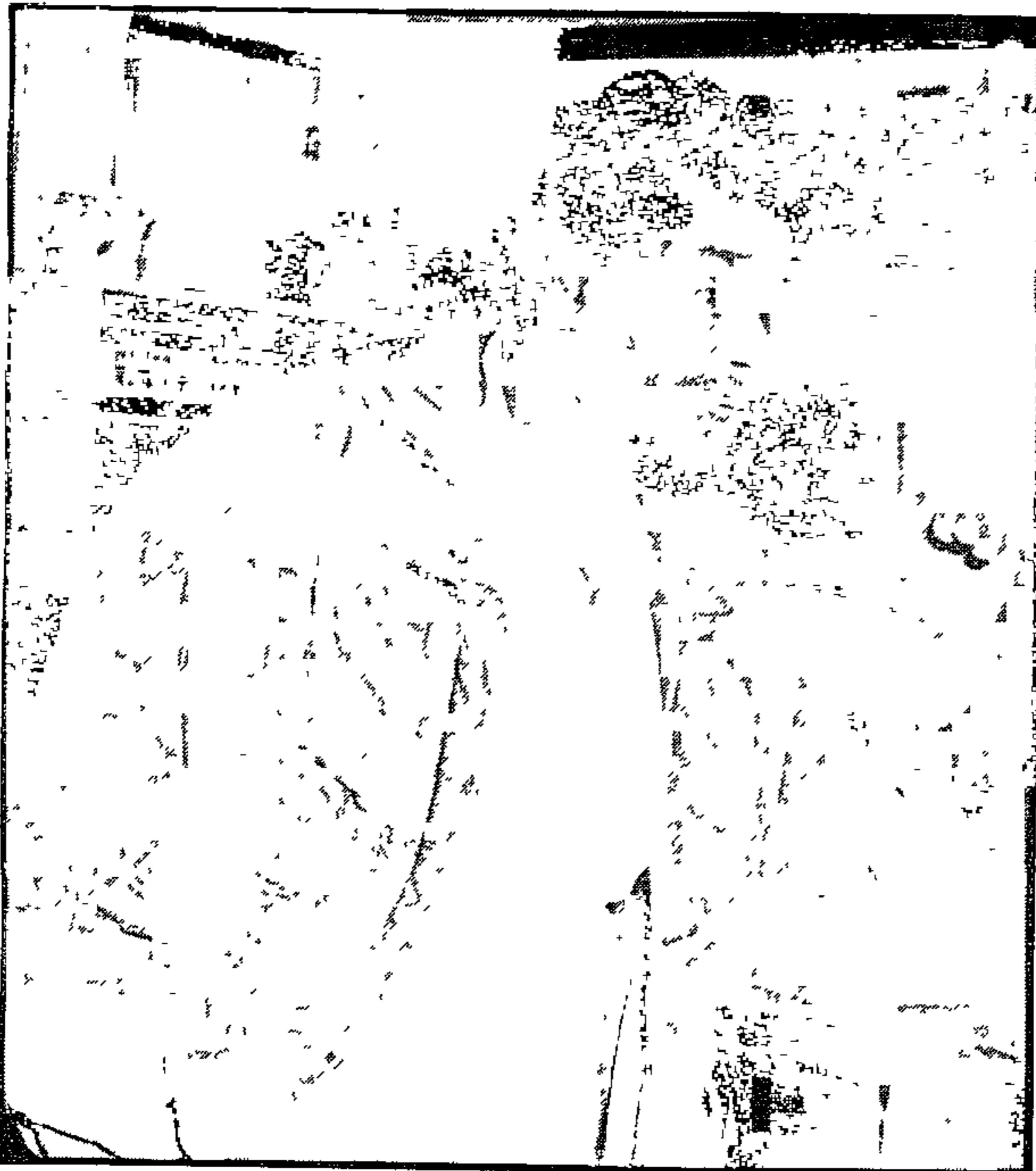
Concession store owner Ron Naidoo is also hard hit. He believes Durban Roodepoort's closure will prevent him from repaying the loan on his shop. "I depend entirely on the mineworkers here."

"It won't be a good idea to close the mine and I strongly feel that the government should step in and subsidise the operation, thereby helping

thousands to retain their jobs," said Naidoo.

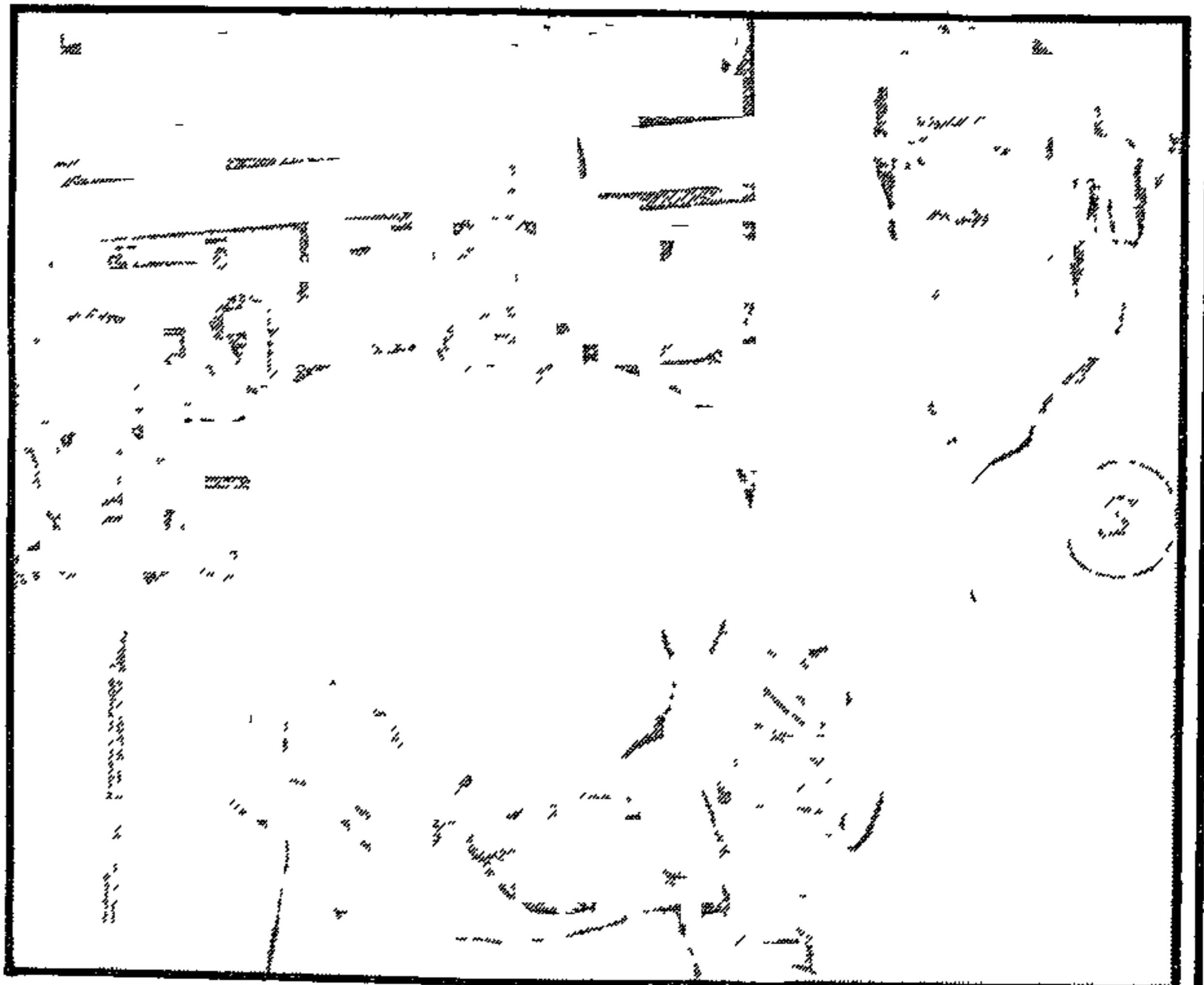
Another shopowner, Hassim Hassiam, said although his shop would not be as badly affected as other shops, such as clothing and appliance stores, he did not see any future for the city of Roodepoort if the mine were to be closed.

A spokesman for the mine's owners, Rand Gold and Exploration, Martin Fellon, confirmed the mine's closure and said 5 600 workers would lose their jobs.



**ANGER . . . Durban Roodepoort Deep store owner Ron Naidoo makes his point.**

■ Pics: ANDRIES MCINEKA



**UNCERTAIN . . . AI Electronics owner Jits Daya with Albert Saiya (left) and Phillip Sithole, assistants at the shop. They would also lose their jobs if the store were to close.**

# NUM launches new schemes for retrenched staff

ERICA JANKOWITZ

IN THE aftermath of the planned closure of Randgold's Durban Deep mine and the loss of 5 600 jobs, the NUM has launched its second village-based enterprise association in the former Gazankulu homeland.

NUM general secretary Kgalema Motlanthe said the initiative — in the Rolle district — was owned and controlled by the Mhala Development Centre Trust which consisted of representatives of local enterprise groups, community structures and the NUM.

The launch followed a similar initiative in the Mount Ayliff region of Transkei where a number of retrenched workers from Amcoal's Arnot Colliery lived.

The Mhala enterprise was funded by the jointly controlled Amcoal/NUM job creation fund established to help retrenched Arnot Colliery workers gain skills to promote self-sufficiency.

Motlanthe said the target of village-based enterprise groups was "self-employment through small enterprise development and mutual assistance within their network of enterprise groups".

He said the NUM's development unit was focusing on creating similar development units in areas affected by mine downscaling. This new direction followed the limited success of NUM co-operatives which failed to absorb many retrenched workers.

It is estimated that about 160 000 jobs have been lost in the sector over the past five years and analysts predict that further rationalisation cannot be ruled out.

Motlanthe said the Mhala centre would supply groups with live chickens for resale at well below the going rate. Participants would be offered training in "a wide range of small enterprise options" developed by Rutec.

The centre would provide equipment for enterprises such as roof-tile manufacturing, battery charging and bread-baking and would hire time to participants, enabling them to test their skills and the market before investing in any equipment.

The centre would also operate as a wholesaler of raw materials and hardware for local production. Motlanthe said the NUM was involved in establishing a central national buying service, which would give rural stores access to national economies of scale.

Basic business education training would be offered at the centre through the One-up Business Training Course. Credit facilities ranging from a micro-credit scheme to more formal business loans would be available through a Rural-Finance Facility loan officer.

An advice centre was also planned to inform residents about such issues as pensions and unemployment insurance, "as well as providing a channel for information on a wide range of development issues", Motlanthe said.

# Mine salary talks enter crucial phase

ERICA JANKOWITZ

THE NUM and the Chamber of Mines have described today's sixth round of wage negotiations meeting as crucial and say the parties have agreed to intensive sessions today and tomorrow in a bid to break the back of this year's wage round

Chamber chief negotiator Adrian du Plessis said the parties were now about 10 percentage points apart after the NUM dropped its claim to 17% and member mines raised their offers to between 6% and 9,5%, supplemented in some cases by bonus schemes.

NUM assistant general secretary Gwede Mantashe confirmed these positions, but stressed that the union was more concerned with addressing discrepancies in employment conditions, which were a legacy of apartheid, than with settling the wage issue.

Mantashe described the chamber as being reluctant to address the NUM's concerns on such issues as differences in pension fund contributions and hostel accommodation.

Very little progress had been made to date, but Mantashe said he expected the pace of negotiations to pick up this week

Du Plessis said six working parties had begun their task of addressing many of the outstanding issues and some demands had been settled. This week's meetings would hopefully finalise wage and wage-related issues, including the provident fund proposal, holiday leave allowances and bonus schemes on participating mines.

He said the majority of gold mines had offered 7% increases with Anglo American reaffirming its 2% guaranteed bonus scheme in addition to a 6% increase on basic pay. JCI continued to offer its cost containment bonus scheme.

Coal mines tabled increases in a range of 6,5% to 9% and Randgold was conducting separate company-level negotiations under the auspices of the chamber.

*Mineworkers want 17 percent increase*

*Star 5/17/94*

# NUM locked in pay dispute

■ BY DEREK TOMMEY

The mining industry is holding its breath while delegates engage the National Union of Mineworkers (NUM) in negotiations to break the deadlock over 1994-95 pay rises

Adding urgency to the negotiations is that the agreement was supposed to have been implemented last Friday

Moreover, both industry and union officials are mindful that the longer negotiations go on, the greater the likelihood of workers becoming disgruntled

On the other hand, with

wages a critical factor, accounting for about 50 percent of total mining costs, the industry is unlikely to make large concessions

Delegates met for a sixth time yesterday morning and again last night. They will meet again today if no finality is reached.

Jerry Majatladi, the NUM's press officer, said yesterday he hoped a decision would be reached by tomorrow, otherwise the union would have to declare a dispute and go to arbitration

Initially, the NUM sought 26

percent. The industry countered with 4 percent

Both sides have made concessions, the NUM scaling down to 17 percent. Among employers, Anglo is offering 6 percent, together with a profit-sharing bonus of which a sum equal to a 2 percent wage increase will be guaranteed.

This is equal to a total minimum award of 8 percent. The rest of the industry is offering a straight 7 percent

The Council of Mining Unions (CMU), which represents the mainly white unions, is seeking 10 percent. The

council will hold talks with employers later this week

(2/1)

An industry official says because there is only a small gap between the CMU demand and the offer by Anglo, there should be no difficulty in reaching a settlement

One noteworthy aspect of negotiations is that Anglo is the only group to propose a profit-sharing scheme

The attitude would appear to be workers should suffer along with the employers in bad times, but get a fair share of the profits in good times

The NUM also wants employer contributions to the Mineworkers Provident Fund to be raised to 11.75 percent, in line with contributions made to the white pension fund, an increase in sick leave to 56 paid days, three days paternity leave and three months maternity leave on full pay.

The NUM wants the industry to agree to 10 percent of the labour force being able to attend educational and training courses for a total of 200 hours a year, on condition that the employee gives up another 200 hours of his own time

# Poser as mine pay talks stall

~~213~~ 211 ARG 5/7/94  
**DEREK TOMMEY**

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■ Three companies in the Gold Fields group, Gold Fields itself, Vogelstruisbult and New Wits, have sold their combined 48,2 percent stake in the defunct Rooiberg tin mine for 182c a share, equal to R1,8 million

The purchaser is Metorex (Pty), which specialises in reclaiming old mines

The transaction is subject to Metorex, in compliance with the Securities Regulation Code on Takeovers and Mergers, extending a similar offer to the remaining shareholders of Rooiberg

Metorex will publish details of its offer within 30 days

# NUM unhappy with 8% offer

THE NUM leadership would not recommend that members accept the current Chamber of Mines average 8% wage offer as the union believed employers had been hasty in describing it as a final offer, NUM general secretary Kgalema Motlanthe said yesterday. *BIDA*

"We are still negotiating and much depends on the package we will be able to secure from chamber members."

However, the union had not declared a dispute as officials believed the parties should continue talks. *7/7/94*

Motlanthe said a number of important items had been agreed to, including maternity and paternity leave and deferred pay.

Parties would submit a proposal jointly to government for approval, recommending workers be given full control over decisions about their earnings and that enforced deferred payments should cease.

On the issue of legislation to regulate downscaling and mine closure, the NUM would lobby government directly as the

ERICA JANKOWITZ

Social Plan Act submissions to the chamber had not been successful.

Once again the issue of training was high on the union's agenda and Motlanthe urged employers to view numeracy, literacy and on-the-job skills development as an investment rather than merely a cost.

Other issues being debated by working parties were affirmative action — for which the union believed an industry framework agreement was necessary — housing and hostel upgrading, income security for injured workers and job grading.

Motlanthe said the union believed a maximum of four unskilled job grades was required (of the current eight). *(21)*

The NUM wanted an end to discriminatory practices, including the equalisation of retirement benefits. Employers contributed 11,75% of basic pay to skilled workers' retirement funds compared with the 7% paid into unskilled workers' funds.

## White miners attacked: Talks

JOHANNESBURG — The Mineworkers' Union will meet the state mining engineer today to discuss attacks and threats against whites in the industry, the union said yesterday.

It said several white miners had been attacked, threatened or intimidated at some Goldfields mines on the West Rand (21) (22)

An MWU spokesman said the matter was also the subject of talks with mine managers.

The union was demanding the safety of its members be guaranteed  
Sapa

CT 8/7/74

By SIPHO ZUNGU

THROUGH these gates walk the safest men and women in the industry

That is the boast that greets one from a sign at the entrance to Durban Roodepoort Deep Mine

Yet many miners with 20 years' service will walk out of these gates at the end of this month broke and without a roof over their heads

When the mine closes, they will be paid their month's salaries and leave pay if there is any due. They will then have to wait for five years to be paid any outstanding bonuses and dues, they were told by the mine management

Inside the gates at the entrance of the doomed mine complex, the workers' children play, swinging golf clubs, unaware that their days here are numbered. To them, life is just going on as usual

Kids casually kick a ball around at the entrance to the married quarters, Dabulaville. They have heard about the closure, but haven't taken it seriously. Now, as I approach and take pictures, one asks "Daddy, will they really close down the mine? Will they chase us away from here?"

While I think of an honest opinion, another butts in "No! They just want the government to give them money. The government has given them R5 million already"

## Bleak future for workers in shock shutdown

The children are on holiday, but their homes could be only a memory in a few weeks' time when the mine shuts at the end of the month. Teachers at the mine school are taking the matter with lukewarm seriousness. They just "cannot believe it"

On the other hand, residents of Dabulaville are worried. They want to know "so where to now?" - and there is no reply forthcoming

Some have worked and lived there for over 20 years. Now they face retrenchment and, to add insult to injury, they face the future without back pay for their service

Pastor David Moabe will be marking his 21st anniversary of service at the mine next month, probably on the streets, seeking work as a driver. He works as an ambulance driver

His flock of 250 members of the Assembly of God will be without their pastor of many years and they too will be walking the streets

Dorah Msinekelwa, wife of Welile Msinekelwa, said they would look for corrugated iron sheets to erect a shack for shel-

ter. She said a nearby squatter camp was full, so she intended to go to a new one she had heard of, near Dobsonville

Mrs Msinekelwa said she had experienced a similar fate in 1989 when all women staffers at the mine were laid off. She was given R1 300 as severance pay. She expects no better send off now for her husband

Father-of-six Mpongo Yengeni, who has worked for the mine for 35 years, got the shock of his life when he came back from a weekend visit to the Cape and learnt the mine was closing

His family saw the announcement on television while he was away. He had heard nothing from mine management

Dabulaville school principal Mary Sithebe says she will be back at school on July 25. She has not been informed officially of the closure of the school or mine

Initially, the workers took the announcement lightly because they thought the company was repeating an old ploy

Each time they were due to get increases in the past five years, management had threatened to shut the mine. They were expecting a big increase this month. But instead of a good bonus, they lost their jobs

The mine management said 5 600 workers would be affected by the closure of the mine. The remaining workers would work at the sand plant

FOR THE

(112)  
DEEP END



## NEWS Unhappiness over seeming indifference towards Durban Deep mine closure

# ANC slams Botha over mine

By Ike Motsapi

THE ANC yesterday attacked the Ministry of Mineral and Energy Affairs for doing nothing to stop the closure of the Durban Roodoepoort Deep Mine which meant the loss of 5 000 jobs

In a stinging attack on Mineral and Energy Affairs Minister Mr Pik Botha's department, the ANC said he had neglected to reply to requests to make sure the mine was not closed

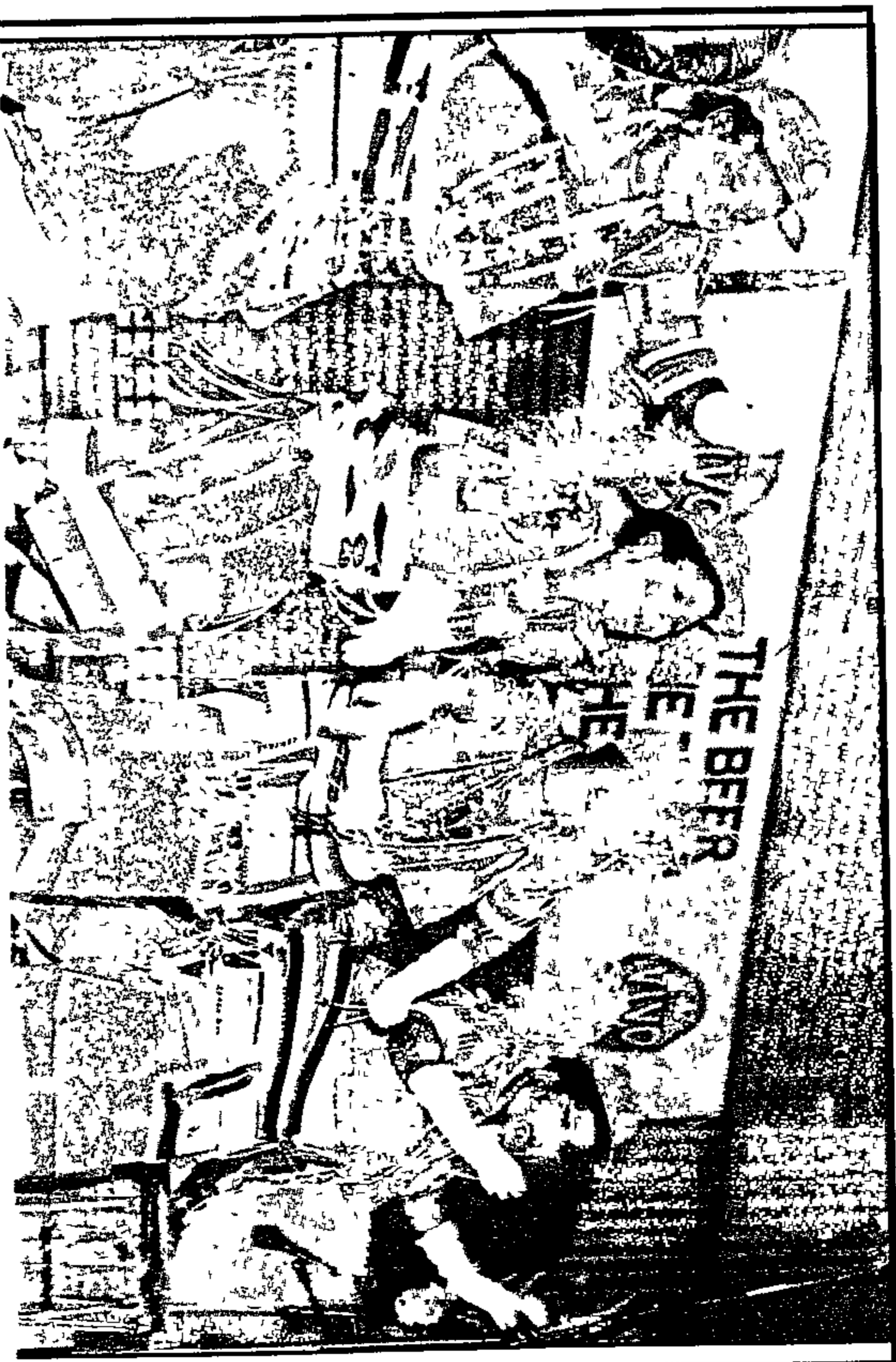
Mr Marcel Golding, MP and chairman of the ANC committee on mineral and energy affairs, said "The lack of a clear and compassionate response by the relevant government departments to the situation at Durban Deep is a national disgrace"

Golding said the job losses had "a

dramatic knock-on effect in rural areas" He said "The Reconstruction and Development Programme is committed to creating employment for people Despite this orientation of the new Government, the Department of Mineral and Energy affairs has not acted in the spirit of this objective

"Attempts by unions and local business groupings to meet with the minister and relevant officials have been simply ignored"

Botha's spokesman, Mr Ronald Daryl, denied the allegations, saying the Government was in fact not given the chance to assist the mine He said "It has been made clear by the management of the mine that they decided to close the mine for commercial reasons without consulting the Government"



## Pik berated over closure of mine

SUSAN RUSSELL

THE Mineral and Energy Affairs Department's failure to respond to the closure of the Durban Roodepoort Deep Gold Mine, where more than 5 000 jobs would be lost, was a national disgrace, ANC MP Marcel Golding said yesterday.

Golding, who chairs the ANC's mineral and energy affairs committee, also criticised Minister Pik Botha's department for ignoring attempts by unions and local business groupings to meet him to discuss the issue. Golding called on the department urgently to convene a meeting of all stakeholders to find an effective response to the situation. **BIDAY 11/7/94**

In calling for a national plan to manage downscaling over the most appropriate time period, he said stakeholders were not asking government to pour money into a bottomless pit.

"The aid should be carefully targeted to meet specific goals, taking into account the social consequences of sudden closure," Golding said. **(211)**

He said despite being told about the urgency of the situation when the mine's closure was announced on June 27, Botha had failed to reply to repeated telephone calls, letters and faxes from trade unions wanting to brief him on the human consequences of not assisting the mine.

The Minister had also ignored Durban Deep's earlier application to government for assistance to keep the mine going.

To Page 2

## Mine closure

"This lack of response is totally unacceptable," Golding said. "This is not the way that the new government should be seen to be dealing with a problem of this magnitude and significance." **(211)**

He said the social and economic implications of the mine's closure at the end of July were huge. The direct loss of more than 5 000 jobs would exacerbate the chronic poverty in rural areas that supplied labour to the mine.

"In addition the local economy is deprived of the network of economic activities that surround the mine. Foreign exchange earnings, needed to import goods for economic growth, will fall by R180m."

Golding said if the mine closed suddenly the consequences would be far-reaching

and deeply damaging to workers, local businesses and communities.

In an initial response to Golding's statement, Mineral and Energy Affairs spokesman Roland Darroll said he was not aware of any approaches from unions on the closure. Referring to Durban Deep's application for assistance, Darroll said his department had requested a feasibility study from management which had, however, announced its decision to close the mine before this was forthcoming.

Darroll also expressed surprise at Golding's contention that Mineral and Energy Affairs had ignored attempts by unions and local business groupings to meet the Minister on the issue.

From Page 1

## Union calls for meeting to discuss hoisting policy

THE all-white Mine Workers' Union (MWU) had called for a meeting within the next two weeks to discuss safety in light of racial tension over hoisting, union acting general secretary Flip Buys said yesterday.

The union met the government mining engineer on Friday to discuss the issue and called for all interested parties to be involved in the meeting, which would thrash out policy on hoisting procedure. (21)

Miners are hoisted according to job status, which almost invariably corresponds with race.

Buys said members were concerned about rising tension and violence, especially underground.

He said whites expected a backlash over the issue and explained workers were hoisted according to seniority for good reason

ERICA JANKOWITZ

Miners and journeymen had administrative work to do, unlike general workers who could leave when reaching the surface.

Reuter reports Alan Munro, Gold Fields' executive director of the gold division, said managements had worked hard to improve communication with workers, but issues such as queuing underground still caused friction.

NUM spokesman Jerry Majatladi condemned Gold Fields for forcing workers at Deelkraal to end their unprocedural strike last week with a court order. He said adopting a legal stand on the issue would not resolve the problem.

"This is the most palpable form of racial discrimination and is likely to become a problem in other mines," he warned.

## Dispute declaration premature — De Beers

ERICA JANKOWITZ

DE BEERS contests the NUM's claim that the union declared a dispute during annual wage negotiations on Monday, saying the union cannot do this as there is no deadlock (211)

The company said it had proposed an independent arbitrator be appointed to rule on whether the union's dispute declaration was premature. However, the NUM rejected this.

An NUM spokesman said the union believed it had reached deadlock in wage negotiations on June 22 and neither party had moved since this stage. Therefore the union believed it was within its rights to declare a wage dispute.

According to De Beers, the company's last wage proposal was an average 8.5%. This was in response to the union's 14% demand "together with numerous other fringe benefits which together would result in an unacceptably high increase in the wage bill, estimated at approximately 25%."

De Beers had also agreed to discuss further several other issues.

# White workers demand protection

ST 14/7/94 (211)

JOHANNESBURG — Members of the mostly-white Mineworkers' Union refused to go underground at the Leeudoorn gold mine on the West Rand yesterday until management could guarantee their safety.

Union spokesman Mr Krappie Cronje said a union member had been stabbed in a lung on Tuesday evening and was seriously ill in hospital.

Mr Cronje said miners were not on strike but would remain on the surface

until management had solved the problem of threats and intimidation underground.

The union is seeking meetings with Minister of Mineral and Energy Affairs Mr Pik Botha, Minister of Labour Mr Tito Mboweni and all the mining houses.

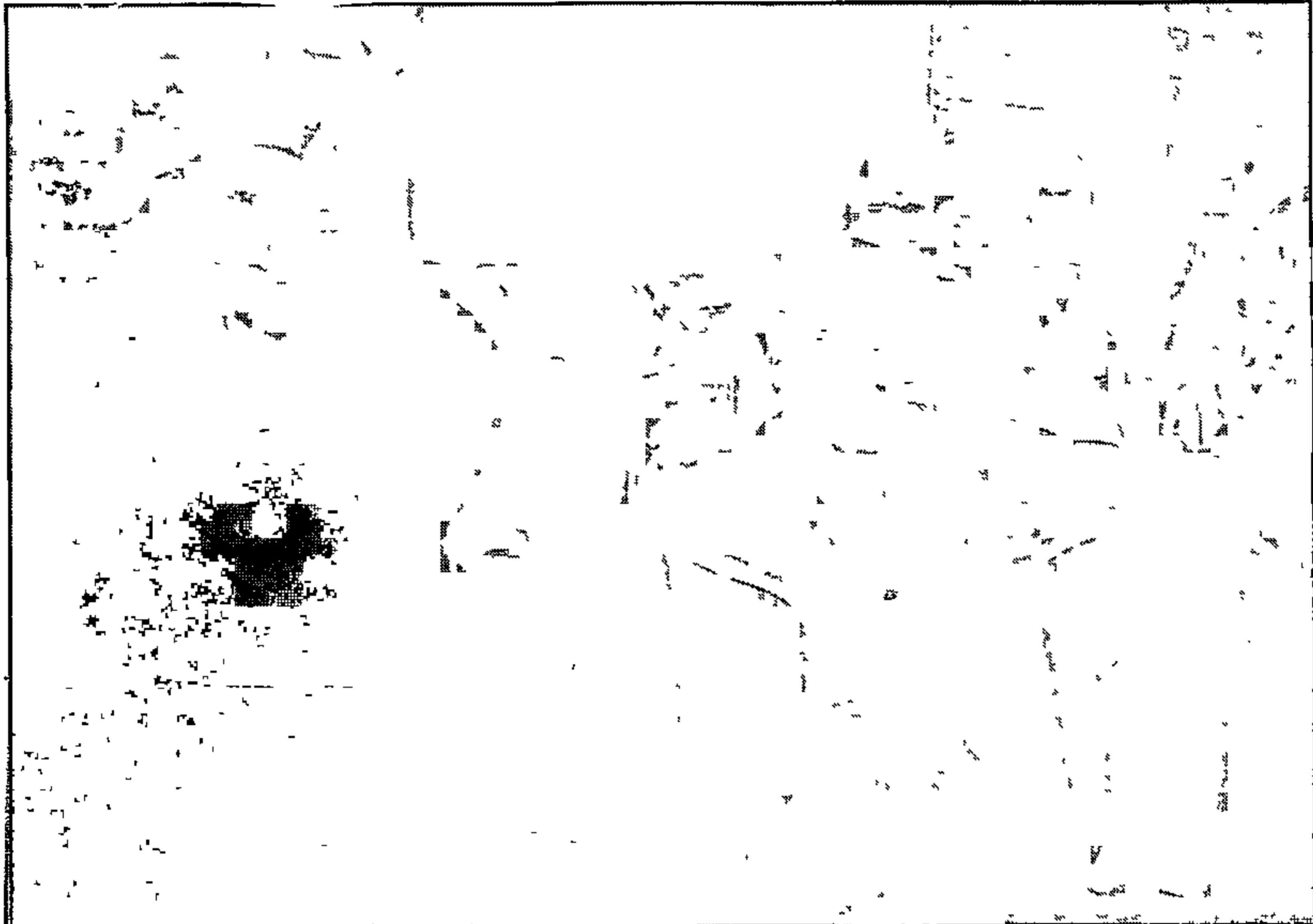
The National Union of Mineworkers (NUM) which represents mostly black miners should also be present, Mr Cronje said.

He blamed NUM members for the threats and intimidation underground.

Mr Cronje said the problem of intimidation

tion was increasing on some mines. NUM members went on strike at Deelkraal last week, claiming the mine's hoisting policy was racist.

NUM president Mr James Motlatsi yesterday blamed Goldfields for the problems at Leeudoorn. He said racism practised by Goldfields had led to the attacks on white miners. His union had nothing against white miners and would like to unite with them, he said. — Sapa



Hundreds of mineworkers congregate at the Durban Roodepoort Deep Mine to protest against the mine's closure. Some 5 000 workers will be affected by the closure.

PIC JOE MOLEFE

# 5 000 miners to lose jobs

*Sowetan 15/7/94*

**By Ike Motsapi**

THE National Union of Mineworkers yesterday held last-minute talks aimed at saving Durban Roodepoort Deep Mine which is scheduled to close at the end of the month

Meanwhile, about 5 000 miners who are to lose their jobs marched on the mine where talks were being held. They held a picket and a demonstration.

NUM media officer Miss Judith Weymont said "We are waiting to hear

what management has to say afterwards, before deciding what course of action to take"

(211)  
Minister of Minerals and Energy Affairs Mr Pik Botha said the Government had tried to save the mine and that its proposed closure was purely a commercial decision by management. "On July 10 I issued a statement in which I explained how, over the years, the Government has financially assisted Durban Roodepoort Deep mine to the tune of almost R100 million, thereby prolong-

ing employment which would have long since disappeared had strictly commercial criteria been applied"

He said the current crisis at the mine has once again underlined the need for an overall strategy to deal with mines that are due to lose financial viability

Botha added "To deal with this, urgent attention is being given to creating a problem-solving partnership between the various interested parties, mine management, trade unions, community leaders and the Government"

Report on Durban Deep expected

# Pik's plan to ease trauma of mine closures

B1 Day 15/7/94

MADDEN COLE

THE Mineral and Energy Affairs Department was planning a national strategy to cushion the effects of the closure of marginal mines on workers and their communities, Minister Pik Botha said yesterday. (211)

He said the crisis at Durban Deep had underlined the need for an overall strategy to deal with mine closures

Urgent attention was being given to the creation of a problem-solving partnership between mine management, trade unions, community leaders and government. This would include worker retraining, encouraging small business activity and assistance in finding alternative employment

Botha said he had instructed his department to re-examine ways of dealing with the social effects of Durban Deep's closure. The departments of Finance, Labour, Housing and Land Affairs would be consulted to ensure all alternatives were covered. "I expect to receive a report on this within days rather than weeks"

All marginal mines would be examined in this way. Data on lifespans of various mines and the number of workers were being studied to evaluate the problem.

Options should cover the maintenance of a viable local community. Apart from trauma experienced by individuals, Botha said there was also the tragedy of a community being destroyed. "An economic centre with cultural, recreational, social, sporting and other elements cannot be allowed to disappear simply because its traditional economic base has eroded away"

But no false expectations should be raised as he could not guarantee Durban Deep would be saved

ANC MP and mineral and energy affairs committee chairman Marcel Golding said platitudes about good intentions were not enough. Instead, Botha should call a meeting of all stakeholders

A request for a meeting with the Minister a week ago had been ignored.

He agreed that a national strategy was needed, because present policies on marginal mines were based on the recommendations of the discredited Marais committee. "What we need now is a targeted assistance package." A minimum requirement was for the Minister to head a meeting of stakeholders and agree on a framework to resolve the Durban Deep crisis.

Randgold said it welcomed the Minister's intentions and would be prepared to participate in such a process. But it doubted that this process would prevent the closure of Durban Deep

JACQUIE GOLDING reports that NUM general secretary Kgalema Motlanthe said the NUM welcomed Botha's expression of commitment. "The Durban Deep issue deserves urgent discussion between the union, government and stakeholders"

The absence of legislation regarding the social impact of the downscaling of mines was "scandalous"

He said Botha's statement "as late as it is", seemed to ignore Durban Deep's problems in favour of a futuristic outlook

"Our view is that government should intervene to ensure that workers facing retrenchments should get severance packages and training in various skills which they can utilise"

NEWS Family suspects 'triangle of passion' • Council blocks sale of houses to tenants

21/7/94 Sowetan

# Zulu staff

# leaves mine

SEPARATE WAYS Union 'trying

to force Zulus out of PWV' area:

**M**ORE than 350 Zulu-speaking workers at the East Rand Proprietary Mine near Boksburg on the East Rand left the mine yesterday

Their departure follows unsuccessful attempts to reduce tension between them and other workers. Spokesmen for the mine and the Inkatha Freedom Party yesterday confirmed that the group had left the mine.

Management last week said it would not re-entrench the Zulus if conflict over separate accommodation could be resolved.

An IFP statement yesterday claimed the National Union of Mineworkers was trying to force Zulu mineworkers out of the PWV area.

IFP Transvaal chairman Mr Humphrey Ndlovu told *Sapa* the affected group had already returned to Natal after a proposal required that they find accommodation outside mine property.

*Sapa* received an unsigned copy of a proposed "Agreement on the Peaceful Reintegration of the Zulu Employees",

which said Zulu-speaking employees would not be housed separately. They would receive a month-long living-out allowance to allow the "normalisation procedure to be completed".

ERP management on Tuesday night said attempts to end the conflict had failed and confirmed that Zulu-speaking workers were leaving the mine.

Zulu employees were initially sent home over the election period earlier this year to try cool down what management described as an "ethno-political" conflict.

Conflict was rekindled when the workers returned on June 16. Two workers were killed and at least 13 injured.

A mine spokesman said the proposed reintegration agreement could not be signed because the NUM failed to get the necessary mandate from its members. In terms of the proposed agreement a mandate was required in writing.

"ERP management is responsible for the safety of all employees. The only way that management can meet its responsibilities is to dispense with the services of the Zulus," he said — *Sapa*



## De Beers

### wage talks

### deadlock

Start 26/7/94

Wage negotiations between the Council of Mining Unions (CMU) and De Beers ended in deadlock yesterday, with De Beers refusing to abandon performance-related increases as part of its overall approach

De Beers said in a statement that the CMU, which represents artisans and miners, had refused its offer that mediators be called in

Instead, the CMU had advised it would be applying for the establishment of a conciliation board. (21)

The CMU was demanding that De Beers abandon a system agreed on in 1993 giving employees general wage increases as well as increases based on individual performance.

The CMU wanted an across-the-board 10 percent increase, while De Beers had offered a basic salary increase of 5,5 percent with a further 3 percent for merit increases — Sapa.

af pc

## Durban Deep package rejected

A SEVERANCE package offered by Randgold to the 4 000 workers to be retrenched from the Durban Roodepoort Deep mine at the end of the month, had been rejected, the NUM said yesterday. **BIDAY**

At a meeting on Friday between Randgold, various trade unions and government representatives including Mineral and Energy Affairs Minister Pik Botha, the union said it wanted three weeks' pay for every year of service against the company's offer of one week's pay a year.

"Last year NUM members accepted wages a third below industry rates in recognition that the mine was going through difficult times. Management has also kept black workers

ERICA JANKOWITZ

out of the provident fund until two years ago which means our members will leave virtually emptyhanded," NUM general secretary Kgalema Motlanthe said **26/7/94**

After Friday's meeting, the parties established a committee involving the unions, representatives of the ministries of housing, labour and finance, Randgold and the Roodepoort City Council to solve problems resulting from the impending closure of the mine. **(21)**

"We need a strong and effective social plan to plan for similar problems in the future and not passivity and panic measures," the NUM said

# Latest De Beers pay offer spurned

THE Council of Mining Unions had rejected De Beers' latest 5.5% basic wage offer as it failed to take into account the effects of several years of inflation.

Deadlock was reached in the negotiations yesterday. The council said De Beers had also refused "to effect pay improvements to other conditions of employment such as shift allowance, overtime payments, standby and tool allowances, annual holiday leave and improved employer payments to the pension fund and medical benefit schemes"

The company had proposed the dis-

ERIC JANKOWITZ

continuation of the artisan grading scheme, which was in direct contradiction to De Beers' performance-related pay scheme 27/1/94

Artisans would also suffer if the company refused to implement wage increases on actual pay rates or increase their skills premium, the council said (21)

De Beers proposed the end of a 0.5% service payment for each year of service which "could result in an employee with 30 years' service with De Beers having his salary reduced by 30%".

The council also objected to the company's proposal that the agreement would only come into effect in the month during which it was signed, rather than the long-standing practice of backdating to May 1

The council rejected the company's proposed merit scheme, saying it would not work in practice and was unacceptable to employees as supervisors charged with its implementation were untrained. It had never resulted in workers receiving anything like the maximum of 3% of the wage bill stipulated in the agreement.

# 350 fired E Rand <sup>Sowetan</sup>miners rehired

28/7/94

By Russel Molefe

MANAGEMENT at the East Rand Proprietary Mine near Boksburg has agreed to rehire all 350 dismissed Zulu-speaking workers

This follows an urgent meeting between ERPM management and officials of the South African Council of Churches on Monday

The settlement came as the Inkatha-aligned United Workers Union of South Africa prepared for an Industrial Court application challenging the dismissals

(211)  
SACC secretary on the East Rand the Reverend Peter Moerane said peace workers had held talks with representatives of the remaining workers at the mine on the possible return of their

Zulu-speaking colleagues

Moerane said the entire workforce was willing to be reconciled with their dismissed workers

The rest of the workforce had indicated earlier that the Zulu-speaking workers, who had demanded to be housed at their own hostel, were welcome to return to the mine but not as a separate entity

A spokesman for ERPM management said the return of the Zulu-speaking workers "was never a problem" He said the problem was how to fit them in with the rest of the workforce without the threat of violence again

He said management at the meeting had also informed the SACC delegation on the developments regarding the situation at the mine

# Dismissals slammed

KWAZULU-NATAL MEC for Conservation and Traditional Authorities Mr Nyanga Ngubane has lashed out at ERPM management for firing 350 Zulu-speaking workers because of ethnic clashes at the mine

Ngubane said the dismissals were "cruel and unfair" and would also affect about 1 900 family members of the fired workers.

He said he had requested Government's intervention because the issue was not labour related. The problem was "political and racial"

He said it was a shame to let the

dismissals go ahead, especially after the election of a democratic Government. *Sowetan 118194*

"The people who are driving the Zulus away from the mine are supporters of a certain political party while the Zulus support a different one and are a minority within this mine," he said

Ngubane has asked Mineral and Energy Affairs Minister Mr Pik Botha to address the issue because mines fall under his jurisdiction.

He has also asked the State President's office and the PWV government to intervene *(211)*

## Traditional medicine guidelines accepted

KATHRYN STRACHAN

TRADITIONAL healer Solomon Mahlangu's proposals on the registration and control of traditional medicines have been accepted unanimously by the Medicines Control Council of SA, and placed before the Health Department. *Biday*

Mahlangu, the first traditional healer to address the council, proposed that a special committee be established to look into herbal medicines, to liaise with healers and to guide the council on registration and control. *118194*

In the meantime, he proposed that traditional medicines already in use be registered under an interim clause. *(211)*

Nigel Gericke of Cape Town University's traditional medicines programme said it was important for the pharmaceutical industry to understand the role traditional medicines played, and the size of the trade in herbal remedies which was estimated at almost R1bn a year.

Traditional medicines could be incorporated into the mainstream of SA's pharmaceutical industry by screening traditional medicines for active compounds that could be developed into ethical drugs, or by producing a range of traditional remedies into standardised herbal extracts and teas.

It was a misconception that traditional medicines were mainly used for magical or ritual purposes, said Gericke. The remedies consisted of a large number of pharmacologically active plants.

## NUM will appeal to govt

ERICA JANKOWITZ

THE NUM would approach Labour Minister Tito Mboweni to discuss a lack of conciliation board mechanisms in the former Bophuthatswana, as it was unable to pursue this route in its wage dispute with Impala Platinum Mines, the union said. *118194*

The NUM said it had declared a dispute with the mine — the world's largest platinum producer — with the company offering a "meagre" 4% wage increase and the union demanding 12%. *(211)*

About 30 000 workers were affected by the dispute. A conciliation board involving the Chamber of Mines and the NUM would sit on Wednesday after the union rejected an average 8% wage increase on member mines. Other areas of dispute were holiday leave allowances, provident fund contributions and traditional healers, the NUM said.

KATHRYN STRACHAN reports Impala Platinum responded yesterday that the figures of 4% and 12% quoted by the NUM ignored the costs of union demands for improved benefits. Once these costs were included, the management offer was worth 6% and union demands still exceeded 30% of wage costs.

Impala management said it had offered to assist the union in clarifying the legal position with regard to conciliation board proceedings in Northwest.

Wage negotiations between union representatives and management would continue today.

## Chamber is renegeing — NUM

THE National Union of Mineworkers (NUM) declared a second dispute with the Chamber of Mines yesterday, accusing it of renegeing on an agreement on basic education and training for miners

A pay dispute declared two weeks ago will be the subject of a conciliation board hearing tomorrow.

The union said the education agreement had been reached two months ago, but negotiators had yet to sign it.

"However, on July 27 the chamber changed its mind and unilaterally removed any reference to training from the document and refused to discuss guidelines for career paths"

NUM assistant general secretary Gwede Mantashe told a Johannes-

burg news conference the union would not budge from its demand for basic education, and that education be linked to career advancement

Mantashe said the chamber continued to protect whites' privileges

He said the union reserved the right to strike if both disputes were not settled.

The NUM is demanding a 16% pay rise after the chamber earlier rejected a union package in which it demanded a 12% rise, a 2% rise in employers' contributions to provident funds, a 100% holiday allowance, and at least 10 months' job security for disabled employees.

The chamber said yesterday it would comment later in the day —

Sapa

(21)

### Mines dispute on new path

ERICA JANKOWITZ

THE NUM and Chamber of Mines have agreed to appoint independent political and economic analyst Eugene Nyati as the chairman of a conciliation board hearing which is scheduled to start today 8/8/94

Commentators said they believed this was the first time a chairman without a legal background had been appointed to head a statutory dispute resolution mechanism of this kind

Nyati, who is director of the Centre for African Studies, is expected to bring a new perspective to the collective bargaining process and actively participate in the hearing

His grounding in economic and social processes was welcomed by both parties in the belief this would contribute to the conciliation process (21)

The parties reached deadlock with the chamber offering an average 8% wage increase and the NUM demanding 12% The NUM lodged a second dispute with the chamber on the issue of adult basic education and the development of skills

The conciliation board is scheduled to sit for two days in the hope that the parties will end the dispute and reach a settlement

Meanwhile, Seifsa and its 12 recognised trade unions begin a wage mediation process today after the parties failed to reach a settlement. Seifsa has offered an 8% wage increase but the unions are demanding between 9% and 12%

An exemption proposal proposed by some employers was also in dispute.

## Black fuel retailers reject petrol pumps at taxi ranks

THEO RAWANA

THE erection of petrol pumps at taxi ranks was not a good plan because it meant taking a slice of business from black petrol retailers, the National Black Fuel Retail Association (Nabfra) said at the weekend

The Organised Taxi Industry (OTI) is on the verge of getting government approval to erect 25 petrol pumps at major taxi ranks nationwide following talks with Mineral and Energy Minister Pik Botha.

The scheme, which will provide relief to the taxi industry through distribution of benefits to members, received the approval of the Minister, who is in turn due to present it to Cabinet on Wednesday.

Nabfra chairman Moses Moloele said last Friday that while his organisation sympathised with the taxi industry, the deal did not address affirmative action because it amounted to taking from blacks to give to blacks.

Moloele said whatever arrangement was worked out in addressing the question of fuel-dispensing to taxis should be worked out with his organisation, which had more than 450 members in the Transvaal alone.

"Our organisation has many service stations in the townships.

"We benefit a lot from the taxi industry and we see the two sectors as members of the same family which should not be separated by any other force

"We have been trying to get in touch with the OTI, with a view to finding a solution that will benefit both sides, but they have been at meetings all week, Moloele said.

"We feel that any deal that comes out should have our input We all come from a disadvantaged community"

## Land offer draws SA farmers

LOUISE COOK

THE promise of free land in Mozambique had attracted large-scale inquiries from SA farmers, sources said at the weekend

Farmers were also being enticed by promises of various attractive guarantees and financial incentives from Mozambique

Deputy director of Mozambique's Investment Promotion Centre Mussa Usmen said at least 25 inquiries from SA reached his office every month

The move had the backing of the Mozambican government, which was encouraging the resettlements in a bid to help the economy recover after years of civil war.

Jose Albert, senior manager of Mozambique's Trade and Travel, a company assisting in visa appli-

cations, said rice, cotton, maize and cattle were the main sectors attracting interest. Most of the inquiries were from Eastern Transvaal farmers

He added that interest was also being shown in potato and maize farming in the area on the Mozambique side of the Sabie region Interest was also being shown in fruit farming, despite the fact that farms were smaller than similar units in SA.

Mozambique was looking for investment and skills from all over the world and South Africans could be joining many others settling there, Albert said.

"Once an agricultural project proposal is approved, Mozambique allocates free land for a two-year period, during which sufficient progress must be made with the farming project," he said

Meanwhile, sources from the Northern Transvaal Agricultural Union confirmed that efforts were being made to help resettle struggling farmers in Africa, but these farmers were more likely to move to Zambia and Zimbabwe

Northern Transvaal Agricultural Union chairman Gert Ehlers said local farmers' interest in moving elsewhere was linked to bleak economic prospects locally





# Demons of the deep: Radon and her dusty 'daughters'

211  
WMI 2-18 | 8 | 94

Research reveals that gold miners are exposed to dangerous levels of radioactive gases, reports **Eddie Koch**

**W**ORKERS in South Africa's gold mines now have to deal with a new set of underground demons radon and her "daughters"

New research shows more than 10 000 miners are exposed to doses of subterranean radioactive gases that exceed international safety limits

Union and government officials fear that clouds of radioactive gas released during blasting underground are causing higher than normal rates of lung cancer in gold-mine workers

The industry and organised labour have only recently paid serious attention to the radioactive menace on gold mines, although the presence of radon gases in underground workplaces has been known since the 1940s

The Council for Nuclear Safety (CNS), a government body that monitors occupational health hazards in the nuclear industry, revealed last week that 9 600 workers in the gold mining industry are exposed to a radioactive dose of between 20 and 50 milliSieverts each year

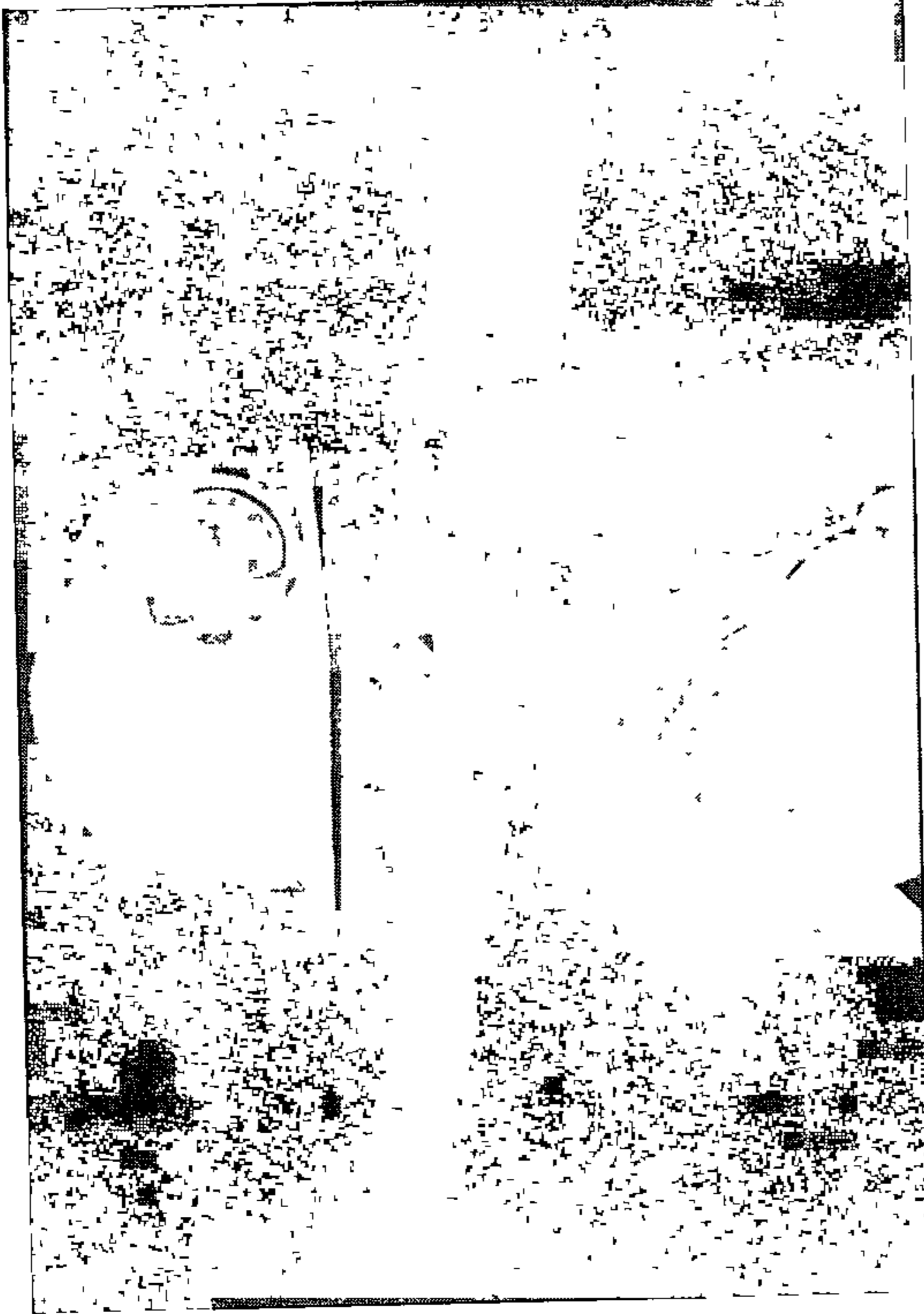
erts of radioactive dust a year. The statistics are based on regular records of dust underground

"These kinds of exposures are known to cause cancer in the bronchial area of the lungs," said CNS researcher Bert Winkler. "This cannot be distinguished from tumours caused by smoking and other types of dust and so it is difficult to identify workers who have been affected by radioactive dust. But it is possible that exposed workers are more vulnerable to cancer and that there has been an increase in the incidence of lung cancers due to the presence of these materials"

Winkler's statistics show, however, that most workers are exposed to levels of radioactivity that are not regarded as dangerous. More than 200 000 employees breathe in far less than 20 milliSieverts each year

Research shows that since the 1930s, eight to 15 out of every 1 000 white and coloured mineworkers have contracted occupational lung diseases, including cancers. No accurate statistics have been kept for black workers but "the rate for them will be higher because they work in more dangerous conditions", said health and safety researcher Dr Imran Patel

Sazi Jonas, health and safety officer for the National Union of Mineworkers, says his union had been aware that radon released during mining was a danger to workers' health. Now it has emerged that the gas combines with other radioactive toxins — the "radon daughters" (polonium, bismuth and lead) and uranium and thorium — which cling to dust particles



Dust devils .. As many as 10 000 miners are exposed to excessively high levels of radioactive materials

PHOTO  
JUSTIN  
SCHOLK

that can penetrate the lungs' lining. Radon and its "daughters" escape from gold-bearing rock and are distributed during blasting, when underground rock is removed and when gold ore is extracted on the surface

Unlike pure radon gas, which is inhaled and exhaled relatively quickly, the "daughters" and dust particles can remain in workers' lungs for substantial periods. As a result, exposure to even small doses of radioactive materials can be dangerous if workers breathe in the dust over a long time

The new details about radioactive threats to mineworkers emerged during the current commission of inquiry into health and safety on gold mines. Until four years ago, there were no regulations controlling the presence of radioactive gas clouds and inhalation. Since then mines have begun adapting ventilation systems to remove dangerous dust clouds

"Traditionally, the mining industry

has been allowed to regulate itself. But the example of contaminated material discovered last year to be fairly widespread revealed to the CNS that the industry was reluctant to take responsibility for protecting its workers from the effects of radioactivity"

David Fig, research director of the Group for Environmental Monitoring. Winkler says the CNS's statistics are based on measuring radioactive doses in the general environment. These were not necessarily an accurate assessment of the actual amounts of radioactive dust that workers inhale each year

"We are working closely with the industry to find a simple system of measuring exposure doses of individual workers to radioactivity. Substantial reductions (in radioactive dust underground) can be made by planning and improving ventilation systems at little extra cost," said Winkler

"But with 250 000 workers underground and the extremely deep levels of our mines we have a unique set of problems to contend with"

Sources in the gold mining industry said the CNS "got its act together" in terms of monitoring radioactive exposure when high radioactivity levels were discovered at Phalaborwa metal scrapyards where waste material from gold mines is stored

CNS acknowledges at least 20 mines in the Transvaal and Free State generate radioactive by-products

Sources in the Anglo American Corporation say the Chamber of Mines is conducting research into the problem

The West Rand Consolidated mine is reported to have high levels of radioactivity which has seeped into ground water that flows into parts of Kagiso township. Randgold is resisting a takeover bid from West Rand's owners on the grounds that it will inherit liabilities that derive from radioactivity at West Rand

Seifsa, Numsa settle at 9,5%

# NUM to hold strike ballot as talks fail

B/Doy 15/8/94

IN THE latest development on the troubled labour relations scene, the National Union of Mineworkers (NUM) yesterday announced plans to hold a strike ballot among members following the failure of conciliation board wage talks with the Chamber of Mines last week.

The move came as a 9,5% settlement was reached in the engineering sector, but the strike in the motor assembly sector industry continued without an end in sight.

NUM general secretary Kgalema Motlanthe said yesterday the ballot did not necessarily mean workers would go on strike, but if there was an "overwhelming majority" in favour of striking, the union's national executive would have to discuss the issue further.

"All we would like is for the chamber to offer us 10%" and the executive would accept this, Motlanthe said.

The chamber's "final offer" last week stood at 9,25% on gold mines and 10% on collieries. The NUM reduced its demand to 11%. Agreement between the union and the chamber has been reached on maternity and paternity leave, funeral payments, deferred pay, affirmative action, membership information and traditional healers.

The Steel and Engineering Industries' Federation (Seifsa) signed a 9,5% wage agreement with Numsa and 11 other unions on Friday after numerous rounds of negotiations, dispute meetings and finally mediation.

Seifsa said the wage increase pertained to actual and schedule rates and would be effective from July 1. Employers which had granted increases since that date could

ERICA JANKOWITZ  
and JACQUIE GOLDING

offset these against the 9,5%

Three trade unions declared a dispute with Seifsa over a 9% final wage offer and the question of blanket exemptions for various areas. (211) (35)

The need for regional wage differentials had resulted in "an expedited exemption procedure being agreed to for employers in the Natal, Border, Cape, Free State and Northern Cape regions", Seifsa said.

Employers would be required to apply individually to implement lower wage increases through regional industrial council structures, and if the council was unable to reach agreement the matter could be referred to independent arbitration. (35)

A similar arrangement was agreed to for small businesses employing fewer than 10 scheduled employees. "The new exemption arrangements show an increasing awareness by the parties of the need for flexibility in wage arrangements in the industry, particularly with regard to smaller employers and those experiencing real financial difficulties."

The parties also agreed to finalise an industry framework document on productivity bargaining by January, reflecting an awareness of the need to improve efficiency in production.

The document was designed to encourage companies to enter into voluntary agreements with unions at company level to address this issue, Seifsa said. Once finalised, the document would be incorporated into the main agreement.

Numsa on Friday reaffirmed its demand

□ To Page 2

## Labour talks

B/Doy 15/8/94

□ From Page 1

of a 12% wage increase to motor manufacturers and said the two-week strike which had crippled the industry would continue indefinitely. (211) (35)

Numsa said its 12% demand on actual earnings — to which the union reverted when employers refused to meet an unmandated 10,5% settlement proposal — and a three-year timeframe to correct wage anomalies "remains our bottom line for the settlement of the strike".

This followed a shop stewards' council meeting on Friday at which the Automobile Manufacturers Employers' Organisation's (Ameo's) final offer of a 10% increase on actual wages was discussed. Numsa said it was prepared to reopen negotiations with employers or refer the dispute to mediation.

"Numsa believes that Ameo has adopted a position seeking to bash the union into

submission based upon a principled struggle to force auto workers' conditions down to those of the engineering industry and manufacturing in general, and not on the normal collective bargaining principles of affordability versus employees' needs."

The union said it would not oppose government intervention to facilitate reopening the collective bargaining process. This followed an announcement by Labour Minister Tito Mboweni on Friday that he would see what action he could take to help break the impasse.

Reuter reports Mboweni said "We are looking at the situation and will see whether parties are interested in us playing a role. Something is going amiss there."

But Mboweni stressed that any intervention by his department would be within the confines of existing labour law. He would meet unions and management involved in the strikes this week.

## NUM and Durban Deep settle retrenchment terms

THE NUM and Randgold's Durban Roodepoort Deep agreed on retrenchment terms for the 5 000 miners affected by the cessation of underground operations on July 31, the union said yesterday.

(211)  
In the agreement, the mine would contribute R300 000 towards a training fund for retrenchees in the next two months.

The fund would be jointly managed by company and worker representatives charged with investigating and approving training programmes for retrenchees.

Those workers still housed on mine property and unable to find alternative employment would receive training this month and next. Certificates of competency would be issued once training was completed.

The mine agreed to pay workers two weeks' pay for every completed year of

ERICA JANKOWITZ

continuous service calculated at their last wage rate.

Four weeks' pay for the first year of service would be paid, with workers who had not completed a full year receiving a minimum of three weeks' pay.

Outstanding leave pay and holiday leave allowances would also be paid and July would serve as the contractual notice period.

Workers were permitted to remain in company accommodation until the end of September and those residing off mine property would receive a living-out allowance.

Retrenchees would be paid their severance packages on September 30 or before if the government-backed sale of mining land went through or payment was approved by the trust's trustees, the NUM said.

**STRIKE WATCH** COMPILED BY LABOUR REPORTER JOVIAL RANTAO

<b>Numsa v Auto manufacturers</b>	25 000 want 12% across-the-board Offer 10%.	3rd week of legal strike. Talks but no negotiations.
<b>Food &amp; Allied WU v Enterprise</b>	378 workers want R50 a week more Offer: R20	3rd week of legal strike. No talks
<b>Saccawu v Shoprite/Checkers</b>	900. Allegations of racialism against shopsteward.	6th week of illegal strike. Mediation in progress.
<b>SA Chem WU v Dulux, Alberton</b>	200 unhappy about treatment of casual workers.	1st week of illegal strike. Talks in progress

**OTHER MAJOR DISPUTES**

<b>Num v Chamber of Mines</b>	300 000 want 11% across the board Offer 9.5%. Plus second dispute over education and training	Conciliation board meeting on Friday. Conciliation board being set up.
<b>Num v De Beers</b>	7000 want 15% across the board. Offer 7.5%	Conciliation board is sitting
<b>MWU v Chamber of Mines</b>	2 000 want 10 to 13% across the board. Offer: 7 to 8.5%	Conciliation board.
<b>Popcru v Prisons and Police</b>	45 000 fight pay, race discrimination, dismissals.	Police and Prisons investigating.

# 'Do-or-die' bid to end wage dispute

Star 18/8/94

BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

The third Conciliation Board meeting to resolve the wage dispute between the Chamber of Mines and the National Union of Mineworkers is to sit in Johannesburg tomorrow.

The NUM's Jerry Majatladi described the meeting — chaired by political analyst Eugene Nyathi — as a "do-or-die effort", failing which the union would start balloting its 200 000 members next week.

The decision to ballot members was reached last Thursday by the NUM's national executive committee.

Once the balloting process, which is expected to take two weeks, was concluded, the committee would reconvene to discuss the situation.

The NUM, which lowered its wage demand of 15 percent to 11 percent for both coal and gold mines during the Conciliation Board meetings, opted for the strike ballot after the chamber made a final offer of 9,25 percent for gold mines and 10 percent for coal mines.

The union said while agreement had already been reached on a series of non-wage demands, the NUM and chamber were still in dispute on the issues surrounding the provident fund, holiday leave allowance and traditional healers.

Majatladi said a Conciliation Board date for the dispute between the NUM and De Beers, involving more than 5 000 workers, was still to be set.

Mediation is still under way to resolve the disputes at the Impala Platinum and Ergo mines.

## Final chance to avert NUM strike ballot

THE NUM and Chamber of Mines meet for a third conciliation board hearing today, and if agreement is not reached a strike ballot of the union's 200 000 members on chamber mines will begin on Monday (21)

Although neither side relished the thought of a national strike, union spokesmen said the feeling among miners was that member mines could afford to grant a 10% wage increase

NUM moved to an 11% across-the-board demand last week in response

6/20/94 ERICA JANKOWITZ 19/8/94

to the chamber's 8,5% to 9,25% on gold mines and an average 9,5% on coal mines. Union negotiators indicated 10% was their bottom line

However, the closest employers came to a 10% offer was an Anglo American proposal for a 7% increase on base wages, supplemented by a 3% guaranteed payment through profit-sharing. The NUM has strongly opposed any profit-sharing schemes

# Strike action by miners on hold for now

Star 22/8/94  
BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

The looming strike by more than 200 000 mineworkers seems to have been averted for the time being.

Indications of a settlement emerged after Friday's Conciliation Board meeting where the National Union of Mineworkers (NUM) — which threatened to conduct a strike ballot among its members — undertook to recommend a settlement to its militant membership.

The Conciliation Board meeting was the third in an attempt to resolve the protracted wage dispute between the NUM and the Chamber of Mines.

The chamber's final offers range between 8 and 9,75 percent for gold miners and from 9,75 to 13 percent for coal miners.

Two mines under the struggling Randgold mining company have offered the lowest increases Blyvooruitzicht has offered between 3 and 6 percent and Harmony 7,5 percent.

The Conciliation Board's Eugene Nyathi said the NUM would come back to him with its members' reply on Wednesday.

## Impressed

Gengold chairman Gary Maude said the unions had done well in the negotiations, obtaining double what they received last year in spite of the inflation rate being lower.

He was extremely impressed with the mature way in which the negotiations had been conducted.

The NUM has declared a dispute with Richards Bay Minerals, owned by Gencor, over wages and conditions of employment.

NUM press officer Jerry Matladi said the NUM had tabled a demand for a 10 percent increase and replied with a final offer of 8 percent.

The date for the Conciliation Board hearing of the dispute between the NUM and De Beers, involving more than 5 000 workers, is still to be set.

The strike by 25 000 members of the National Union of Metalworkers of South Africa enters its 17th day today with no sign of a settlement in sight.

NUMSA made it clear in a statement released on Friday that there would be no settlement from the union's side without an improved offer from the Automobile Manufacturers Employers' Organisation.

## NUM agrees to recommend chamber offer

ERICA JANKOWITZ

A STRIKE in the mining sector seems to have been averted after the NUM agreed on Friday to recommend that members accept the latest Chamber of Mines wage offer. The union will respond to employers by Wednesday. *BIDAY*

In terms of the proposed settlement, coal and gold mine workers would receive an average 10% wage increase from July 1 for the unskilled categories and 9,75% for skilled workers. *22/8/94*

However, this year saw the various bonus schemes virtually wiped out on member mines. All but two JCI group mines have scrapped existing profit-sharing arrangements, with JCI's Randfontein Estates paying a 1,75% premium to end a profit/price scheme but retain its cost-containment component. Randfontein would pay an 8,25% increase for unskilled workers and 8% for skilled operators in addition to the premium. JCI's Joel mine tabled an 8,5% offer for the lowest categories of workers and 8% for the skilled levels, but retained its price/profit scheme.

The biggest player in the gold stakes — Anglo American — tabled a 9,75% across-the-board offer. Gengold offered 9% for categories one to four and 8,75% for categories five to eight, with an additional two percentage point contribution to the provident fund. Other mining houses proposed a one percentage point increase in the employer contribution to the Mine-workers' Provident Fund. *(21)*

Randgold & Exploration — which negotiates wages separately because of its marginal mine status — tabled a 10,5% across-the-board offer at ERPM, an average 7,5% at Harmony and an unconditional 3% or conditional 6% at Blyvooruitzicht. On coal mines, the six major employers offered 10% to unskilled workers and 9,75% to their skilled colleagues. Lonhro's Duiker and Duikercoal offered 10% across the board and Alpha Anthracite 13%.

Regarding adult basic education — on which the NUM declared a separate dispute — the parties reached agreement which they were expected to ratify after the union responded to the employers' latest offer.

## Mine workers held hostage in pay dispute

BLACK miners held 28 white miners hostage for a few hours in the Primrose gold mine near Germiston on the East Rand yesterday, in an effort to get management to agree to their demands for a wage hike

Reuter reports that mine chairman Simon Malone said the drama had ended without injury and agreement had been reached on revised wage conditions "It is significantly lower than their demand"

It has been reported that the workers were demanding an increase of R40 a shift. The protesters had held 16 workers un-

derground and 12 above ground at four different shafts. *Biden 24/8/94*

The white Mine Workers' Union last night condemned the incident and warned management that its slapdash approach to the welfare of workers had to end. Law and order had to be restored in SA companies.

It demanded immediate disciplinary action be taken against those involved.

The union described the hostage drama as an act of barbarism. If such acts continued it would spell an end to economic recovery and growth. (211)



## NUM 'is likely to accept wage offer'

ERICA JANKOWITZ

THE NUM was unlikely to reject the Chamber of Mines 9,75%-10% wage offer, and an agreement to this effect would be signed on Monday, Centre for African Studies director Eugene Nyathi said last night.

Although he had received no formal response from the union, Nyathi, who chaired a conciliation board constituted at the parties' request, said he was filing his report to the Labour Department and could see no reason for the deal not being struck.

After three sittings of the board, the NUM agreed to recommend the chamber's offer of an average 10% across-the-board increase for unskilled workers, and 9,75% for skilled workers. The offer pertained to basic wage rates as the NUM refused to consider profit-sharing schemes, bar two JCI group mines which offered cost-containment bonuses. *Biday*

"One thing you can be sure of is there won't be a miners' strike this year," Nyathi said. The NUM had said it would ballot members for a national strike if no agreement was reached. *2518194*

Nyathi said last night's delay was attributable to parties ironing out details before agreement was finally reached.

Meanwhile, the NUM agreed to canvass members' response to a De Beers final offer of between 8,5% and 9,7% tabled at a conciliation board meeting. The union moved from a 14% demand to 12%. *(211)*  
The company said the offer would raise

To Page 2

## Offer

*Biday 2518194*  From Page 1

the minimum rate to R1 124 a month. The increase would be effective from September if the union accepted it by September 8.

An additional taxable but non-pensionable gratuity of the difference between the current and proposed pay rates would be paid to workers from May to August instead of implementing the offer from May. At Venetia Mine, De Beers proposed an

individual merit component equal to 2% of the NUM bargaining unit's wage bill in addition to an 8,7% wage increase. It proposed that the NUM "commits itself to joint discussion on methods of improving productivity and containing costs". *(211)*

The board's office was extended to September 2. The parties were scheduled to meet again on September 1.

# Mineworkers accept chamber's pay offer

Star 26/8/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

The threatened strike by 200 000 members of the National Union of Mineworkers (NUM) in the gold and coal mines has been averted.

The NUM will sign a wage agreement on Monday accepting the Chamber of Mines' final wage offer.

NUM general secretary Kgalema Motlhanle said the majority of NUM members had agreed to the recommendation that the chamber's offer be accepted.

He described the settlement package as "not what we wanted but honourable".

In terms of the settle-

ment, coal miners will get an average 10 percent increase for unskilled categories and 9,75 percent for skilled.

Gold miners will receive a range of basic increases of between 8,5 and 10 percent for unskilled workers and 9,75 percent for skilled categories.

■ A date is still being set for the Conciliation Board meeting to resolve the dispute between Richards Bay Minerals and the NUM (21)

■ The NUM has declared a dispute with Goldfields' Northam Mine, near Rustenburg. The union demanded a 17 percent increase and has been offered 2,5 percent.

# NUM backs education

Star 30/8/94  
BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

With the 1994/5 wage agreement signed, the National Union of Mineworkers (NUM) is to channel its efforts into the establishment of an education and training programme to improve the lives of mineworkers and increase productivity.

Speaking at a ceremony yesterday at which the NUM and the Chamber of Mines signed the wage agreement for this year, NUM general secretary Kgalema Motlanthe said both parties should use the spirit in which the wage settlement had been reached

to agree on education and training

NUM's dispute on education and training is still to be heard by a conciliation board. According to the wage agreement, a working party on education and training should continue with deliberations

## Increase

NUM and the chamber signed a "long-fought and hard-won" wage agreement under which unskilled and semi-skilled mineworkers will receive a higher increase — at an average of 10 percent (coal mines) and 9 percent (gold mines) — than their colleagues in higher grades, who will receive

an average of 9,75 percent in coal mines and between 8 and 9,75 percent in gold.

The 12th wage agreement between the parties was hailed as proof that collective bargaining can deliver the goods and should be used as a basis to build the future.

This year's agreement excludes a profit-sharing scheme rejected by the NUM (211)

Union president James Motlatsi said that while the union was generally satisfied about the settlement, it was concerned that mineworkers remained the "lowest paid in the country"

► See Page 18

# Pay rise will lift mining costs by R1-bn a year

Star 30/8/94

■ BY DEREK TOMMEY

The latest mining industry pay settlement negotiated with the National Union of Miners is expected to boost costs by about R1 billion a year, or R250 million a quarter, say mining analysts.

The wage increases generally range from 9 percent to 10 percent, which is double the increases granted last year.

The Chamber of Mines has not given its own estimate of the costs.

But president Jurie Geldenhuys says the wage bill on which the increments were negotiated is over R9 billion.

The industry must be hoping very hard for a higher gold price.

If the new wage structure had been in force in the June quarter, it could have cut the gold mining industry's working profits by around 16 percent from the R1,48 billion actually earned to around R1,23 billion.

Nic Goodwin, mining analyst with brokers EW Balderson, said yesterday the increase in mining costs arising from the

higher wage levels was unlikely to affect gold share prices in the short term.

Investors in gold shares were usually more affected by changes in the gold price itself, he said.

But the increase in mining costs could lead the industry to look to the government for help in the shape of a further devaluation of the rand.

Between 1982 and 1989, when PW Botha was president and Gerhard de Kock was governor of the Reserve Bank, the devaluation of the rand followed closely the rise in gold mining working costs, said Goodwin. (211)

From 1990 to the middle of last year the increase in mining costs was low.

Since then the cost of producing an ounce of gold has risen 18 percent. Now the industry faces a further and immediate 5 percent increase.

One positive factor is that some 400 000 people will benefit from the agreement.

Some 200 000 union members will benefit and another 200 000 people will also be affected by the pay rises.

# Retrenched workers in hostage drama

AN OPERATOR at Randcoal's Rietspruit opencast mine was held hostage for more than 12 hours yesterday by 10 workers protesting against their retrenchment and the replacement of full-time workers by contract labour.

Randcoal spokesman Martin Fallon said the drama began at 4am when the former employees — five men and five women — occupied the processing plant's control room. The 68 workers usually engaged in plant operations were unable to continue their work and the plant could not operate.

"The operator was later released unharmed and talks between the NUM's regional organiser and management are con-

JACQUIE GOLDING

tinuing," Fallon said. Fallon said the 10 former workers had been among 250 retrenched in March. Discussions would resume on Monday regarding job opportunities.

NUM assistant general secretary Gwede Mantashe accused mine management of encouraging workers to seek contract labour. "The workers are retrenched because management finds it easier to direct them to outside contractors, pay them less and run a cost-efficient operation."

Randcoal, however, said it was able to find work for most retrenchees.

Biday 11/9/94

(211)

## Options for mine unions

ERICA JANKOWITZ

THE Council of Mining Unions, which represents about 20 000 skilled mine workers within the Chamber of Mines, would recommend the chamber's 9,75% wage increase offer, chamber chief negotiator Adrian du Plessis said yesterday.

Employers tabled two options to the unions yesterday at a conciliation board meeting. These were:

- A 9,75% increase on the applicable group standard rate backdated to May 1; or
- The same offer plus a once-off lump sum payment equivalent to two months' salary at the increased rate in exchange for the unions' agreement to change the implementation date to July 1.

Du Plessis said the unions would table the options to members and respond to the chamber by Friday September 9. (211)

# Western Deep has fired 238, *Star 31/9/94* claims union

**JOVIAL RANTAO**  
LABOUR CORRESPONDENT

A TOTAL of 238 mineworkers who staged an underground sit-in at the Western Deep Level Gold Mine in Carletonville have been dismissed, the National Union of Mineworkers (NUM) announced yesterday.

Judith Weymont, the NUM's press officer, said a further 540 workers had been handed final warnings.

About 300 drillers staged a sit-in at the mine and refused to do blasting duties because they were not paid for doing that job. Eighteen workers were injured in subsequent clashes between workers and mine security personnel.

## Normalise (21)

Weymont condemned the dismissals "They won't help normalise the situation at the mine nor will they help the collective bargaining process."

She said the union had suggested a meeting with mine management and was waiting for an answer.

■ The Elandsrand Gold Mine remained closed yesterday — costing the mine over R8 million in turnover — as talks between management and the union continued in an attempt to resolve the week-old strike.

About 6 000 NUM members went on strike on Monday night after four of the union's local leadership were told to attend a disciplinary hearing to face a charge of inciting workers to go on an illegal strike last month.

One of the leaders, Bongani Mapolisa, chairman of the NUM branch at the mine, was dismissed on Wednesday.

Disciplinary hearings for the other three officials are still pending.

## Mining, union groups sign pay deal

<sup>B/Dey</sup>  
THE Council of Mining Unions and Chamber of Mines signed an average 9,75% annual wage increase deal on Friday and changed the implementation date of the agreement from May 1 to July 1, council secretary Allan Liebisch said yesterday

Miners and artisans would receive a 9,75% increase on standard rates at all Anglo American, Anglo Vaal and Gold Fields gold and coal mines. 13/9/94

JCI's Randfontein Estates and Western Areas agreed to an 8% increase on standard rates plus 1,5% in place of gold price bonuses HJ Joel granted an 8% increase as well as two bonus schemes (211)

Gengold mines would pay a 9% increase

ERICA JANKOWITZ

with full backpay to May 1 and an extra one percentage point shift allowance as well as Saturday pay at 6% of standard rate. In exchange for the changed implementation date, members received two months' pay at increased rates

Five days' paid shaft steward leave was also agreed upon and the council and De Beers would develop a skills application measurement scheme for De Beers' mines

However, council wage negotiations with Western Platinum Mine had deadlocked and the council had applied for the establishment of a conciliation board



# Workers vote to go on strike

DURBAN — About half the workforce at Richards Bay Minerals yesterday voted to go on strike over a pay dispute, as the company halted production and locked out workers alleging that company equipment was being sabotaged.

National Union of Mineworkers organiser Ronny Mashile said the company had shut down operations early yesterday, saying the sabotage meant it was no longer safe to continue production.

There were unconfirmed reports that workers had damaged company equipment costing thousands of rands, allegedly by pouring water into smelters, cutting water lines and threatening to sink loading machines. The union had asked for evidence to back these claims.

Company spokesmen refused to comment, saying negotiations were continuing. But the union said security staff had been hired and the police's internal stability

Own Correspondent

division had been sent in.

The shutdown follows the failure of a conciliation board to resolve the pay dispute. The NUM is demanding a 10% across-the-board pay increase while the company is offering 9.5%. The union is also demanding a R1 600 across-the-board housing allowance. *BIDAY*

Mashile claimed the current housing scheme was racist as whites were paid R1 600 while blacks received amounts from R439. The company disputed this, saying there was no racial basis. The allowances ranged between 28% and 38% of workers' basic wages, depending on their levels in the company. *20/1/14*

Union spokesman Judith Weymont said 1 186 workers had voted for a strike, with 27 votes against. The union said there were about 2 000 employees. *(21) (21)*

## RBM dispute causes 'substantial' losses

RICHARDS Bay Minerals' operations in KwaZulu/Natal had been closed since last Wednesday night, costing the company a "substantial" amount in lost production, company spokesman Barry Clements said yesterday

The plant was closed following alleged sabotage of equipment. Skeleton staff were keeping essential services going. Investigations into the sabotage were proceeding, but no suspects had been apprehended.

The incidents of sabotage followed a wage dispute declared by the NUM last week and a ballot in which workers voted for strike action. The NUM was demanding a 10% wage increase plus a R1 600-a-month housing subsidy for all workers. The company offered a 9,5% wage increase with housing subsidies linked to grades.

Clements said this would

ERICA JANKOWITZ

translate to the lowest paid worker receiving a salary of R1 287 a month plus R439 as a housing allowance.

Our Durban correspondent reports the NUM challenged RBM management to provide evidence of alleged sabotage. (211)

NUM shop steward Enoch Mthethwa said the workers voted in support of the strike but the union had not declared a strike. "How can we when we have been locked out?" he said.

□ The NUM said 200 workers embarked on a strike at Randburg's Mintek yesterday in support of wage demands and casual workers.

During negotiations, the wage issue was resolved, as was extending the bargaining unit to include researchers and technicians.

However, the issue of employing casual workers remained and negotiations would continue.

En 7/10/94

# Corporate elbow grease

In a R25m payout, retrenched employees at mining house Randgold's Durban Deep gold mine on the West Rand were paid off this week. The total package was agreed by Randgold managers and the National Union of Mineworkers when the closure of the mine's underground operations was announced in August.

At the time, Randgold executives made much of the serious degeneration in Durban Deep's cash reserves, observers openly cast doubt on the mine's ability to finance its retrenchment obligations and pay creditors. And the decision to close the mine's underground workings triggered the shareholder revolt which swept away many of the house's directors.

Ironically, Randgold's new managers have resumed limited scale underground mining at Durban Deep and they have now raised the finance needed to restore the mine's cash balances. Randgold commercial director Brett Kebble confirms NBS has made R40m available, of which R15m has already been advanced. The NBS facility will be applied to the retrenchment of about 4 000 employees (R25m), settling outstanding debts of R10m with normal trade creditors and restoring Durban Deep's commercial standing and applying the balance of R5m to the company's reserves.

Financing mining operations is a new field for NBS, which has clearly decided to expand aggressively into an area traditionally the preserve of the established commercial banks. Kebble says NBS's move restores old ties between the mine and Natal, much of Durban Deep's original financing was provided from the province.

The loan is for one year only and carries an interest coupon of 15,3%. It has been secured by guarantees of R15m provided by Durban Deep's immediate neighbour, Rand Leases, a further R5m provided by Rand Leases' controlling shareholders, the Kebble family and a R5m underpin from Randgold earmarked specifically for Durban Deep's working capital needs. The balance of the loan is secured against bonds over the company's freehold property.

In turn, the guaranteeing consortium has taken security over Durban Deep assets. These include bonds over its mining rights, a general notarial bond over moveable assets and the right to tribute the lease area if Durban Deep defaults.

The effect is to clear the retrenchment problem. Durban Deep's new managers have resumed limited mining operations of about 20 000 t/month, head grade is expected to be about 5 g/t, which compares with the June quarter's grade from un-

derground sources of 3,59 g/t, down from the previous two quarters average 4 g/t. Also, 100 000 t of surface material grading 0,7g/t will be treated each month.

The next step will be to resolve the merger proposals between Rand Leases and Durban Deep, it is likely these will be finalised only when relative values are determined. (211)

Kebble confirms the merger proposals are expected to be released later this month, they will be followed by a rights issue to raise R70m in the merged company. This will be applied in redeeming the NBS loan, the remaining R30m will be used to develop Durban Deep's substantial ore reserves in the Rand Leases tribute and to improve the metallurgical plant.

It is still early days but at least there is evidence in the NBS loan that Randgold's new management team has rolled up its corporate sleeves. Investors could well profit by taking a long view. *David Gleason*

## Randgold management to retrench 72

NEW management at Randgold & Exploration, the struggling gold mine operator taken over in a hostile bid in July, announced that it would retrench 72 people as part of its restructuring process. *Bidday*

As part of the move, management contracts would be sold to the mines in return for shares. *25/10/94*

Randgold chairman Peter Flack said other restructuring measures would be announced as the current review of the group's activities progressed.

The mines had been consulted on the services they needed. Specialist functions such as treasury and finance would be maintained at a head office with a reduced

MICHAEL URQUHART

staff of 30. Other functions would be provided by the mines or contracted out.

The cost of the retrenchments would be R12m. Among those leaving are former CE John Turner and Blyvooruitzicht and Harmony MD Eddie Crocker. Former finance director Mike Heynes has already left.

In a clean break with the past, Randgold has also changed its public relations firm, merchant bank and lawyers. *(21)*

New management fees, directly related to head office services still provided to the mines, and the terms of the cessions, are still being negotiated with the mines.

# NUM, RBM return to court

THE NUM and Richards Bay Minerals return to court today in a bid to end a month-long lockout of about 2 000 workers accused by management of sabotaging the plant and causing hundreds of thousands of rands worth of damage

Company spokesman Barry Clements said non-striking workers were working extended shifts and keeping production going. In some areas normal production had been maintained and RBM was confident there would be no interruption in supplies to local or overseas customers.

In a statement yesterday, the NUM said it would challenge the legality of the lockout and insist workers were compensated accordingly.

Workers were locked out of the premises on September 28 following alleged, widespread sabotage after the union conducted a strike ballot in

ERICA JANKOWITZ

support of its 10% increase demand and the extension of a R1 600 a month housing allowance to black workers.

Clements confirmed the parties would meet in court today, but denied union claims that the company had refused to reopen negotiations despite its numerous attempts.

Management was prepared to negotiate a return to work, but would not reopen wage negotiations.

Clements said the 9,5% wage increase offer on the table was a final offer which would bring the minimum wage up to R1 287 a month supplemented by a housing allowance based on each category's monthly wage level.

Clements said RBM had handed proof of sabotage to the police, who were investigating charges.

(211)

# Chamber warns on rise in mines' working costs

**WORKING** cost increases — 16% for the first nine months of 1994 — would lead unavoidably to more mine closures and job losses unless arrested, outgoing Chamber of Mines president Jurie Geldenhuys said at the Chamber's AGM yesterday.

Geldenhuys said that in the first nine months of 1994 mediocre labour productivity, five official public holidays and random work stoppages associated with the transitional process had forced up the cost of producing a kilogram of gold from R27 547 to R31 559. This compared to a 4,5% increase in 1993 and only 1% in 1992.

He said cost increases of this magnitude would precipitate the sterilisation of a sizeable proportion of SA's remaining mineable gold, because

## MICHAEL URQUHART

extracting and refining it would no longer be commercially viable

Fortunately, a higher gold price had allowed the industry to improve working profit. Improved profitability had in turn allowed it to increase levels of capex to R1,8bn for the first nine months of 1994 — 14% up on the same period the previous year.

The mining industry remained the most important industrial socio-economic lynchpin in SA, he said, as the second biggest employer and the biggest foreign exchange earner. (21)

The mining industry and government should form a co-operative alliance to enable them to achieve their separate yet interrelated goals.

He said the role of government should be confined to creating an ef-

fective legislative framework and being a neutral facilitator.

The mining industry needed government to enable it to perpetuate and surpass the positive inputs it had already made to the SA industry, while government needed the industry to be performing optimally.

Geldenhuys said if the industry was allowed to function in the correct operational circumstances, it would create wealth and jobs, build communities and earn foreign exchange.

He said public holidays, a 40-hour working week and controls in the area of radiological and environment protection could adversely affect the industry's capacity to deliver.

But the industry, if left alone to do what it knew best, would contribute substantially to SA's political and economic wellbeing, he said.

# Arguments delay issuing of licences

BIDay 14/11/94

MARK ASHURST

ESTABLISHED commercial broadcasters have delayed attempts by the Independent Broadcasting Authority to speed up the issue of licences to new commercial broadcasters by insisting on more time to examine proposed amendments to IBA legislation.

The proposed amendments, intended to accelerate the issue of new licences, were tabled in Parliament earlier this month.

After hearing submissions from the National Association of Broadcasters (NAB) last week, communications select committee chairman Saki Makozoma said proposed amendments to the IBA Act could not become law before February.

The first draft of the amendments — revising the Act to allow the issue of new commercial licences prior to the completion of the IBA inquiry into public service broadcasting, cross-media ownership and local content — was submitted to Posts, Telecommunications and Broadcasting Minister Pallo Jordan in July.

But these were revised in September after broadcasters protested they had not been consulted over the proposals, and tabled in Parliament early this month.

NAB executive director Damella Goldman said the organisation had been granted less than a week to respond to the proposed amendments.

She warned they would transform the IBA "from an enabling to an invasive and controlling body". She said the IBA's refusal to allow the industry "a reasonable period" to make submissions was "undemocratic in the extreme".

The amendments propose that existing broadcasters such as M-Net and Radio 702,

whose licences are "grandfathered" by the IBA Act until the turn of the century, be subject to the same regulatory conditions the IBA imposes on new licencees.

They would also empower the IBA to subpoena broadcasters to give evidence at its inquiries, extend its regulatory capacity to cover satellite broadcasts, and to hold certain hearings in secret.

The latter clause would enable the IBA to examine companies' strategic business plans which broadcasters would not reveal to the IBA without a guarantee of confidentiality, IBA member John Matisonn said.

Makozoma said the committee would finalise a procedure for public hearings this week. The hearings would be held in Cape Town in January, after which the committee would present a final version of the amendments to Parliament.

IBA co-chairman Sebletso Mokone-Matabane urged aspirant broadcasters to prepare submissions to the committee.

But Makozoma warned that the committee would not debate any extraneous issues not directly related to the IBA's proposals.

"Unfortunately democratic processes open themselves to filibustering. We don't want to fight (the IBA's) battles. We won't send away anyone who comes with a submission, but if the only voices we hear are those of the big players we will still reach a decision," he said.

Further hearings would be held in February to select an eighth IBA member. To date it has operated with only seven of the eight members required by the Act.

## Mining pushes for Sunday work

BIDay 14/11/94

MICHAEL URQUHART

LIFTING restrictions on Sunday work would allow the mining industry to utilise excess capacity created by the economic downturn and conditions in the industry, the Chamber of Mines said at the weekend.

An extra working day would allow the mines to increase capacity utilisation by 14% and could create 28 000 jobs, Chamber economist William Houtman said.

This would also put the SA industry on a par with mining practice around the world.

Houtman said Sunday work could lead to large improvements in productivity.

It would allow labour and capital to be utilised more efficiently. He mentioned marginal mines such as Lorraine, where a special dispensation allowing Sunday work had "saved the mine".

Sunday work would also help offset the negative effects of the increased number

of public holidays, Houtman said.

The mining industry was unlikely to reach 100% capacity as at this level sudden fluctuations in the gold price would lead to sudden fluctuations in employment.

But the National Union of Mineworkers rejected the proposal for Sunday work, made by Jurie Geldenhuys in his speech as outgoing Chamber of Mines president.

An NUM spokesman said Sunday work had been used as a crisis strategy on marginal mines, but the Chamber now wanted to make it a condition of work (21)

He said if the mining industry wanted to increase productivity it should concentrate on increasing the skills of its workforce, rather than on making people work longer hours.

# Mining pushes for Sunday work

B/D Day 14/11/94

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He said if the mining industry wanted to increase productivity it should concentrate on increasing the skills of its workforce, rather than on making people work longer hours.



## Miners settle after lockout of six weeks

Star 15/11/94

The six weeks-old wage dispute between the National Union of Mineworkers and Richards Bay Minerals (RBM) ended yesterday when the union accepted the company's final pay increase offer of 9,5 percent. The union had demanded 10 percent.

RBM said it expected NUM members to return to work tomorrow or on Thursday.

The settlement brought to an end the labour dispute which resulted in a legal six week lockout of NUM members

(21)  
53e The week-long strike by the entire workforce at the Jacksons Anthracite Mine in Vryheid in KwaZulu/Natal ended yesterday after the mine and the NUM reached wage agreement. — Labour Correspondent.

## Miners reach agreement

JOHANNESBURG — The National Union of Mineworkers has reached agreement with the management of Winkelhaak gold mine over the dismissal earlier this month of 422 mineworkers. Disciplinary inquiries will start on November 28.

CF 16/11/94

(21)

# Education for miners

*Sowetan*  
*21/11/94*  
**By Mongadi Mafata**

IN a bid to combat illiteracy at the workplace, Anglo American Corporation is opening an Adult Basic Education (ABE) programme at its Western Deep levels mine this week.

The 36-classroom centre will have 36 teachers when it is fully operational. Situated right inside the hostels of the South Mine, the centre, Themba-Lethu, meaning our hope, cost the company more than R1 million. (21)

It was found that out of 5 300 workers, 2 800 were functionally illiterate.

The Adult Basic Education programme is made up of 3 modules. The medium of instruction is vernacular, but will gradually move to English. The centres' principal is Mr Andile Magalakangqa. The centre will be officially opened by mine manager Mr Gerrit Kennedy on November 29.

## Blyvoor set to retrench 3 300 workers

MICHAEL URQUHART

RANDGOLD's Blyvooruitzicht gold mine is to retrench 3 300 of its 6 100 employees to help restore the mine to profitability, Randgold chairman Peter Flack said at the weekend. *B Day*

The mine would reduce underground tonnage from 75 000 tons a month to between 45 000 and 50 000 tons *21/11/94*

Flack could not say what retrenchment payments would cost the mine, but he expected it to be in the region of R15,5m depending on the final number laid off. Blyvoor had enough cash to fund the retrenchment costs, he added.

Processing of rock dumps and surface residues would increase to help compensate for the decline in underground tonnage, but this alone would not keep the 220 000 ton/month processing plant full.

Flack said the decision to retrench had been taken to stem the steady losses that have been draining the mine over the past few months.

Blyvoor would concentrate its efforts on the western part of its property, Flack said, especially the area tributed from Western Deep Levels.

Blyvoor's own carbon leader ore reserves are largely exhausted and mining on its own property is concentrated on comparatively poor and faulted remnants on the western boundary. *(21)*

Blyvoor reported a comparatively good average gold recovery grade of 5,64g/t for the September quarter

It produced 1 287kg of gold during the quarter, but working costs of R48 301/kg exceeded revenue of R44 758/kg and resulted in a R2m working loss.

Randgold's new management plans to pull the company's four marginal mines back from the brink. A previous management decision to close underground operations at Durban Deep had been reversed, and they are continuing on a limited scale. Harmony, Durban Deep and ERPM operated profitably last month, said Flack.

□ Lionel Hewitt, a former MD of Anglo American's gold division, had joined the board of Blyvoor as a non-executive director, Flack said. Hewitt had headed up the study into the mine's operations

# Oryx cuts jobs and reef development

21 Day 29/11/94

MICHAEL URQUHART

GENGOLD's Oryx gold mine would reduce its labour force to 1 200 from 3 200 and scale back reef development from 2 500m to 1 800m a month until more reef development information was available, Gengold announced yesterday.

It was expected that retrenchments would be minimal, with Oryx employees being offered positions at other Gengold mines.

The reef information being collected would be used to decide the future of the troubled Free State mine, which had already swallowed up more than R1,9bn.

The mine warned in October last year that poor initial grades had derailed its business plan, forcing its break-even point back three years.

Should the decision be made to continue with the mine, it would probably need about R900m to finance it to break even. Oryx would probably approach the market for the necessary funds.

Gengold said development of the reef — being used to obtain additional information about the ore body — had been hampered by considerable faulting.

About 2 000m of additional reef development would be needed to confirm a postulated high-grade channel in the main ore body, the company

said. This would be completed by December 1995.

The hopes of the mine rest on a high-grade pay-shoot which had been indicated by underground drilling, but technical advisors of Oryx and independent consultants had indicated that additional reef redevelopment would be needed to physically explore the projected pay-shoot.

Gencor would be underwriting the R12m a month needed to achieve the additional reef development, but this amount excluded financing costs. The company said Oryx's bankers would be approached with respect to their loans.

The R979m of interest-free loans provided by shareholders — Genbel, Gencor, Sanlam and Anglo American — would be capitalised in the near future, it said.

Stoping build-up would be deferred until greater certainty on the ore body was established.

Both reef development and stoping had confirmed an unusual variability in the width and value distribution of the Kalkoenkrans Reef.

Oryx shares closed 5c down at 510c on the JSE yesterday, after having touched a 12-month peak of 800c on September 26.

# Statute emphasises rights of mine workers

A SEPARATE Mine Health and Safety Act — drawing on provisions of the Occupational Health and Safety Act, the International Labour Organisation and legislation from other countries — was likely to arise from the Leon commission's recommendations, NUM health and safety adviser Fleur Plimmer said

Speaking at a conference on mining law this week, Plimmer said the new statute would clearly establish and give practical effect to the four basic workers' rights

These were the right to participate in decision-making on health and safety, the right to information about health and safe-

**MICHAEL URQUHART**

ty, the right to refuse to do dangerous work and the right to training on health and safety matters (211)

Plimmer said a separate Health and Safety Act would symbolise the start of a tripartite commitment to reducing accidents and disease in the mining industry

The new statute would require employers to adopt an active, risk-assessment approach to mining health and safety, putting it in line with UK occupational health and safety regulations. The government mining engineer had started drafting regu-

lations giving effect to risk assessment

Plimmer said changes in the legislation would lead to institutional reform, resulting in regular co-operation between management, labour and government at national level and consultation between labour and management at mine level

The principle of the involvement of government, labour and management in all aspects of health and safety would be provided for by the creation of a tripartite Mine Health and Safety Council, which would act as an advisory body to the Mineral and Energy Affairs Minister and the government mining engineer

## Gem supply system blamed for job losses

MICHAEL URQUHART

A LACK of rough diamond supplies to SA because of the single-channel marketing system of De Beers' Central Selling Organisation had led to massive retrenchments in the SA diamond cutting industry, the Diamond Workers Union said yesterday.

Sapa reports more than 1 000 union members and other diamond industry employees marched through Johannesburg calling for a commission of inquiry into the shortage of rough diamonds.

In a memorandum handed in at the offices of the SA Diamond Board for the attention of Mineral and Energy Affairs Minister Pik Botha, the union claimed the lack of diamonds had resulted in a reduction in the local diamond cutting work force from 3 500 to 1 500 since 1990. It said only 14% of De Beers' SA rough diamond production, representing 5,5% of CSO sales, was made available to SA cutters.

This was not in line with government's stated policy of local beneficiation of raw materials and creation of job opportunities, it said.

The fact that the state chose to permit the near monopoly of rough diamond production by De Beers was a departure from its stated principle of the support of free enterprise, the union said.

But the Master Diamond Cutting Association, the diamond industry employer body, said the protest was "misdirected and untimely".

Association chairman Des Miller said diamond cutting centres throughout the world were battling with low profitability. The difficulties faced by the industry were not a result of local conditions but were a consequence of the depressed world market.

The association supported the single-channel marketing system, he said, and any party opposed to it lacked a fundamental knowledge of the diamond industry and did not have the interests of the industry at heart.

De Beers spokesman Charles Wyndham said the level of the workforce in SA was now similar to that in 1983.

He said the system of homelands with subsidies had led to the growth of cutting centres. But with the collapse of the subsidy system, these centres had closed.

The SA industry was now cutting traditional, larger, better-quality stones.



Golden opportunity . . . Micas Mucandze completes an exercise under the watchful eye of teacher Mxolisi Venkile at an ABC school.

## Centre is new hope for miners

*Star*

■ BY WINNIE GRAHAM

About 1 500 workers at Western Deep Levels South Mine near Carletonville will be given the opportunity of attending school in January when a 36-classroom Adult Basic Education (ABE) school opens 5/12/94

The school, to be known as Temba-lethu (meaning "our hope"), is the seventh to be opened by the Anglo American Corporation's West Rand Region within two years

To ensure that both day and night shift workers have access to the school, there will be three two-hour teaching sessions a day — morning, afternoon and evening — four days a week.

The ABE programme was developed at Anglo's West Rand region and piloted there early in 1993. Since then, 1 400 employees have gone through the programme

full time and another 2 700 part time. The aim is to put through some 5 000 supervisory level employees — full time on full pay — by 1996 and 25 000 others, part time, by the year 2 000.

### Numeracy 211

ABE is available to the surrounding communities and people in the nearby towns of Wedela, Khutson and Koksani are using the programme.

While the key subjects are literacy and numeracy, tuition in both embraces a broad range of life skills relating to work, economics, politics and society. The programme is a key to job advancement for employees with little or no formal education.

After completing ABE 3, candidates can go on to complete either the Intermediate Mining Certificate or Intermediate Technical Certificate — both bridging programmes to the National certificate, the key point of entry to a range of careers in either mining or engineering.



# Mines' holiday pay at issue

THE Chamber of Mines and the National Union of Mineworkers are struggling to reach consensus on payments affected by the extended public holiday calendar.

The controversial issue will be brought into focus on January 2 — a statutory paid holiday as New Year's Day falls on a Sunday — although the first meeting of the year to discuss the issue was scheduled only for the end of January

NUM Witwatersrand regional co-ordinator Archie Palane said the union and the chamber were scheduled to meet then after the parties failed to reach agreement during recent exploratory talks.

The chamber had indicated that member mines would negotiate production terms at mine level with recognised

ERICA JANKOWITZ

unions This was confirmed by a chamber spokesman, who said an industry position had yet to be finalised **BD 20/12/94**

However, unions organising skilled — or mainly white — workers had been reluctant to enter negotiations as they seemed unwilling to discuss production on holidays "in the interests of family life"

Palane said this would explain the chamber's inability to organise a single forum for discussions. Although he said he was unfamiliar with how the Act dealt with payment for work on public holidays, the chamber had in the past paid a 6%

To Page 2 **(211)**

## Mines **212 (211)**

premium for holiday work — more than the double-time premium laid down in the Basic Conditions of Employment Act.

He said the chamber wanted some of the statutory holidays to be treated as normal production days. This would "make a mockery of the system" and was unacceptable to the union. Employers and NUM representatives were seeking legal advice to determine which legislation would affect public holiday operations before negotiations continued.

Anglo American spokesman James Duncan said the group would ask workers to

**BD 20/12/94**  From Page 1  
work on January 2. They would receive payment in accordance with employment Act provisions — in effect double pay.

Palane said the NUM was identifying holidays on which members would work and donate their pay to the reconstruction and development programme. Mining houses would be asked to hand over the profits made on these days to the same fund in terms of a resolution adopted by NUM delegates at this year's congress

It has been estimated that the 12 new statutory holidays would cost mining houses R800m a year in lost production

# WHA TA (MINE) DU M PI

BY KHANGALE MAKHADO

THE "struggle", it seems, is not over yet at Goldfields mines. At the heart of the matter is racism alleged by the black work force.

Management claims problems are being dealt through proper channels.

The workers' fight, spearheaded by the National Union of Mineworkers (Num), has been characterised by sit-ins, marches and strikes by thousands of NUM members.

Most of the Goldfields mines hit by the wave of industrial action are concentrated near the conservative town of Carletonville in the Western Transvaal. Mineworkers have charged that they have been subjected to decades of injustice and oppression and also accused Goldfields of having played a major role in shaping and perpetuating racial discrimination.

In a memorandum delivered to the mine authorities recently, mineworkers had demanded an end to -

1. Racial discrimination

2. Ethnically divided hostels

3. Harassment and brutality by mine security and an immediate end to victimisation of NUM members and their leaders at the mines.

Recently about 450 black underground workers refused to be hoisted onto surface after a mine captain had allegedly refused to let them board a cage with their white counterparts.

The man allegedly told them that they should wait for President Mandela's cage to hoist them up. He has since been suspended pending the outcome of a disciplinary hearing.

Amid the allegations and accusations City Press this week went to East and West Driefontein mines near Carletonville to investigate.

At both mines sleeping conditions were horrifying as 14 to 16 workers were crammed into one room. The workers we spoke to complained that there was no privacy in the rooms and it was even worse when they had to take their daily shower.

"It does not matter how old you are and you have no choice but to expose your privates to youngsters at the open showers. This is not done in our communities," said one old man who has been working at West Driefontein for over 25 years.

Another worker confirmed that it was tradition that they stayed in hostels and dormitories according to their

## New SA? You must be joking, say miners

(Zif)

tribal affiliation. This, according to the worker, has served to effectively divide the workers and could lead to tribal violence.

"Black workers have to use their own resources to wash protective clothing while whites have theirs done free of charge."

"Our white counterparts stay in town and we do not believe that they live in such conditions. Our food is bad and we are packed like sardines in hostels while whites stay in complete comfort," said Joe.

Problems at East Driefontein were similar to those at West Driefontein. NUM shop stewards interviewed complained that they were harassed by management and believed the aim was to discourage workers from joining the union.

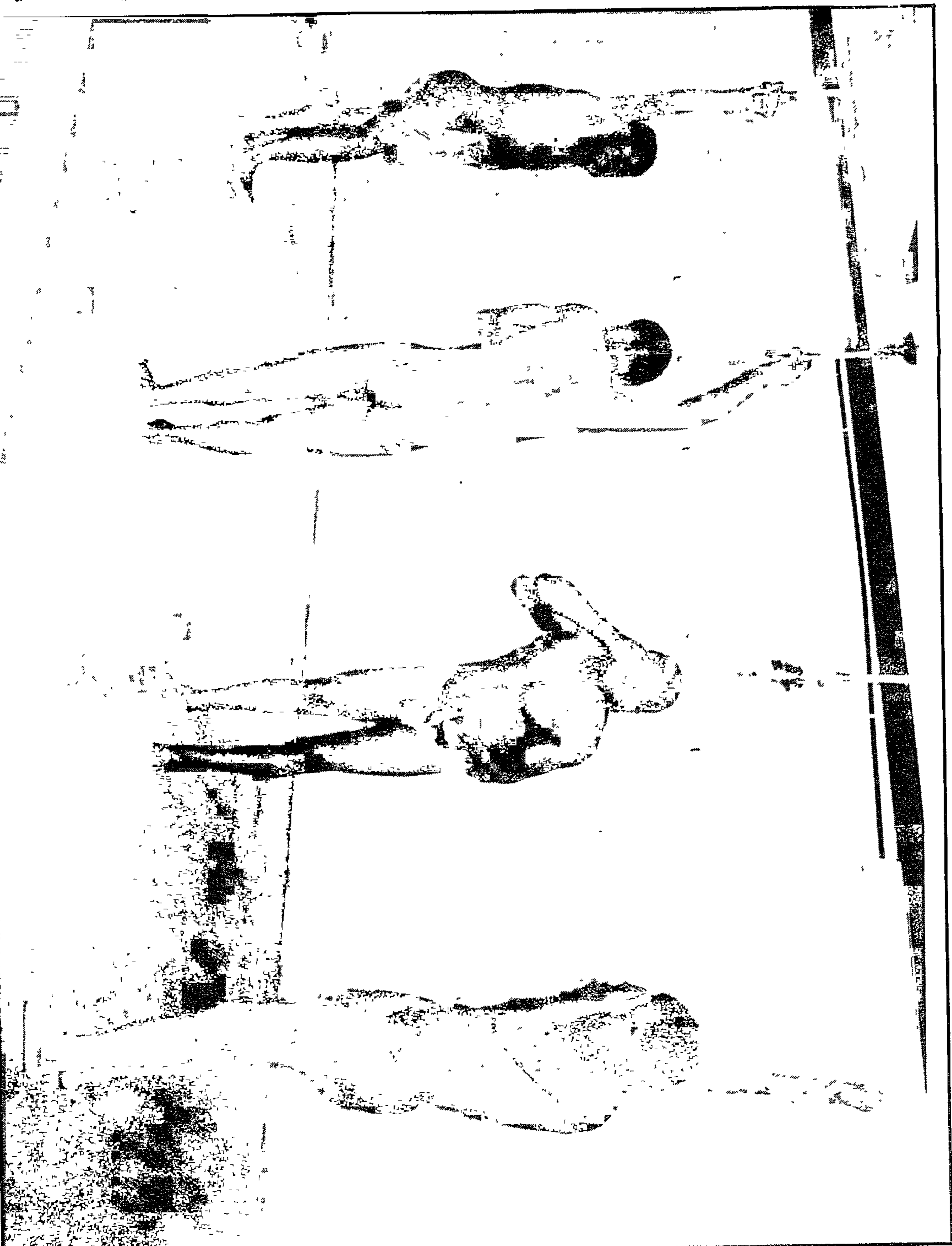
A shop steward said the most burning issue was the refusal by whites to be hoisted alongside blacks "even when the cage is only carrying a handful of them."

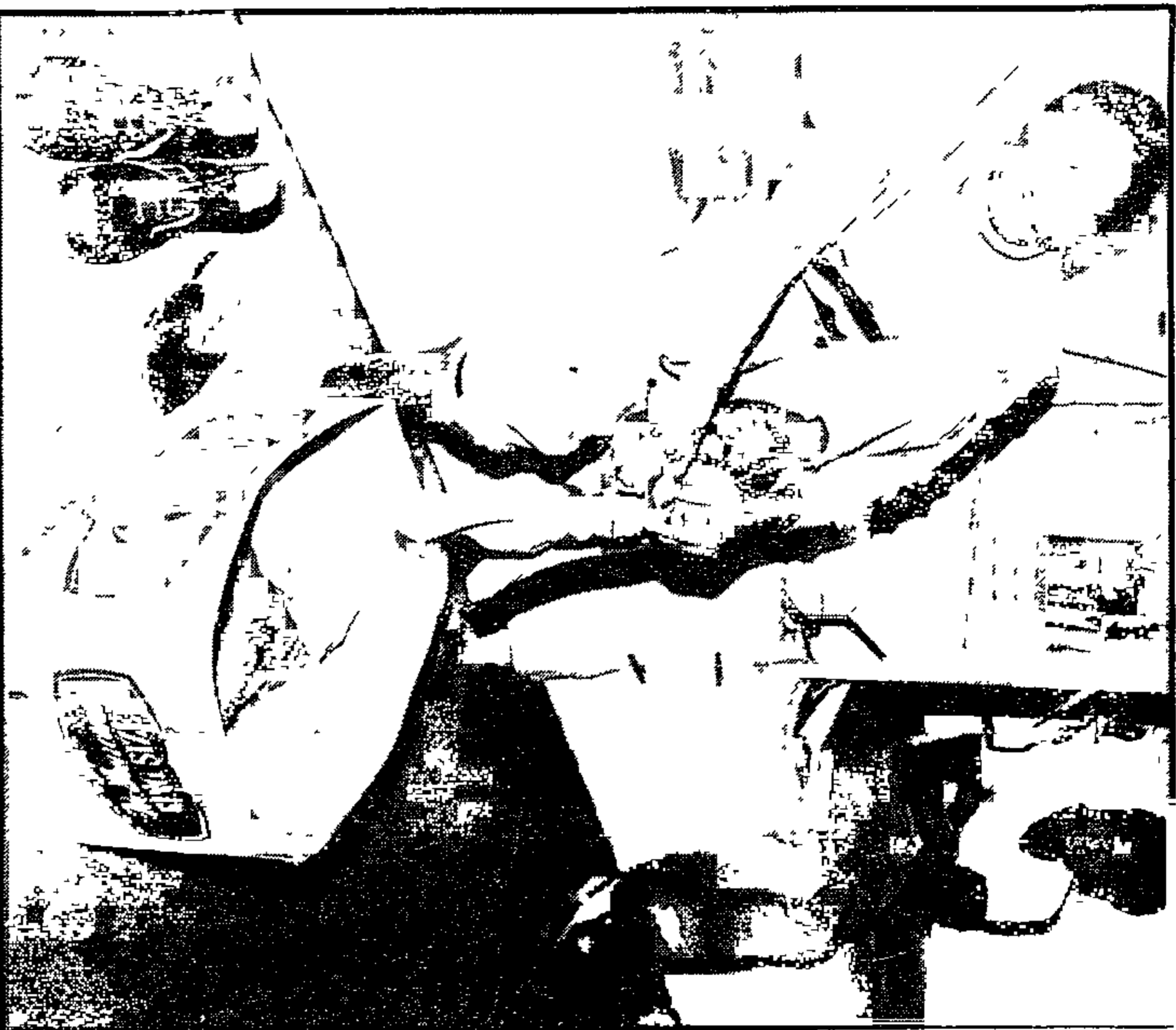
"A cage has three decks with a capacity of 50 each and we think it is humiliating in this new era for mine authorities to do nothing about it."

NUM official Laura James told City Press that Goldfields have renamed apartheid and were now attempting to describe it in terms of skills knowing full well that black people had been disadvantaged all along.

Goldfields spokeswoman Marion Brower admitted that while hostel accommodation was allocated on the basis of ethnic origin, employees were free to request allocation in any other room or block, subject to availability.

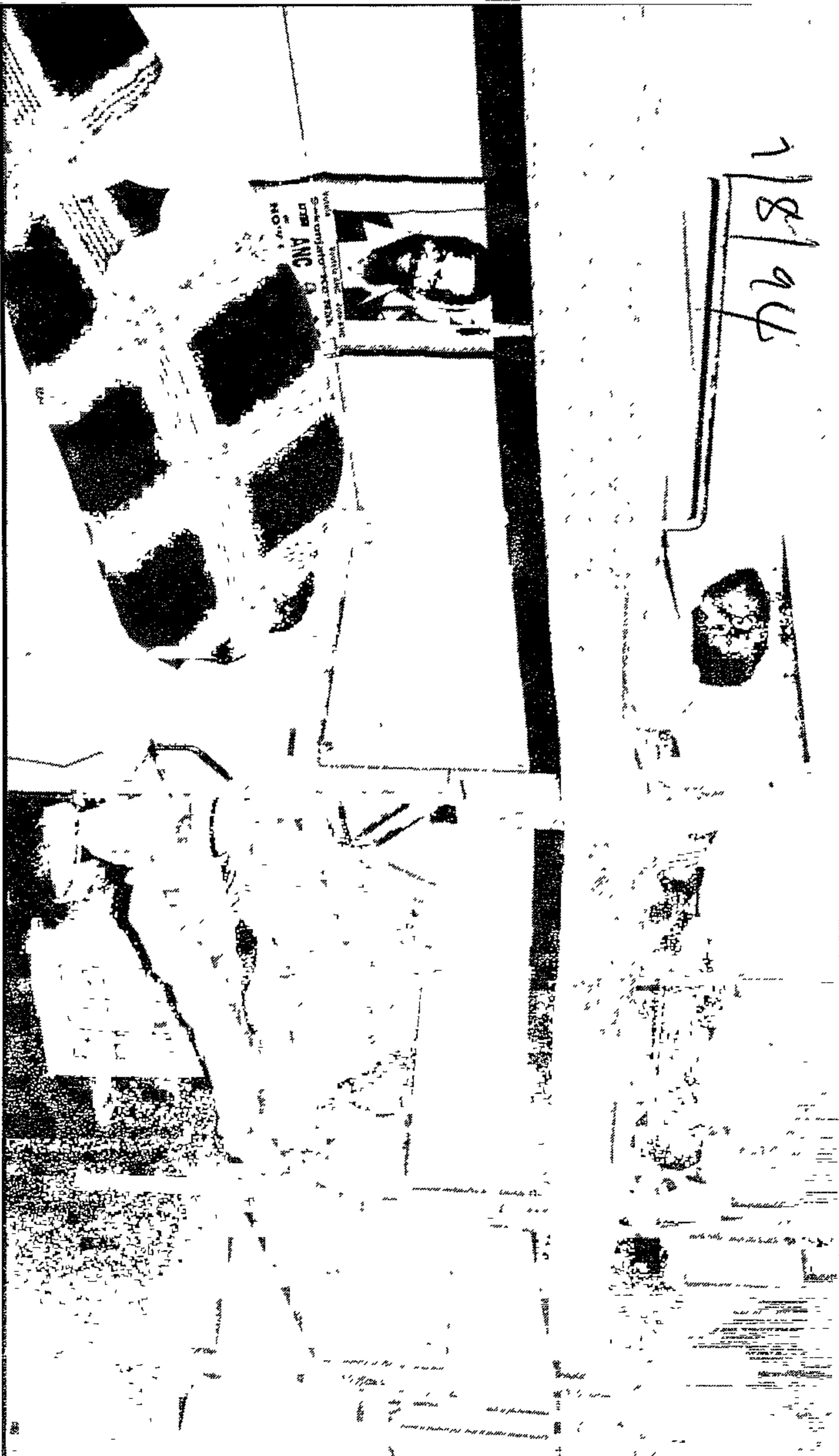
"Management is of the opinion that the company's policies are fair. We are living in a society that is transforming rapidly and the company evaluates these policies taking due account of conflicting interests," said Brower.





**NO PRIVACY . . .**  
Miners are forced to shower with each other (above) in showers that offer no dignity to the older men, who have to stand naked in front of youngsters in a way they would never do at home. **RIGHT:** In hostels miners are crowded together 15 or 16 to a room.

**APARTHEID . . .**  
Miners (left) complain that though SA is supposed to be changing they are still housed in hostels along tribal lines. **PICTO:** TLADI KHUELE



## 'Where is my son's body?'

**BY PEARL RANTSEKENG**

ONE day in 1978 Maureen Kekana's son Reginald left his home in Mamelodi to go and buy a newspaper.

She never saw him again. Unbeknown to her, he returned to the country as an MK cadre on an ANC mission in 1984, but was killed in a grenade explosion after a shebeen brawl in Mabopane - not far from his home.

He died at Gak Rakuwa Hospital - the same hospital where his mother was working as a nurse.

She never knew he was there. And now she still does not know where he was buried.

The first she heard of her son's death was in 1991, when the ANC came to inform her.

"They told me my son had been in exile in Angola and that he was killed while on a mission in the country. They said senior ANC officials would come and show me where my son was buried and explain what had happened. "I am still waiting," she said.

### Trace

ANC social welfare department spokesperson Mokeba Maleka said they were still investigating the matter and did not know what had happened to Reginald Kekana's body. "We are also trying

to find information on what happened that night. We are trying to trace the other comrades who were with him," Maleka said.

City Press was able to piece together the events at the shebeen where Kekana died on March 3 1984.

A self-confessed robber, Abel Molefe, then 18 (now 28), said he and two other friends, Jacob and Victor, had gone to the shebeen to drink.

He said his friends had been there earlier and apparently had robbed Reginald Kekana at the shebeen.

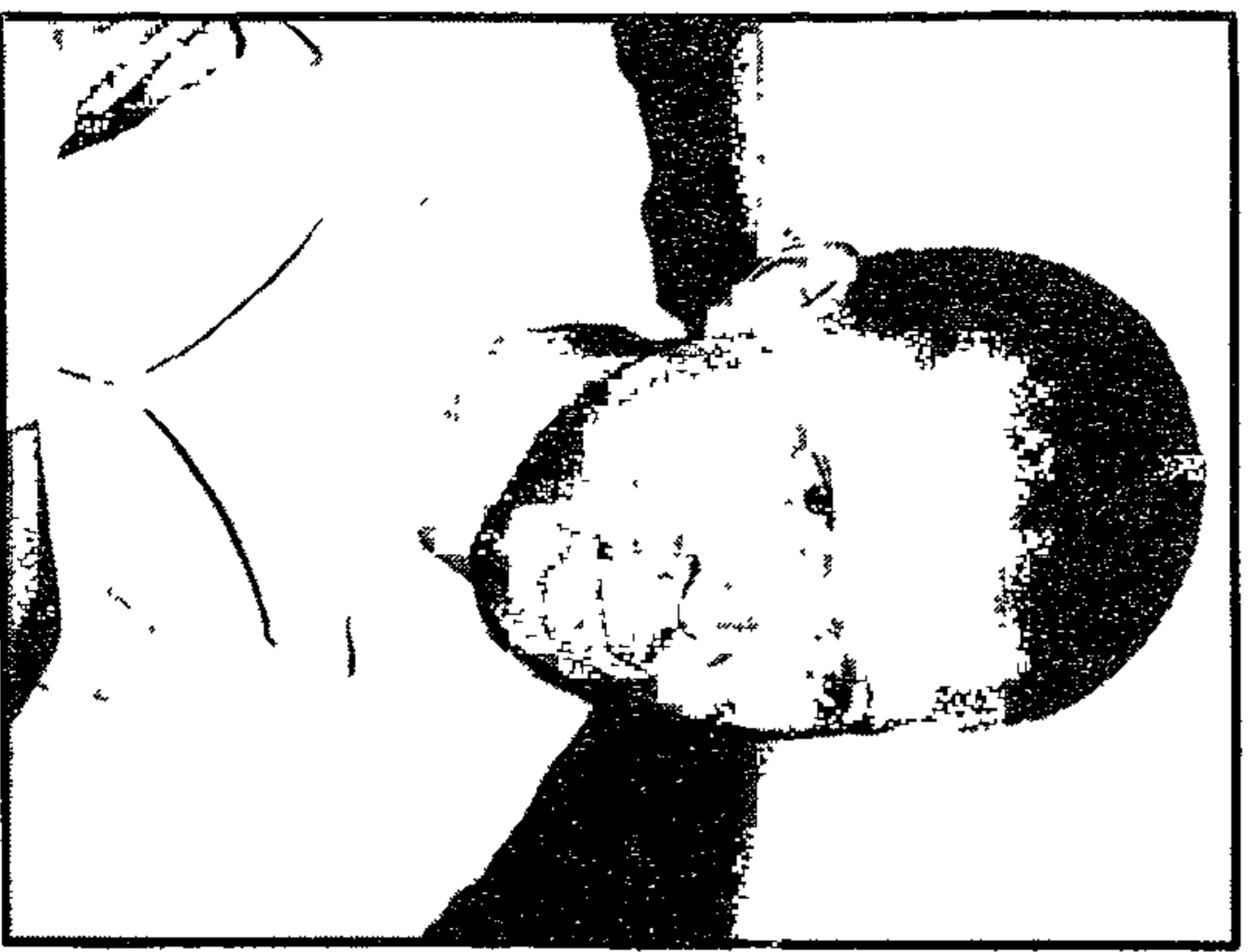
"I was not aware of what had happened earlier on. Then all of a sudden I saw Reginald approaching us with two of his friends. He said

he wanted his money back. My friends would not give it to him back. My friends would not give it to him.

"Then he took out a handgrenade from his pocket and threw it at Jacob. Unfortunately the grenade exploded and hit all four of us - killing Jacob on the scene," said Molefe.

He said he, Victor and Reginald Kekana were rushed to Gak Rakuwa Hospital.

Kekana had lost his right arm and they were later told that he had died at the hospital. "If I had seen my child I would have taken him and buried him myself. Then I would have had peace of mind," said Kekana.



**EYEWITNESS . . .** Abel Molefe says he saw how Reginald Kekana was blown up by his own grenade in a shebeen brawl.

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# NUM and Chamber of Mines sign compromise wage agreement

THE NUM and the Chamber of Mines yesterday described this year's wage agreement — based on an annual wage bill of more than R9bn — as a good compromise, going some way towards achieving income equity while stimulating growth and investment.

The two parties reached agreement yesterday after four months of negotiations. However, on the issue of productivity bonuses and profit-sharing schemes — introduced three years ago during an economic crisis in the industry — the parties were widely divergent.

With effect from July 1, the NUM's 200 000 members at the chamber's mines will receive increases ranging from 8,5% to 10% for unskilled gold miners and an average 10% for unskilled coal miners, to between 8% and 9,75% for skilled gold miners, and 9,75% to 10% for skilled coal miners. The agreement affects an additional 200 000 workers on member mines.

As usual, Randgold signed separate agreements for its Harmony and East Rand Proprietary mines with the NUM agreeing to an average 7,5% at Harmony and 10,5% at ERPM. Negotiations at Biv-

voortzicht are continuing, but will not hold up the signing of the main agreement.

Workers agreed to voluntary Sunday work and an annual production shift quota, as well as the necessity for Harmony management to keep up capex budgets. At ERPM, the NUM agreed to "survival criteria" including voluntary weekend and public holiday work and optimal labour allocation for productivity improvements.

"The wage increase is granted with the view to improve productivity and morale.

It is understood that if substantial productivity improvements are not achieved, commensurate with the wage increase, the mine's future is in jeopardy and imminent closure could become a reality." (211)

Regarding profit-sharing, NUM general secretary Kgalema Motlanthe indicated that the union might consider reintroducing some schemes at mine level, but only after extensive training of members who had rejected supplementary pay offers. The union had concentrated on improving the base rate as this was below the incomes of workers in other sectors.

## Chamber

increased to an acceptable level.

Miners were the lowest-paid workers, after those in the agricultural and domestic industries, and this had to be rectified before the union agreed to profit-sharing.

The agreement also covered increased holiday leave allowances, provident fund contributions, parental leave and income security. Working parties discussing affirmative action, job grading and housing will continue. The conciliation board try-

BIDAY

2018194

From Page 1

ing to resolve the dispute on adult basic education and training will continue until agreement is reached.

The chamber and Council of Mining Unions, which represents about 20 000 skilled workers, will try to resolve their wage dispute on Thursday, with a meeting between employers and the Mine Surface Officials' Association on Friday.

● Picture: Page 3

Chamber chief negotiator Adrian du Plessis expressed regret that no agreement was reached on continuing profit-sharing arrangements. "The schemes have not only had the effect of putting additional earnings into people's pockets when the industry was least able to afford it, they have also introduced a new vocabulary into the collective bargaining process."

However, NUM assistant general secretary Gwede Mantashe dismissed the possibility of reintroducing profit-sharing until current "starvation wages" had been

To Page 2



# NUM will appeal to govt

21 Day

ERICA JANKOWITZ

THE NUM would approach Labour Minister Tito Mboweni to discuss a lack of conciliation board mechanisms in the former Bophuthatswana, as it was unable to pursue this route in its wage dispute with Impala Platinum Mines, the union said.

11/8/94

The NUM said it had declared a dispute with the mine — the world's largest platinum producer — with the company offering a "meagre" 4% wage increase and the union demanding 12%.

(211)

About 30 000 workers were affected by the dispute

A conciliation board involving the Chamber of Mines and the NUM would sit on Wednesday after the union rejected an average 8% wage increase on member mines. Other areas of dispute were holiday leave allowances, provident fund contributions and traditional healers, the NUM said.

KATHRYN STRACHAN reports Impala Platinum responded yesterday that the figures of 4% and 12% quoted by the NUM ignored the costs of union demands for improved benefits. Once these costs were included, the management offer was worth 6% and union demands still exceeded 30% of wage costs.

Impala management said it had offered to assist the union in clarifying the legal position with regard to conciliation board proceedings in Northwest.

Wage negotiations between union representatives and management would continue today.

# Conservatism hampers NUM's development

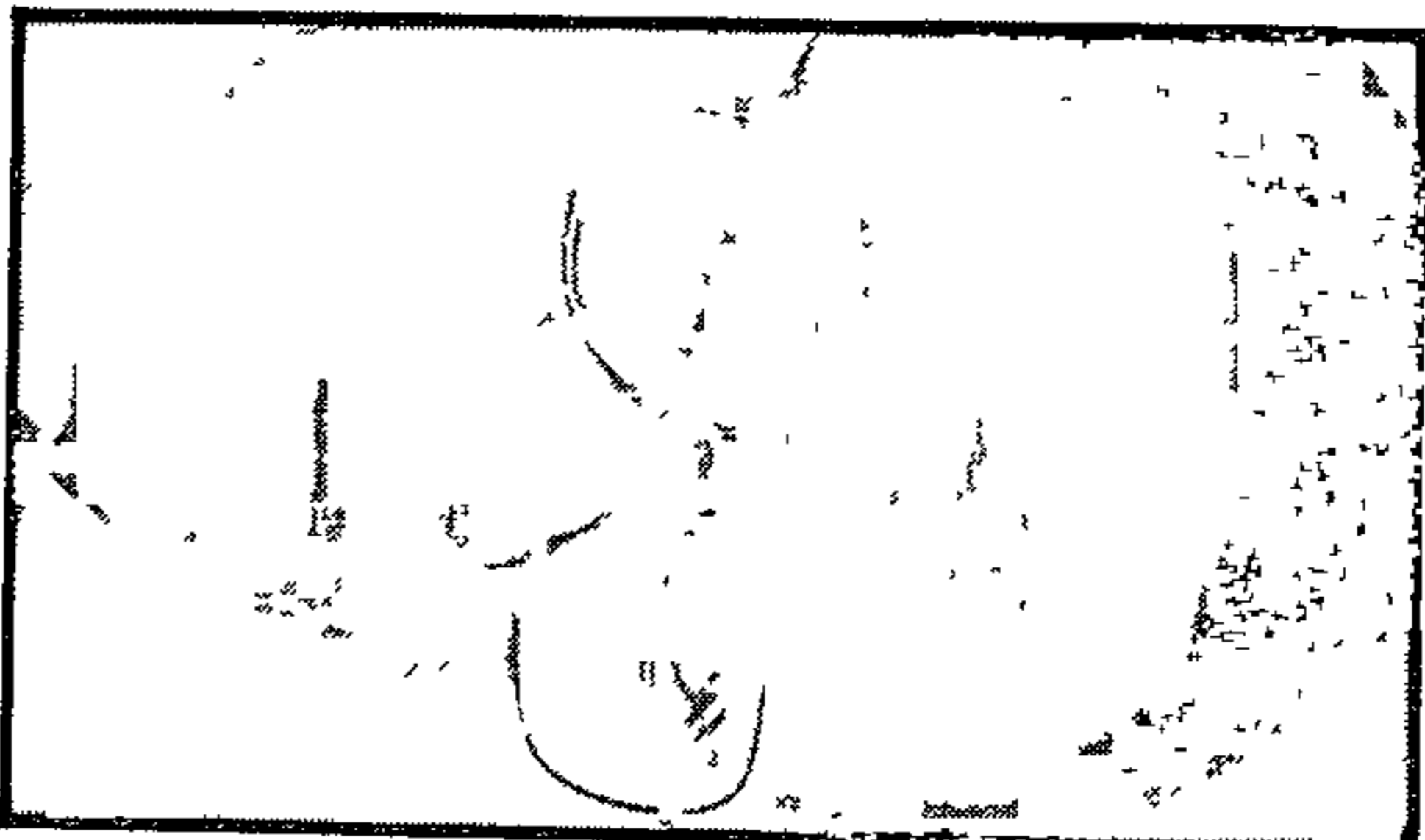
B/By 9/2/93 (211)

THE conservatism of most mine workers, and their apparent distrust of leaders who have not come up through the ranks, has meant that the NUM has been unable to effect what some say are much needed changes to the union's structure to take it forward into the 1990s and develop into a union which is geared to working effectively with a sympathetic government

At the NUM's eighth national congress in Pretoria this week, delegates are plotting the course for the next three years, focusing on issues such as leadership structure, collective bargaining and the future of the tripartite alliance. But a clarity of vision does not seem to be in place in the resolutions up for debate.

The expansion of the national NUM leadership will be hotly debated. Media officer Jerry Majatladi holds out little hope for the two-thirds majority required to change the constitution, though many officials believe this is essential if the union is to cope with its workload.

Majatladi says the NUM is the largest Cosatu affiliate with almost 280 000 members, yet it operates with five national office bearers. The past three congresses have failed to produce consensus on constitutional changes to introduce two more — another vice-president and three national secretaries as opposed to the current general secretary and his assistant — as well as more full-time



ERICA JANKOWITZ

tabled by the Carletonville branch with the aim of defining responsibilities more carefully and ensuring better servicing of membership, a recurring theme for unions as they try to adapt to a new role.

One person conspicuous in his absence at the congress was ANC secretary-general Cyril Ramaphosa, who is still general secretary of the NUM because his appointment to the ANC occurred in between congresses. He is apparently overseas and will not return until tomorrow, a day after delegates return to their regions. The impending departure of his successor as chief negotiator, Marcel Golding, who is also on the ANC's election list, leaves a big leadership gap, although the day of "worker leaders" would appear to have dawned in Cosatu affiliates.

An interesting issue on collective bargaining has been raised by Motlanthe. He suggests wage negotiations with the Chamber of Mines should take place only every two years, because they are so time-consuming. Whether delegates will endorse this remains to be seen.

Motlanthe restates the NUM view that it opposes bonus schemes because they serve to divide workers due to differences between mining houses and payments linked to in-

come levels. "The NUM wage policy says that the industry should move towards a uniform wage structure in which the same work is paid at the same wage rate in all mines." However, in the face of employer moves to implement bonus schemes, he suggests the union work out a framework agreement incorporating safeguards and protection for workers.

Regional proposals for resolutions are interesting in their diversity, and the problems perceived by officials. One pie-in-the-sky proposal suggests a minimum wage of R1 500 a month for underground and R1 300 a month for surface workers, but this is unlikely to be passed.

Once the ANC-led government is in power — as all Cosatu affiliates accept as a foregone conclusion — unions will have to assess their role within the tripartite alliance.

As several delegates have pointed out, once the fight against apartheid rule has been won, how to retain independence and not succumb to the temptation of being a "conveyor-belt of government policy" will be the challenge. The NUM, as SA's biggest union and one which will be greatly affected by the ANC's minerals policy, needs to reassess its position in the alliance.

But the resolution on this issue is short-term in nature, offering financial and material support as well as seconding personnel to the ANC to educate voters and popularise the re-

construction and development programme. Whether this means delegates will reassess political policy at the next congress in three years also remains to be seen.

On more day-to-day issues, regions have proposed a series of resolutions aimed at tightening the management and running of the union. These include the delegation of clear responsibilities to various officials, a disciplinary code and even the appointment of an industrial relations consultant to give clear policy direction on union staffing policies. The PWV region notes that discipline and grievance procedures have not been adhered to, and the high level of staff turnover due to dismissals and resignations needs to be addressed urgently.

In Motlanthe's report is a resolution targeting a membership of 400 000 by 1997. This will require not only a mammoth recruitment drive, but also a strong effective leadership to carry the NUM into a new mining era. Issues to be considered are industry restructuring and downsizing of mining operations, under the leadership of a sympathetic government and, hopefully, in co-operation with mine owners.

Whether this congress will be able to approve a restructuring of the union to accommodate these challenges is not apparent yet, especially considering that it is losing some very able leaders to politics.

## □ MOTLANTHE

officials in the regions

As NUM general secretary Kgalema Motlanthe said in the secretary's report he delivered on Monday, the NUM's ratio of organisers to membership remains the lowest in the trade union movement.

A resolution to tackle this will be

LECTURE

# NUM presents its proposals

Star 19/5/94

The National Union of Mineworkers submitted its 1994/95 proposals for improvements in wages and service conditions to the Chamber of Mines yesterday

## UNION presents to the Chamber of Mines a long list of suggested improvements to the lives and conditions of mineworkers

The NUM proposed adjustments to the minimum monthly wage rates for non-staff members on gold mines, ranging from R359 to R2 003 for surface workers, and from R631 to R2 224 for underground workers. Staff employees should receive the same percentage increase in basic wages as non-staff workers

Staff employees should receive the same percentage increases in basic wages as the same non-staff grade, it said

"The system of deferred pay discriminates against black workers and it should be ended forthwith. Every worker should be paid his/her full salary each month"

The NUM proposed equal benefits for monthly and daily paid workers, including leave, holiday leave allowances and payment for Saturdays and Sundays off

"Employer contributions on behalf of members of the Mineworkers Provident Fund should be increased to 11,75 percent, in

line with the contributions employers make to the pension funds of white employees"

The union proposed that sick leave be increased to a minimum of 56 paid days, that male mineworkers be granted three days paid paternity leave on the birth of each child, and maternity leave be three months on full pay

(211)

Regarding training, the NUM said the Chamber of Mines should agree to pay for 200 hours off each year for at least 10 percent of its workforce to take part in education and training courses, provided each person contributed at least 200 hours of his/her own time to the course

To avoid injured workers becoming "just cleaners," they should not be transferred to jobs more than two grades lower than those held before injury. Training for the new job should be provided if needed.

Mines should guarantee the jobs of every disabled worker

still able to work. Chamber member mines should establish a fund to cater for additional compensation for disabled workers

The NUM also said traditional healers should be recognised by the mining industry

The union called for each mine to provide the NUM head office with a report of its attitude and interpretation of affirmative action, practical progress on its implementation, and plans for the coming year and the next five years to bring about a racial balance in all areas of the mine

The NUM said the Chamber of Mines should agree to form a working party to negotiate a set of principles for upgrading and democratising hostels and for minimum housing conditions for migrant workers

NUM general secretary Kgalema Motlanthe said the union reserved the right to amend or add to the proposals before or during negotiations with management — Sapa





## Randgold miners protest against retrenchments

BINDY 12/7/94  
BONILE NGQIYAZA

ABOUT 8 000 mineworkers and their dependents marched to the administrative offices of Randgold's Durban Roodepoort Deep gold mine yesterday to present a memorandum protesting against impending retrenchments at the mine.

National Union of Mineworkers (NUM) branch chairman Paulus Mahlangu said management alone had decided to close the mine. Mine workers were also dissatisfied with the severance packages they had been offered, and called for government intervention in the matter.

"Randgold wants to pay us for the days we have worked in July since notice of the retrenchments was given, and holiday leave allowance. This is unacceptable," he said. The union would wait until Thursday for a reply. A meeting was planned for Friday to consider further action.

Company MD Peter Vos said the retrenchment packages would be finalised after some of the mine's assets had been sold. "Negotiations around the closure of the mine have not been finalised. The next meeting is on Thursday afternoon," he said.

The union memorandum accused company owners of not taking talks seriously.

Discussions with government for state aid had not been completed when the closure was announced.



# NUM urges govt role in mine closures

BIDAY 28/6/94

JACQUIE GOLDING

THE NUM yesterday urged government to intervene in rationalisation within the mining industry

This followed the announcement by Randgold & Exploration that underground operations at its Durban Roodepoort Deep gold mine were to cease after it lost a nine-month battle to save the mine

The closure, which will lead to 5 600 job losses, was sealed once government rejected an application — supported by the NUM — for additional state assistance of R12m

Randgold blamed the closure on the "inability of the mine to achieve the required improvements in production and productivity" while the NUM blamed the mine's "lack of planning"

The union said management's

"total disregard" of workers was evidenced by the Chamber of Mines' refusal to sign a national retrenchment agreement with the union

Companies should be compelled to establish social plan funds, it said "Social plans should be put firmly in place to avoid situations where workers are left on meagre retrenchment packages," NUM general secretary Kgalema Motlanthe said (21)

Mining houses should allow for effective recall procedures, minimum severance pay of two weeks for each year of service and training provisions to equip workers for other jobs or enable them to create their own jobs

The chamber said it believed gov-

ernment had an important role to play in the industry. The closure of mines affected many stakeholders

The implications and extent of closing marginal mines needed to be discussed with all parties involved, the chamber said, adding that the new government had to pursue vigorously the issue of marginal mines

The social plan tabled by the NUM last year dealt with retrenchment. However, the plan's format was not acceptable to the chamber

The chamber said it had responded by tabling proposals dealing specifically with retrenchment procedures on member mines

The NUM had not yet responded to these proposals

● See Page 13

# NUM proposes law to govern restructuring

THE NUM had proposed legislation to force managements to negotiate socially acceptable solutions when economic imperatives led to restructuring or downscaling, NUM general secretary Kgalema Motlanthe said yesterday

The first priority of legislation which gave enforceable rights to those affected by such changes would be to ensure full union and worker involvement in the planning process.

This should include discussions on introducing new technology, relocat-

B/Day 23/2/94

ERICA JANKOWITZ

ing plant, rationalising after a merger as well as retrenchments or downgrading, he said (211)

Once a forum was established to facilitate negotiations, the parties should set time limits and discuss procedures. Once it was decided whether there were financial implications to the process, the social aspect of the legislation would come into effect

In essence, this would look at minimising the negative effects of restructuring by examining notice periods, financial compensation and the provision of retraining to facilitate finding alternative employment

"The plan should provide for an individual assessment of each worker to determine the sort of training he would benefit most from as well as individual counselling to assist workers to deal with the psychological effects of losing jobs and assistance in finding new jobs"

# NUM, De Beers talks break down

BIDAY 22/7/94

ERICA JANKOWITZ

THE NUM declared a dispute with the Chamber of Mines last night, as annual wage talks between it and De Beers collapsed in disarray (21)

In negotiations with the chamber, the NUM refused to budge from its 12% demand, declaring a dispute and saying it would apply for a conciliation board

"We have reached a stage where we are unable to reach a settlement," NUM general secretary Kgalema Motlanthe said. Failure to reach agreement took into account the fact that many mine workers still earned less than R500 a month

Chamber chief negotiator Adrian du Plessis said member mines tabled revised offers of 8,5% on gold mines and between 8,5% and 9% on coal mines. Anglo American offered a 7% basic wage improvement with a guaranteed 3% on profit sharing

"Gold and coal mines have further offered a half percentage point increase in the contributions to the mine workers' provident fund. Other cost-related offers by the mines include improvements to holiday leave allowances, maternity leave and guaranteed income security in respect of workers injured on duty."

Du Plessis estimated the package to be equivalent to a "fair and reasonable" 10% increase on average. The chamber regret-

ted the decision to declare a dispute as it would delay implementation of increases

Meanwhile, the NUM accused De Beers of walking out of wage negotiations yesterday. The union said De Beers chief negotiator Shane Leisegang had refused to negotiate further and had led his team out of the negotiating chamber.

Leisegang denied this, saying talks had broken down before they began. He accused the union of negotiating in bad faith

The parties were unable to agree on whether they were in dispute, with the NUM claiming it had declared a dispute and the company saying this was not possible in terms of the recognition agreement

Leisegang said the confusion arose out of the NUM's refusal to respond to the company's last offer, which was a breach of the recognition agreement

The NUM said it had declared a dispute on July 12 after the company had "rejected virtually all the union's demands, including a demand that all shift workers, black and white, be paid the same allowance"

De Beers said its current offer was an average 8,5% against the NUM's across-the-board demand of 15%

□ To Page 2

## Mine talks

BIDAY 22/7/94

□ From Page 1

Leisegang said De Beers was prepared to continue negotiating in good faith, but the union had indicated it would follow the dispute procedure and apply for a conciliation board to be established. The company would decide on its response once it was clear that the union would do this (21)

The NUM said it was left with no option

but to "intensify our campaign at the mines" as workers were dissatisfied with management's response.

De Beers said "Unfortunately it appears that the NUM is intent on breaching procedural arrangements and escalating conflict rather than trying to reach a speedy conclusion to wage negotiations"

## Durban Deep offers training package

ERICA JANKOWITZ

DURBAN Roodepoort Deep yesterday proposed to the NUM a pioneering retrenchment agreement offering the mine's 5 600 employees two months' accommodation and retraining after this month's closure of underground operations **BIDAY**

Randgold & Exploration spokesman Richard de Villiers said the NUM would discuss the proposal and report back to management, but he was optimistic it would agree **2017194**

The union would suggest ways of retraining and Labour Department programmes would also be investigated. In addition, the mine could offer courses for electricians and plumbers and other skills related to house building **(211)**

"Employees will leave the mine at the end of September in a position to deal with the retrenchment meaningfully."

De Villiers said other workers could take up the offer, but he doubted they would. A monetary package for retrenched employees was being discussed with unions.

Meanwhile, Randgold's East Rand Proprietary Mine (ERPM) in Boksburg yesterday paid off 300 Zulu-speaking workers after the NUM, worker representatives and national peace secretariat officials failed to resolve ethnic tension at the mine.

Clashes before and after the elections left two workers dead and 13 injured.

About 100 Zulus who had returned after a two-month paid cooling-off period left

To Page 2

## Durban Deep

the mine yesterday in a no-fault termination exercise. The rest would be informed of the decision **(211)**

De Villiers said workers received compensation of a minimum of two weeks' pay and one week for each year of service.

The decision to terminate the workers' services came after six days of negotiations between mine management and the NUM led the mine to believe a lasting

solution to the problem was impossible

"Every reasonable option has been considered and, for as long as these deep-seated ethnopolitical antagonisms remain, the only way management can meet its responsibilities for the safety of lives and property, is to dispense with the services of the Zulus."

The NUM could not be reached for comment last night

From Page 1